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PERSONAL(ITY) VIBE

**Tailored for:**

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Personal Vibe is the basis of what makes up organizational vibe. The culture of any organization or group of people is built one person and one relationship at a time**.**

**is the uncanny, invisible energy**

**that emerges from the combination of**

* + - * **clarity,**
      * **competency and**
      * **chemistry**

***leading to noteworthy results!***

Vibe tends to “trickle down” from the top starting with the leader.

**THE QUADRANT of CHANGE**

**Change Doesn’t Work Like This…**

**CHANGE MOVEMENT**

* People do not move from Comfortable to Productive
* People do not move from Disconnected to Productive

**Change Works Like This. . .**

* For change to be permanent, one must go thru the \_\_\_\_\_\_\_\_\_\_\_\_\_ , the Land of Disillusionment
* This requires a change in One’s Communication Style

**THE FOUR PERSONALITY STYLES**

**PERSONALITY THEORY COMPARISON CHART**

The chart below represents the names for the Personality Styles as they compare to our model and descriptions:

|  |  |
| --- | --- |
| **the PERFORMER**  Social Style: “Expressive”  DiSC: “Influence”  Galen: “Sanguine”  Smalley & Trent: “Otter” | **the PRODUCER**  Social Styles: “Driver”  DiSC: Dominant  Galen: “Choleric”  Smalley & Trent: “Lion” |
| **the HARMONIZER**  Social Styles: “Amiable”  DiSC: “Steadiness”  Galen: “Phlegmatic”  Smalley & Trent: “Golden Retriever” | **the ARRANGER**  Social Styles: “Analytical”  DiSC: “Conscientiousness”  Galen: “Melancholy”  Smalley & Trent: “Beaver” |

**PERSONALITY STYLE IDENTIFICATION CLUES**

 **The Performer**

**Fast Paced - Initiator**

**Relational Focus**

**Performers tend to:**

* **Be loud with open \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**
* **Dress in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ colors.**
* **Be cheerful and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**
* **Tell stories!**
* **Have a good sense of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**
* **Use \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (even as adults).**

**The Producer**

**Producers tend to:**

* **\_\_\_\_\_\_\_\_\_\_\_\_\_\_ or put their hands on their \_\_\_\_\_\_\_\_\_\_\_\_.**
* **Be bold and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**
* **Be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ - Oriented.**
* **Wear \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ color clothing.**
* **Be \_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_ (of everyone and everything that they do)!**
* **Exude confidence**

**Fast Paced - Initiator**

**TASK FOCUS**

** The Arranger**

**Arrangers tend to:**

* Be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and thoughtful.
* Be serious and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* Possess an orderly way to approach everything.
* Be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (hair and dress alike)
* Possess \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ tendencies.
* Be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ - Prone.

**Slow-Paced - Responder**

**TASK FOCUS**

**The Harmonizer**

**Relational Focus**

**Slow-Paced - Responder**

**Harmonizers tend to:**

* **Be warm and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**
* **\_\_\_\_\_\_\_\_\_\_\_ and peaceful.**
* **Like \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ clothes.**
* **Like rest and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**
* **Be soft spoken and shy.**

**Performer’s Strengths & Weaknesses**



**A Performer’s Weaknesses**

**(Need for Maturity) include:**

* They are messy and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ need attention.
* They tend to be an organization’s Drama \_\_\_\_\_\_\_\_\_\_\_\_and Papas!

**A Performer’s Strengths (Maturity) include:**

* They are fun, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and entertaining.
* They are naturally \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They make \_\_\_\_\_\_\_\_\_\_\_\_ EASILY!

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**Producer’s Strengths & Weaknesses**

**A Producer’s Strengths (Maturity) include:**

* They are natural \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They get things \_\_\_\_\_\_\_\_\_\_\_\_\_\_!
* They are decisive and easy to \_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They are \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**A Producer’s Weaknesses**

**(Need for Maturity) include:**

* They are overly \_\_\_\_\_\_\_\_\_\_\_\_\_\_ & demanding.
* They are \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They can be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

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**Arranger’s Strengths & Weaknesses**

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**An Arranger’s Weaknesses (Need for Maturity) include:**

* They tend to be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They can be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ sensitive.

They can be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

* They can tend towards being moody & \_\_\_\_\_\_\_\_\_\_\_\_\_.

**An Arranger’s Strengths (Maturity) include:**

* They possess strong \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ skills.
* They are detail oriented with a commitment to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They are \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They are artistic.

**Harmonizer’s Strengths & Weaknesses**

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**A Harmonizer’s Weaknesses (Need for Maturity) include:**

* They get \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ easily run over.
* They tend to be non-\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to decisions.
* They are the most **\_\_\_\_\_\_\_\_\_\_\_-** \_\_\_\_\_\_\_\_\_\_ of the Personality Styles.

**A Harmonizer’s Strengths (Maturity) include:**

* They are the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* They are non-confrontational.
* They are nice and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
* They are pleasant and **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

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***The Listening Exercise***

**How to Feed A Soul**

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**The Emotional Needs of a Performer**

A **Performer is driven by the need for**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

The Inspiration word of a **Performer** is \_\_\_\_\_\_\_\_**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

**The Emotional Needs of a Producer**

**A Producer is driven by the need for**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ & \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

The Inspiration word of a **Producer** is \_**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

**The Emotional Needs of an Arranger**

An **Arranger is driven by the need for: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

The Inspiration word of an **Arranger** is \_\_\_\_\_\_\_\_\_**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

**The Emotional Needs of a Harmonizer**

A **Harmonizer is driven by the need for: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

The Inspiration word of a **Harmonizer** is **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

**HOW TO MAKE IT WORK: BEING VERSATILE**

**Fast-Paced Initiator**

**Task Focus**

**Relationship Focus**

**Slow-Paced Responder**