

# Lesson 16: Workplace Personalities

## Category: Employability Skills

### Employability Skills

- a) Teamwork & Working in Diverse Environments
- b) Interpersonal Communication
- c) Problem Solving & Critical Thinking
- d) Enthusiasm & Attitude
- e) Flexibility & Adaptability

### Instructional Direction

Students will draw or be assigned one of the following personalities: Know-it-all, Perfectionist, Grumpy Gills, Cheerleader, Super Shy, Leader, Daydreamer, Procrastinator, Egomaniac, or Yes Man

Students will then break into small groups where they will have five minutes to build a house out of a deck of cards. While building the house, students will role play the personality from the card they drew.

At the end of the five minute time frame, have groups debrief whether or not they were successful. Students should try to guess what personality each person in the group was playing during the exercise. Then discuss the impact each personality had on the success or failure of the group as a whole.

As a group, brainstorm strategies for being able to work successfully with each of these personalities.

### Learning Outcome(s)

Students will be able to employ multiple strategies for dealing with different personalities and attitudes in the workplace.

### Resources Needed

1. Decks of playing cards or some other similar item to be used for building a house
2. Personality cards (Blackline Master 16a)

### Modification and Extensions

- Students can form a group choosing which personalities to include and repeat the project to see if they are successful.
- Students can do a similar group activity without assigned personalities and evaluate each person's personality within the group. This may also be done by having students complete the assigned group task while being video recorded and having the class evaluate personality types after viewing the group videos. Any variation would be a good lead in activity to discussing performance evaluations, found in lesson, *Evaluating Your Brand*.



# WORKPLACE PERSONALITY CARDS

## Know-it-All

You have all the answers for every problem and know exactly how the task needs to be completed. You are not receptive to the input or feedback of others and might even be annoyed that they have any thoughts to contribute.

## Leader

Any task is your task. You enjoy directing others and naturally fall into the role of project manager. You delegate tasks, check on others work, and encourage the team while also making sure that you constantly progress toward the finish line. You are challenged when others try to take hold of your projects and will push back until you are clearly on top alone.

## Perfectionist

You are not satisfied with any part of a task or project that is not exactly as you imagine it should be. You demand perfection every step of the way and are unbending when others want to cut corners or might have ideas that challenge your vision. It's done right all the way or not at all.

## Daydreamer

You lack focus and direction. You enjoy thinking of ideas but then don't have any follow through. If given a group task you might have a phenomenal idea to share but then don't really contribute to getting it done. Those clouds outside are really pretty. What are you having for dinner? I need to text my best friend about our plans ... wait, what were we doing?

## Grumpy Gills

You are just really annoyed that you have to do anything and bring your bad mood to the task at hand. People annoy you. Working annoys you. Talking annoys you. Your grumpiness is just who you are and while you might contribute to the task, you aren't happy about it. (Being grumpy doesn't necessarily mean you are loud or pushy.)

## Procrastinator

You know the task you are assigned are important but you really don't want to work on them now. Later is better than never. If you can push your work off to another time or person, this is always preferred. Why do we have to do this now? If we let some time pass we might work better under pressure, right?

## Cheerleader

Go team! You want the task to be completed and you will make sure you contribute the best attitude and emotional support possible. You enjoy encouraging others and making sure that everyone contributes and feels AMAZING about it. Your primary job is to encourage others toward success.

## Egomaniac

Wow, aren't you wonderful? Any group you work in is proud to have you! While you may have ideas to contribute to a task, you first need to let the group know how great you are. As the task goes on you want to make sure everyone remembers how wonderful you are so you may need to remind them ... even if it means this takes time away from actually achieving the task.

## Super Shy

You may or may enjoy working on projects with others, but no one would ever know because you don't really say much and stay to yourself. You are soft-spoken and not likely to share ideas unless you receive lots of encouragement to do so. Generally, you watch the task happen and communicate through others if needed.

## Yes Man

You are a supporter. If someone gives you a task, you agree to it because you are here to support your leaders and team members without question. You identify leaders and say yes to any task you are assigned and support them even when you may not agree with their direction.

