



KNOWING THE REAL ME

Year 1 Topic 1

Copies per COUPLE:

Newly Weds (NW) x 2

Mentor Couple (MC) x 2

Personality Styles Assessment

Each of us has a dominant personality style that reflects our individual values and principles as well as affects our relationship with others. There are four basic personality styles that we use to describe who we are. Most of us have some aspect of each style; however, one style is usually dominant.

Knowing which is our primary style is helpful in developing empathy, understanding, acceptance and trust in any relationship. In this exercise, we ask that you weight the categories by assigning 1, 2, 3 or 4 to each of the boxes: 1 is most like you, 4 is least like you.

By adding the columns down, you can estimate your dominant personality style in comparison with the other styles.

NOTE: Mark the boxes in terms of who you are, not who you would like to be or who you think you should be.

For example:

1. The personal qualities I am more aware of in *myself* are . . .

Gentleness & Warmth	Strength & Capability	Consistency & Clarity	Spontaneity & Creativity
1	3	2	4

2. The strongest value
(principle) for *me* is ...

Relationship	Responsibility	Being Correct	Freedom
3	2	4	1

3. I am attracted to people
who ...

Are cooperative & easy to get along with	Are responsible & get things done	Are thorough & think things through	Are fun & unique
2	1	3	4

4. Etc. ...

...
4	2	3	1

TOTALS:

Response #1	Response #2	Response #3	Response #4
10	8	12	10
H	O	T	C

Complete the Personality Styles Assessment Worksheet on the following page ...

KNOWING THE REAL ME

Personality Styles Assessment Worksheet

1. The personal qualities I am more aware of in *myself* are . . .

Gentleness & Warmth	Strength & Capability	Consistency & Clarity	Spontaneity & Creativity

2. The strongest value (principle) for *me* is . . .

Relationship	Responsibility	Being Correct	Freedom

3. I am attracted to people who . . .

Are cooperative & easy to get along with	Are responsible & get things done	Are thorough & think things through	Are fun & unique

4. I tend to make decisions by . . .

Trusting my Intuition	Following the rules	Careful Analysis & Consideration	My Gut Reaction

5. I get people to cooperate
by ...

Creating Friendship & Harmony with Them	Persuasion & Direction	Influence, Discussion & a Logical Approach	Motivation & an outgoing, creative style

6. I feel best about *myself*
when I am ...

Helping People Feel Good about Themselves	Getting Things Done	Advising People & helping Them Work Things Through	Causing Things to Happen

7. I want others to see *me*
as ...

Warm & Personable	Reliable & Effective	Confident & Logical	Skilful & Unique

8. When someone criticizes
me, it's likely that *I* will ...

Withdraw & not deal with it	Deal with it & Defend Myself	Analyze the Situation & Other's Motives	Ignore it and Move On

9. When I am really down
on *myself*, then I see *myself*
as . . .

Having Very Little to Offer	Incapable of Doing What is Needed	Confused and Out of Control	A Loser

10. When I am under stress
I tend to . . .

Withdraw & Compromise	Redouble My Efforts	Discuss & Analyze	Challenge & Confront

TOTALS:

Response #1	Response #2	Response #3	Response #4
H	O	T	C

KNOWING THE REAL ME

Description Of Personality Styles

HELPER: The helper's prime value is to be in relationship with others. Helpers are people who need people and love to be involved with others. Generally, they try to get in touch with other's feelings and are empathetic and intuitive. In relationships, they are peacemakers and work to obtain cooperation, belonging and harmony. It is very important to the Helper to be seen as genuine and caring. The helper generally tends to see the positive in situations.

They are loyal, trusting, supportive and more concerned with what could be than with what is.

ORGANIZER: The organizer gets things done. They tend to be very responsible, are almost always prepared and follow the rules. The organizer tends to make a list so they know when the job is done. If things are disorganized and lack structure, they need to get them structured and organized. They tend to be reliable, stable and sensible. In general, they do not enjoy change, preferring things to be predictable and orderly. They tend to look to the past for the basis of decisions, how has something been done before (tradition).

Among their major gifts are their sense of order and follow through. They will almost always do the work first and, if there is time, consider pleasure or play.

THINKER: The thinker enjoys ideas and wants to understand. They enjoy analyzing situations, tending to be the quiet observers. In general, thinkers are independent and are more involved with thoughts and ideas than with emotions. They will follow the rules if the rules make sense and are logical. The thinker has a need to be competent and to accumulate knowledge. They enjoy debate and discussion of ideas. Usually, thinkers tend to be perfectionists and have difficulty dealing with their own mistakes.

They are great planners, because they will work to consider all the options.

CATALYST: The catalyst enjoys being free, spontaneous and playful. Catalysts are generally bold in their actions, enjoy being the center of attention and are risk takers. They are action-oriented and like to be involved with the here and now. They like making things happen. They enjoy competition and like variety. They get bored rather easily and will seek change just to make things interesting and exciting. They enjoy a challenge and tend to do things their way, often being seen as impulsive. They find rules and structure confining and are looked up to for their spontaneity and outgoing nature.

DEFINITION OF A PERSONALITY STYLE

My personality style is the essence of who I am and how I appear to other people. It reflects my identity, becoming more apparent from childhood through adulthood. It is reflected in the things I say, my reactions to the way I perceive and respond to persons, places and events around me. It embodies my personal beliefs, goals, expectations, hopes and fears.

DEFINITION OF BEHAVIOR

A behavior is a learned and adaptable manner of presenting myself to win approval, gain respect or accomplish another end. My behaviors may be different depending on whether the setting is work, home or play. My behaviors also have been learned over a lifetime but, as opposed to my personality style, they are much more subject to adaptation and change. Behaviors can be learned as well as unlearned.

Notes: