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"ASK ROPELLA - THE HEADHUNTER"

Understand Workplace Personalities to Ensure Corporate Success



Q. How do I hire workers whose personalities mesh well with the company and me?

A. A nice mixture of the four basic personality types forms a healthy work environment. Get the most out of your employees by understanding how the four basic personality types communicate.

- Socializers are very expressive, highly effective collaborators and coaches. Photos and candy dishes line their desks. They respond to uncritical and unthreatening comments and appreciate good listeners.
- Analyzers make decisions based on hard facts. Work areas are neat and organized. Give them plenty of time to review data and be willing to answer analytical questions.
- Actionizers speak directly and cut through clutter to quickly accomplish tasks. Expect a display of awards and trophies in their office. They may come across as impatient or impulsive, but they respond well when you get straight to the point.
- Energizers use a wide range of facial and physical gestures and approach new ventures with enthusiasm. Work areas may look chaotic. As their boss, tolerate disorganization and be optimistic.

Q. From co-workers to bosses, everyone has a different approach to doing things. How do I get my point across?

A. Learn to recognize traits of the four basic personality types. Then, adapt your style of interaction to communicate with fellow employees and bosses.

- Socializers focus on feelings and emotions. Spend time talking with them to butter them up before diving into a work need.
- Analyzers require hard facts before making decisions. Help them gather information and grant them plenty of time to review all data.
- Actionizers may appear impatient and competitive. Get your point across quickly to keep their attention. Control your emotions around them and learn not to take feedback personally.
- Energizers get excited about the big picture and provide creative solutions to challenges at work. Show enthusiasm and stay optimistic to keep them engaged.

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