

ENERGIZE LEARNING!

INTRODUCING Discovering Styles Thumbball



Connections Question

A personality quality you possess that you feel proud of



So Many Personality Style Tools!

Myers Briggs

MBTI

What's My Style...

HOGAN

DiSC

16 personalities

DISC

(FREE)

WHAT'S YOUR FAVE?

Qualities



STEADY – holds the course, impervious to ups and downs

CREATIVE

JUGGLER

RESILIENT

SWIFT

VISIONARY

DATA-DRIVEN

ANALYTICAL

FUTURISTIC

ORGANIZED

THOROUGH

OBJECTIVE

SELF-RELIANT

CHARISMATIC

OPTIMISTIC

PERSUASIVE

AFFABLE

INVENTIVE

TALKATIVE

DECISIVE

COMPETITIVE

PERSISTENT

ASSERTIVE

SPONTANEOUS

EXTROVERTED

GOAL-ORIENTED

RELIABLE

STEADY

EMPATHETIC

COOPERATIVE

FRIENDLY

INTROVERTED

GOALS OF ASSESSMENT ACTIVITIES

1. **Understand** different styles
2. **Appreciate** differences
 - NOT pigeon-hole or label!
 - Build relationships
 - Every style is equally valuable
 - Different styles need different approaches
3. **Remember** which is which
4. **Practice. Practice.**

RECOMMENDED TOOLS & ACTIVITIES

REPORT REVIEW – Use Assessment Reports to:

- Understand own style
- How to work with others effectively
- Have participants share a bit about their style and whether they agree with the results

EXERCISES & ACTIVITIES

- Create 5x7 reference card for each style
- Identify a pop-culture icon or individual with that trait
- Share exemplary video clips
- Find a “Personality Twin”
- Role-play – share usual response to a question then edit the response to appeal to a different style

Introducing: Discovering Styles Thumbball

HOW IT WORKS: You ask the question.

They reply according to the prompt under their thumb.

- **Self-understanding** – Do you identify with this style?
- **Valuing differences** – Why is this style uniquely valuable?
- **Understanding the styles** – which style(s) is it?
- **Elicit Stories** – share a story about the positive impact of this quality
- **Examples** – Identify a pop-culture icon, TV or Movie character



QUESTIONS

Discovering Styles Thumbball

1. Understand different styles

Why is this quality important to our organization?

2. Appreciate differences

How could you use this quality in a positive way?

In what situations might this quality/characteristic be most effective?

3. Remember which is which

Which of our personality type(s)/styles encompasses this quality?

4. Practice. Practice.

How might someone with this quality manage conflict?

How can you support or encourage this quality?

How can you best work with someone with this quality?

What happens if this quality is exaggerated...



4 GAME OPTIONS for Discovering Styles Thumbball



1. FOCUS ON ONE SINGLE QUESTION

2. ROUND ROBIN

Play multiple rounds, answering a different question each time.

3. TEAM PLAY – 2 teams line up facing each other

Receiving team catches the ball & reads the QUALITY. Opposing team answers a question, i.e.:

- Describe what that quality might look like at work.
- With which style(s) is the quality be associated?
- A colleague/teammate or famous person who is strong in this style.

4. STYLE PAIRS – look under both thumbs

Consider how the two qualities might interact and answer:

- How might those characteristics balance or complement each other?
- What challenges might arise when these two qualities merge?

TIPS

Consider the Language you use: Not “Type,” but rather...

- Communication Style
- Inventory of preferences

Set the stage:

- Every style is equally valuable
- There is no one best style
- We possess all styles, and have a preference for one more than the others
- Learning about ourselves helps us understand how we interact with others

Trainers

WAREHOUSE

ENERGIZE LEARNING!



Discovering Styles Thumbball

