



How does Your Personality affect Your Work Relations?

Your “way of being” or who you are impacts on every aspect of your work and therefore has a direct effect on the functioning of an organisation. By becoming more aware of your personality (and those of others with whom you work) you can improve your workplace relationships and build stronger team performance.

At **Need2Connect** we use the Enneagram personality tool, with its nine different types (and wings and arrows), as a method of raising your awareness of who you are:

1 The Perfectionist - someone who is motivated by the need to live their life the right way, including improving themselves and the world around them.

2 The Helper - someone who is motivated by the need to be connected and valued and to express their positive feelings to others.

3 The Achiever - someone who is motivated by the need to be productive, achieve success and avoid failure.

4 The Romantic - someone who is motivated by the need to experience their feelings and to be understood and to avoid being ordinary.

5 The Observer - someone who is motivated by the need to know and understand everything, to be self-sufficient and to avoid looking foolish.

6 The Questioner - someone who is motivated by the need for security. They can be outwardly fearful or they can confront their fear.

7 The Adventurer - someone who is motivated by the need to be happy and plan enjoyable activities, to contribute to the world and to avoid suffering and pain.

8 The Asserter - someone who is motivated by the need to be self-reliant and strong and to avoid feeling weak or dependent.

9 The Peacemaker - someone who is motivated by the need to keep the peace, to merge with others and to avoid conflict.

Which personality type do you think you might be?

How do you think your type may relate to others?

Think about a colleague with whom you get on well. Think of a colleague with whom you sometimes clash. What do you think their personality types may be? Some personality types complement each other - others don't necessarily - which obviously can have huge implications for the workplace!

How can you keep in mind that with nine different personality types not everyone will see situations the way you do?

If you would like to learn more about personalities and workplace relations you may wish to attend our **Need2Connect** workshop series “Personality & Professionals - The Basics”, “Personality & Communication” and “Personality & Leadership”.