

# Personality Styles and Team Work

## 性格取向與團隊合作

MEDIUM : English / Cantonese COURSE CODE : PSTW

It is our common experience that we found ourselves easier to get along with some people than others. This applies to dealing with other people at work, in the family, or in a man-woman relationship. Many of us have accepted this experience as an unavoidable fact of life, and thus unnecessarily confined themselves to a very limited set of opportunities. Social psychologists tell us that much of the difference between people can be explained by their prevalent social styles. People with different social styles have different communication patterns, are motivated by different driving forces, are interested in different things, and have different conflict management patterns. Understanding this difference in the way people think and behave is essential to improving communication and harmony between people. Through *games, fun discussions, self assessment and role plays*, this program will guide participants to identify the social styles for themselves and others, understand the differences between the various styles, and the way to interact with others more effectively.

**Audience** Anyone between 18 and 80 years old who has an interest to understand more about self and others

### Training Activities

*Discussions, demonstrations, role-plays, mini-lectures, games*

### What participants will learn

At the completion of this workshop, participants will be able to:

- Describe the differences between sixteen(16) social styles
- Describe the characteristics of each of the four(4) major social styles
- Identify the social style for self and others
- Adjust one's own behavioural pattern in relation to others for improved communication and relationship

### Course Outline

#### 1. Introduction and ice-breaking

The program will start with a game, followed by a light discussion on:

- Significance of networking
- Key elements for effective team work
- Johari Window

The *game* will also serve as an *ice-breaking exercise*.

#### 2. Embracing diversities

This is a *mini interactive lecture, discussion and fun-filled demonstration*, where participants will assess one's own personality style and learn:

- Four(4) primary personality styles
- strengths and weaknesses of each style
- embracing diversities

#### 3. How are we different?

Participants will be grouped together according to their assessed personality types. They will then *discuss and report* to class:

- their preferred communication patterns
- their decision making patterns
- their conflict management patterns
- how they preferred to be treated at the work place

#### 4. Working together

Through another *game and discussion*, participants will learn:

- The need to be flexible
- Advantages and disadvantages of having everyone in the team belonging to different social styles?
- How to work and communicate with people of different social styles?