

Better Relationships and Communication



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Understanding Personalities

Youself

**Your tendencies
and preferences**

Others

**Their tendencies
and preferences**



Use these tools to help
improve relationships
and communication.



Leading with Emotional Intelligence

Five pillars of emotional intelligence

Self-awareness is first for a good reason

A critical life skill

Healthier perspective of who you are

Better idea of where you are at

Can help identify a path to:

- Happiness
- Satisfaction
- Fulfillment



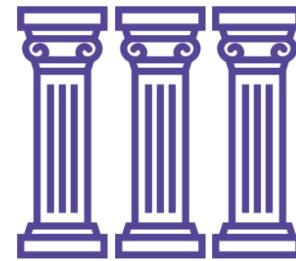


**Imposter syndrome is likely
impacted by poor self-awareness.**

Self-awareness Is Critical for Self-regulation



Better, more appropriate, and more effective self-regulation



Self-regulation is the third of five pillars of emotional intelligence



Self-regulation can help you manage imposter syndrome



Self-regulation can help you manage feelings of being overwhelmed



Self-regulation can help you when you are confused



Self-regulation During Stressful Situations

**Be more
calm**

**Assess the
situation**

**Remove unhelpful
emotions**

**Remove negative
self-talk**

**Act more
professionally**





Honest self-awareness
can help improve your
communication and
relationships.





Understanding Yourself

Understanding your preferences and tendencies can help you understand why how you communicate might not be how others prefer to receive information.



The Fourth Pillar of Emotional Intelligence

Empathy

Awareness of others



Awareness of Others

Hear

See

Understand





**Understanding others can help you
realize why you aren't connecting well.**

This awareness can help
improve relationships.





**Understanding others can help
make work more enjoyable.**

Understanding Others Improves Your Work

Removes bad
emotions

Removes petty
likes

Removes petty
dislikes

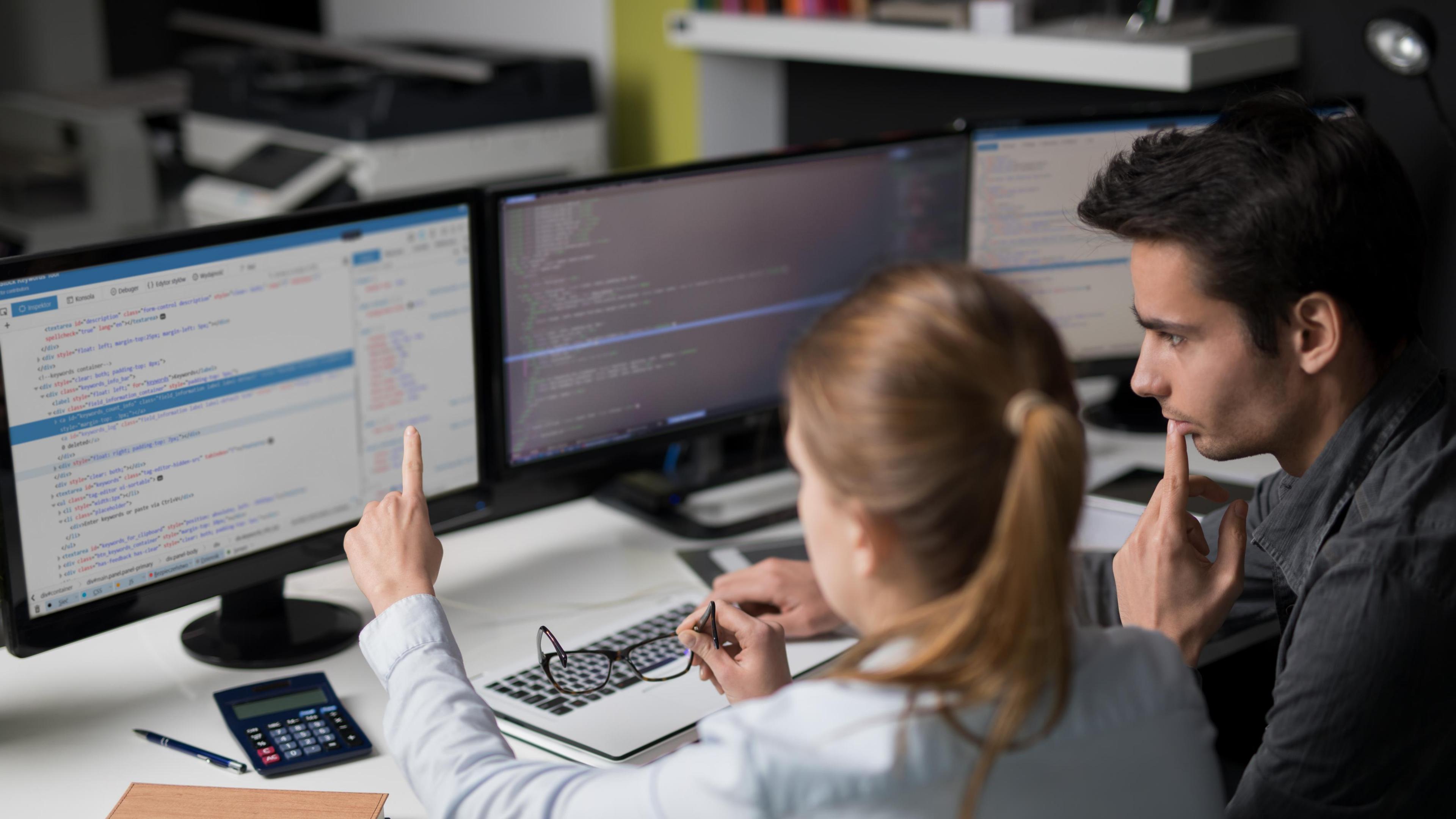


Learning how to persuade
and influence others can
be your superpower.



Flexibility and scalability





People
Constantly
Change

Growing
Learning
Facing experiences
Facing challenges
Finding good fortune
Finding bad fortune
Learning about themselves





Experience Can Lead to Change

**Unexpected
job loss**

**Death of a
loved one**

**Tragic car
accident**





Getting a promotion

Getting passed over for a promotion

Changes in self-confidence

Highly optimistic

Unplanned experiences

Failures and setbacks

Changes to our perspective

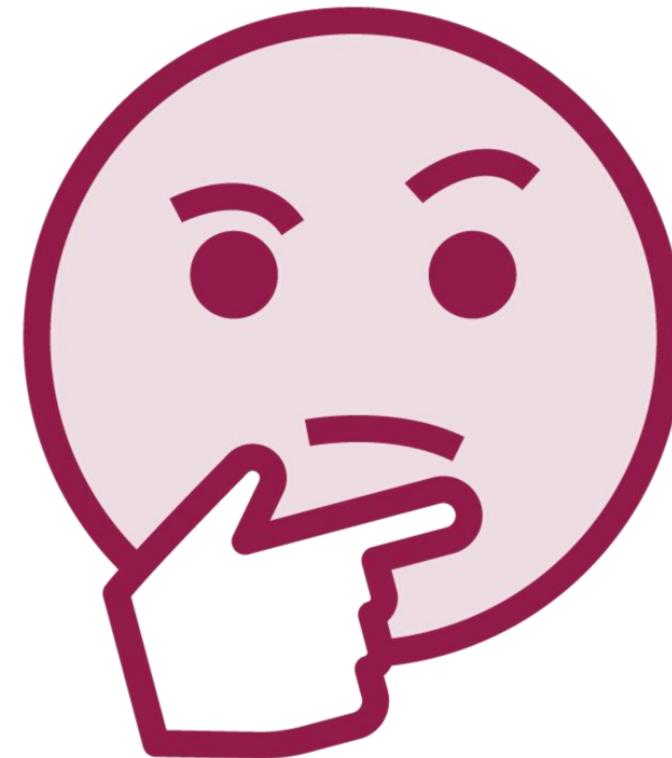
Changes in our resolve

Subtle changes over time

From wins or losses



These Experiences Impact Us



How we think



Our relationships



Our communication



Allow for change. Allow how
you perceive yourself, and
others, to change.



The results I got while in school seemed especially weird.





There Was a Mismatch

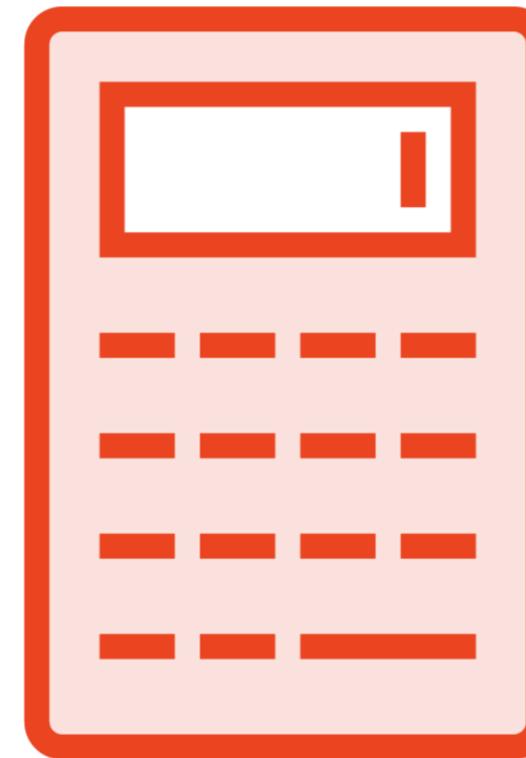
The conclusions I received didn't match what I felt I wanted to do for the rest of my life. They felt like forced conclusions without considering other factors.



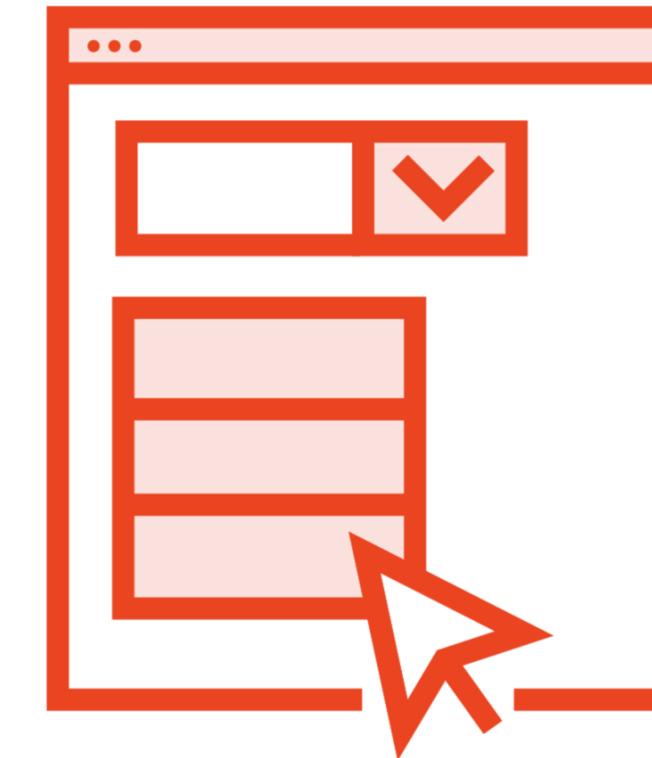
Use Results as Data Points



Assess
Take multiple assessments, even different kinds



Average
Gather all information to come to a fair conclusion



Research
Use your conclusions to investigate your right opportunities



Use Your Results

“What do these results have in common?”



Use Your Results

“What is it about these jobs or roles I’m a supposed fit for?”



Best Jobs for an ISTJ: Accountant or Programmer

Introvert

Sensing

Thinking

Judgement

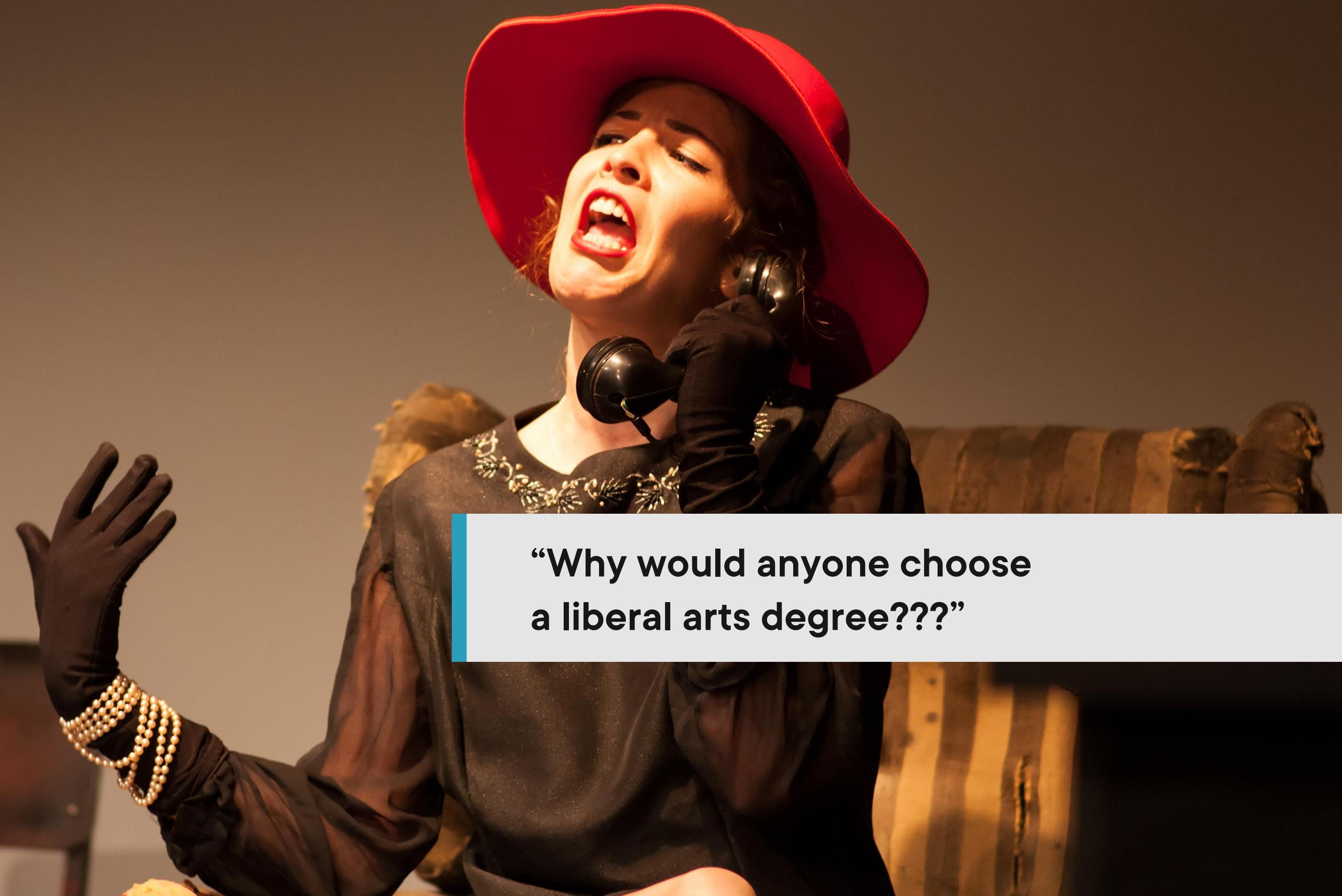




Well-aligned jobs might give you the most satisfaction and fulfillment.

These are but a few of many
data points to learn more
about yourself.





**“Why would anyone choose
a liberal arts degree???”**

Successful Organizations Benefit from All



The persistent salesperson



The introverted and shy developer



The accountant buried in spreadsheets



The creative who impacts with word and art



There is no right or wrong personality. All personalities and skills can add value somewhere.



A blurred background image shows a man in a military-style uniform, possibly an Army Ranger, looking down at a clipboard he is holding. He is wearing a dark t-shirt under his uniform. The clipboard has a pen resting on it. A white text box with a blue vertical bar on the left side is overlaid on the upper right portion of the image.

**The objective is to help you make
sense of the personalities around you.**

Understand Your Own Preferences

- How do you prefer to receive information?**
- How do you prefer to make decisions?**
- Accept and own your preferences**
- Recognize your strengths**
- Identify situations you would excel in**
- Recognize your weaknesses**
- Help others understand where you excel**
- Determine what you should work on**



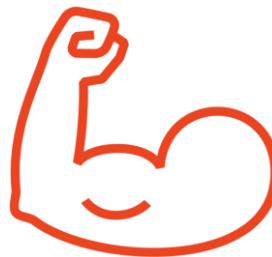
Appropriately Communicate This Information



Improve chances for better relationships and communication



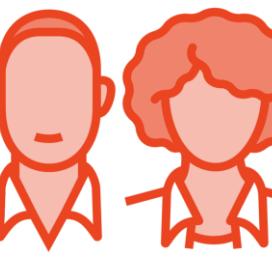
Become aware of who can excel in which situations



Ensure each person contributes with their strengths



Identify who should get specialized training



Know when you need to team up with others



Appropriately communicating information about tendencies and preferences can help make your team stronger.



Personalities and Working with Others

**Learn
about yourself
and others**

**Allow for
forgiveness
and flexibility**

**Position yourself to
have enhanced
work relationships**



Learn About Personalities

- Work around differences**
- Be more effective on your teams**
- Appreciate others for what they bring**
- Appreciate differences and diversity**
- See and value different strengths**
- Disregard personality quirks**
- Focus more on the task and hand**





This work environment is something
you want to be a part of!

Create better work
environments by reducing
friction with others.



This happens when we
increase understanding
of personalities and
human nature.



Understanding personalities,
preferences, and tendencies
should lead to improved
communication.





Learning how people prefer to receive information can improve communication.



How Important Is This?

Thinking about how others prefer to receive information can help you know how to best influence and impact them.





**Understanding personalities can help
you know how to influence and impact.**

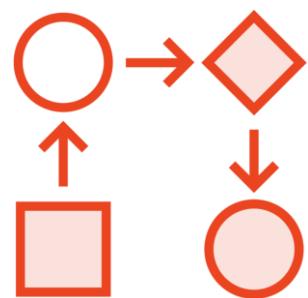
Personalities Impact Communication



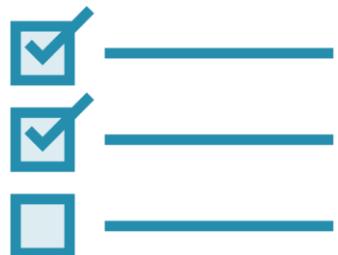
Introvert: Avoid drawing attention to them



Sensing: Focus on facts and details



Thinking: Focus on logical arguments



Judgement: Focus on how they can close out a task



Focus on your audience,
especially considering their
tendencies and preferences.



A photograph of a young woman with braided hair and a man with curly hair, both smiling and giving each other a high-five. They are sitting at a table with a laptop and a coffee cup. The background shows a blurred coffee shop interior.

You have an abundance of
opportunities to influence others.

The Impact of Understanding Personalities

**Improve
relationships**

**Improve
communication**

**Improve
influence**



Masters of Influence

May have training

Skills may come naturally

Watching them influence is mesmerizing

Don't use influence skills for bad

Influential people get their way

They know what they want

They know how it benefits everyone

They know how to communicate benefits



Influencing Skills Can Impact Your Career

**Succeed with projects
and products**

**Improve how you
work with customers**

**Persuade prospects
to become customers**

**Convince executives to
support your initiatives**





Personalities

Preferences

Tendencies

How they prefer to...

How you tend to...

What you should adjust



You will have many
opportunities to impact
and inspire others.





Continually ponder how to improve relationships and communication.

Objectives of this Lifelong Journey



Become an expert in personality matters



Expertly apply this knowledge in every situation



Practice better relationships and communication



Make marginal and even noticeable improvements





Sometimes you will do well

Other times you will feel like a failure

Learn from every experience

Strive to improve in the future

Don't let mistakes weigh you down

Don't let mistakes define you

Focus on just a few things at once

Give yourself time to get better

Celebrate your wins and accomplishments





These wins add up over time. They will become a part of your muscle memory.



Summary



Understanding yourself

Understanding others

Emotional intelligence

Flexibility and scaling

Best roles

Two keys to success

Working with others

Communicating with others

Influencing others

This is a lifelong journey



Understanding personalities
can help you with every
aspect of your life.

