



## Interaction Personality Type Report

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You are unique and you are required to deal with unique people during your life. It is natural to come across situations where the other person has a different point of view. There are five personalities we use to deal with such situations. Learning about the five personalities and learning about your personality preferences will help you to respond in better ways in the future. It will also help you develop the ability to respond from the different personalities required by different situations.

The five different personalities are:

1. Challenger - Challengers stand up for what they believe, defending a position which they believe is correct, or simply trying to win. Challengers pursue their own concerns at the other person's expense.
2. Martyr - Martyrs neglect their own concerns to satisfy the concerns of others. They have a self-sacrificing tendency that might take the form of selfless generosity or agreeing to another's point of view, even when they prefer not to.
3. Evader - Evaders neither pursue their own concerns nor those of others, thus does not deal with the conflict. They diplomatically sidestep issues, postpone issues hoping the conflict will self resolve before the new timeline is up, or simply withdrawing from a threatening situation.
4. Problem-solver - Problem solvers attempt to work with others to find solutions that satisfies both persons. They might explore disagreements together to learn from each other and/or find creative solutions that are acceptable to all concerned.
5. Deal-makers - Deal makers agree on a mutually acceptable solution that partially satisfies both parties. In some situations, the solution might require splitting the difference between the two positions, exchanging concessions, or seeking a quick middle-ground solution.

While each of us may have a preferred personality or personalities (highest score/s in the score sheet below), each of us are capable of working from all five personalities. When dealing with conflict, we may tend to work from our preferred personality even if the situation requires the approach of a different personality. Learning to read the situation and choosing the relevant approach makes us effective in conflict resolution. Your personality is a result of both your personal predispositions and the manner in which you respond to situations in which you find yourself. Being mindful of the situation, your personality and how you respond, would help you develop the capability of responding to any conflicting situation appropriately.

ASSERTIVENESS

