



## Half Day Working with People Not Like You – Running Order

Your output is a consequence of all the inputs others give you, they have choices.

**Workshop Duration**     Three Hours 30 minutes

### **Workshop Purpose**

- Note: attendees should complete a personality profile and submit it to us three working days before the workshop. The profile is confidential and for the attendees eyes only.
- To remind team members and leaders that to improve personal efficiency they must acquire the skill of managing others who have different needs and wants.
- To identify and understand the benefits of such a skill
- To improve attendees understanding of some of the core competencies needed if they are to raise the levels of support they receive from colleagues.

### **Session 1     Who are you?**

#### **Outcome**

*Identification through exercises of personal personality type.*

#### **Process**

- **Briefing:** - we are all in this together.
- **Briefing:** - The history of how different we are.
- **Syndicate exercise:** - Task or People, Assertive or Passive
- Identification of personality exercise teams

### **Session 2     What Gifts**

#### **Outcome**

*Identify the gifts and difficulties of each personality type*

#### **Process**

- **Syndicate exercise** what gifts and difficulties might each type bring to the team.
- **Syndicate exercise** How do you motivate each personality type to something they do not really want to do?

### **Session 3     What must you do differently**

#### **Outcome**

*Identify and understand the key personal that shapes your output.*

#### **Process**

- **Individual exercise:** - Who are the 10 people you depend upon for your success at work.
- **Individual exercise:** - What is their personality type
- **Individual exercise:** - what must you do differently to improve relationships with key colleagues.
- Collation of key actions
- Testing by a colleague & Feedback from selected delegates

### **Session 4     What are you going to do next**

- **Individual exercise**
- Closes with participants giving a public commitment of one thing they are going to do that will improve their interaction skills within the next 90 days, and confirming this commitment in writing.