



We can't begin to understand others if we don't understand ourselves.



Our personality style affects everything we do. Not only how we *approach* our job as a manager, business owner, and team member, but also on how effectively we interact with the personalities and traits of those we work with and depend upon for the overall success of the organization.

Your personality shapes your management style. Whether you are a take charge person, or more laid back. Perhaps you avoid conflict whenever possible. You may be detail oriented or focus on the big picture. Do you juggle many tasks or prefer to handle one at a time? Similarly, we can identify personality types among those we work with: Those who enjoy recognition and approval and don't take criticism well, some who work well in groups and some who don't, etc.

This workshop will give you a fresh **new** look into understanding personality traits and management styles utilizing **Professional Dynametric Programs (PDP)**, a worldwide leader in behavioral assessments solutions). Learn to identify, assess and develop strategies to resolve challenges and misunderstandings with the different personalities that you encounter and provide clarifying focus and understanding.

Learning Objectives:

- Learn to identify personality types and traits and how they affect how we communicate, work with others, react to situations, and fit within an organization or team.
- Gain an understanding of your individual ProScan (personality evaluation) and what it says about you.
- Discover how to identify and effectively channel strengths, weaknesses, motivators and "Demotivators".
- Develop the tools needed to build a positive workplace culture based on communication and respect.
- Determine why certain team members clash and how an understanding of personality traits helps resolve conflicts.
- Know how to use personality styles and traits to hire the right individuals for each job.
- Recognize how to build a successful team and create an effective management style.
- Understand how to assess what each personality type needs from you to maximize productivity and job satisfaction.

Objective Elements:

Examine the lawful use of personality testing in recruiting, hiring, and managing employees. Attendees will learn the importance of utilizing valid personality tests, and the legal risks employers face when implementing inappropriate personality testing. We will discuss how to develop testing protocols to reduce the risk of claims, suits, and EEOC challenges based on race, gender, and disability. We will also give attendees the tools necessary to understand applicable regulatory guidelines and to analyze how the testing should be applied to avoid disparate impact issues.

Subjective Elements:

Identify some of the personality traits and behavior styles of yourself and others including strengths, weaknesses, motivators, stressors, communication styles, satisfaction level, energy style and so much more. Learn what makes you and those you work with tick through the lens of PDP using your individual Proscan (personality evaluation). Learn how to communicate, manage and work more effectively with team members, patients and significant others by recognizing and understanding the various traits and tendencies that make their personalities so unique.

Suggested Attendee:

Dentists, Physicians, Administrators and the Entire Team

Suggested Length:

Full or Partial Day

Suggested Format:

Lecture, Workshop, Keynote

