

The Right People Mix Creates Healthy Work Environment

Question:

How do I hire workers whose personalities mesh well with the company and me?

Answer:

A nice mixture of the four basic personality types forms a healthy work environment. Get the most out of your employees by understanding how the four basic personality types communicate.

- Socializers are very expressive, highly effective collaborators and coaches. Photos and candy dishes line their desks. They respond to uncritical and unthreatening comments and appreciate good listeners.
- Analyzers make decisions based on hard facts. Work areas are neat and organized. Give them plenty of time to review data and be willing to answer analytical questions.



- Actionizers speak directly and cut through clutter to quickly accomplish tasks. Expect a display of awards and trophies in their office. They may come across as impatient or impulsive, but they respond well when you get straight to the point.
- Energizers use a wide range of facial and physical gestures and approach new ventures with enthusiasm. Work areas may look chaotic. As their boss, tolerate disorganization and be optimistic.

talking with them to butter them up before diving into a work need.

- Analyzers require hard facts before making decisions. Help them gather information and grant them plenty of time to review all data.
- Actionizers may appear impatient and competitive. Get your point across quickly to keep their attention. Control your emotions around them and learn not to take feedback personally.
- Energizers get excited about the big picture and provide creative solutions to challenges at work. Show enthusiasm and stay optimistic to keep them engaged.



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Question:

From co-workers to bosses, everyone has a different approach to doing things. How do I get my point across?

Answer:

Learn to recognize traits of the four basic personality types. Then, adapt your style of interaction to communicate with fellow employees and bosses. Socializers focus on feelings and emotions. Spend time