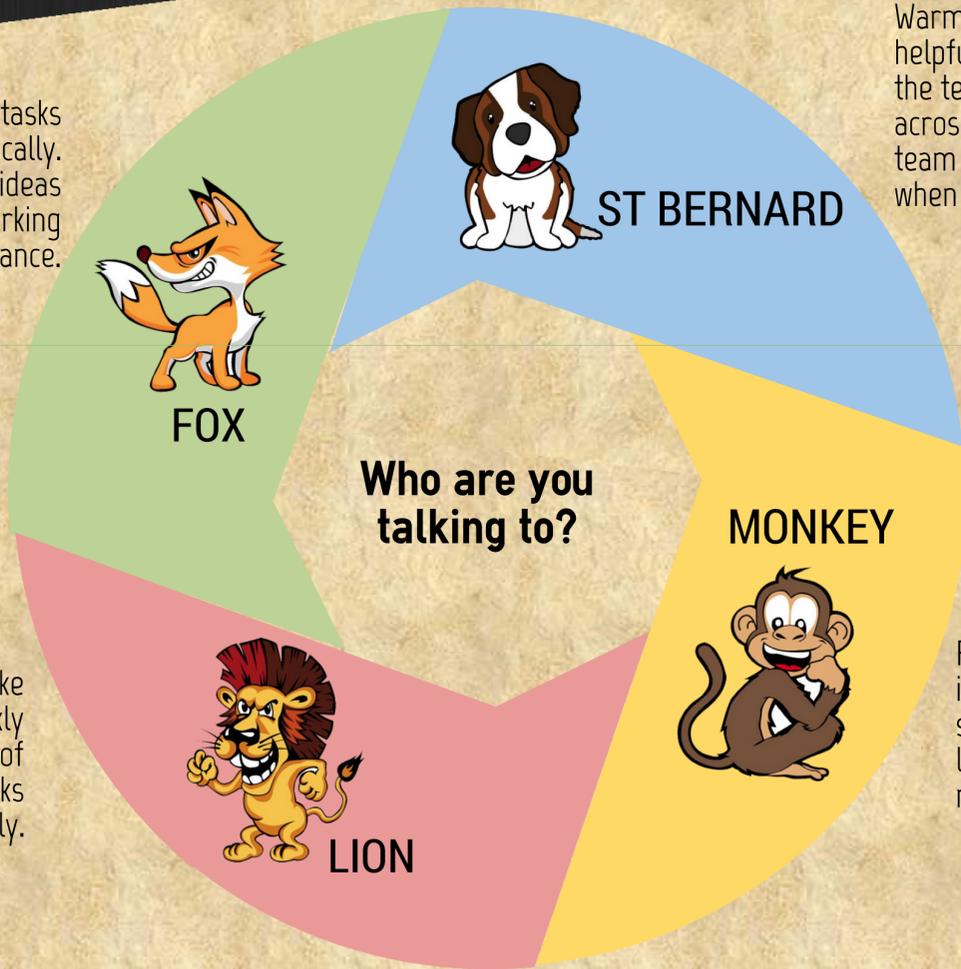


The 4 Personalities in the Office

and how to best work with them



Its not what you say, but HOW you say it to WHOM.



Analytical and approaches tasks methodically and systematically. May not share opinions and ideas openly. Appears to enjoy working alone with minimal disturbance.



FOX



ST BERNARD

Warmly regarded due to their helpful nature. Likes to be part of the team and can be adaptable across situations. Pays attention to team morale and provides support when necessary.

Who are you talking to?

MONKEY



Fun-loving and enjoys being involved in the action. Has a very spirited, playful style and always looking for ways to make work more enjoyable.



LION

Competitive and likes to take charge of things. Works quickly and decisively. Unafraid of confrontation and speaks passionately.

*note: General guidelines only. While each person may have a dominant characteristic, they will also display characteristic of other "animals".

PRIORITIES ⇄

DEALING WITH THEM ⇄



ST BERNARD

Relationship-Driven

Be sincere when dealing with St Bernards. Don't try to dominate the conversation, but encourage 2-way communication. When selling an idea, try showing them how others will benefit from it.



FOX

Logic-Driven

Approach the fox formally and go straight to the point. Make sure you have the facts and data before speaking to them. Give them time to think and don't try to force an early decision whenever possible.



LION

Results-Driven

When speaking to a Lion, appeal to them by focusing on outcomes. Show confidence in your approach, but expect to be challenged. Remember that to a Lion, nothing is more important than achievement.



MONKEY

Energy-Driven

Be warm, open and friendly when engaging with the Monkeys. Where possible, show your support by encouraging and supporting their enthusiasm. Don't restrict suggestions, but manage it by keeping them focused on the conversation.



While it may feel more comfortable to speak in our style, altering our communication approach to match with the person we are speaking to will get us quicker results!

If you're interested in doing a session to identify your teams' trends and how to work more effectively together, contact D Jungle People.