

Personality differences assignment

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UTILIZING THE TEAM CHARTER WITH PERSONALITY DIFFERENCES Utilizing the Team Charter with Personality Differences Marquita Johnson University of Phoenix Utilizing the Team Charter with Personality Differences The personality portion of the Jungian 16 assessment revealed that I shared the same personality score with another team member which is ISTP. According to Jungian 16-Type Personality Assessment (2007), the ISTP personality defines an individual, as observant, cool, unpretentious, and highly pragmatic.

The other members personalities were ISTJ-meaning they're organized, compulsive, private, trustworthy and practical; INFJ personality is reflective, introspective creative, and contemplative; and ENFP personality is people oriented, creative, and highly optimistic. In comparing the personality types with using the team charter, I have determined that each personality has an attribute they can use in improving performance. The member with the ISTP personality can help with improving performance by helping when conflict arises within the team.

That individual will be able to decrease conflict by ensuring everyone is on the same page and following through with their roles. The thing to remember is that all individual personality has to resonate and have acceptance. Of course, we can soundly deduce that everyone has a different personality from one another. That being the case, we have to respect what each person has to offer. While considering all the personality traits separately; I began noticing the strengths of each team as opposed to their weaknesses can help develop the weaknesses of the other team members.

For instance, those team members who lack creativity can improve upon their creativity from those who are highly endowed with creativity. Such as Sandra, who has the personality trait of an INFT, meaning she's introverted, intuitive, feeling, and a thinker. Her strengths are being trusting, organized, and focused. For the individual's who wants to learn time management skills, it will be best that we observe and learn from Sandra who has the most organizational skills. Organizational skills include efficiency, time management, quick decision making techniques and strategies, as well as, good communication skills.

Colette personality trait is ENFP, and the strengths she bring to the team is somewhat trusting, creativity and her ability to verbally communicate effectively which will allow her to act as a spokes person for the team and help the other team members as myself become creative. Also, with Colette's extensive management experience, she can also help the team with identifying roles for everyone and responsibilities. Judi and myself personality trait is ISTP. We both are analytical which enables us to observe everyone and give our viewpoints on conflicts within the team and how to better resolve the issues.

Judi is more trusting than I am. With me, I fall in the middle of trusting people, and have to be persuaded one way or the other. This will be good for the team in improving the performance on the team charter by allowing everyone to have a voice in the topic being discussed and then finding resolutions to the issue. Jean's personality trait is ISTP, and her strength is that she's willing to do whatever it takes to have a productive team. Jean's

role as a member could be the runner of the team, meaning that she's making sure the team has everything we need to complete the assignment.

Utilizing Jean's strength can help everyone with making sure the ground rules are being followed, reminding everyone of the assignment due dates, reducing conflict and making sure everyone is on task. In exploring everyone's differences, I found that everyone compliments each other on the team charter in some way. With the different personalities within our team, it helps us build on our team charter and develop more skills. The different experiences each one of the members have and their commitment to collaborate on the team charter is a good example of how everyone is eager to learn and help one another.

In regards to listening skills, every one scored between 41 and 47 which indicate that our listening skills are somewhat good. In saying this, it shows that in reviewing the team charter and continuing to develop ideas, everyone will be willing to listen to each other without criticizing and shutting one another down. References What's My Jungian 16-Type Personality? (2007). Retrieved September 4, 2009, from Pearson Prentice Hall Self Assessment Library: <https://ecampus.phoenix.edu/secure/aapd/sas/robbins/sal3v3/sal3v3web.html>.