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Successfully Using Personality Assessments as Tools to Motivate and Mentor Your Team

Takeaway Sheet

An Employee Empowerment Group Masterclass

Forbes Business Council

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Key Takeaways

Assessment tools are an opportunity to spend time understanding not only yourself, but also how you fit within the ecosystem of your team.

What are personality assessments and why do they matter?

- They are measures of abilities and traits that help us better understand ourselves and the individuals that make up our team, including:
  - our communication styles, our leadership styles, and how differences can be complementary, and
  - how others view the world differently.
- They provide common vocabulary for easier communication.
- There are many different ones to choose from: DiSC, Clifton Strengths, Kolby, Enneagram, Human Design, Sparketype, and more.

How do we use common assessment terminology to motivate and empower?

- Knowing yourself as a leader bolsters your awareness of your impact on your environment, and how you can best inspire your team.
- Knowing your team members individual traits provides insight into what energizes them, which fosters engagement, productivity, and retention.
- Adapting our natural leadership style to what team members actually need supports organizational health.
  - e.g., a leader may naturally be "hands off" as a way of empowering, but perhaps would need to shift their approach when leading a team member who is more naturally interactive and wants to ask many questions.

Key Takeaways

How do we use this common terminology to mentor?

- Use it to shed light on blind spots
  - e.g., a leadership team with a concentration of strengths could lead them to decisions that work for them and not necessarily the team.
- Create a tailored action plan based on individual requirements and follow up on that action plan during performance reviews.
- Pair team members with complementary abilities.
- Weave the terminology into daily life.
  - Mention in a team meeting, "X person did a great job using Y strength this way."
- Find ways for staff to do what they are good at every day.

What are common pitfalls of over-reliance on personality assessments?

- They're not infallible.
- They are meant to be a tool to empower, not a source of criticism.
- Assuming it replaces due diligence in hiring interviews.
- Doesn't surface what people "can't do".
- Placing people in a pigeonhole.
- Discounting results because they seem like "soft skills".

Each assessment can provide different information. Not everything works for everybody. Consider which one makes the most sense for your team.

We hope that today's session gave you a sense of how these tools can be used to increase morale, productivity and communication within your workplace, and gave you some new ideas on how and which assessment tools might be something you'd like to investigate more.

Notes

Use this section to capture ideas as you're watching the session

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Next Steps

What are some next steps that will you be taking as a result of the information you've heard today?

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Remember to...

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> Find out
> who you are
> and do it on
> purpose
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> ❞

— Dolly Parton

Thank you for being part of this important community.

Let's continue the conversation in the Employee Empowerment room!