

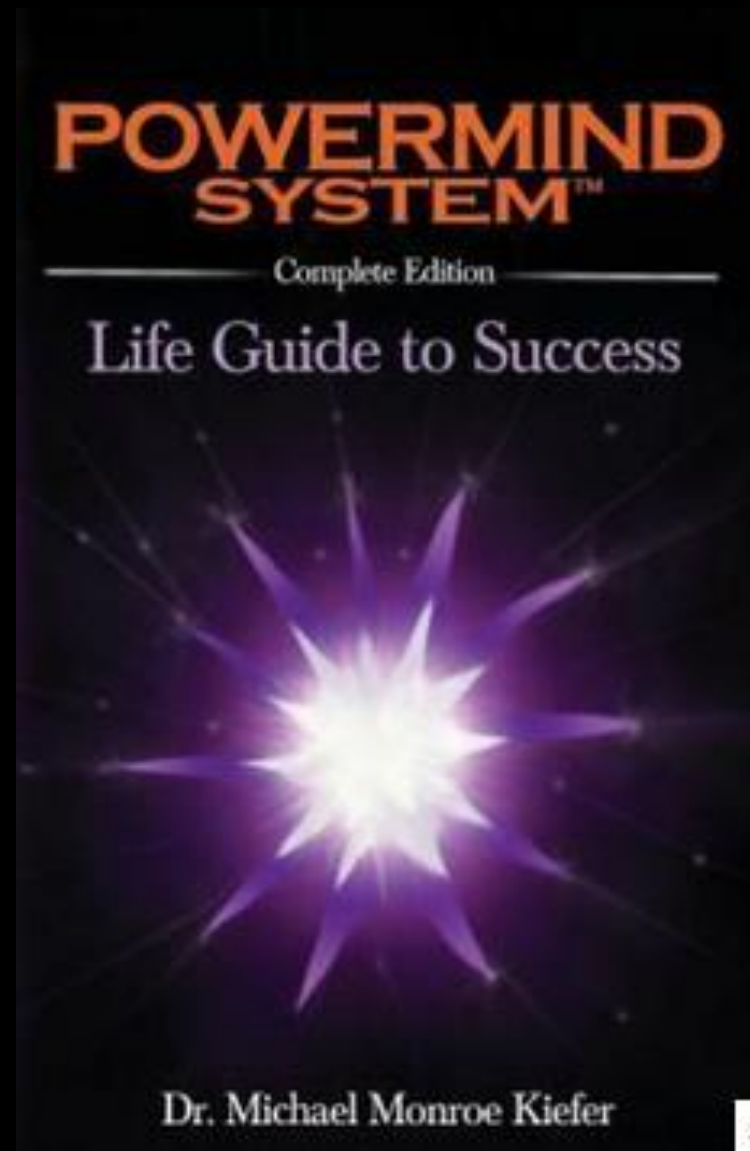
PEOPLE READING- MASTERING STRESS FREE COMMUNICATIONS WITH THE PUBLIC AND YOUR TEAM



Dr. Mike Monroe Kiefer
powermindtraining.com



MY BACKGROUND-
POWERMIND
PROJECT RESULTS-
1996



POWERMIND™ TRAINING INC.

Supervision Leadership Team Building Motivation Employee Retention Sales Active Threat Safety

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[Student Workshops](#)

[Job Seeker Seminars](#)

[Active Threat Safety](#)

[Online Book Store](#)

[Talent Test](#)

[Free Video Library](#)

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[Testimonials](#)

[Client List](#)

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Powermind Training, Inc.

WELCOME TO POWERMIND TRAINING, DR. MICHAEL MONROE
CELEBRATING 25+ YEARS OF KIEFER
HELPING PEOPLE AND
ORGANIZATIONS LIVE AND WORK
TOGETHER BETTER!

Browse dozens of workshops/breakouts
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Also, check out our free online video library for
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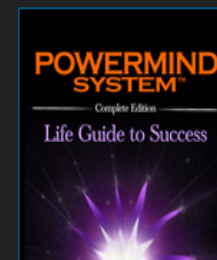
Dr. Mike Monroe Kiefer (professional speaker, life coach and author of 10 books) has over 30 topics to choose from. Make your next keynote/breakout/workshop fun and exciting! All workshops have small group activities, unusual true case studies or proprietary assessments that are memorable and create buzz.

Hot Topics

1. Building Positive Workplace Attitudes
2. Maintaining Team Motivation in a Remote Workforce
3. Employee Retention, New Hires and Onboarding Skills



Professional Speaker | Author



SESSION OBJECTIVES...

INCREASE MY LIKEABILITY FACTOR AND RESPECT- REDUCE MY STRESS

- By understanding **your** personality style and those of others you work with
- Customizing my communications



WHY UNDERSTANDING PERSONALITY STYLES MATTERS?

- It helps develop your knowledge of differences in others and identifies proper ways to communicate with them
- Recognizing how people are set-up eliminates “your people stress”

Makes behaviors of others **predictable**

DEVELOPING LIKEABILITY AND RESPECT

- Understand them and get on the same page/perspective by understanding their personality style... "think like they think!"
- Customize your communications with them
- This validates and empowers them...Increasing YOUR likeability and respect!
- Simple Example- My daughters

PERSONALITY STYLE ASSESSMENT

- Rate each word on a scale of 0-10
 - 0 being the least like you
 - 10 being the most like you

Move Quickly!

- Your first impression is best
- Don't worry about right or wrong answers

THE 4 PERSONALITY STYLE NAMES

- Relater- upper left
- Socializer- upper right
- Thinker- lower left
- Director- lower right

POLLING QUESTIONS



WHAT DO YOUR SCORES MEAN?

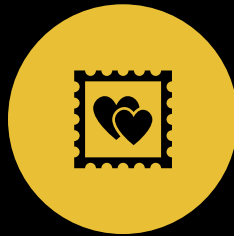
- 95 or more is considered high for a quadrant
- 45 or less is considered low for a quadrant
- 70 to 85 is considered average



RELATER TRAITS



DEPENDABLE,
TRUSTWORTHY



EMOTIONAL,
SENSITIVE



STRONG WORK
ETHIC, HONEST



TEAM AND HELP
OTHERS FOCUS

SOCIALIZER TRAITS



LIKE HAVING FUN
AND FUNNY



MOTIVATING,
ENERGIZING TO
OTHERS



CREATIVE THINKERS



GREAT AT SALES,
COMMUNICATION,
SPEAKING, SOCIAL
MEDIA

THINKER TRAITS

Into methods, processes, procedures



Research, design, details, perfection



Technology, gadgets, gamers



Expert at what they do, source of pride

DIRECTOR TRAITS

Goal setting

Strategic planning

Leadership,
persistent, pushy

Expediter, bold

PEOPLE ARE USUALLY “BLENDED” INTO 2 OR MAIN CATEGORIES

- Therefore the following actions are not 100% accurate
- This information is meant to be “guidance” not gospel
- **Don’t be surprised if you see “different” behaviors**



OPEN AND CLOSED COMMUNICATORS- TIPS ON CUSTOMIZING COMMUNICATIONS

- Socializer and Relator- OPEN
- Thinker and Director- CLOSED

“Respond in kind”

HELPING THEM HANDLE HIGH PRESSURE REALLY DEVELOPS RESPECT

- R- can break down emotionally- need one-on-one support!
- S- can engage in excessive “partying” behaviors for relief- provide work and micromanage them
- T- can turn inward, retreat from world/people- need to be brought out into reality by a “friend”
- D- handle the best, but can become totally insensitive and rude or blow-up- need to be given goals to focus on

NEED FOR REGULAR COMMUNICATION- CONTACT AND FEEDBACK

- R- great need for frequent scheduled one-on-one or group face-to-face contact and positive feedback
- S- great need for regular contact to keep them on track and away from social media addiction
- T- least need for contact, but enjoy positive feedback
- D- less need, but enjoy scheduled check points...

These people need to be sensitive to other styles needs!

FILL THEIR NEED FOR PRAISE

- R- great need for positive feedback- not in public, without it can go into deep depression
- S- love the ego boost especially in front of others, love to celebrate, party!
- T- less need, but enjoy it, if it is specific
- D- like to win, high status, awards and trophies

FILL THEIR NEED FOR MOTIVATION

- R- great need especially in telework situation- ask about feelings
- S- tend to be self-motivated, need to be kept on track, ask about work
- T- tend to be self-motivated, non-emotional, ask questions about their work
- D- tend to be the most self-motivated, ask about goal progress

WORKING TOGETHER ON A TEAM

- Identifying the personality style of another person on the team can help you determine what actions to take. How to communicate with them and where they fit in on the team.
- Get to know the other person and **relate to them on their level and style... "think like they think"**

TEAM BUILDING CUSTOM COMMUNICATION STRATEGIES

- Relaters
 - Be concerned about family and personal life
 - Be concerned about emotions/feelings
 - Focus on what is good for everyone involved/team
 - Talk one-on-one
- Socializers
 - Laugh at jokes/let them talk
 - Keep them focused on work with daily goals
 - Frequent checks to keep them on track

TEAM BUILDING CUSTOM COMMUNICATION STRATEGIES

- Thinkers
 - Praise their expertise, methods, accuracy
 - Use their expertise to help the team
 - Use their technology savvy skills
- Directors
 - Need to recognize the emotional needs of others
 - Need to think before they act or speak and be sensitive
 - Need goals to maintain focus and stability
 - Use their project management, planning skills
 - Talk to them about goals and progress

BOTTOM LINE

- Customizing and relating to each of the 4 personality styles allows YOU to validate the personality style of others, so YOU become likeable... "think like they think"
- Don't get stressed by other people's personality differences
- Turn stress into fascination and better relationships!

QUESTIONS/ DISCUSSION



Personality/Talent Assessment

“Dr. Mike” Monroe Kiefer

Watch my free motivational videos at:

powermindtraining.com

4 Square Personality Style Grid

<p> excellent time manager hoarder, saves everything polite patient caring, sensitive trustworthy emotional avoids conflict helpful to others, volunteers understanding sympathetic like to listen to others great work ethic </p> <p>Total _____</p>	<p> practical joker persuasive loves to have fun open-minded, creative outgoing/extroverted like adventure and action happy, high energy dislike rules and regulations like to party and go out irritated by details/paperwork into spectator sports and events like being center of attention like to talk rather than listen </p> <p>Total _____</p>
<p> perfectionist introverted, quiet love accuracy and precision very detail oriented like to research things prefer e-mail or text messages like to see numbers/graphs systematic and logical into new technology/gadgets prefer working alone like to ponder things and think find problems interesting like things neat and orderly </p> <p>Total _____</p>	<p> bold competitive, likes to win stubborn independent decisive aggressive determined persistent like to delegate impatient goal oriented/results driven like to take charge/control hard driving/pushy </p> <p>Total _____</p>