



Half Day Working with People Not Like You – Running Order

Your output is a consequence of all the inputs others give you, they have choices.

Workshop Duration *Three Hours 30 minutes*

Workshop Purpose

- Note: attendees should complete a personality profile and submit it to us three working days before the workshop. The profile is confidential and for the attendees eyes only.
- To remind team members and leaders that to improve personal efficiency they must acquire the skill of managing others who have different needs and wants.
- To identify and understand the benefits of such a skill
- To improve attendees understanding of some of the core competencies needed if they are to raise the levels of support they receive from colleagues.

Session 1 Who are you?

Outcome

Identification through exercises of personal personality type.

Process

- **Briefing:** - we are all in this together.
- **Briefing:** - The history of how different we are.
- **Syndicate exercise:** - Task or People, Assertive or Passive
- Identification of personality exercise teams

Session 2 What Gifts

Outcome

Identify the gifts and difficulties of each personality type

Process

- **Syndicate exercise** what gifts and difficulties might each type bring to the team.
- **Syndicate exercise** How do you motivate each personality type to something they do not really want to do?

Session 3 What must you do differently

Outcome

Identify and understand the key personal that shapes your output.

Process

- **Individual exercise:** - Who are the 10 people you depend upon for your success at work.
- **Individual exercise:** - What is their personality type
- **Individual exercise:** - what must you do differently to improve relationships with key colleagues.
- Collation of key actions
- Testing by a colleague & Feedback from selected delegates

Session 4 What are you going to do next

Individual exercise

- Closes with participants giving a public commitment of one thing they are going to do that will improve their interaction skills within the next 90 days, and confirming this commitment in writing.