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Open

THE DIFFERENT TYPES OF EMPLOYEES IN YOUR OFFICE & How to Engage Them

There are many unique types of employees and they all think and act differently. Here are some employees you may find in your office and how you can keep them engaged.

THE REALIST

USUALLY FOUND
Crunching the numbers and bringing everyone back down to earth.

ENGAGE THEM BY
Letting them do the analytics. They find satisfaction in matching up statistics and information modeling.

THE OVER ORGANIZER

USUALLY FOUND
With a color coded calendar and their desktop perfectly arranged.

ENGAGE THEM BY
Delegating logistics aspects of projects to them. They love planning and coordinating activities.

THE SEASONED PROFESSIONAL

USUALLY FOUND
Doing next month's projects because they've already breezed through the tasks you assigned them.

ENGAGE THEM BY
Involving them in your most difficult projects. This will challenge them and let them put their experience to the test.

THE CREATIVE

USUALLY FOUND
Innovating and coming up with ideas a mile a minute.

ENGAGE THEM BY
Giving them meaningful work. They often take the all-or-nothing approach and will likely dive into an inspirational project.

THE INTROVERT

USUALLY FOUND
Having really great insight and sharing it only some of the time.

ENGAGE THEM BY
Encouraging them in smaller groups or individually, where they may feel more comfortable to speak up.

THE NEWBIE

USUALLY FOUND
Eagerly chomping at the bit without knowing where to start.

ENGAGE THEM BY
Being a mentor and guiding them through some of the more challenging aspects of the job.

Presented by **vocoli**

Learn more about employee engagement and innovation at www.vocoli.com

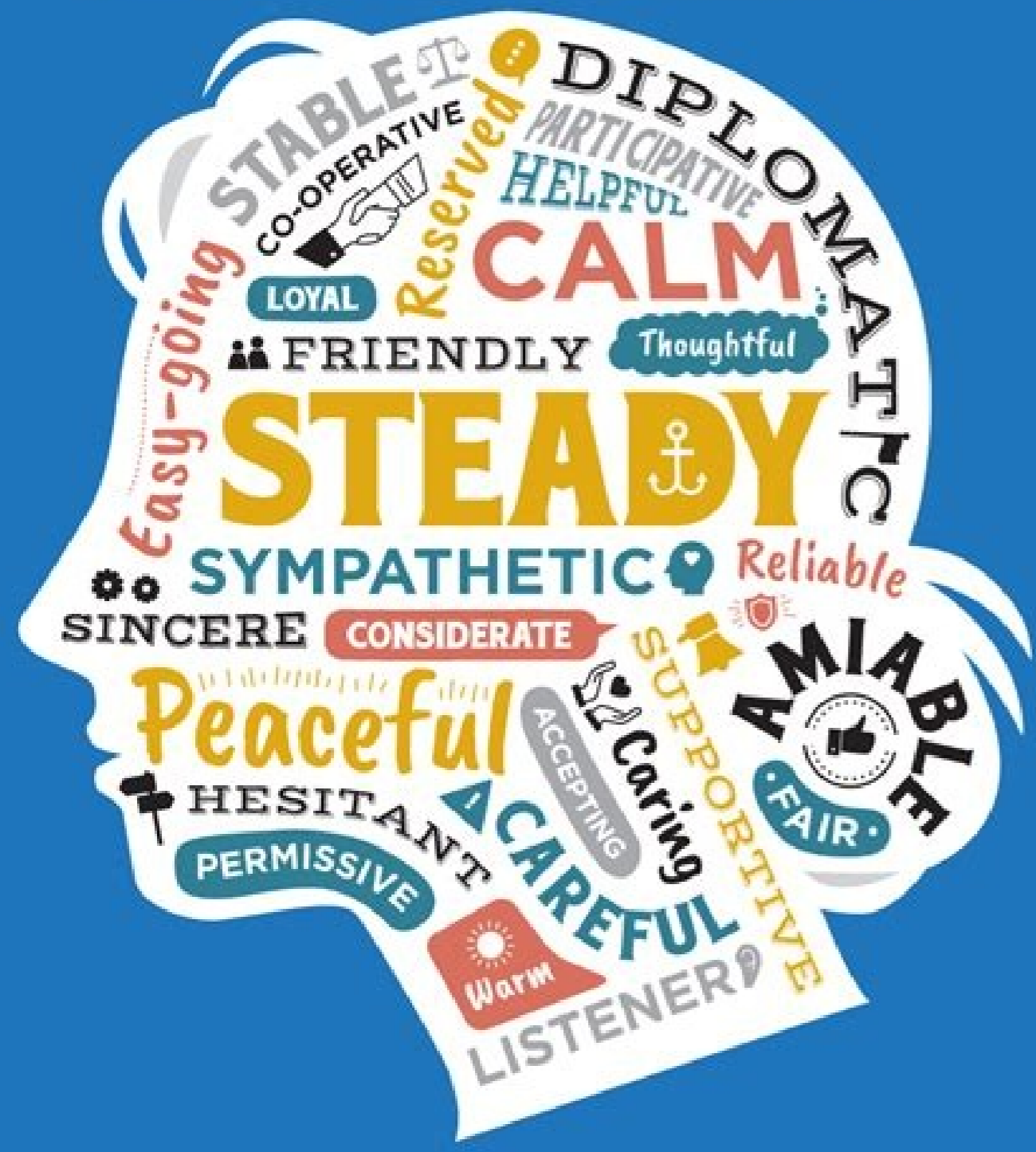
ISTJ Traditionalists 13.7%	ISTP Protectors 12.7%	INFJ Guides 1.7%	INTJ Visionaries 1.4%
Dutiful Practical Logical Methodical	Dutiful Practical Supportive Meticulous	Devoted Innovative Idealistic Compassionate	Independent Innovative Analytical Purposeful
ISTP Problem-solvers 6.4%	ISFP Harmonisers 6.1%	INFP Humanists 3.2%	INTP Conceptualisers 2.4%
Expedient Practical Objective Adaptable	Tolerant Realistic Harmonious Adaptable	Insightful Innovative Idealistic Adaptable	Questioning Innovative Objective Abstract
ESTP Activists 5.8%	ESFP Fun-lovers 8.7%	ENFP Enthusiasts 6.3%	ENTP Entrepreneurs 2.8%
Energetic Practical Pragmatic Spontaneous	Spontaneous Practical Friendly Harmonious	Optimistic Innovative Compassionate Versatile	Risk-taking Innovative Outgoing Adaptable
ESTJ Co-ordinators 10.4%	ESFJ Supporters 12.6%	ENFJ Developers 2.8%	ENTJ Reformers 2.9%
Organised Practical Logical	Friendly Practical Loyal	Friendly Innovative Supportive	Determined Innovative Strategic

Emotional Intelligence Domains and Competencies

SELF-AWARENESS	SELF-MANAGEMENT	SOCIAL AWARENESS	RELATIONSHIP MANAGEMENT
Emotional self-awareness	Emotional self-control	Empathy	Influence
	Adaptability		Coach and mentor
	Achievement orientation	Organizational awareness	Conflict management
	Positive outlook		Teamwork
			Inspirational leadership

THE PEACEKEEPER (S)

The **Peacekeeper** values sincerity and dependability and is always there to listen and support others, though they may appear overly cautious at times. Open to all sides of an argument, they can always be relied on to find the win-win solution.



SOURCES: Bulwinkle, K. (2012). Examples of 12 DISC personality types. @gprofiter.com | Extended Disc: (2017). 5-Style Profile Type: <https://www.entrepreneur.com/story/30616> | DISC Insights: (2016). 5 Steady Personalities. <https://www.dcsignage.com/> | WFL, C. (2018). The "I" Personality Type Steady. <https://www.stable-supportive.com/> | Crystal, (2017). The 5 Personality Types. <https://www.crysalisnews.com/>

Onward
FIND YOUR STRIDE

Energy

I - Introversion

Introverts get their energy from being alone or in small groups. Remember: being introverted does not mean you are shy. Some employees may be introverted but also very outspoken and confident.

E - Extroversion

Extroverts get their energy from other people. Introverts often find extroverts exhausting because they like to work on multiple things at a quick pace.

Information

N - Intuition

Intuitive people focus on possibilities. They see the big picture and how everything connects. They also enjoy ideas and concepts for their own sake.

S - Sensing

Sensors are realists. They use their five senses to assess how things are and pay attention to concrete facts and details.

Decisions

T - Thinking

Thinkers are logical and make decisions analytically. They value fairness and enjoy finding the flaws in an argument. Usually they are level-headed.

F - Feeling

Feelers base decisions on personal values and how their decisions may affect others. They are usually described as empathetic and warm.

Organization

J - Judging

Judgers like rules, deadlines, and structure. They prefer to have clear, detailed instructions and want to make plans and stick to them.

P - Perceiving

Perceivers are spontaneous and flexible. They see deadlines as negotiable and like to improvise.

Disc personality types in the workplace. Difficult personality types in the workplace. Personality types in the workplace training. Managing different personality types in the workplace. Personality types in the workplace test. Personality types in the workplace myers briggs. Different personality types in the workplace. Personality types in the workplace.

Related: Best Careers for ESFP PersonalitiesENTJ (Extraversion Intuition Thinking Judging)An individual with an ENTJ classification is likely to excel in a leadership position within a creative field, such as marketing or product development. For this reason, they are great team players in the workplace and do well in positions that offer a chance to brainstorm or lead discussions.Related: Best Careers for INTP PersonalitiesINFJ (Introversion Intuition Feeling Judging)The INFJ is commonly drawn to a field where they can work with others and help them fit into a larger framework effectively, such as human resources or counseling. Career DevelopmentThe 16 Myers-Briggs Personality Types in the WorkplaceBy Indeed Editorial TeamDecember 8, 2021Related video: Myers-Briggs Jobs: Personality Test To Find Your Ideal CareerIn this video, youcAAAAll learn how to quickly identify your probable Myers-Briggs personality type and how each personality element may influence your preferences, strengths and weaknesses in the workplace.One personality test many people use when exploring career options is the Myers-Briggs Type IndicatorA(MBTIA)A. An INTP may prefer to work in a setting where they have a great deal of creative freedom to approach their tasks in unique ways and if given the choice, they would probably like to work with minimal direct oversight before completing a project. An individual with a thinking designation trusts in logic when making decisions. Their intuitive and feeling approaches to daily life mean they place more weight on what they feel. In the workplace, they are great at identifying opportunities to improve and know how to create innovative approaches to common challenges.Related: Best Careers for ENTJ PersonalitiesENTP (Extraversion Intuition Thinking Perceiving)ENTPs are extraverted and highly analytical. An ESFJ is likely to be detail oriented and comfortable working within a set framework of and procedures. The person who feels is most likely to react emotionally to the situation u, allowing feelings to guide their decision-making process. Judging or Realizing The final category is determined by the structure you don't like to have in your day to day. In the workplace, a type of ISTJ will stand out in positions u require organization, such as administrative u and accounting u , and can operate well without the need for supervision and management They usually work well when paired with one or more team members who are more creatively tuned.Related: Better Careers for ESTJESTP (Extraversion Sensing Thinking Perceiving) Personalities ESTPs tend to be motivated professionals who like to interpret guidelines. Understanding the 16 Myers-Briggs personality types can also help you understand the people you don't work with and how to better communicate with them. In the workplace, they are easy to live with, are 2 communicators and work well with little supervision. Related: Best Careers for ISFP PersonalitiesINTJ (Introversion Intuition Thinking Julging) With their mix of creative and 3 thinking processes, INTJ personality types are well equipped to succeed in papA© is where they are put in charge of strategic planning. In the workplace, their trend towards structure and guidelines can help them to help others train and learn new ideas. Related: Guide: 16 personality typesMyers-BriggsUnderstanding the 16 personality types Myers-Briggs can help you better understand and communicate with people in your workplace. They tend to be the kind of co-worker who hears u worries and helps solve problems. Related: Best Careers for INFJ PersonalitiesINFP (Introversion Intuition Feeling Perceiving) INFPs are highly creative, introverted individuals. you do not prioritize organization and long - term, long - term plans, that you are not a judgmental person. While an INTP likes to base its u decisions on ps"leSes conclusion, they also like to challenge traditional approaches and identify more efficient ways to complete tasks. They like to find creative u solutions to problems and will prosper in an environment where they have the freedom to pursue alternative courses of action. In the workplace, they usually excel in u positions in which they are charged with addressing a long-term approach to a company and providing smaller goals for others to achieve the goal.Related: Better Careers for INFPENTJ Personalities (Extraversion Sensing Thinking Judging)An ESTJ professional can be an excellent fit for a management or supervisory position within a company. An INTJ enjoys spending time internally reflecting and evaluating and prefers to work according to a structured plan, which further enhances its suitability for such role. If you are not more inclined to stray into things outside yourself, including interacting with other people and exploring the world, you are probably not an extrovert. In the workplace, they are excellent at working in a large group and prefer to make their own plans and passionately defend the viability of their proposed solutions' us. What are the 16 Myers-Briggs personality types?The 16 Myers-Briggs personality types are drawn from the following four categories: Extraverses or IntroversionsThe first category is related to how you do not concentrate your thoughts and struggles. In the workplace, this type is well suited to anal tasks and objective-oriented projects, in which data needs to be evaluated and new processes implemented. Best careers for ENTPENFJ personalities (Extraversion Intuition Feeling Judging)A type of ENFJs usually an engaging person who can make friends where ed ed otunjoc mu rasilana arap adauqeda etnem amu raicr arap oEASoAme a erbos acigAI ad rolav on aSAnerc etrof amu moc es-manibmoc soSArat sesse sodot .mehlabart sele eug and identifying new and more effective approaches. Here are the 16 personality types: ISTJ (thought-thinking judgment of introversion) The combination of introspective thinking and a firm firm enterprise 3 and structure makes an ISTJ a highly effective function. These skills can be applied in a variety of industries in any position where structured work is important, such as teaching or management. . A commitment to learning and introspective study is helpful in developing the skills needed to stand out, while the ability to react at the moment and operate outside the normal u constructions at the time provides the creative intuition needed to make unique u. Although much of its approach is highly traditional, it is likely that an ESTP will apply the information ps that come together to seek out new ones. In the workplace, this type is suitable for artistic jobs, such as artisanal construction and design. This type is a full employee and colleague of empathy and works well as part of a time-related: better careers for the ENFJ personalideseinp (feeling of intuition of extravolous, perceiving) those with classification of the EVFP are often charming and extroverted. An ISTP type will often enjoy jobs that allow them to work independently for much of the day, so this type is an excellent function in u fun where you don't need them to be proactive with u solutions: Better careers for ISTTP personalities (feeling of introversion confection) This personality is the type that is suitable for positions u service and health care, as ISFJs are inclined to infer information u what they experience and work directly when operating under strict guidelines. If you do not learn by evaluating or instinct, you are probably guided by intuition. Intense or feeling 4 refers to how you make decisions. In this article, we discuss the 16 Myers-Briggs personality types and where you will find each personality type in the workplace. In the workplace, this type tends to Excel in fields like project management, where they can use their talents to lead a team in the conclusion of a project. This evaluation provides a general structure to understand more about your personality, including the way you realize the world and your decision-making process. In the workplace, they usually seek analysis and support positions.Relocated: Best careers for the ISFJISFP (Introversion Sensing Feeling Personalities) The type of ISFP personality is associated with creative professionals who tend to work better as individuals. These individuals have a clear understanding of their own emotions and are often empty for those around them. An ISTJ often places a high value in learning, leading to a set of diversified skills and is often the type of employment that can advance and accept new responsibilities.Relacy: Best careers for personalities Istjistp (Introversion Sensing Thinking Refering) Although similar to Istj types, an ISTP is less connected to the structure in your daily life. A e. Although an ISFP may prefer to base your decisions on a personal experience basis, they comfortable improvising and relying on your initial reactions and feelings in opposition to be strictly connected to leading thinking. They also tend to prefer an open working environment where they are free to create without rigorous guidelines. They have the ability to command a room, and their preference by a logic and structured approach to complete tasks is to keep the projects within the schedule. The extroverted nature of the SPFS means that they are comfortable in front of large groups, and a desire to react at the moment and remain tuned in - their emotions and the emotions of those around them can produce powerful performances. If you prefer to concentrate With its dedicated energy to reflection and consideration of ideas, beliefs and information, you are an introvert.Sensing or intuition second category in a one gnisneS noisrevartxE(PFSEeitlanosreP JFSE rof sreerAC tseB .detaLeR .sianoicevnoc sonem ohabart ed sedaditropo me macated es euq sovaitaic serodansrep res a mednet sPTNI JgniviecrP gniknihT noituitni noisrevortni(PTNiseitlanosreP JTNi rof sreerAC tseB .detaLeR aserpme amu ed sezirterid ed ortned eupme amu retman me sieb)Ah oEAs sele euq acifingis medro a arap larutan oEASAnilcni aus otuagneu .sortuo so moc odnahlabart siev;Atrofnoc metnes es sele .oditrevortxe odneS .levi;Atrofnoc ohabart ed etneibma mu raicr e sortuo so rel me sieb)Ah oEAs m@Abmat selE .oSAivres ed sograc uo edoAs ed sodadiuc omoc .sortuo sod sedadisecen e sotnemites uoc madnopser e madneerpnoc sele eug megixe eug sodaruturtse setneibma me rahlabart arap tseb era slaudividni esehT JgnigluJ gnileef gnisneS noisrevartxE(JFSEPTSE sedadilanosrep arap sarierrac serohleM .sodanoicaleR.serodavoni e sovaitaic res metimrep sehl eug oir*Atircse ed setneibma me marepsorp e saer)A saus ed serodavoni so oEAs sPTSE so .sezev satiuM PFNE sedadilanosrep arap sarierrac serohleM :sodanoicaleR.lanoicome olepa ues railava me euq of atosporp amu ed ocigAI rolav o railava me sodasseretni sonem oEAtse sele .solucnAv ed oEASAmrof a atilicaf saicnA Airepxe sairpArp saus ed s@Avarta sortuo so moc ranoicaler es e sepASAutis rel ed edadicapac etrof aus A .sezirterid ed odinifed meb otunjoc mu ed ortned rahlabart rop aicnA*Areferp amu m*Anam sele .roder ues oa sortuo sod so e sotnemites soirpArp sues moc oEAnecor etrof amu mahnet sele arobbE .sotal e sodat odnasilana sepASiced ramot ed matsog e sortuo so moc meb mahlabart sPTSE so .sepAssucsid rareldi e sepASAtneserpa rezaf arap soir)Anoicnuf somitA oEAs e sievAxelf ohabart ed setneibma moreferp selE .levASnes oudAvidni mu oA *Acov oEAtne .sotaf ed s@Avarta uo etnematerid ratnemirepxe uo .rev edop *Acov eug on esab moc sepASAmrofni rasscorp a ednet *Acov eS .oEASAmrofni a assecorp *Acov omoc amrof alep odaninmetred @A edadilanosrep ed opit o .savitamrofrep .savitamrofrep saer)A me mahlabart eug soudAvidni arap mumoc siam edadilanosrep ed opit o @A etsE JgniviecrP

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