



Explore Personalities on Your Team with Comparisons

Learn how to work more effectively with your teammates.



Leadership



Conceptual



Humble



This team comparison exercise walks you through using PrinciplesUs' Person-to-Person Comparisons feature to see how personalities make up and affect your team at work, and how you can use that knowledge to improve how you get things done together.

By the end, you'll have a short list of relevant insights about your work relationships and a toolkit for reflecting on and getting the most out of them. You can do the exercise either by setting aside time for an organized group activity or independently with one or more co-workers (you don't need full team participation to get value from the exercise).



To begin, log in or create a PrinciplesUs account (free 7-day trial). Take the assessment or import your [PrinciplesYou](#) results. Make sure your colleagues complete the assessment as well.

Having your assessment results readily available will allow you to share and compare results easily.

Once everyone has taken the assessment, complete the following exercise:

1 Pair up people on the team to compare their assessment results.

This works best if people pick someone they work closely with or their manager.

TEAMMATES

2 Before comparing assessment results, take a moment to quickly note 2-3 observations about your experience working with the person you selected.

List at least one area where you are similar and one where you differ. Feel free to use our template below! For each observation, note whether it generally makes it easier or harder for you to collaborate.

SIMILAR

1.
2.

DIFFERENT

1.
2.

3 Use the PrinciplesUs Compare feature to compare yourself to the person you chose. (you can find this under About Others)



4 Pick three specific insights from your PrinciplesUs comparison output that you want to focus on.

Choose whatever strikes you as most interesting, regardless of whether you agree or disagree. Try to pick at least one area where you are similar, and at least one area where you are different.



Strikes you most interesting
(regardless of whether you agree/disagree)

INSIGHT 1

INSIGHT 2

INSIGHT 3

5 Note in each case whether your similarity or difference makes it easier or harder to collaborate, or sometimes both!

INSIGHT 1

INSIGHT 2

INSIGHT 3

Advantages

Disadvantages

Advantages

Disadvantages

Advantages

Disadvantages

6 Take a few minutes to discuss the insights with the person you compared yourself to.

As part of the conversation, consider what you wrote down in Step 2. By the end of the conversation, you should be in sync on at least 2 shared insights about your working relationship. It's ok if the conversation is nuanced; focus on being truthful rather than over-simplifying.



TAKEAWAY 1

TAKEAWAY 2

7 Finally, open the conversation to what (if anything) you can and should do to use your personality insights to improve how you work together.

For each insight you got in sync on, list at least one concrete step you can take to balance one another, maximize a shared strength, or compensate where you have a shared gap.



TAKEAWAY 1 ACTION PLAN



TAKEAWAY 2 ACTION PLAN

Optional

If your whole team is participating in the exercise together, this is an excellent opportunity to regroup. Take 3 minutes to share your insights and action plans with the entire team. Then allot at least 3 minutes for quick feedback and reactions. Update your takeaways if appropriate.

Pick someone else on your team and complete the same exercise with them. If your team is completing the exercise together, shuffle up the partners so that everyone is matched with someone new. This time, incorporate your thoughts and observations from people's presentations into your discussion. Then present again, reshuffle partners, and repeat the exercise. Three repetitions should be plenty for most teams and team sizes, but feel free to reshuffle and repeat if useful!



Team Workshops

PrinciplesUs helps teams and leaders improve their work with personality insights. A deeper understanding of each other allows us to create our best work and improve efficiencies.

If you found this exercise helpful and want to see how the PrinciplesUs team platform can provide more insights to help manage team dynamics, check out our product options.

To dive further into team comparisons, our facilitated team workshops help build trust and unlock team performance through collaboration and appreciating personality differences.

[Schedule a Call >](#)

