



Personal and Team Discovery



Workshop Agenda

Personal and Team Discovery with PrinciplesUs

Introduction

Personality Assessment Fundamentals

- Getting into the Personality Mindset
- PrinciplesUs Journey (Traits, Archetypes, “You in Context”)
- Self-Discovery Breakout Exercise

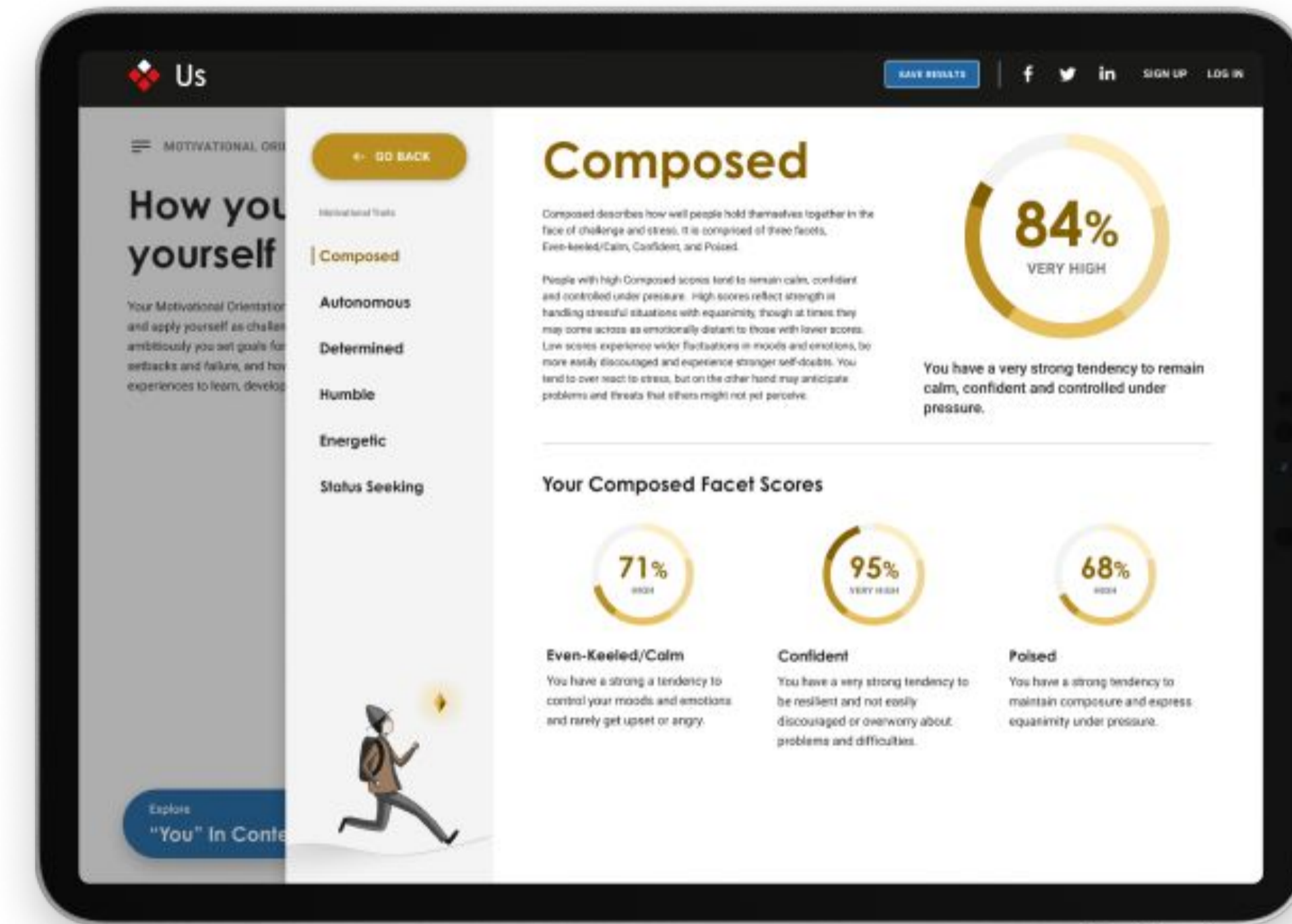
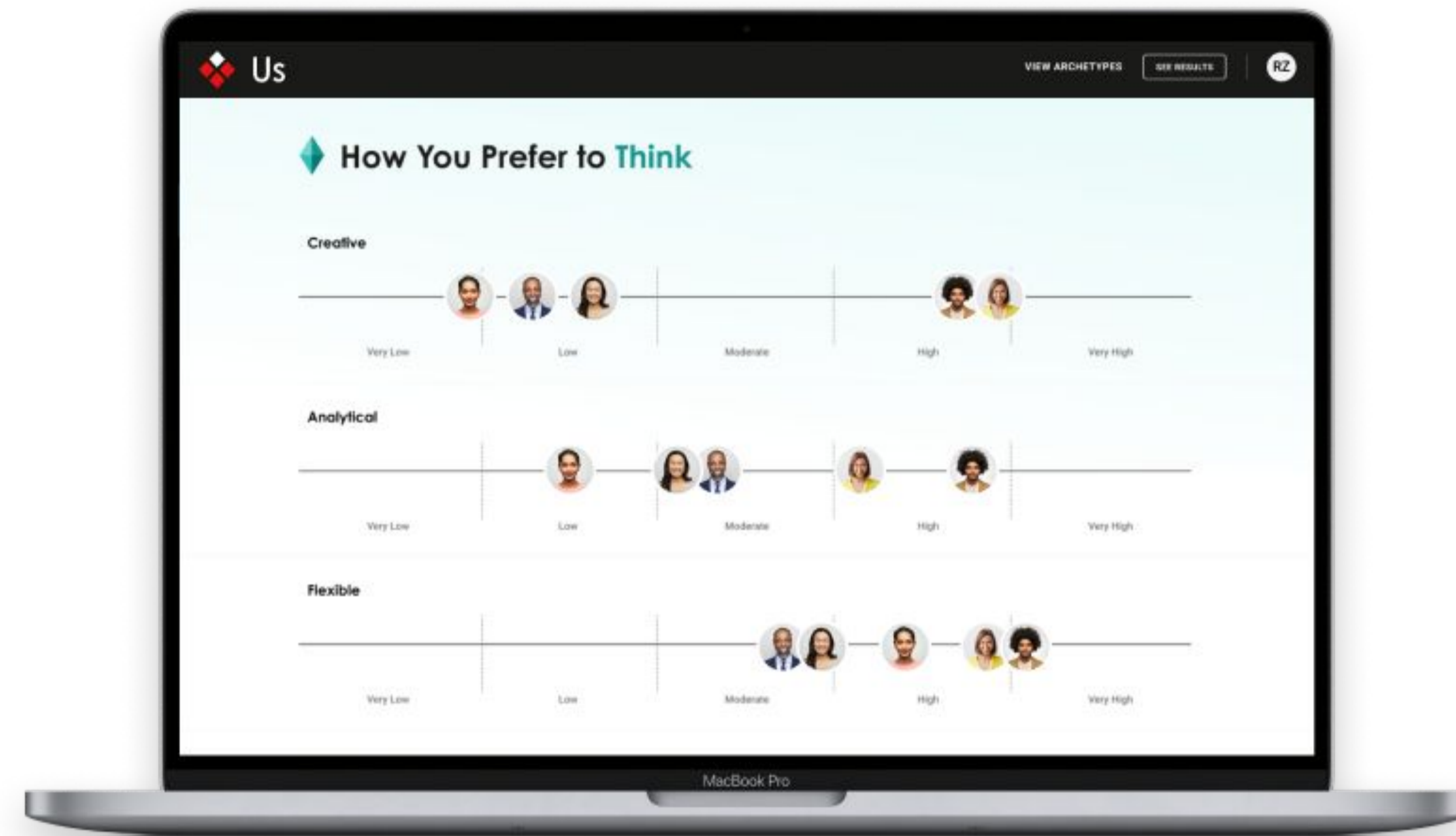
Discover Your Relationships and Work Better Together

- Interpersonal Relationships - 1:1 Comparison Exercise
- Team Dynamics - Explore Team Visualizations and Practical Insights

Check-out

MODULE 1

PERSONALITY ASSESSMENT FUNDAMENTALS



The Latest Personality Science

Combines research from the latest personality science with decades of insights drawn from high-performing teams.

Deep Understanding of Teams

PrinciplesUS gives you a rich picture of your team's dynamics and how to interact most effectively to achieve shared goals.

Practical, Actionable Insights

Immediately apply these insights to build better teams and improve overall performance.

Getting into the “Personality” Mindset

- Personality is the set of tendencies you carry around with you
- Traits are not destiny - but they are important anchor points/your comfort zone
- It's about finding balance within yourself (and with others) to do what you need to do
- There are no “right” and “wrong” answers - it takes all types

*To work well together
invest in...
**understanding yourself,
understanding others,
and welcome others
understanding more
about you***

Check-in Reflection Exercise

Getting into the Mindset

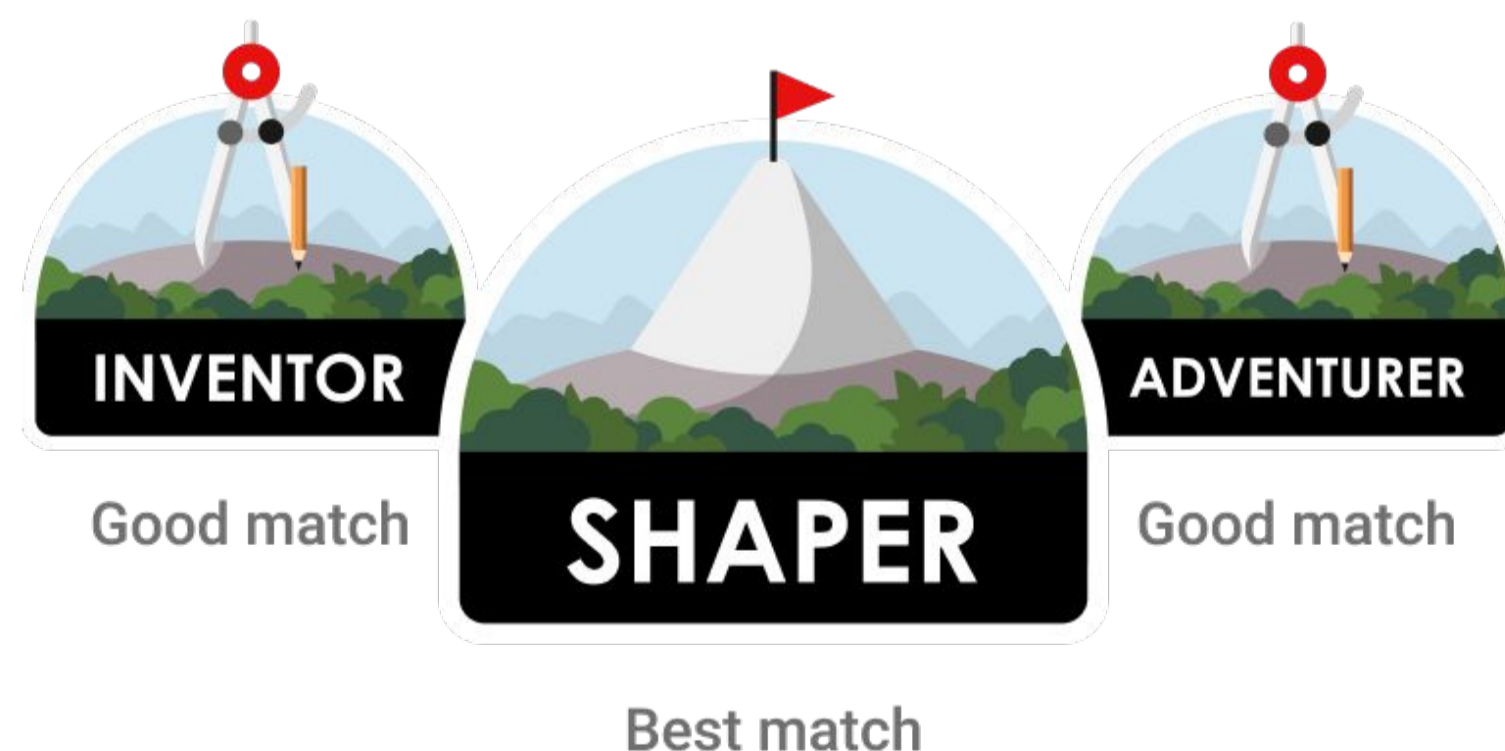
In your initial reading of your report...

- What seemed true about you?
- What are you curious to learn more about?

Guideposts for Your Report

Your Archetype

- Summarizes the patterns of your results
- Top 3 Archetypes
- Archetypes you're least like



Your Orientations

- 3 Orientations
- Your personality preferences detailed across...
 - 17 core Traits
 - 41 Facets
 - ~250 Questions

Cognitive



How You Prefer to Think

Interpersonal



How You Engage with Others

Motivational



How You Apply Yourself

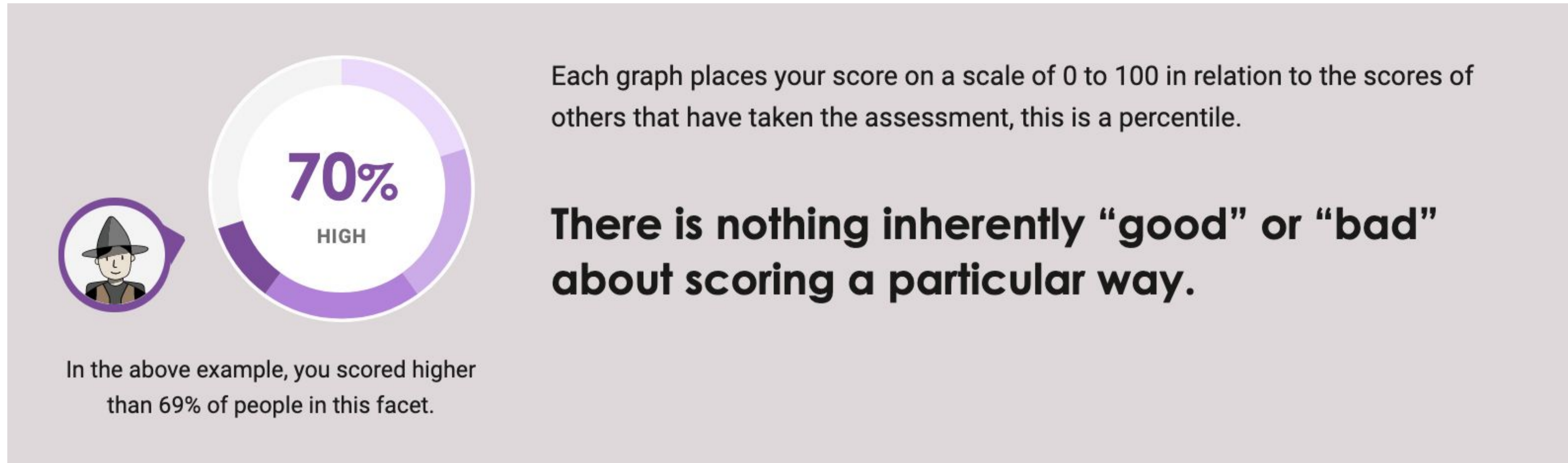
“You” In Context

- Practical insight into how your personality preferences (combination of your attributes) may play out in a variety of work and life situations



Principles You Journey

How to Read Your Results



Traits: habitual patterns of thought, feeling, action

- Each trait lies on a continuum
- Most people fall in the middle (which can be adaptive)
- Preferences are relative to population - “percentiles”

Your Results - Archetype

You are most like:



Best Match



Good Match



Good Match

Why do I have more than one archetype?

Archetypes are ways of summarizing your pattern of preferences in a simple yet clear way. But personality is complex and most people have strong tendencies across a few archetypes. That's why you'll see up to three matches: Your top one and up to two others. These can describe different dimensions of your personality which you can use to reflect on how you may operate in different circumstances.



You are most like **The Growth Seeker**

Growth Seekers are defined by a deep passion for learning and personal growth and development. They tend to be curious, humble, open to new ideas and experiences, and adaptable.

[Read full description](#)

Typical Growth Seekers have an endless fascination with personal growth, meaning they devote themselves to improvement and evolution. They possess a never-ending curiosity about the world and how they fit into it. They have a thirst for knowledge and a need to understand the world and the people in it, particularly in service of personal and professional growth. If it makes them more effective, it's on their to-do list. They are open to any constructive advice, even if it's tough to swallow. They are flexible and adaptive to new experiences and circumstances.

Other distinguishing characteristics include being composed, grounded, and balanced in their approach to managing stress and pressure. They love engaging new ideas and information and making sense of things for themselves. They can often be both determined and humble; they love to challenge themselves, but don't stress too much over mistakes made. In fact, they know the ability to reflect well on their failures is key to their personal growth.

At times, their desire to reflect inwardly first before acting can slow down their response time. They may need a stronger push to force action and decisiveness. And while some Growth Seekers are natural leaders, many are comfortable being good followers. The key is understanding their nature and finding a path that's right for them—which is ultimately where the Growth Seekers, with their capacity for introspection and adaptation, shine.

Growth Seeker Talents

- Being deeply inquisitive into

Growth Seeker Growth Needs

- Moving from reflection to decisive action

You also have attributes of the **Shaper** and the **Coach**



The Shaper

Shapers visualize ambitious goals, set plans in place, and push through relentlessly to make them happen. They tend to be independent, original, driven, demanding, adaptable and at times impatient and single-minded.

[Read full description >](#)

The Coach

Coaches regard self-growth, development and learning as a cornerstone of life and daily practices and they teach and model these as aspirations for others. They tend to be both demanding and caring, humble and resilient.

[Read full description >](#)

Here are archetypes you are least like.



WEAK MATCH

Helper >

Helpers are driven by compassion and care for others, and support of their emotional needs.



WEAK MATCH

Implementer >

Implementers organize and structure people and processes to reliably execute tasks.

Your Results - Traits and Facets 1

Introduction

Your Archetype

How You Prefer to Think

How You Engage with Others

How You Apply Yourself

"You" in Context

How You Prefer to Think

EXPLORE ALL SCORES →

Now let's look at your more detailed results along the 17 core traits and facets of your personality. Your Cognitive Orientation describes your approach to thinking. Your approach to thinking can reveal what type of work you might prefer, at which aspects of a job you are more likely to excel, and how you tend to approach and solve problems.

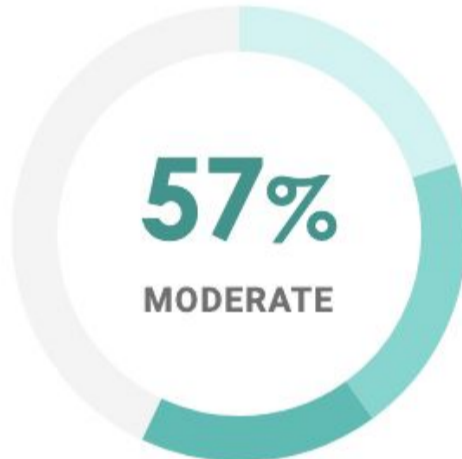
Creative >

You have a willingness to think independently and are open to new and unfamiliar experiences, but are less drawn to inventing new ideas and solutions yourself.



Deliberative >

You rely on logic and strive for objectivity, but are more spontaneous than methodical and process-oriented when reaching decisions and making choices.



Detailed and Reliable >

You tend to be less precise and detail-focused, though are generally organized and reliable in your work and obligations.



Conceptual >

You have a preference to think abstractly and philosophically, using theories and models to solve problems.



Practical >

You have a moderate preference to focus on direct, real-world consequences in making decisions and choices.



Your Results - Traits and Facets 2

← GO BACK

Cognitive Traits

Creative

Deliberative

Detailed and Reliable

Conceptual

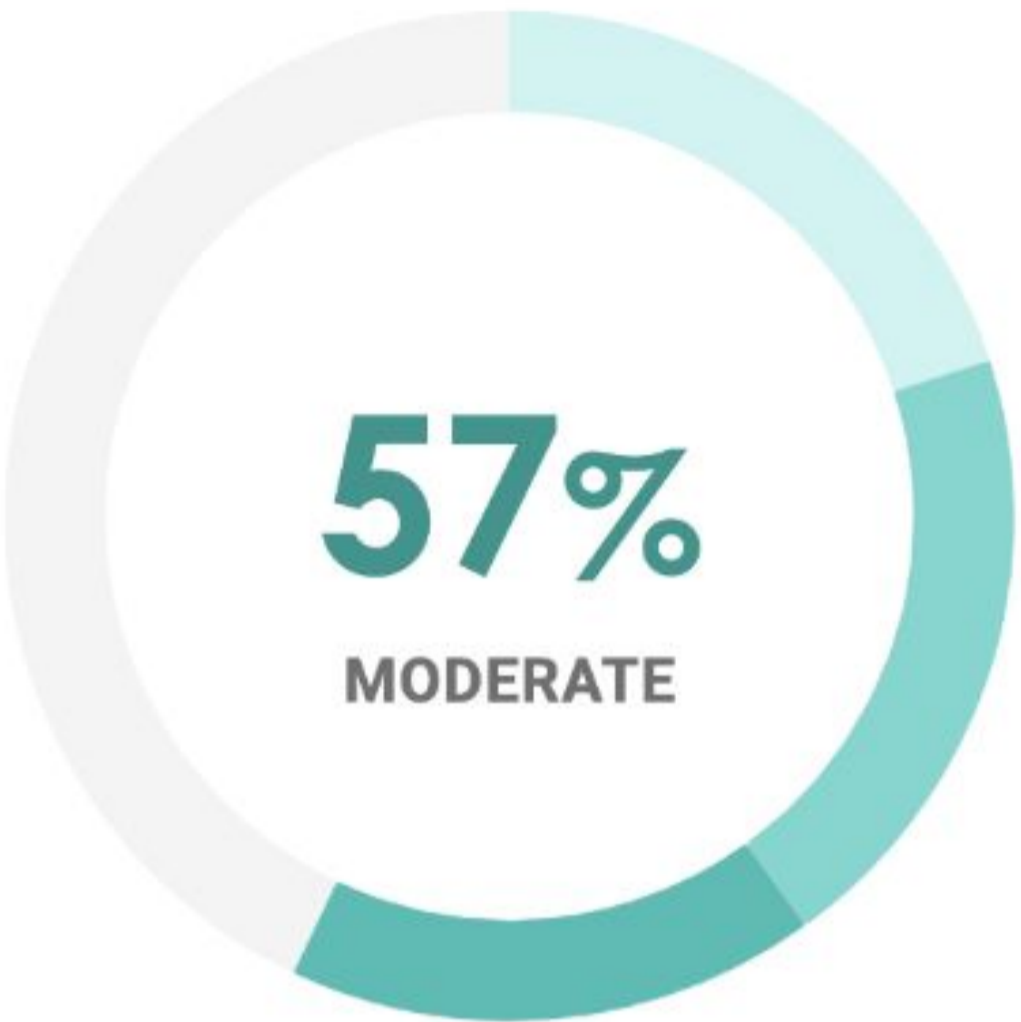
Practical



Deliberative

Deliberative describes how people process information to make decisions, solve problems, or complete tasks. It characterizes those who tend to work through decisions more systematically, preferring logic and analysis over intuition. It is comprised of three facets: Logical, Systematic, and Impartial.

People with high scores rely on linear thinking, objectivity, and logic, and they tend to be highly methodical. They tend to spend more time reasoning through and analyzing decisions. Those with low scores tend to be guided more by "their gut," navigating decisions and circumstances more spontaneously and intuitively.



You rely on logic and strive for objectivity, but are more spontaneous than methodical and process-oriented when reaching decisions and making choices.

Your Deliberative Facet Scores



Logical

You have a very strong preference for applying logic and reason to your thinking rather than intuition and feeling.



Systematic

You have an inclination to be casual and spontaneous rather than methodical in work and decision-making.



Impartial

You have a strong preference to rely on facts and a desire to strive for impartiality and objectivity in your analysis of information and choices.

Your Results - “You” in Context

[← GO BACK](#)

"You" in Context

Interacting

| **Leading**

Planning

Problem Solving

Goal Setting

On A Team

Under Stress

Learning

As a leader, you...

- ...Demand and hold others accountable for results
- ...Argue for your beliefs and say what you think
- ...Call out underperformers whenever justified
- ...Take initiative and instigate change
- ...Like drawing out the thinking of others for input, but ultimately make your own calls
- ...Believe acknowledging your and other people's strengths and weaknesses is part of being a good leader
- ...May struggle to know when to follow rather than lead



PrinciplesUs Traits

How You Prefer to **Think**

- **Creative** *(Traditional)*
- **Deliberative** *(Intuitive)*
- **Detailed & Reliable**
(Spontaneous / Less Precise)
- **Conceptual** *(Concrete)*
- **Practical** *(Idealistic)*

How You **Engage** with Others

- **Extraverted** *(Introverted)*
- **Tough** *(Diplomatic / Collaborative)*
- **Nurturing**
(Less Nurturing / Focused on Others)
- **Leadership**
(Less Directive / Accommodating)
- **Humorous** *(Serious)*

How You **Apply** Yourself

- **Composed**
(Reactive / Perceptive)
- **Autonomous**
(Externally Directed)
- **Flexible** *(Constant)*
- **Determined** *(Casual)*
- **Humble** *(Less Receptive)*
- **Energetic** *(Recharging)*
- **Status-Seeking**
(Self-Contented)

PATTERNS FOR TOUGH

One's willingness to be direct, straightforward, and critical
Facets: Feisty, Critical, and Direct

STRENGTHS

TOUGH

- Speak one’s mind openly / challenge authority
- Willing to disagree to get to the right answer
- Comfortable holding others accountable

DIPLOMATIC / HARMONIOUS

- Fostering harmony and being agreeable, easy to work with
- Seeking collaboration, compromise and consensus

GROWTH
AREAS

- Can come across as harsh, intimidating or confrontational
- Can be overly assertive in their views (particularly if they’re extraverts)
- Failing to pick battles

- Can be averse to conflict and disagreement even when needed
- Less inclined to hold others accountable
- May not speak up even when it’s important (particularly if more introverted)

PATTERNS FOR NURTURING

One's focus on others' needs and feelings
Facets: Helpful, Empathetic, and People-Oriented

NURTURING

LESS NURTURING / FOCUSED ON OTHERS

STRENGTHS

- Expressing warmth and supportiveness
- Helping others, with a genuine concern for their wellbeing

- Prioritizing their own goals
- Being willing to engage in sometimes-difficult conflicts when necessary, even if others may feel hurt

GROWTH
AREAS

- Dealing with conflict when it may be appropriate and necessary
- Not putting others' needs always above their own goals

- Coming across as uncaring or insensitive (even if this is not the case)
- Sometimes not empathizing with the pain of others

Personal Discovery Exercise

How Traits Help or Hinder You

In the next 15 minutes, turn to the person next to you and take turns

Look at your own report overall and find your results for
Tough & Nurturing (under “How You Engage with Others”)

How does this trait serve to help or hinder you in your current role and your growth aspirations?

- Share one way this trait may help you
- Share one way this trait may hinder you

Please be ready to share 1 thing you reflected on with the group

MODULE 2

**DISCOVER YOUR RELATIONSHIPS
AND WORK BETTER TOGETHER**



Interpersonal Relationships



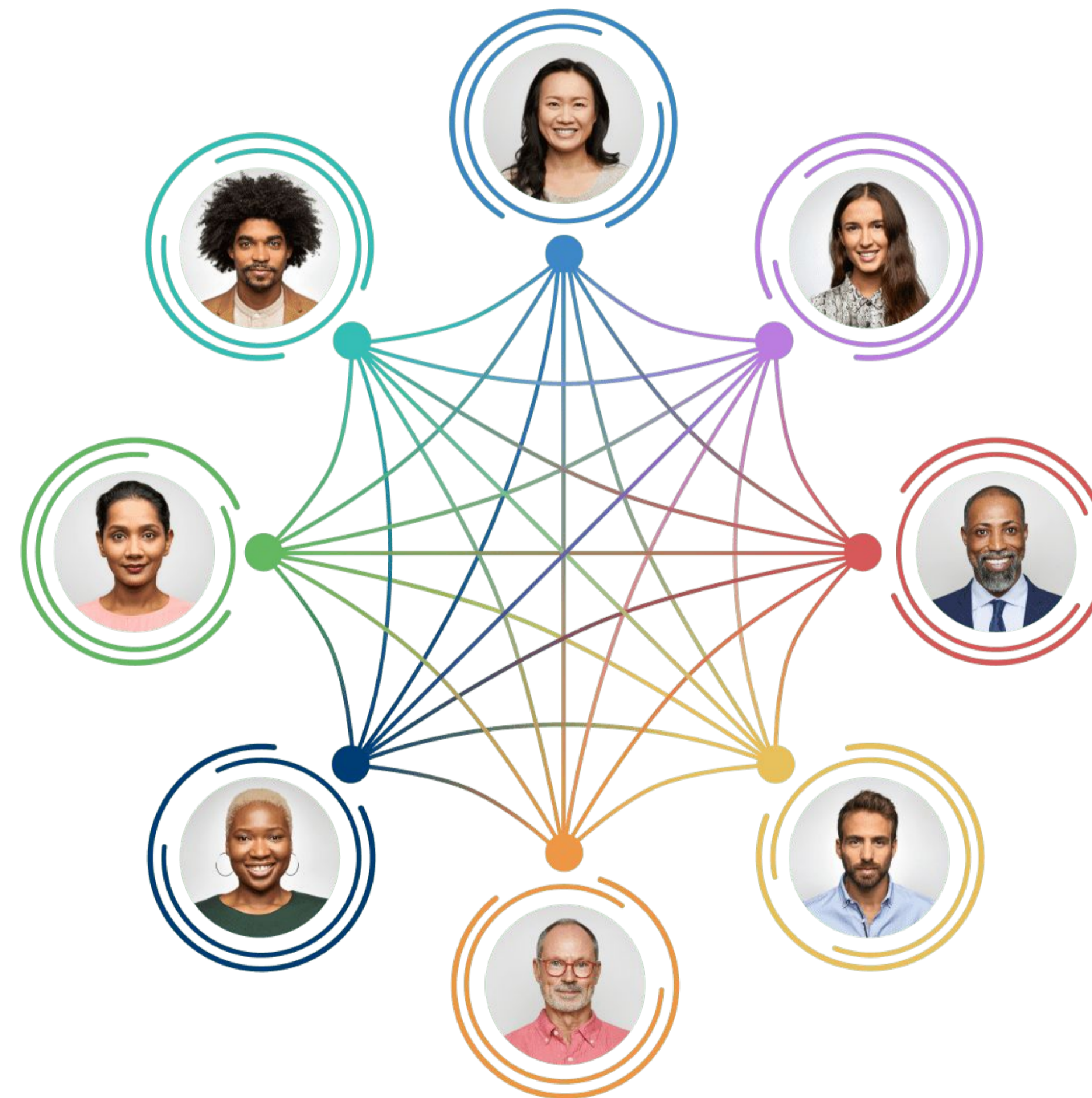
1:1 Reflection Exercise

Explore Personalities

- 1 Pick one person on the team to compare to.
- 2 Before looking at your *PrinciplesUs Compare* output, quickly note two to three observations about your experience working with this person. Note at least 1 area where you are similar and 1 where you differ.
- 3 Use *PrinciplesUs Compare* to compare yourself to the person you chose.
- 4 Pick 3-4 specific insights from your *PrinciplesUs Compare* output that you want to focus on. Try to pick at least 1 area where you are similar, and at least 1 area where you are different.
- 5 Note in each case whether your similarity or difference makes it easier or harder to collaborate or sometimes both!
- 6 Take a few minutes to discuss the insights with the person you compared yourself to. Strive to align on at least 2 shared insights about your working relationship.



Team Dynamics



**How You're
Similar and Different**

**Where You Compliment
Each Other Best**

**Where Your Team
Might Improve**

Team Discovery Exercise

Explore How You Relate to One Another

Pick 3 specific insights from your team's Trait Scales output that you want to focus on.

- 1** Choose whatever strikes you as most interesting, regardless of whether you agree or disagree. Try to pick one area where your team is balanced, one area where your team is clustered, and one area where you see one of your team member's result marked as "Notable," meaning it diverges significantly from the group's results.

- 2** Note in each case how the distribution of personality preferences that make up your team (group similarities, differences or extremes, clustering, and being balanced) makes it easier or harder to collaborate, or sometimes both!

- 3** Open the conversation to how the group can and should use its personality insights to improve how it works as a team. For each insight you discussed, list at least one concrete step you can take to balance one another, leverage a shared strength, or compensate where you have a shared gap. Translate these into practical next steps as "team agreements" to improve team communications and effectiveness.

Personal Discovery Exercise

Unlocking Your Potential

For the next few minutes, let's reflect together!

Find yourself in the Trait Scales and share.

Pick one to two traits where:

- You feel strong and that trait is a benefit in this environment.
- That trait is a challenge, you want feedback, or you want to grow.

Please be ready to share one thing you reflected on with the group.



Check-Out



Check-Out Reflection Exercise

Your Personal Takeaway

What one thing do you want your teammates to know about you so that you can interact most effectively?

Note: The best teams are the ones that know each other well enough to interact with empathy, awareness, and informed skill.