

# Know your personality traits for your business

Do you work in an environment where everyone gets along, where personality conflicts are minimal, where teamwork succeeds effortlessly and everyone works equally hard to ensure the productivity and success of the organization?

The ability to relate well with people is critical to the success of employees in every position in today's business and social environment. This ability is better known as your interpersonal skill set. These skills allow you to effectively deal with conflict resolution, coaching, problem solving, stress reduction and team building, in other words working successfully with others.

The key to harmonious relationships with others is understanding ourselves. Just what are our behavioral tendencies? What motivates us? Are we more results oriented or people oriented? Do we like to move towards our goals quickly or follow a structured plan for achievement? We all have our differences, it is critical that each of us understands and values these differences in our relationships with others.



Jeff Bowman

The world needs architects and artists, bricklayers and lawyers. For every person with a great idea, there is another person who can create an action plan to bring life to the idea. Critical thinkers can see the potentials and pitfalls, while those people with outgoing personalities can sell the idea.

Once we know what our own strengths and weaknesses are, we can learn how to utilize

those qualities in working with others, building teams and coaching for performance improvement.

All of us recognize our strengths, but we fail to acknowledge our weaknesses and limitations. They don't seem to fit our own perception of what we want others to see. The problem with this is that others tend to see your weaknesses even though you try to mask them. Have you ever caught yourself saying, "You know he is a very good at ... but he really needs to improve in ..." Do your employees look forward to all your positive comments on performance

evaluations?

When I know you and you know me and we both know ourselves, there is the opportunity for honest, productive communication and teamwork. The three elements of a strong relationship; respect, fairness and honesty can be achieved in the business world through understanding others and ourselves. It is a fact that those people who relate well with others lead a more rewarding and happier life. Take the initiative to learn about yourself, and those you work with, I guarantee that stress levels will be reduced, teamworking will improve and the people you deal with daily will have a better attitude.

Wouldn't it be great to work in an environment where everyone gets along, where personality conflicts are minimal, where teamwork is effortless and everyone works equally hard to ensure the productivity and success of the organization?

*Jeff Bowman is a training consultant with Bowman Training Initiatives. For a free training consultation on your training requirements call Jeff at 905-451-6525.*