



Personality Profiles

Personality Profiles

- Help you to understand how others see you
- Help you to understand others
 - "what makes him/hertick?"
 - "why does he/she do that or want that?"

“Try getting a Chihuahua to leap into water... and you have a picture of task assignment resistance that many managers and leaders face on a daily basis.”

Laurie Beth Jones



Personality Profiles

- Why do we have/use/need them?
 - To understand others
 - To understand ourselves
 - To help meet the needs of others
 - To help meet our own needs better



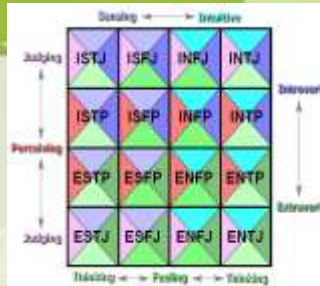
Personality Profiles

- Myers-Briggs Type Indicator
 - Complicated (based upon letters)
 - Rarely remembered



4th Elements Profile (PEP)

- Elements
 - Wind
 - Water
 - Earth
 - Fire



Earth

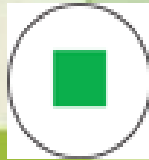
- is "terra firma" for us. It is the foundation of everything we do. It is our home, our grounding point, our anchor.
- It is steady and solid. Earth is predictable in its seasons and cycles and rotations.
- It is perfectly poised and balanced at all times, and is magnificent in its diversity.



Earth



- It supports all life forms and is equally comfortable and at work whether it is winter, summer, spring, or fall.
- Earth stores and saves and works silently and steadily to maintain diverse forms of life. It seeks balance and sustainability in all things. It is rich, fertile, vast, and full of resources.



Earth

- Earth is also generous, nourishing, supportive, ordered, and colorful. It has multiple textures and incredible depths. It can be towering and sheltering, dynamic and peaceful. It is slow to change, fertile, and full of treasures.
- Earth is aware of the "gravity" of every situation and operates on predictable laws. Earth knows that everything "matters". You can almost always count on earth to be there, no matter what.



Earth

Strengths

- Earth's strengths include stability, predictability, a sense of the long term, grounding, and orderly movement. Earth is sure of itself.

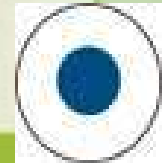
Challenges

- Earth's challenges include a tendency to be stubborn, being unyielding and locked into old ways of doing things, and unwillingness to move. Earth can be without the other elements.



Water

- **Water** is the most vital and necessary of all the elements. Without water, nothing lives.
- It is fluid, cleansing, life-giving, shape-shifting, expansive, pure, and sculpting.



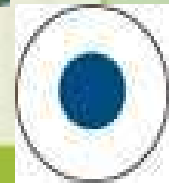
Water

- It is tranquil, transparent, shimmering, clear, and nourishing. Water is deep, irresistible, dramatic, sparkling, entertaining, singing, still, and healing.



Water

- Water is very comfortable with change and works silently and invisibly to nurture and sustain life.



Water

- **Strengths**

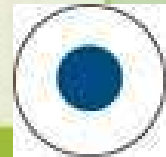
Water's strengths include its vitality, life-giving properties, flexibility, and easygoing nature. It brings balance, is a problem solver, finds solutions, seeks harmony, and is a team player



Water

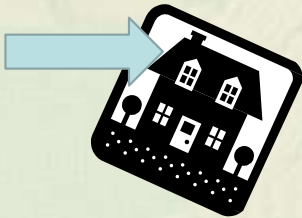
- **Challenges**

Water's challenges include its tendency to quickly lose its identity in others and to absorb without discrimination the good and the bad. It has difficulty saying no. It is a people pleaser, can become stagnant without an outlet, and takes on the toxins around it.



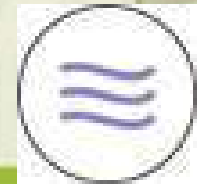
Wind

- **Wind** is swift, uplifting, whirling, motion oriented, and refreshing. It can be silent or howling, and is itself invisible.
- It is mysterious, unpredictable, energetic, and global.



Wind

- It is cleansing, musical, electric, haunting, sweeping, caressing, and scent-bearing.
- Wind warns, cools, soothes, and pollinates.



Wind

Strengths

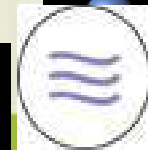
- Wind's strengths include spontaneity, energy, forward motion, and the ability to supersede all boundaries.
- It is the element most capable of moving all others. It is the first element to bring the scent of danger, and it is the first element to bring the scent of spring.



Wind

Challenges

- Wind's challenges include restlessness, unpredictability, and impulsiveness. It loves to stir things up and then leave.
- It is invisible and hard to pin down. It doesn't weigh the consequences of its actions, and it has trouble following through and focusing for long periods of time.



Fire

- **Fire** is purifying, hot, illuminating, and passionate.
- It is dancing, sizzling, radiant, freeing, and captivating. It ignites, comforts, signals, blazes, and roars.



Fire

- It is romantic, wild, hungry, and intense.
- It is insatiable, transformational, and contagious.
- It can be cozy, glowing, and civilizing.



Fire



- It gives warmth and light, and keeps away the wild beasts. It also stirs up what is wild within us.
- Fire is useful, regenerating, consuming, and motivating.
- It is energizing, forging, purifying, and renewing.



Fire

Strengths

Fire's strengths include being mesmerizing, exciting, passionate, intense, purifying, illuminating, and committed. It has no fear of confrontation.



Fire

Challenges

Fire's challenges include the tendency to burn out quickly and the inability to set its own boundaries.

It can destroy as well as purify, it may lack social skills, it may be unbalanced, and it may be insensitive to others' needs and weaknesses. It has no fear of confrontation.



Finding your type

- At the top of the quadrant are the words **Deliberate and Fast**. Place a dot in the quadrant that is most **like you**.
- At the bottom of the quadrant are the words **People and Results**. Place a dot in the quadrant that most **attracts you**.

Deliberate	Fast
People	Results

Finding your type

- If you placed yourself in the **Deliberate** quadrant, you tend toward **Earth**.
- If you placed yourself in the **Fast** quadrant, you tend toward **Wind**.
- If you placed yourself in the **People** quadrant, you tend toward **Water**.
- If you placed yourself in the **Results** quadrant, you tend toward **Fire**.

Now look at your two dots.

- Where they are may be a reflection of your personality blend.
- For example, if you are in the **Fast** quadrant and the **People** quadrant, you are probably **Wind/Water**.
- If you are in the **Deliberate** quadrant and the **Results** quadrant, you may be an **Earth/Fire**.



Read the following statements and circle your answer to each one.

- People say I make decisions quickly, often based on just the "scent" of something.
- True or False
 - if you answered **True**, your tendency is toward **Wind**.

- When it comes to choosing between people or results, I have to admit I almost always put people first.

- True or False

– *If you answered **True**, your tendency is toward **Water**.*

- When it comes to decision making, I prefer to move based on evidence.

- True or False

– *If you answered **True**, your tendency is toward **Earth**.*

- Once I commit to something, I give 110 percent to the task and am often angry when others don't do the same.
- True or False

– *If you answered **True**, your tendency is toward **Fire**.*

For more information...

- www.lauriebethjones.com
- The Four Elements of Success, Jones LB, (2005), Nelson Business Publishing, Nashville.



**So how well do
you think you
know yourselves?**

...and each other?

Think about your classmates...

Identify their primary characteristic and let me know what you think it is

	Earth	Wind	Water	Fire
Barb				
Steve B.				
Carly				
Yvie				
Courtney				
Fatima				
Lori				
Devone				
Pam				
David				

Think about your classmates...

	Earth	Wind	Water	Fire
Marinn				
Eddy				
Becki				
Sandra				
Ashley				
Oleg				
Dawn				
Zalak				
Amy				
Steve S				
Joe				
Stacey				

Think about your classmates...

	Earth	Wind	Water	Fire
Jennifer				
Kathy				
Lauren				
Stockley				

How do you identify yourself?

- [Self Identification Chart](#)

