

# TEAM P.E.O. – A Winning Menagerie

Good morning, P.E.O. Sisters!

**1<sup>st</sup> slide: TEAM P.E.O. – A Winning Menagerie:** Today, we are going to look at our personality styles and the impact they have on our P.E.O. teamwork. This is based on the work, *THE TWO SIDES OF LOVE* by Gary Smalley and John Trent.

As we work through all these Personality Styles, think of the impact these can have on your own P.E.O. chapter, how your chapter works together, issues that may need to be addressed, the impact on the selection and initiation of new members into the chapter, the reason(s) members go inactive, and the accomplishment of the chapter's goals for meetings, projects, fund raisers, social activities and any or all of the chapter's activities.

You should each have a booklet, TEAM P.E.O. – A Winning Menagerie in front of you. **Please do not open it until asked to do so.**

As we work with these personality styles, we must always keep an open mind because each of us has some of each style in our makeup. It's just that we generally have one or more that is dominant and one or more that are less dominant.

A word of caution: **DON'T EVER TRY TO GUESS SOMEONE'S PERSONALITY STYLE.** Just remember we each have a style that is our own personal style.

**2<sup>nd</sup> slide: SURE THEY'RE ALL PEDIGREED. BUT ARE THEY A P.E.O. TEAM?**

Let's find out what makes a good P.E.O. team and how our personality styles affect our teamwork.

Now you can open your workbooks to the PERSONALITY TYPES INVENTORY.

**REMINDER:** Your first instinct is probably the correct one. Do not second guess yourself or circle the item because you think this is what someone else thinks of you. **THESE ARE WHAT YOU THINK IS DESCRIPTIVE OF YOURSELF!**

We are only working with the left hand list. So fold your paper in half lengthwise so you can **IGNORE THE RIGHT SIDE COLUMN.** You have 5 minutes to complete this task.

*(Read the directions to them and have them complete the Inventory)*

## How to Take Inventory

- 1. For each temperament type, circle the positive traits (in the left column) that sound the most like you--as you are at home. It will probably help to fold the**

**paper so the right hand column is not visible. Do not score yourself as you behave at work.**

**3<sup>rd</sup> slide: CHART THE RESULTS.** Now, make sure you have added up the number of circled items for each style and doubled the score for each one.

On the chart, place a dot for each style's score and connect the dots. Remember this is not a pass/fail test. This only shows your individual tendencies and traits.

Let's see how we all came out.

**4<sup>th</sup> slide: LION**

**LIONS:** Please stand and remain standing.

**5<sup>th</sup> slide:** *Review the **Lion** characteristics.*

Lions feel very strongly that life is a series of problems they need to solve or challenges they need to meet.

- Lions are born leaders
- Lions like to accomplish things with immediate results
- A lion's time frame is now
- Lions are decisive
- Lions want Reader's Digest-length communication
- Lions often feel challenged by questions
- Lions are not afraid of pressure or confrontation

Lions can be so strong that they win every verbal battle but end up losing the war for their friend's and family's hearts.

You many sit now.

**6<sup>th</sup> slide: OTTER**

**OTTERS:** Please stand and remain standing.

**7<sup>th</sup> slide:** *Review the **Otter** characteristics.*

If there's a way to have fun doing something, you can expect an otter to try it.

- Otters just want to have fun
- Otters are great at motivating others to action
- Otters tend to avoid the fine print

- Otters focus on the future
- Otters tend to avoid confrontation at all cost
- Otters are tremendous networkers
- Otters are very susceptible to peer pressure

Otters are excellent motivators. They can captivate an audience or encourage someone who is fainthearted.

You many sit now.

### **8<sup>th</sup> slide: GOLDEN RETRIEVER**

**GOLDERN RETRIEVERS:** Please stand and remain standing.

**9<sup>TH</sup> Slide:** *Review the **Golden Retriever** characteristics.*

Of all the animals in the family zoo, golden retrievers can absorb the most emotional pain and still maintain their commitment to another person.

- Above all, golden retrievers are loyal
- Golden retrievers have a strong need for a close relationship
- Golden retrievers have a deep need to please others
- Golden retrievers have hearts full of compassion
- Golden retrievers define the word adaptable
- Golden retrievers often react to sudden changes
- Golden retrievers hold stubbornly to what they feel is right

The same compassionate heart that can spot the hurt of others can easily be hurt by others as well.

You many sit now.

### **10<sup>th</sup> Slide: BEAVER**

**BEAVERS:** Please stand and remain standing.

**11<sup>th</sup> slide:** *Review the **Beaver** characteristics.*

Beavers are the ones who carefully read instruction manuals instead of throwing them away.

- Beavers keep a close watch on their emotions
- Beavers actually read instruction books
- Beavers like to make careful decisions
- Beavers like using their critical skills to solve problems
- Beavers live by the motto "Let's do this right"

- Beavers tend to turn anger inward
- Beavers tend to focus on the past

Beavers need to learn that it's all right to fail and that it's healthy to call for help when they're struggling.

You may sit now.

Now unfold your papers and take note of the extreme right-hand column for each of your circled characteristics. This might be how your positive traits are perceived by your family or friends.

It might help to consciously work to become more aware of our natural tendencies. Go for a healthy balance, tempering any extreme problem area. Focus on your strengths. Also, learn to cultivate your strengths or less dominant personality traits.

**READ:** *Suggestion for each personality types.*

.12<sup>th</sup> slide: **BEHAVIORAL STYLES:** Each of these styles has their own strengths and their own characteristics that can affect your relationships with others. Let's look at these.

**Lions are task-oriented and fast paced. One word that describes Lions is dominance. They are directive in nature. Their strengths include: High Ego strength, strong willed, decisive, efficient, desires change, competitive, independent, and practical. They sometimes appear to other people as: pushy, impatient, domineering, attacks first, tough and harsh.**

**Otters are relationship-oriented and fast-paced. One word that describes otters is Influence. They are rather talkative. Their strengths include: emotional, enthusiastic, optimistic, persuasive, animated, talkative, people oriented, and stimulating. They sometimes appear to other people as : disorganized, undisciplined, manipulative, excitable, proactive and vain.**

**Golden Retrievers are relationship-oriented and slow-paced. One word that describes Golden Retrievers is conscientious. They are supportive. Their strengths include: dependable, agreeable, supportive, accepts change slowly, contented, calm, amiable, and reserved. They appear to be unsure, wishy-washy, awkward, possessive, conforming, and insecure.**

**Beavers are task-oriented and slow-paced. One word that describes Beavers is Steadiness. They are cautious. Their strengths include: perfectionistic, sensitive, accurate, persistent, serious, needs much information, orderly, and cautious. They appear to others as: stuffy, picky, judgmental, slow to make decisions, fears criticism, and critical.**

Also, each Behavior Style has an opposite. The **Lion** and the **Golden Retriever** are opposites. The **Otter** and the **Beaver** are opposites. Within a P.E.O. chapter these opposites can at times create a concern, friction, frustration, issues, to name a few and need to be dealt with in a constructive and creative manner.

Left unresolved, they can create disruption within a chapter. We must learn to respect the strengths of each of our P.E.O. Sisters and capitalize on those strengths to accomplish our chapter's goals.

**13<sup>th</sup> slide: WHEN YOU FEEL UNDER PRESSURE.** *Review the points.*

- Lions - Listen carefully and explain what you think
- Otters - Pause to assess the situation and check the facts
- Golden Retrievers - Take a risk to reach out and say what you think and feel
- Beavers - Interact with others and try to make a decision

**14<sup>th</sup> slide: BEHAVIORS UNDER PRESSURE.** *Review the points.*

Lions in normal situations are in charge and deciding. Under stress they are bossy and demanding and when angry and frustrated they leave.

Otters in normal situations are persuading and enthusiastic. Under stress they oversell and attack others' ideas. When angry and frustrated they give in and may pout.

Golden Retrievers in normal situations are supportive and friendly. Under stress they give in and when angry and frustrated they get hurt and accusing.

Beavers in normal situation are careful and quiet. Under stress they avoid and can't decide. When angry and frustrated they are emotional and attacks others.

**15<sup>th</sup> slide: HOW TO GET ALONG BETTER.** *Review the points vertically.*

**Once you know another person's Dimension of Behavior, you can work to determine how to get along better. What don't they like? What can you do to get along better with that person?**

**Lions like quick short answers and likes being in charge. They don't like being controlled by others. People can get along with them better if they let them choose, be quick and don't chatter.**

**Otters like those who are outgoing and enthusiastic. They dislike working alone. In order to get along better with them do people things, talk about feelings and be enthusiastic.**

**Golden Retrievers like calm. They like it when helping others and getting along. They are trustworthy. They dislike experiencing unhappy feelings with others. In order to get along better with them keep things the same, cooperate and don't get upset.**

**Beavers like quiet. They like to work alone and are concerned with being correct. They dislike having things be unclear or messy. In order to get along with them better let them be right, hold back a bit and be logical.**

### **PERSONALITY MOTTOS**

**16<sup>th</sup> slide: LIONS: Please stand. What is your motto? ("Let's do it now!")**

**17<sup>th</sup> slide: OTTERS: Please stand. What is your motto? ("Trust me, it'll work out!")**

**18<sup>th</sup> slide: GOLDEN RETIEVERS: Please stand. What is your motto? ("Let's keep things the way they are.")**

**19<sup>th</sup> slide: BEAVERS: Please stand. What is your motto? ("How was it done in the past?")**

**Just remember:**

**20<sup>th</sup> slide: A P.E.O. TEAM IS: "A group of people pooling its knowledge, skills, and talents to attain a common goal or shared purpose."**

**It takes all four of these personality types to work together for the "general improvement" of our P.E.O. chapters. We must strive to consider the full import of P.E.O., our influence in the community; our consideration of other's feelings when speaking, and our expressing of loving concerns for each and all our P.E.O. sisters.**

**In closing, thank you for being such great participants in our Period of Instruction.**