

Why Knowing Your Personality Type Will Help You Excel At Work

Knowing your personality type is quite important. Your personality type outlines your personal strengths and weaknesses. By understanding your personality type, you can learn how the dynamics of your behaviour work and how you can successfully apply this to your day-to-day business to achieve success.

Your personality type is also a huge determining factor in how you relate with people. Most people who thought they were a bit unusual before taking a personality test, are assured after the test that they are not in any way strange and, in fact, even become proud of the uniqueness of their personality after learning about the various strengths they possess which they never knew were there.

Understanding our personality type, especially in this age, is imperative. There are lots of jobs that require a degree of a blend of one or two personalities. Giving this job to people lacking the necessary personality traits can result in disaster. For example, there are people whose strength is based on analytical skills. They are more effective in working alone and with data, putting these people in data entry jobs will result in impressive results, but simply giving them a job that requires interaction with people will probably produce a depressing result.

In this article, we are going to focus on how knowing your personality type can help you to succeed in your business. We have also taken the time to briefly discuss the various personality types so that you can easily determine yours.

The importance of knowing your personality type

You learn that people are not wrong but different

If anything can help you access the reason why people behave and think the way they do, then it is their personality type. Understanding a person's personality type can help you understand how they reason and why their reasoning often doesn't seem to align with yours – if you are both of different personality types, of course.

A woman once complained about her husband's poor conflict resolution skills. This often results in lots of problems between her and her husband. She always thought he was doing everything wrong and she blamed him. After studying the different personality types, this was what she had to say "When I finally figured out his personality type, I realised that his behaviour was the textbook for his personality type – and so was mine". After this realisation, it became easier for them to work through every conflict because they both understood that each was right in their own way, but became wrong in their preferences due to the differences in their personality.

In the workplace, you will meet people of different personalities, and during meetings, each are expected to give their own opinions. By understanding personality type, you will gain an insight into why the opinions are different and realise that they are actually not wrong but following what their personality dictates. Personality type will make some people not want to perform helpful tasks. Extroverts who like to interact with other people will find it difficult and will become reluctant in performing an analytical job that requires working alone. This is not laziness. This is the personality

type dictating it. If issues about such jobs are discussed in the meeting, an extrovert will probably oppose it and might do so loudly. An introvert who loves to work alone will suddenly start skipping jobs when given a job that requires interaction with people. Understanding personality types helps you learn the reason why people behave the way they do, why they reason differently and why they are not wrong.

You can better manage people

There are some whose personality type finds more strengths in walking alone. They don't contribute much in groups or in meetings. They are quiet and often viewed as aloof or disengaged. You may think this group of people are odd, but they are not. That is their personality type. This type will keep their opinions to themselves unless called upon to give it. You can make them more productive by giving them solo assignments to achieve remarkable success because that is where the energy of their personality lies. Some managers have erroneously failed in their projects by trying to force this set of people into working with a team and this can end in problems.

There are others in the workplace who are very good at chit chat. They love to communicate and lead the team. They are very happy in meeting new people and making new friends. This type of person should be on your sales team if you want to achieve success. They are excellent at networking and negotiation.

Some other personality types prefer to only come to conclusions when there's sufficient information to support it. They pay close attention to little details. This type of personality will be very effective in your accounting teams.

By understanding the various personality types, you can better manage people with available resources to give better results.

You know your strengths and weaknesses

Understanding your personality type puts your strengths and weaknesses before you. You know what you can do and what you cannot do. You understand why you behave the way that you do. It gives you an idea of what you want and don't want in life.

By carefully analysing your personality type, you can easily realise your hidden strengths and start using them to achieve success. You can learn about your weaknesses and how you can complement it with others in your team.

By studying your personality type, you can decide on the best career from which you can achieve success or the business type to venture into.

It helps you hire employees that are really needed

After understanding your personality type, you see lots of weaknesses in yourself as well as strengths. While you can hone your discovered strengths to improve outputs, you might want to consider hiring an employee that complements your weaknesses. By doing this, you can work with someone who likes doing the tasks you may not be as good at and you may enjoy the jobs that they are naturally not as comfortable with. This will invariably help you to maximise your chances of success.

It reveals the best type of work environment for you

Certain personality types function best in certain work environments. If you are an introvert, you will function more in a work environment with fewer people. By understanding your personality type, you will learn if certain jobs are for you or not. It will be very hard for an introvert to become a successful salesperson since they may lack good communication

skills and could find it difficult to network. In the same vein, an extrovert may find it hard to become successful in a data analysis based job since this requires working alone, which the extrovert would not enjoy as much.

It will help you narrow down your field

Some personality types are more creative than others. Some love to lead. Others love interacting with and meeting new people. Others prefer to work alone and dread working in groups or meeting new people.

Knowing your personality type can help narrow down your career field and help you choose the one that best suits you. For example, as an introvert, you probably wouldn't want to consider a commercial career as a salesperson that requires lots of communication and meeting new people, as well as networking. You would probably prefer a field that requires you to work alone. By understanding your personality type, you narrow down your career field and learn how to excel in your chosen profession.

Help you relate better with your clients

By understanding the different personalities, you get an insight into what people want and how they can be pushed to satisfy this want. You learn about the subjects they like to discuss and what they love to do in their spare time. This is great for business. It can help you tailor your sales process to meet the requirements of each personality. There are some personalities who don't like a pushy salesperson and there are some who need to be gently pushed to make a decision.

It can help to reassure you that you are not unusual

Introverts are the most susceptible to be treated as a bit strange. Since they often prefer to be in their own thoughts

rather than being in their environment, some people may make them feel that they are different. Because introverts contribute less to conversations and prefer to keep to themselves while in a group, some people may perceive this as being aloof and disengaged. Because of this negative perception, they start treating the introvert in negative ways, which, in turn, can make the introvert feel out of place.

By understanding your personality type, you will realise that you are not strange in any way. This can help you to become happier with your personality. Try figuring out other people's personality so that you can also understand them better and relate with them. By understanding their personality, you can easily draw them closer to yourself and establish relationships that will be beneficial to your business.

A brief overview of the various personality types

There are lots of personality type theories out there, but the most popular one is the Myers-Briggs Type Indicator. According to the Myers-Briggs theory, there are 16 personalities, which are acquired from the permutations of 4 different categories. These 4 categories are as follows:

1. **Energy Style: Introversions (I)** – focus on the inner world; **Extroversions (E)** focus on outer world
2. **Thinking Style: Sensors (S)** focus on basic information as it is received; **Intuition (N)** adding meaning to information received.
3. **Value Styles: Feelers (F)** – preferences for people and circumstances; **Thinkers (T)** -preferences for logic in decision making
4. **Lifestyle: Judgers (J)** – preferences for success in decision making; **Perceivers (P)** – preferences for being open to new ideas.

These are the four categories from which the 16 Myers-Briggs personality types are formed. Each of the sixteen personalities is a blend of the four categories. For example, one of the personality blends is ISFJ. This is a blend of Introversion, Sensor, Feeler and Judger. People with this personality type are naturally warm and sympathetic. They care a lot about children and people who are suffering. But they are also very detailed, organised and thorough. Because they care a lot about people, you will often find this person in professional health care services. Since they are detail oriented, they can also perform the task of bookkeeping. Another example is ENFJ. This is a blend of Extroversion, Intuition, Feeling and Judger. People with this personality type are passionate and charismatic. They are born leaders since they have strong humanitarian values and perform best in positions that allow them to provide support for others. They are sociable, warm, imaginative and empathetic. They love working with people and are great communicators. They perform well as counsellors, teachers, non-profit directors and religious leaders.

From the above example, you can make permutations of the 4 personality categories to give you sixteen different personalities.

Various studies published about personality types show that no human is of one particular personality type, but rather a blend of two or even more. Though a personality trait will be dominant in any human, there will be traces of other personality colouring the person's dominant personality type.

Regardless of your personality type, having an understanding about it will give you an idea of your strengths and weaknesses and how to use the strengths to overshadow your weaknesses. You possess far more character strengths than you are aware of. We tend to focus more on our weaknesses, so we know little about our strengths. By understanding your personality type, you will discover more about your strengths

and how to use them to excel in your career. Not all of us can work with detailed spreadsheets and, in the same vein, not all of us can express our inner thoughts through creativity. The various personalities have limitations and having this simple understanding can help you to be outstanding at work.