Jungian/Kiersey Style Spectrum

Kettermen “What Color is Your Temperament?”
Style Spectrum and Team Building

- Understanding, even appreciating and valuing, different styles will help you working with people and building dynamic teams

- Utilizing the study of styles can allow you to stand on the shoulders of giants
## Tally of Class Results

<table>
<thead>
<tr>
<th>Style</th>
<th># in Class</th>
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<tbody>
<tr>
<td>SP – Artisan/Action Seeker</td>
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<tr>
<td>SJ – Guardian/Pragmatist</td>
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<tr>
<td>NF – Idealist/Harmonizer</td>
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<tr>
<td>NT – Rational/Controller</td>
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</tbody>
</table>
SP – Artisan/Action Seeker
Characteristics

- Self-confident
- Accepts challenges
- Makes quick decisions
- Enjoys solving problems
- Desires change
- Competitive
- Independent
- Practical
- Able to act in a crisis
- Great negotiator
- Creative, inventive
- Quick - witted and humorous
- Likes tangible rewards
- Direct/clear communicator
SJ – Guardian/Pragmatist
Characteristics

- Well organized and orderly
- Performs in a consistent, predictable manner
- Develops specialized skills
- Creates a stable work environment
- Dependable and reliable
- Supportive of work requirements
- Perfectionist about procedures
- “Being prepared” is very important
- Shows loyalty
- Values organization
- Detail oriented; Service oriented
- Respects authority and rules
- Prefers a structured environment
- Conservative and stable
NP – Idealist/Harmonizer

Characteristics

- Contacts and relates well to others
- Makes favorable impressions
- Creates a motivational environment
- Good group or team participant
- Enthusiastic
- Persuasive
- Stimulating
- Mediator
- Optimistic
- Sensitive to the needs of others
- Appreciates harmony
- Encourages others
- Empathetic, Imaginative, Animated
- Growth-oriented
NJ – Rational/Controller Characteristics

- Standard-setter
- Visionary/futurist
- Perfectionist and quality conscious
- Explores all facets before making a decision
- Uses a systematic approach to situations or activities
- Persistent and conscientious
- Competent and knowledgeable
- Serious: - thinks analytically
- Seeks information
- Inquisitive
- Intellectual and conceptual
- Seeks “big picture”
- Philosophical
- Very complex
- Can never know enough
Small Group Exercise

- Discuss the strengths and weaknesses of your style
- Discuss what you want your meetings to be like
- Prepare to report to the large group
Small Groups Report Out
to Large Group
Learnings

- What was it like to work in a group with all the same style?
- What would the benefits be of working in a mixed group?
- Are you strong in one style and weak in another?
- How do you feel about people who match your weakest style?
- What would be the benefits of strengthening and appreciating your weakest style?