

FOUR TYPES OF PERSONALITIES

1 WARM UP

Which of the following words describe you the best and why?

Adventurer

Helper

Perfectionist

Peacemaker

2 ARTICLE

Read the article about the four main personality types and then answer the questions.

The four main personality types

Each person is a unique combination of four personality types. In this article, these four personality types will be explored to determine their strengths, weaknesses and behaviours at work.

The Adventurer

This type of personality likes to be in control of their lives. They are considered to be highly **ambitious** and passionate. It is easy for people of this personality type to embrace change and work independently. However, adventurers are often **stubborn** and impatient. They come across as abrupt and insensitive. This personality type is motivated by factors such as money, challenges, success and leadership. These people usually dislike emotional situations and don't want to appear vulnerable. They get depressed when they fall into a routine as they get easily bored. In the workplace,

they have a very direct management style and are very good at delegating tasks. They are very goal-oriented and are good at multitasking.

The Helper

The helper personality includes those people who are very outgoing and energetic. They prefer to be around a lot of people and always want to be the centre of attention. They are motivated by others' approval and feel very happy when they receive compliments. People with this personality type are very friendly and **charismatic**. They enjoy motivating other people and can be considered as dreamers themselves. However, their weaknesses include trying to do too much at once. They easily get distracted and don't finish tasks they have started. Some people believe they are too **impulsive** and sometimes even arrogant. These people are highly motivated by public attention and the acceptance of others. In

the workplace, they concentrate on their relationships with their co-workers.

The perfectionist

People with the perfectionist personality are very focussed on small details and like it when everything is controlled and stable. They feel happy when things are accurate and precise. These people are extremely **imaginative** and creative, although they are still very organised. Others think that they are intelligent and thoughtful. However, these people worry too much about progress and can appear **unsocial**. They like to do things their way and are often skeptical. Things that motivate them include being in control, opportunities to be independent and problem-solving. In the workplace, they are focused on the details and logistics of tasks and are always prepared.

The peacemaker

These people generally take a slower and much easier approach to life and work. They want job security and don't mind having a very strict routine. They prefer repetitive tasks as it makes them very skilled at what they do. People with this personality type are very **sincere** and compassionate towards others. It is easy for other people to talk to them, since they are very reliable. They are very constant and don't have a lot of different mood swings. However, they are also very shy and never speak up about things they don't like. They hate change and want things to stay the same. Peacemakers always avoid confrontation and are less assertive. In the workplace, they are very **cautious** and stay focused on their tasks.

(adapted from Hire Success, Understanding the four personality types: A, B, C, and D. Link: [Article](#))

1. Find a word in the article that means (*hint: all the words are in **bold***).
 - a. Not seeking the company of others.
 - b. Very honest and saying exactly how you feel.
 - c. Careful to avoid potential problems or dangers.
 - d. Having or showing a strong desire and determination to succeed.
 - e. The ability to speak publicly and convince others to follow their ideas.
 - f. Acting without thinking first.
 - g. Not willing to change one's thoughts or opinions.
 - h. Having a lot of creativity.
2. Now, use the adjectives above to describe your own personality.

3 VOCABULARY

Match the adjectives below with their antonyms.

- | | |
|------------------|------------------|
| 1. Passionate | A. Dense |
| 2. Outgoing | B. Heartless |
| 3. Intelligent | C. Uninterested |
| 4. Compassionate | D. Convinced |
| 5. Reliable | E. Untrustworthy |
| 6. Skeptical | F. Introverted |

Now, answer the following questions

- What are you passionate about?
- Are you outgoing or shy?
- Who is the most reliable person you know?
- Are you skeptical about the accuracy of the personality types mentioned in the article?



4 PERSONALITY TYPES AND CAREERS

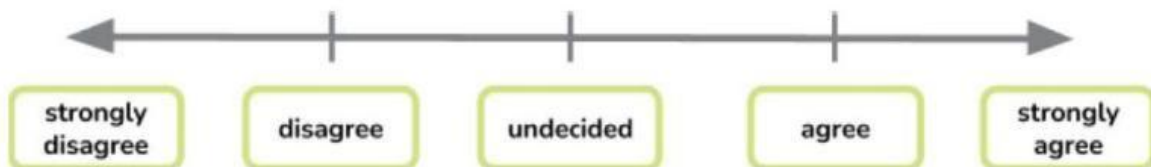
Describe which personality type the following careers would have. Remember to explain your answers using the adjectives from this lesson.

teacher
game programmer
party planner

business owner
salesperson
data analyst

5 WHICH PERSONALITY TYPE ARE YOU?

Which personality type are you? Complete the following quiz and compare your answers to a classmate's to determine which personality type you are. When answering, make use of the answer spectrum below:



1. When you travel, you have every day of your trip planned.
2. You are rarely upset by the actions of others.
3. You rely on other people to keep the conversation going.
4. You don't worry about what other people think of you.
5. You would never be able to spend a weekend alone without being bored.
6. You are still upset about mistakes you made a long time ago.
7. You can stay calm under a lot of pressure.
8. At a party or event, you never introduce yourself to new people.
9. You would never cry in front of other people.
10. Your mood can change very quickly.

6 DISCUSSION

Discuss the questions below as a class.

- Do you think that it is easier to be an extrovert than an introvert?
- Do you believe that people's personalities change over time or always stay the same?
- Which personality type would you become friends with easily?



HOMEWORK

1 CLASSIFYING PERSONALITY TYPES

Read the following profiles and identify the people as one of the four personality types. Give reasons for your choices.

Profile 1	Profile 2
Oliver loves being the life of the party. Everyone in the office is friends with him, because he always tells jokes to make them laugh. Outside of work, he has a lot of friends too. However, they say that he is a dreamer and makes decisions impulsively.	Emma loves routine, because she knows that this makes her better at her job. She is always honest with her friends and family. They often tell her secrets, because she is very reliable. Everyone at her job likes her, because she has never been in conflict with any of them.
Profile 3	Profile 4
Whenever there is a new project at work, Mia is always the leader. She loves being in control and is good at delegating tasks. However, she is very impatient and feels depressed when her role as leader becomes too repetitive.	Jacob wants everything to be perfect and accurate before he presents it to his boss. He is always in control of the creative tasks at the office, because he puts a lot of thought into his projects. His co-workers think that he is very shy, but it doesn't bother him.

2 ARTICLE SUMMARY

Summarise the article from the worksheet in the following table:

	Adventurer	Helper	Perfectionist	Peacemaker
Strengths				
Weaknesses				
Focus at work				

3

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