



Group Decision Tip

E-mailed every two weeks to help groups make good decisions

Not her fault, her type

In principle, we each have a personality type, hardwired into us, not likely to change. There are many methods of assessing personality types, Myers-Briggs the most famous among them. Most assessments consist of a written test that reveals one's basic type. Categorizing people into four basic types has been going on since 400BC. Hippocrates called them the four temperaments. In medieval times they were called the four cardinal humors.

With a certain personality type come certain personality traits. Our type has to do with how we learn, how we act, how we perceive others and the world, and how some abilities come naturally to us and some don't.

Practical Tip: To help make good group decisions, I keep in mind that people are different, not everyone is good at everything, and that others see things differently than me, instinctively. When someone doesn't do something the way I would do it, I figure it's not his intention to be difficult, he's just different.

That people are different from me is never their fault. Actually, it's their gift. I try to embrace and build on the gifts of others, and my own.

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Good Group Decisions, Inc.

98 Maine Street, Brunswick, ME 04011
Phone: 207-729-5607

craig@goodgroupdecisions.com

www.GoodGroupDecisions.com
Fax: 207-725-8710

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