



Personalities at work

Are you about to start your internship or your professional life soon? Would you like to make a difference, create inspiration in others and be inspired by them? So, get ready: discover four personalities usually found in the workplace and how to collaborate effectively with each one.

Each person is unique. Each of us has our own opinions, experiences, beliefs and cultures. Although this variety certainly makes life much more interesting and exciting, it can also represent an obstacle in the workplace when these differences collide. Knowing how to collaborate effectively with colleagues, managing the balance of their different personalities with yours, is an important learning experience in professional life. Next, we will analyze four personality types that can be found in the workplace and make some suggestions for building productive work relationships.

THE LEADER

Who is he/she? Usually, the leader is a very ambitious, motivated and self-assured person. These people take control of the situation, make firm decisions and probably devote many hours to the profession. These positive traits are canceled out by the fact that this personality may tend to favor his own opinion and disregard the values and feelings of the other. And though they are excellent at getting the big picture, they can sometimes overlook the small details.

What is the best way to work with this type of personality? Be clear and logical, especially if you want them to consider opinions other than their own. Follow their example and give them all the freedom they need to excel. Finally, you should not be bothered or irritated if the leader makes a statement or takes any action that you may find offensive since, most likely, that was not his intention at all.

THE MEDIATOR

Who is he/she? Mediators are the cornerstone of a solid and successful team, as they are patient, diplomatic and sensible. It is impossible to dislike the mediators, since, normally, they are attentive, harmless and understanding. However, it's a personality type who avoids confrontation at all costs, sometimes at their own expense, trying too hard to please everyone and feeling easily overwhelmed with their job or their responsibilities.

What is the best way to work with this type of personality? Before assigning them more tasks, inform yourself about the amount of work they have on hands, because probably they will not refuse more work even though they are already overloaded with tasks. You must encourage this personality to leave his comfort zone, to express his opinions and to acquire new experiences. You should also thank them for their effort, as these people are so restrained that they can be taken for granted and therefore neglected.



THE SOCIALIZER

Who is he/she? The socializer is a person whom you like to be with, lively, outgoing and talkative. It is distinguished by their ease in relating and socializing, as well as by their creative predisposition. On the other hand, they can also be disorganized, distracted and difficult to collaborate with, since they are unstable in the way they work, quickly jumping from one task to another.

What is the best way to work with this type of personality? Give them the freedom to express their creativity, while sharing clearly defined tasks and deadlines to help them stay focused. Participate positively in conversations, however, do not give in to their tendency to get lost in long conversations and counter any indication of intrigue!

THE ANALYST

Who is he/she? Analysts tend to be serious and thoughtful people who like to work independently. They are personalities who can be fully entrusted with tasks that require greater attention and care; however, their need for perfection can inevitably lead to both their disappointment and that of their colleagues. Although analysts are excellent at following instructions, they may also react negatively and have difficulties in overcoming uncertainties and facing new situations that place them outside their comfort zone.

What is the best way to work with this type of personality? Analysts like to have time to reflect and not be pressured into making decisions. They also like to be in possession of all the information to make an informed decision. So, give them as much information as possible and some space and the results of their work will be excellent.

Obviously, it is not just about how you relate to others, but also how others can relate to you better. You may be seeing yourself in some of the descriptions above, so why not maximize the potential of your working relationships, considering the opinions and personalities of others? The “secret” is in the balance and in the search for inspiration in everyone around you.