

Personal Styles Workshop

Most people have extensive training to develop the technical skills needed to do their jobs, however, few people have been trained to understand people – to understand what makes others tick. Our colleagues, customers, bosses and subordinates are all unique people and success in our workplaces depends greatly on how we get on with others.

Understanding personal styles will help your team in relating to all the people in their professional and personal lives to understand how people are different from them

- **This workshop is designed for new managers as well as other employees who want to improve their interpersonal skills**
- **One day and two day versions. The two day version includes extra scope and a greater depth than the one day version**
- **Includes supply of personal style assessments. The implications of the assessments will be discussed as a part of the workshop**
- **This workshop is highly interactive, has role playing, discussion, video, assessments, templates with high take home value**
- **Each participant receives a comprehensive manual of our normal highest quality material**

The Personal Styles Workshop includes

Five management styles and what they achieve. You will learn how managers differ in their commitment to tasks and people and how they can be both task and people focused

Five Conflict Management Styles: A certain amount of conflict is healthy, and how we manage conflict should depend on the situation itself, not our predetermined or “pet” strategy. This workshop covers five different conflict resolution approaches

Six Motivational Styles: How to motivate different types of people. Some people are motivated by fairness, others by achievement, others by needs. Others are motivated by goals or the design of their jobs. You will learn how to motivate different types of people we work with.

Five aspects of Emotional Intelligence: People have differing emotional capacity. You will understand how to recognise the aspects of emotional intelligence and also how to grow in your EI and understand how to relate to others around you in their emotional positions.

Perception: This part of the workshop will help you understand how different people see the same thing differently and how to avoid the seven main biases that all people have.

Four Personality types: We cover the four personality types, how to recognise them and how to relate to differing personality types in a way to bring out the best in them.

Six leadership styles - how to develop them and when to use them. Different situations require different leadership styles. Learn when its best to use each style.

Participation Style: You will discover how people take up different roles in groups, how to recognise these roles and encourage the value in others contributions whilst minimising the more destructive contributions that some team members make

Ten types of difficult people: You will learn how to recognise and deal with those people who are just plain hard to get along with