

**Activity
B-3**

The Many Dimensions of My Job

Purpose

To help participants understand how all style dimensions are necessary in accomplishing their jobs. To have participants begin to see where others who are stronger in other styles may be able to help them in successfully completing their jobs.

Use this activity if you want to have individuals explore the style requirements of their jobs. It is a relatively safe, nonthreatening discussion that focuses on the job. As such, it can be used with a group that does not yet have a high level of comfort or trust.

**Time
Required**

60 minutes

**Materials
Needed**

Handouts 33–40, “Conditions that May Benefit from the _____ Style”

Procedure

Begin by making sure that everyone understands the dimensions of his/her style. Then allow 7 minutes for discussion of each dimension. In each situation below, have the participants jot down the areas where their job requires that particular behavior. Then ask 2 or 3 participants to respond to the question you are asking.

- 1 Distribute Handout 33, “Conditions that May Benefit from the Introvert Style,” and ask them to read it.

Ask the Introverts: *How confident are you in performing in these areas?*

Ask the Extraverts: *How do you manage to perform in these more introverted areas? How successful are you? Do you think that someone who is a strong Introvert might be of help to you?*

Ask the Introverts: *How could you use your strengths to help the Extraverts?*

(continued)

**Procedure
(cont.)**

- 2** Distribute Handout 34, “Conditions that May Benefit from the Extravert Style,” and ask them to read it.

Ask the Extraverts: *How confident are you in performing in these areas?*

Ask the Introverts: *How do you manage to perform in these more extraverted areas? How successful are you? Do you think that someone who is a strong Extravert might be of help to you?*

Ask the Extraverts: *How could you use your strengths to help those who are Introverts?*

- 4** Distribute Handout 35, “Conditions that May Benefit from the Sensing Style,” and ask them to read it.

Ask the Sensors: *How confident are you in performing in these areas?*

Ask the Intuitives: *How do you manage to perform in these more Sensing areas? How successful are you? Do you think that someone who is a strong Sensor might be of help to you?*

Ask the Sensors: *How could you use your strengths to help those who are Intuitives?*

- 5** Distribute Handout 36, “Conditions that May Benefit from the Intuiting Style,” and ask them to read it.

Ask the Intuitives: *How confident are you in performing in these areas?*

Ask the Sensors: *How do you manage to perform in these more Intuiting areas? How successful are you? Do you think that someone who is a strong Intuitive might be of help to you?*

Ask the Intuitives: *How could you use your strengths to help those who are Sensors?*

- 6** Distribute Handout 37, “Conditions that May Benefit from the Feeling Style,” and ask them to read it.

Ask the Feelers: *How confident are you in performing in these areas?*

Ask the Thinkers: *How do you manage to perform in these more Feeling areas? How successful are you? Do you think that someone who is a strong Feeler might be of help to you?*

Ask the Feelers: *How could you use your strengths to help those who are Thinkers?*

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