

Getting personal at conference workshop

Parents and educators enthusiastically participate in a unique personality type workshop

Kate Jones
Special to OSA

I would like to publicly congratulate Lori Vrebosch, publisher of the *Ontario School Advocate*, and her staff for an outstanding first annual conference for school councils. It was an honour and a privilege to lead one of the workshops at “Ideas & Inspiration 04”

As a person who runs their own company, I know that marketing is key for any event or organization. The conference put on by the OSA and their marketing endeavours worked for me — my workshop was full. Parents, educators, and corporate sponsors not only filled the room, but also enthusiastically participated in the interactive workshop, “Let’s Get Personal!” The workshop acted as an introduction to personality types and how we can use this powerful information to enhance our people skills to better understand ourselves, as well as one another.

In our “Let’s Get Personal!” workshop we discussed how each human being is certainly unique — set apart — from anyone else. Yet, we have developed a language for “typing” others. You know how we’ll say something like, “she’s the kind of person who...” or “you know what type he is....”

Participants were interested to find that there are a number of personality assessment tools available. Some of the attendees indicated that they had been assessed using Myers-Briggs Type Indicator™ (MBTI) or True Colors™ at one time or another in the past. In addition, some of them had heard of Keirsey’s Temperament Sorter™. The “Let’s Get Personal!” workshop served as a vehicle to introduce the newest generation of assessment tools — Personality Dimensions™ — the only one created and distributed by a Canadian company. While MBTI goes into great depth about 16 personality types, the other tools discuss four basic temperament types that tell “why” we behave in such a manner, what our motivators are, and what stresses us out.

Participants took the opportunity to discover their primary temperament, which was metaphorically described in terms of one of four colours. Each of the colour groups then met and further explored the strengths of their particular temperament type. It served as a quick reference for them to



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understand the importance of learning about personalities so that they can enhance their own people skills. Furthermore, having knowledge of temperament type allows parents, educators, and corporate sponsors alike to develop a positive, esteem-building impact on relationships within one’s family, one’s workplace, and the school.

Here’s the type of scenario we discussed in the seminar:

Question: I think our school council could work more effectively. I am the secretary treasurer who is very organized and methodical. Our school council chair seems to be “all over the place” as she is so disorganized. But she has great ideas and is very active. From what I understand in today’s workshop this is the difference between two temperament styles. Does this mean we can’t work together?

Answer: Not at all. While we did discuss the fact that there are differences among the four temperament types, we also agreed that all four groups contribute positively to a team or a group. Our workshop attendees decided that they didn’t just want to work in a group that consisted of only one colour or temperament type. You are describing the typical “Resourceful ORANGE” temperament when you tell me your school council chair is active and has lots of ideas. On the other hand you seem to be more of an “Organized GOLD.” She brings a resourceful, energetic, optimism to the group, and is probably able to motivate and excite the members with possible opportunities. Meanwhile, you are logical, task-oriented and good with details. You can keep the group on track by helping plan and execute agendas, policies, and agreed upon tasks. With both of you on the team your school council can not only seek creative changes and modifications but also pro-

vide a logical method of making these changes a reality. —

OSA proudly introduces Kate Jones as one of its newest writers. Watch for her new column “Let’s Get Personal!” in the Back-to-School issue, September 2004.

Kate Jones is founder and owner of Kate Jones & Associates, an organization that provides leadership in understanding what motivates positive behaviour in personality types. Kate helps educators, students, parents, and corporate groups understand “what makes people tick,” resulting in personal growth, stronger families, and improved work communities. She delivers personality type workshops with powerful applications in interpersonal relations between parent and child, stress management, teamwork, career management, dynamic learning and working environments, informed instruction, student assessment, and evaluation. Kate, married to a school principal, has been a parent volunteer, secretary, and teacher in the educational sector, and has also worked in public relations, communications, and human resources in the corporate sector. When Kate completed her Master of Education degree she began training in both the educational and business fields, and has written a book entitled, *Her Journey: Stories of Entrepreneurs*. She continues to write columns and articles on a variety of subjects, many of which relate to education. Readers are invited and encouraged to send in column responses, comments, suggestions, and questions. Please contact Kate Jones at kjassociates@cogeco.ca

“Let’s Get Personal” debuts in September 2004. It will be a fun, interactive, and informative column. We would like your input. Please call (905) 825-1456 or e-mail Kate Jones at kjassociates@cogeco.ca with your questions, comments, and responses. Remember, powerful people skills produce powerful results!