

Managing Diverse Personality Types on Your Team

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Work is just like life: you encounter different types of personalities, dispositions and temperaments along the way. However, work is different because you can't simply walk away and disengage when someone with a different personality or values crosses your path. You can spend as much as a third of your life at work, so learning and adopting the skills to cope with many different personality types can give you peace of mind when challenging situations arise.

A multitude of personalities, work and management styles, along with stringent deadlines, don't always make for the most harmonious of environments. Success of a team lies in working together in a cohesive manner. While it is the responsibility of the human resources department to bring the best talent to the team, it is the responsibility of a manager to make sure those resources are utilized to their full potential while ensuring a fulfilling and harmonious work culture.

Something as simple as realizing that everyone comes from different backgrounds and has different stories may allow you to learn how to interact with people differently. This is something that all professionals should instill to the workplace. Here are some ways that can assist in successfully managing different personalities at your workplace:

a) Conflict resolution

When it comes to the many conflicts that can arise in the office, the best advice is to confront the issue head on and in a contemporaneous manner. If you let a problem fester, it can quickly grow and spread into something far more complicated. Nip it in the bud in order to maintain a good working relationship, which

in turn translates into higher productivity and increased quality of work.

b) Foster a culture of respect

It's not uncommon to have to manage different types of personalities and working styles. The key to success is ensuring everyone respects different viewpoints. Even a team with the most divisive opinions should be able to conduct productive meetings when respect is a core value.

c) Evaluate personalities

In every workplace you will find wallflowers, over-analyzers, fast-talkers and eternal optimists, all requiring different management styles.

As a successful team member and team leader, it is highly recommended that you get to know your team and learn to evaluate and adjust your management style accordingly. This will ensure that everyone's needs are met.

d) Learn not to take things Personally

When you're on the receiving end of constructive criticism, it can feel like an attack on your work and even your character. As a member of a larger team, there will be plenty of moments that will test your ability to take criticism in stride. Whether you're in a leadership role or not, learning to separate your personal feelings will make life easier for everyone.

e) Show your appreciation

Everyone wants to feel appreciated at work. Taking a moment to thank a colleague for going the extra mile can go a long way in solidifying the sense of team among colleagues. Successful teams foster collaboration, innovation and appreciation.

Whatever the personality types that show up in a workplace, there are always going to be people who just don't get along with others or individuals who are much more difficult for everyone to interrelate with. However, by arming yourself with some of the above strategies, dealing with difficult coworkers may become slightly less challenging than before.

Remember, your priority is to do great work and meet operational goals. That being said, you will encounter different personalities that may stand in the way of getting the job done. In this situation, it is important to maintain a non-judgmental attitude and know that it's all about how you react to and handle situations that will ultimately determine the final outcome.