

# Can knowing **YOUR Personality Style** increase your *emotional* **INTELLIGENCE** ?

**PERSONALITY EDUCATION** offers a practical study of human behavior that can help you awaken your sense of self and increase your compassion for others. It provides a vocabulary that enables you to discuss how you see the world and how you interact with others. It promotes an attitude of curiosity towards understanding others. Each of the four personality style patterns are defined by a distinct set of driving needs and values that energize behavior. Since our overall personality is made up of the four personality styles in different amounts, we each have our own unique set of needs and values. We are driven to action based on our inner values and beliefs. We are typically attracted to situations that are in alignment with our values and we tend to avoid situations that are not in alignment with our values. Identifying your own personal needs and values can help you form more realistic expectations of your own behavior. When you recognize that other people also have their own unique set of needs and values that influence their feelings and actions, you'll be more empathetic toward others and be more understanding of their behavior. When you begin to see human behavior in terms of competing needs and values you naturally start directing interactions towards a more positive outcome.

**SOCIAL EMOTIONAL LEARNING (SEL)** includes Five Core Competencies; Self-Awareness, Self-Management, Social Awareness, Relationship Skills, and Responsible Decision-Making. The compulsion to “grasp for pleasure and avoid pain” is strong in all of us from a very young age. The goal of Social Emotional Learning is to overcome these compulsions to develop self-knowledge, self-restraint, and compassion for others.

**EMOTIONAL INTELLIGENCE** is the capability of individuals to use emotional information to guide thinking and behavior to achieve success in life. Emotional Intelligence is a combination of Intrapersonal and Interpersonal Intelligences as defined by Howard Gardner in his Theory of Multiple Intelligences.



The first step towards developing greater emotional literacy is identifying and labeling one's own emotions. It is more challenging than one might believe to clearly identify what you are feeling. With practice, one's ability to discriminate between different emotions will improve. Then, comes a greater awareness of one's own and other people's emotions as circumstances unfold. The next important skill to develop involves relating your emotions to fulfilled or unfulfilled longings, needs, and values. Ultimately, with an increased awareness of emotions and underlying values, one's aptitude for self-regulation of emotions naturally improves.



You will know you have reached a high level of emotional intelligence when you are able to calmly explain your point of view as a misunderstanding arises and take on an attitude of curiosity towards understanding the other person's perspective.

## MIXTURE OF FOUR PERSONALITY STYLES

Many people observe that they access each personality style to some degree in the context of different situations. However, one personality style is usually relied upon significantly more and another much less than the others. Also, the style that is utilized can be relative to the company you keep. You might feel like a Thinker around one friend but around another friend whose Thinker is more pronounced, you feel like a Connector.

After learning to recognize the four personality styles, you will begin to experience people, places, and events in relationship to the personality styles. You will recognize when you are operating in your top style and when you are accessing the other styles in your lineup.

## NATURE VS. NURTURE

Your overall personality is made up of both Innate and Adaptive Traits. Innate Traits are with you from birth and comprise what is referred to as your Dominant Nature. Adaptive Traits are learned behaviors which come from adapting to life experiences. Most of us have experienced influences from our parents, peers, career, culture, and circumstances (just to name a few) that have shaped our personality and behaviors. It can be difficult to discern between our dominant nature and our learned behaviors.

In time, you will begin to identify the situations where things seem to go smoothly and effortlessly for you (when you are operating within your dominant nature) and other situations that pose more of a challenge to you (when you must operate outside of your dominant nature). For now, let it all sink in and don't worry if you can't decide what your top personality or innate tendencies are. Take some time to experience these new concepts first-hand in the context of life situations. Then, come back to the material and ask yourself if you feel you have any clear preferences.

## “A PRIORI” VS. “A POSTERIORI”



*“It would be nice to be as certain about everything as we can be about mathematical truths, it would be lovely to know the answer almost the instant we asked the question as when we say  $2 + 2 = 4$ . In other words, to know truth a priori. However, the most vital knowledge comes a posteriori meaning after the fact or from experience as we link up a given visible effect to its preceding cause.”*

– Aristotle as told by Arthur Herman in *The Cave and the Light*

Your personality preferences are “a posteriori” knowledge, they are best discovered “after the fact or from experience” as you correlate the concepts with your observed feelings and behaviors.



**COMPASSIONATE COMMUNICATION** is a process for working through the conflict that arises when two individuals have contrasting strategies for having their own needs and values met.



The four components of Marshall Rosenberg's Compassionate Communication process are:

1. Observations
2. Feelings
3. Needs
4. Requests

### EXAMPLE RESPONSE 1:

When \_\_\_\_\_ happened, I felt \_\_\_\_\_, I believe these feelings are tied to my need for \_\_\_\_\_.

### EXAMPLE RESPONSE 2:

I recognize your need for \_\_\_\_\_. When you do \_\_\_\_\_, it challenges my need for \_\_\_\_\_. If you will \_\_\_\_\_, then I will \_\_\_\_\_.

Bridges of understanding can be built when two people are able to relate their feelings surrounding an uncomfortable situation to their internal needs and values.

## THE GOLDEN MEAN BETWEEN THE EXTREMES

The writings of Aristotle's recommend developing the habit of finding a golden mean between the extremes of character traits (as opposed to an excess or deficiency). This golden mean lies in a different place for each individual. It is the point between the extremes where character traits act as virtues instead of vices. Virtues enhance one's quality of life and vices degrade one's quality of life. Each of the personality styles can be expressed too little or too much. Where the dividing line lies is unique for each individual. It is up to you to decide for yourself if the amount you are expressing a particular style is working well for you. You have the free-will to become self-aware and learn to regulate your mood rather than allowing yourself to be pushed and pulled by external circumstances.

## A JOURNEY OF DISCOVERY WITH MANY STEPS

Personality Academy is dedicated to helping students, parents, and teachers communicate more effectively. The information on this website is intended to start you on the path towards greater self-knowledge and equip you with information that may help you navigate life with less conflict and more energy.

