A Turtle, a Camel, a Monkey, and a Lion Walk into a Library...

leveraging personality traits to grow your program

https://goo.gl/u2gnVU

Adina Wilson, Librarian
White Knoll High School
“The greatest myth about relationships is that they ‘just happen.’ The truth is that all relationships are intentional, and all relationships take work and investment” (1).

“All relationships evolve and center on personalities. Our personalities drive our behaviors and thoughts and therefore define and affect our relationships” (2).

Three Factors Shaping Personality

1. GENETICS
2. ENVIRONMENT
3. BEHAVIOR

Good news! We have a choice.

Bad news! If we don’t control our behavior, our behavior will control us.

Little, Larry. *Make A Difference in the lives of those you love, live with, and lead.* Vol. 1. iUniverse, 2013
Two Myths...

Myth #1:
Everyone perceives the world the way I do.

Myth #2:
Everyone perceives me the way I perceive myself.

Perspective
So, how does this affect the library?

National School Library Standards
A few items to remember, a.k.a. disclaimers...

- Not a statistically valid instrument, but proven to be a very good source of self-awareness

- Do not use this tool as a way to label people

- You are a combination of all these personality types, but mainly operate from two
“EAGLE CENTER LEADERSHIP” & TAKE THE PERSONALITY PROFILE

NO SHARING 😊

https://www.eaglecourses.com
<table>
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<th>CHARACTERISTICS WE SEE IN OURSELVES</th>
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Much-Loved Monkey

What’s TREASURED

Their ENVIRONMENT

Fast-paced & Fun

No Routines

New Challenges

Fun

What’s DIFFICULT

Organization

Rejection

What’s VALUED

Words
What's TREAURED
Their ENVIRONMENT
Constant Challenges

What's DIFFICULT
What's VALUED
Strength
Aggressiveness
Confidence
Ability to make decisions quickly

Leading Lions
What's TREASURED
Their ENVIRONMENT

Excellence
Details

What's DIFFICULT

People
Imperfection

Highly Organized

What's VALUED

Perfection
Tranquil Turtles

What's TREASURED

Their ENVIRONMENT

- A Few Close Acquaintances
- Intimate
- Relaxed

What's DIFFICULT

- Being Spontaneous
- Spontaneous Speaking

What's VALUED

- Relationships
- Quality Time
- Time
1. Think of someone who you have difficulty interacting with. Perhaps they are a frenemy, boss, coworker, parent, student, etc. This should not be a toxic person whom you should avoid altogether.

2. Which animal are they?

3. Take a moment to see through their eyes. Knowing the perspective of their “animal” how would their animal perceive you (and your animal)? Write down three words for how they might describe you.

4. What specific strategies could you use to interact with them with greater empathy and effectiveness?
1. How can I change my reactions to others that challenge the way I think?
   - Behaviorally?
   - Academically?

   What will that look like - especially with my opposite? (We all know they should think like ME!)

2. How can I help others with different personality types learn in/about my library?

   What will that look like?
“Good leaders know themselves. Great leaders know others.”