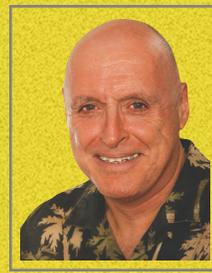# # 1512 The Five Personalities You'll Meet in the Workplace

There was a famous company in the area of behavioral science and personalities in the workplace, that divided up everyone into four categories. All right, I'd be able to learn those four and then I'd get along with everybody. A few years later, they said there were more than four, and listed 12. Okay, I suppose I could handle 12. Well, the number kept growing, until one year they came out and stated that there were 256 separate personalities, and they had a system that would enable us to know them and use them. That's insanity. I gave up, until yesterday. I'm Jerry Roberts, and I'll tell you why I'm interested again. That's next, on The Extra Point.

Everybody is different to a degree, but all workers can be placed in a specific category. If we can identify everyone we meet as being in one of those categories, and we know how people in each category tend to think and work, we can probably get along with them better and we'll all be a winner as a result.

The communications platform Slack teamed up with research firm YouGov, to survey 15,000 workers in nine countries, including the U.S., France, the United Kingdom, Germany, Japan, Australia, South Korea, Singapore, and India…and found that there are five distinct personas in the workplace.

Each personality type has its own character traits, work style, and preferred ways to communicate. I'm going to list the five and you can decide if you're in one of them, or you're in a category of your very own.

1. The Detective. This person looks into things and is extremely outcomes-driven. They want to find and share answers with others. Action is their middle name.

2. The Road Warrior. This worker is outgoing and a likeable type, who is good at developing connections. They're adaptable and flexible, and almost nothing gets them flustered and too frustrated to be productive. They are into using the latest tools to get their work done.

3. The Networker. Also outgoing, this is a social person who loves to connect face-to-face, and enjoys being around others. They might be the one who plans gatherings, and is often well liked by your customers and vendors.

4. Personality number four is The Problem Solver. This is the McGyver of the workplace. They can make things work when others can't. They love tech and will be your early adopter for apps and hardware.

5. Finally, The Expressionist. This fifth category has a strong preference for the visual, and less into formal communication. One of their favorite things is to use emojis to express their personality.

As I read them off, did you find yourself? How about the people you work with?

The researchers listed the breakdown of the five personality types.

The Detective, usually an older worker, makes up about 30% of the workforce and is mostly found in Western nations like France, the U.K. and the U.S. where it represents 33% of the population.

The Expressionists are those who are most into AI, and are the smallest grouping at just 10%. You'll find them most often in South Korea, Singapore, and India, where 21% of the population identifies that way.

As for the rest, Road Warriors averaged 22%, Networkers were also 22%, and Problem Solvers checked in at 16%.

According to study officials, every workplace has a unique ecosystem of personalities, skill sets, and working styles. In their opinion, you can cover everybody in just five personality types, not 256.

You might be thinking that regardless of how you categorize someone, it's certain that they'll exhibit characteristics of more than one. (Con't.)

That's absolutely true. Monday, you're seen as a detective and Tuesday an expressionist. Don't fight it, that's jthe way it is.

Just remember that each category acts, operates, and behaves in a certain way. If we can identify the behavior, maybe we can get along with each person better.

The workplace has long used such systems, but most are highly complex, and some push the idea that there are a lot of unique types of personalities around us — maybe as many as 256. Just memorize all of those and you'll be fine. Yeah, right.

For me, I'll start with five, see how I do, and maybe I won't have to go any farther.

Or, as an alternative, I'll just buy into the sage advice of workplace guru, Professor Sylvester Stone, who once gave this profound assessment of the contemporary workplace:

"You love me, you hate me, you know me and then you can figure out the bag I'm in. I am everyday people, and thus different strokes for different folks, and so on and so on, and scoobie doobie, doobie."

You might not hear that at a meeting of the Society for Human Resource Management, but it could work for you.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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