



Jamie Anderson
Business and Personal Coach
jamie@sparksuccess.com
T.403.209.5936
F.403.532.2836

Printed in The Okotoks Western Wheel

HOW CAN I WORK BETTER WITH MY TEAM WHEN IT IS SO DIVERSE?

It always helps to understand where each individual in a team is coming from both for the individual themselves and for the others that the individual interacts with on the team. This takes on many different aspects: personality, behaviour, and generational differences to name a few.

In order to understand what the differences are, there are many tools out there to identify ones personality and behavior styles – MBTI, DISC, True Colours, PCSI and many more. With some of these, such as the MBTI, the analysis may be taken a step further to develop teams through understanding of both individuals and group dynamics, focusing on strengths and on areas for development. On generational differences in the workforce, there is a lot of worthwhile information vis a vis articles and books.

When the strengths of each member are identified and utilized, and when growth in the identified areas for development is supported, a strong team can emerge. Diversity works best for a team when it is valued. If we were all the same, we would not cover all the bases. We would all be operating from the same perspective – often with blinders on.

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