

## Activity 1.20 What is Your Work Preference? (Social Enterprise)

### Module: 1. Identity and Culture

Duration: 60 Minutes

#### Social Development Themes: Social Enterprise

#### Summary

This exercise aims to help participants explore different work styles and energy preferences. It is based on the work of Carl Jung and is simpler than many of the other personality preferences (e.g Myers-Briggs Type Indicator) but is not better or worse – just different. As with all these types of exercises it is about preferences rather than putting people in a box. We all have some of the aspects of the different shapes but tend to have a leaning towards or a preference for one in particular. Using the shapes and colours is a way of exploring energy more than personality type. What sort of energy you bring to your work.

#### Learning Outcomes:

Social Enterprise Leadership and Values

#### Approach:

The key is to keep this exercise light touch and fun – let people enjoy it and come to their own conclusions and take away what is meaningful for them. Do not get too heavy into the psychology or dwell too much on the negatives but rather help people think about how they can use some of the strengths of the other shapes.

This activity helps to identify where the participants natural energy and strengths lie and allows them to consider their area of stretch. The steps include:

1. Place the 4 symbols (at bottom) around the room. Ask the participants to identify the symbol they are drawn to and to stand beside the symbol.
2. The four groups are given a flip pad sheet and asked to produce a poster for a community event on the following Saturday. A table of resources/craft materials is provided which the participants can draw from – coloured marker pens, glitter, coloured shapes, fluorescent paper, scissors, glues etc etc. Allow 20-30 mins to create the poster.

3. The facilitator watches and notes how each group is progressing – how do they agree the poster design? Creative? Practical? Factual? Inclusive? Listen and note conversations, styles, approach, interaction.

4. In plenary, ask each group to present their poster, once again noting the key points in their presentation and ask people what they notice.

5. Then introduce and explains the concept of preferences and energies making sure not to pigeon hole. You can use some of the explanation above.

6. Explain the different shapes focusing only on the strengths of each. Then ask people to move to the one they feel most aligned to if they are not already there. It might be different to the one that they originally stood next to. They might even want to stand in between two which is fine. Remind them that we all have a bit of all of them but it is the one they most align with or have a stronger preference for.

7. Ask people to make a group in their shapes (those that are in the middle to move to a shape they feel comfortable with) and to have a chat about what they feel their strengths are and what their areas for development are having heard the other types.

8. Ask the groups to share this in the bigger group and encourage feedback and discussion. You might want to share some of the areas of challenge if they do not raise them on their own (see opposite).

9. Have a plenary discussion – using some of the following questions:

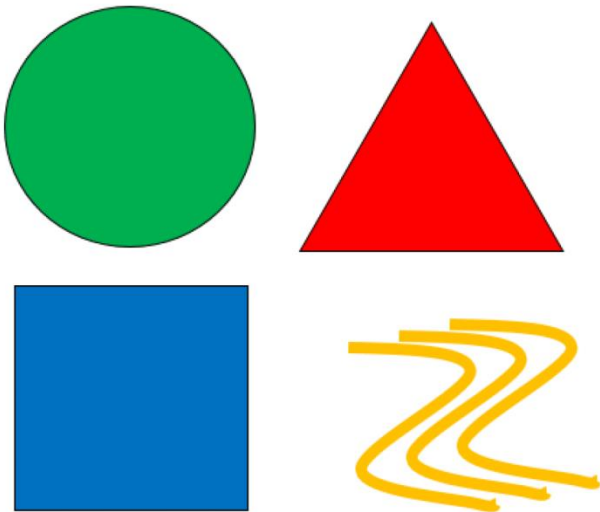
- How did they find doing this exercise?
- What was helpful for them to think about?

- Why is it important to understand the different preferences and strengths?
- How does it help us as leaders?

10. End by asking everyone to reflect on their own and write down:

- What have they learned from this exercise about themselves and their strengths that will help them to lead?
- What do they need to do less of or more of that they are not doing to lead even better?
- How can they use this back in the work place?

You might want to get them into pairs to share their thoughts.



**Debrief:**

Square

Strengths: Hard workers; task oriented, loyal, structured; organised, think sequentially, logically, value details and data; analytical, know policies and rules, orderly

Challenges: Not fond of change, prefer a stable environment, Can prefer to work alone to teamwork, may see fun as unnecessary or a luxury, May be seen as inflexible or stubborn

Meeting behaviour: well prepared, lots of notes, gets right down to work

Motto: "Give me a job and a deadline and I'll get it done"

Triangle

Strengths: Focused on goals; dynamic and highly focused; driven to succeed; motivated by results; takes charge and moves fast; big picture; confident and decisive

Challenges: Can be seen as competitive, too outspoken and impatient and ego driven. May be undemocratic.

Meeting behaviour: Does not enjoy meetings. Get to the bottom line and move on.

Motto: "Let's get to the crux of it!"