



Dimensionally Speaking

A Newsletter for Personality/Temperament Facilitators

Dimensional Developments



PD in now available in Chinese!

Yes, Personality Dimensions materials are now available in Chinese. This has been quite a project to have completed and we are pleased that we now have these items available. All participant materials (Participant Packages, Dimensions Cards and Picture Cards) can now be ordered in 3 languages: English (Regular or Basic level), French (Regular or Basic level), and traditional Chinese. To see the materials available in Chinese please visit our website and type in "Chinese" into the search engine to see the list.

Privacy Issues

As you may or may not be aware,

because of the privacy laws here in Canada we are unable to release a trainer's name without their permission. We have been approached several times by trainers who wish to network with facilitators in their location and in their fields. If you would like to have your information shared we must hear from you directly with what information you give us permission to share. From that point on, if someone calls our office and is looking for someone who works in your field or in your geographic location and would like to speak with that person, we will be able to share your information. Please contact stats@clsr.ca with the information you are permitting us to share.

Network with Personality Dimensions® Facilitators Online!

The PD Online Community has been up and running for a few months now and, like any new neighbourhood, it is coming

New Personality Dimensions® Website!

Career/LifeSkills Resources Inc., is pleased to announce the release of www.personalitydimensions.com. The new website includes brief descriptions of many Personality Dimensions® resources, as well as training and applications courses. In addition, one section is devoted to articles and case studies that have appeared in the

Dimensionally Speaking newsletter. We encourage Personality Dimensions® facilitators of all levels to contribute to this section. We are looking for case studies, success stories, colour summaries, anecdotes, quotes, and anything else related to Personality Dimensions®. All submissions can be

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The *Dimensionally Speaking* newsletter is an informal way for us to keep in touch – and a forum for you to share your experiences and tips with other personality theory facilitators. So keep in touch – tell us what you'd like to learn more about and we'll make every effort to address this in future issues.

Onward and upward-

Denise

Denise Hughes

Director, Career/LifeSkills Resources Inc.

Dimensional Developments

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to life as more people move in! By joining you will have an online home where you can connect with PD® Facilitators, Facilitator Trainers, and Master Trainers from around the world.

This community, hosted by Deirdre Pickerell and Roberta Neault, PD® Master Trainers from Life Strategies Ltd., provides a space for interactive discussions on topics of interest to PD Facilitators



and Facilitator-Trainers. Join to learn about new materials as soon as they're released, share challenges and success stories, refer opportunities to other trainers (or mention your availability for additional work yourself), provide mentorship and shadowing opportunities, and collaborate to develop new activities and resources.

For a small fee (\$5 per month, paid annually), PD trainers from across the country and around the world can have a home in cyber-space. To register, go to the Life Strategies website: www.lifestrategies.ca

A Message From Denise Hughes...

I hope everyone is ready for a wonderful summer season! I would like to take this opportunity to address a few things that have recently come to my attention; The customer service staff has received a few inquiries from individuals who wanted to purchase Participant Packs to use with their friends/family. When informed that they first must be trained to use the tool, individuals said they would photocopy the materials that they have. Please remember to collect the top portion (the white sheet) of the *Traits and Characteristics* quiz, and the *Introversion/Extraversion* quiz to protect the validity of the instrument.

Moving onward... we are currently looking for Certified Level II trainers who run their own Level I training programmes in the following cities: Ottawa, Winnipeg,

Halifax, and Moncton. We have received a number of calls from individuals in these cities wanting to become certified, but are unable to travel to Toronto. Please contact Brad in the training department at 1-877-680-0200 or training@clsr.ca if you plan to conduct training in one of these cities.

~Onward and upward

Denise Hughes
Director – Career/
LifeSkills Resources Inc.

“Please remember to collect the top portion (the white sheet) of the *Traits and Characteristics* quiz, and the *Introversion/Extraversion* quiz.”

Personality Dimensions® Goes Online!

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sent to pd@clsr.ca.

Statistics will also be posted on the website shortly, and updated on a quarterly basis. Please remember to submit your statistics via fax to 905-760-0113 attn: Statistics using the stats form found in the Personality Dimensions® manual. Alternately, statistics can be emailed to stats@clsr.ca Please



remember to include the date of the workshop, the number of participants in each colour group, and the general occupation of the participants. Statistics play a key role in past and future development Personality Dimensions®.

Much like the Personality Dimensions® tool, we expect personalitydimensions.com to grow over time, so check back often for news, developments, and new articles.

A Family of Colours and Dimensions

My two daughters, ages 11 and 13, play cards on the floor. I hear their laughing and listen with a half an ear to their discussion. Suddenly the youngest collapses on the floor in a fit of giggles. “Mom” she says, “You won’t believe it but Marloes is sad when she loses and even sadder for me when she wins! She is so blue!”

I laugh as well but think to myself that it could have been so different if they didn’t know anything about their respective personality types. This scene and many like them, would not have been possible if I had not entered the world of personality types eight years ago. I became interested after conversations with Denise Hughes and soon took my True Colours training with Career/LifeSkills. At that time I also bought what I consider my motherhood bible – Nurture by Nature. I have been a single mother since my youngest daughter was one year old. I think that not having a partner to discuss child raising problems with made this book all the more important to me. It was very easy to identify my Authentic Blue and my Inquiring Green daughters. As the girls grew I would often explain to them that the fights they were having with each other were not always personal. I explained that they each had very different needs and ways of looking at life. This always seemed to take the sting out of any argument they were having at the time. Over the years this has borne its own fruits and I often hear such comments as ‘I forgot to be clear in what I wanted and I know your green needs clear instructions.’ And ‘It means a lot to me that you thought to buy me this card, seeing how you are green and all.’

I have now gone on to train in the new Personality Dimensions and it has opened yet more possibilities for discussion. The whole area of introversion and extroversion had helped explain yet more sides of their natures. Of course they are going to be much more open if they realize their feelings are validated and accepted. I know this is when it

will be important as my oldest approaches her teen years with a more solid knowledge of who she is. She still gets her Authentic Blue feelings hurt but she can rebound with amazing resilience from these episodes. She is also more easily forgiving of the other party with ‘They didn’t know I was Blue, Mom and couldn’t know that would hurt my feelings.’

My Inquiring Green daughter is way more self-correcting than all the nagging in the world could have accomplished. She realizes quite well what her needs are but also what is unrealistic to expect from her teachers and friends.

“My Inquiring Green daughter is way more self-correcting than all the nagging in the world could have accomplished.”

I want to really impress upon parents that this tool that we use for workshops and in our relationships with colleagues and friends is also a very strong tool for our families. It does give me a very warm feeling when I hear them talking out a lot of their conflicts with less emotion and more understanding of what makes each of them tick. I am surprised how much understanding children have of these concepts from a relatively young age. They took the tool out my hand and have run with it.

By: Wendy Sewell

Personality Dimensions® Level I Facilitator.

Nurture By Nature by P.D. Tieger and B. Barron-Tieger is available from Career/LifeSkills Resources for \$22.95 + S&H, GST.

Colour-Full Summary

The Colours of Our Greek Society: University of Waterloo (Fall, 2005)

Using Personality Dimensions®, below are the 4 “songs” that the colour groups of the Greek Society (University of Waterloo) created to encourage others to let their colour shine within them.

When I see what the colour temperament groups are proud of, it makes me want to use all of my colours (even though I know

that most preferred colour is where my greatest strength lies).

*Have a positively COLOUR – FULL day!
Joan*

Questions:

1. How does this multi-coloured juggling ball represent your colour?
2. Prepare an ad, jingle, song or motto that encourages us to join/grow your colour.

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Colour-Full Summary

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Colour Full Answers:

Inquiring Green:

What is a ball?
Where does it come from?
Is it really circular?
Does it really have four colours?
Do we really see a ball or is it our imagination?

Inquiring Green Song, Ad:

(Demonstrated with full body actions, yelling out the letters and spelling the words shaping the letters with their bodies)

Give me a G: Getting answers to your questions.
Give me an R: Researching ideas.
Give me an E: Explaining things.
Give me an E: Expecting high quality.
Give me an N: Now is your time to be a green.

Note: The Green colour group received a standing ovation from the other colour groups for their innovation and creativity at presenting an upbeat and interesting presentation. To accomplish this, they removed themselves from the general seminar room and went to work as an independent group elsewhere.

Organized Gold:

The ball represents:

- Practical (works the way it is supposed to)
- Organized (all four parts are neatly sewn together, equal)
- Useful (can be used for a variety of things: play, stress relief, etc.)
- Traditional (balls have been around for a long time)
- Known (everyone knows a ball when they see one)

Organized Gold Song, Ad: *(sung to the "Barney" tune)*

I love gold.
Gold loves me.
Come & join our family.
With lists, and rules, and traditions galore,
When we're done we can organize some more!

Authentic Blue:

Blues are the stitching on the ball. We hold all of the colours together. We are accepting of all the other colours (love them) and know that if we lost one of the other colours, the ball wouldn't work.

Authentic Blue Song, Ad:

(First spoken, then sung to an original tune from one team member)

We motivate, lead and inspire.
Be blue like us & we'll take you higher.
We're fun. We're honest. We work well with others.
We're the authentic blue sisters and brothers.

Resourceful Orange:

(Tossing ball up and down, eventually throwing it to a person across the room)

You can use this ball anytime you want to fidget.
You can toss it when you're thinking.
You can use it many different ways - alone and with someone else.
You can throw it to get someone else's attention.
It's shiny, colourful and put together well.

Resourceful Orange Song, Ad:

(sung to the "Oscar Meyer Weiner" song tune)

I wish I was as resourceful as an orange.
That is what I truly want to be.

Flexible, open-minded and adaptive,
Willing to take risks – as you can see.

I wish I was as resourceful as an orange.
That is what I truly want to be.

Once I solve all of their problems,
Everyone will be in love with me.

Colour-Full Note from Joan:

Who you are is expressed everyday in your words and actions. Isn't it amazing that we all see the world (and a ball) so differently, and yet so eloquently?

Stop wishing people were different – they already are! Celebrate our diversity and that unique person that is YOU!

Joan Grobb Augustino, Work-Self-Life Strategist, is a Motivational Speaker & Personality Dimensions® Master Trainer who helps people & organizations perform better and grow faster by aligning WHO they are with WHAT they do. Joan invites your comments on what she has to say at www.coreperformancegroup.com - *WHERE WORK, SELF & LIFE CONNECT!*

Personality Dimensions® Success Stories

Telecommunications Company Learns How To Communicate Effectively...

I've used Personality Dimensions® with many intact teams throughout a large national telecommunication company. The most common 'ahas' for managers and directors has been learning about the advantages of building a diverse team that having different personalities in a group is actually a great thing and can enhance the team's performance and productivity. Managers have also appreciated learning about what their team members need and how to create a work environment that allows each individual to thrive. As a result of these workshops, individuals have learned how to communicate their needs and preferences and managers and colleagues have learned how to accommodate diversity. In some cases, duties have been redistributed amongst team members to allow each member to play to their strengths.

Teachers Get Re-Energized...

An elementary school staff in BC chose to devote part of their professional development day just prior to the beginning of a new semester to a Personality Dimensions® workshop. One

new staff member commented on how wonderful it was to meet her new colleagues in such an open and fun and enlightening way. What a great way to re-energize teachers before the students arrived for their new semester! As a result of the workshop, the teachers were more connected as a team, had a renewed respect for their diverse strengths (and appreciation for the roots of some of their differences). The teachers were also able to support each other to understand the possible motivation of students who tended to frustrate some teachers while being considered quite delightful by others (e.g., the difference between having a Resourceful Orange student in an Organized Gold teacher's class or a class taught by a Resourceful Orange teacher). There was much laughter and many 'ahas' and the teachers left the session excited about putting their new knowledge to work.

By: Dr. Roberta Neault

Dr. Roberta Neault is a Personality Dimensions® Master trainer and one of the authors of the Personality Dimensions® *Toolkit for Trainers* series. She has used this model extensively since it was first launched in 2003 with corporate managers and teams, entrepreneurs, teachers, volunteers, church groups, and international students.

More Personality Dimensions® Success Stories

Adult Students Learn New Skills

As the owner of my training company, I am happily contracted in a special program at an Adult Learning Centre (the adult arm of the Catholic School Board) called Client Service Professional. This is a seven month course, six hours per day, Monday to Friday, which culminates in a co-op placement for the student within a company as an administrative assistant. Participants are from many walks of life, cultures, creeds, countries, and ethnic origins.

“Collectively, students become much more tolerant of each other, work on team projects more effectively...”

Students complete 3 computer courses where they learn Word, Access, PowerPoint, and Excel. The other three courses, which I teach, are: Organizational Behaviour; Marketing; and Business Communications, which includes Customer Service.

The first thing I do with students is expose them to a Personality Dimensions awareness workshop which is received with great enthusiasm and positive results. Individually, it increases self esteem, enhances motivation and creates a shared vocabulary using colour as a metaphor to improve communication between each other and myself.

Collectively, students become much more tolerant of each other, work on team projects more effectively by delegating tasks to those personality types with the natural talents to do them efficiently, and lastly they carry their knowledge of differing perspectives to their network outside the school setting with reported positive outcomes.

Building on that primary knowledge, we then use the model to work on employee and management relations, career planning, conflict resolution, and how to sell to and design marketing for the different values and perceptions of customers and clients.

Finally, we practice communicating, both verbally and in

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More Personality Dimensions® Success Stories

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writing, to recognize and honour the perspectives of those we interact with regularly. The results have been excellent especially when utilized in job interviews, meetings and presentations.

Having taught and trained others in several personality models for the last 15 years, I have found Personality Dimensions to be the most effective for several reasons:

- It incorporates the best of the older temperament models while making the content universal.
- The personality indicator forms are clear and rigorous, which engages the "INQUIRING GREEN" personality more readily.

- The added features on the CD showing what can cause conflict between colours and how to defuse it is very useful.
- Similarly, the form indicating Extrovert or Introvert preference is an important addition.

I plan to continue using the model with every new group and or individual I encounter for a long time to come!

By: Diane Warriner

Diane Warriner (Resourceful Orange/Authentic Blue)
Owner of Trainers To Go Inc. Workshops and Seminars
Member of the Ontario College of Teachers

More Colour-Full Summaries

Grade 7/8 students at the John Knox Christian School were asked to compose a song, poem, or hymn which captures their temperament. They had 10 minutes to complete the task. There were a total of 24 Resourceful Oranges, 2 Organized Golds, 5 Inquiring Greens, and 15 Authentic Blues

INQUIRING GREEN STUDENTS

First Group; 1 female, 1 male:

Knowledge and understanding is
what we greens need;
We argue for fun but we're without greed;
We are very impatient but don't ask us why;
We always do our best and we Try, Try, Try

Second Group; 2 females, 1 male:

"GREENIE"
Knowledge is the key to be the 'greenies'
We set our stakes high,
and like to ask why.
We explain too much,
so we're out of touch.
Knowledge is the key,
to be the "greenies"
YOU KNOW YOU WANT IT!!!

ORGANIZED GOLD STUDENTS

First Group; 1 female:

CHECKMARKS
Being prepared is lots of fun,
You can organize a picnic,
Or go for a run.
If you forget a few things,
And aren't on time,
There's no need to worry,
Use some of mine.

Second Group; 1 female:

Gets things done
Organized and neat
Loyal
Dependable

AUTHENTIC BLUE STUDENTS

First Group; 4 females, 1 male:

BLUE'S CLUES
Blues are cool, we live in harmony
We like people, and their feelings!
We are expressive and we're fun

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More Colour-Full Summaries

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We don't use our time wisely
That's why we don't have a song!
We snap our fingers like this,
Because we go on and on.

Second group; 1 female, 4 males:

The Blue Crew
I love you

You love me
We're a big blue family
We help others grow
And we just can't say "no"
That is the end of our great show.

By: Michael Tudor, M. Ed

Michael Tudor is a Personality Dimensions® Master Trainer who has trained over five hundred Personality Dimensions® Level I facilitators to date.

Even More Colour-Full Summaries!

One of the best ways to see colours in action is to present to a group of students. Unfettered by years of trying to please employers, clients and colleagues in the workplace, they are an enlightening group of seminar participants who will tell again the core values and preferences of the temperament groups.

A leadership seminar to student leaders included the use of Personality Dimensions®. These high school aged learners averaged aged 17 – 18 years old. The following questions were posed to this very talented group of student leaders.

Question #1: How does this ball → represent your colour?
Question #2: Why hire us?

INQUIRING GREEN

How does the ball represent our colour?

- represents our diversity
- makes us part of all the groups while showing our individuality
- is a circle with no beginning and no end!

Why hire us?

Our group may be small, but we look at the big picture in all. We are logical, strategic and precise. We do not rely on the luck of the dice. Visualizing & creating are our strengths indeed. We were definitely born to lead! Our innovation and insight divide us from the rest.

So take our skills and put us to the test.

ORGANIZED GOLD

How does the ball represent our colour?

Fun, diverse, traditional, vibrant, energy, adaptive, well-connected, positive, solid, stable, productive, motivate, universal.

Why hire us?

(All group names listed.)

(Picture of ball with 4 sections, each a different colour.)

Green Ball Section:

Cooperative, insightful, maintain focus, excel @ team's work, good listeners, helpful identify with others.

Blue Ball Section:

Personable, respect authority, honest trustworthy, belief in policy, patience, common sense, morals/ethics, good sense of right & wrong.

Orange Ball Section:

Productivity, efficient, on task, get things done on a timely fashion, quality & quantity of work.

Gold Ball Section:

Dependability, punctual, sense of right/wrong, maintain promises/ commitments, reliable, follows through with tasks, we prioritize – don't procrastinate.

We won't:

- let the team down
- let chaos take over
- be dictators
- disobey rules



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**CAREER/LIFESKILLS RESOURCES
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We're on the web!
www.clsr.ca

Who are we?

At Career/LifeSkills we specialize in bringing together a comprehensive offering of specially selected resources used in personal, professional, and organizational development. Our thrust is threefold:

- 1) well-known and respected **assessment tools**, such as the **Jackson Vocational Interest Inventory**, the **Personality Type Inventory (PTI™)**, **Personality Dimensions®**, **COPSystem**, and **SkillScan** instruments.
- 2) a wide range of career and lifeskills **books**, and
- 3) quality certification and professional development **training** programs.

Our Audience is made up primarily of:

- human resource specialists
- staff development officers
- career and education counsellors and educators
- business consultants and organizational specialists
- psychologists

We bring over 30 years of experience in delivering the highest quality standards and services to our clients across Canada.

Our Goal is to provide the highest quality career and human resources materials and training programs to help you help your clients or students achieve their goals

Our Training Programs:

- Impact your people and their performance
- Bridge the gap between concept and practices
- Significantly change behaviour

Our Confidential Test Scoring Service guarantees you fast and efficient score results anywhere you or your clients have access to an internet connection
At Career/LifeSkills Resources your needs are our priority.

Back Page Story Headline

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AUTHENTIC BLUE

How does the ball represent our colour?

You can throw the ball to others (we like to work with others).

We are sensitive to other people.

We are inspirational (inspired to be equal like the parts of the ball).

The ball is optimistic (no beginning, no end) and so are we.

Ball is round – we are well rounded.

Why hire us?

Authentic Blue! ☺

We're crazy blue – we'll talk to you.

Come and join our friendly crew ☺

Authentic, eccentric, absolutely hectic BLUE.

RESOURCEFUL ORANGE

How does the ball represent our colour?

We're an intellectual mosaic of each colour, including aspects of all different personalities.

Our colour is the most vibrant.

Ball is round – no limit to what we can accomplish – endless fountain of ideas.

Wholeness of team yet squishy and able to adapt.

Why hire us?

We're generous, good problem solvers.

Good at producing results.

We're leaders, motivators and good at persuading others.

O = Open-minded, organized.

R = Recognize/react/respond

A = Action oriented

N = Negotiating/improvising

G = Goal oriented/gets quick results

E = Easy going/entertaining

During the colour summaries presentations, each colour group presented their summaries with sheets of flip chart paper. In all cases, multiple members of the group participated in the presentation.

Isn't it amazing that across age, cultural, socio-economic and work differences, personality keeps shining on through!

By: Joan Augustino

Personality Dimensions® Master Trainer