



Dimensionally Speaking

A Newsletter for Personality/Temperament Facilitators

Dimensional Developments

Earlier this year we launched the new Personality Dimensions website: www.personalitydimensions.com. It's still under development - and we would love your input into how to make it a more effective tool for everyone. Our goal is to make it useful as a reference tool - something that you can refer your clients to so that they can get information on application to their particular situation. We're not there yet, but it's definitely a work in process. In 2007 we're hoping to



Personality DIMENSIONS®

create a section on it in which level II and III trainers can post their qualification programs. We would also appreciate any comments, articles or client feedback (Canadian privacy laws will apply) that are appropriate to the site as well. I invite you to navigate through it now and send me any comments regarding it.

As you may be aware, we published the Chinese (Traditional Chinese) version of Personality Dimensions

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We've Got the Blues!

A few facilitators have expressed concern, or perhaps "curiosity" would be a better word, about a higher number of participants identifying as Authentic Blues in their workshops and in the rising Authentic Blue percentages in the PD statistical reports. In case you were wondering too, we decided to address it here.

Those noticing this occurrence have stated that these statistics don't match with their experience with other type or temperament instruments. The Personality Dimensions website (www.personalitydimensions.com)

describes PD as follows:

Personality Dimensions® represents the next level of evolution in presenting temperament or personality theory. It builds on the foundations established by the work of David Keirse, Linda Berens and Don Lowry, and a history of temperament theories that spans 25 centuries.

The key word here being "evolution." In researching and developing PD, it was never our intent to duplicate any existing type or temperament

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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.

Life Strategies' Talking In Colour a Great Success

This year's west coast Talking in Colour Conference was another success. Using a new fully online format, the conference ran smoothly and efficiently, connecting participants from across Canada. This e-conference was set up in the Personality Dimensions® Online Community located on the Life Strategies LearnOnline site. The conference was delivered via asynchronous communication (not in real time) which provided more flexibility – those participating in the conference could check in anytime that was convenient.

We appreciated the contributions of Pat Nichols, Denise Hughes, Meagan Whitehorn, Deirdre Pickerell, and Roberta Neault—each hosting a discussion forum for the week. Discussion topics included Building Community Using Personality Dimensions®, Personality Dimensions® in Corporations, and



Personality Dimensions® resources

Thanks to Ergon Communications for donating a door prize: one reading package with three of their books: *Physics of Living*, *Career Crossroads*, and *Career Scope*. Thanks also to Career LifeSkills Resources publishers of Personality Dimensions® for donating a *Toolkit for Trainers*. The final door prize was provided Life Strategies: *That Elusive Work-Life Balance* booklet. Door prize winners were announced on the last day of the conference.

The conference also launched the Personality Dimensions® Online Community “Topic of the Week” – according to a set schedule, discussions will focus on a specific topic. Work-Life Balance came up first, followed by Christmas in Colour; January 2007 discussions will focus on Sales, Marketing, and Customer Service. For more information contact Life Strategies at info@lifestrategies.ca

Dimensional Developments

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some little while ago. Now Career Dimensions is being translated by Beijing Normal University - Hong Kong Baptist University, United International College. This is an exciting undertaking and speaks to the universality of temperament theory.

As facilitators it is often useful to be able to tell your clients about other places, throughout the world, where the tool you are working with is in use. PD is relatively new on the scene so we're hoping to be able to add more countries to the list soon, but right now it's being used in: Canada, the USA, United Kingdom, Wales, Australia, Hong Kong, China, UAE, Barbados and we recently had a trainer attend one of our sessions who is using the model in Kuwait.

It's been very interesting, and exciting, to see how well so many people have responded to the model and to learn about the minor adaptations that have had to be made with the materials to make them as well understood as possible. As an example, in the UAE

some people questioned the value of the golden retriever on the Organized Gold card. The facilitator pointed out that in North America these dogs are often as highly prized as a camel would be locally.

You are a member of a group of dedicated PD facilitators numbering 3,569 around the world, from many different walks of life. It's always interesting to hear how and where the model is being used. And each of these stories has or will help shape future PD developments. Keep the comments and suggestions coming!

Onward and upward ~
Denise
Denise Hughes, Director

“... it's (Personality Dimensions) now being used in Canada, USA, United Kingdom, Wales, Australia, Hong Kong, United Arab Emirates, Barbados...”

We've Got the Blues

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instrument. In the PD Facilitator's Manual (page 6), above the Theory Comparison Table, it states that the "relationships [between theories] are not exact" but that there are "similarities and overlap among

the descriptions." We need to keep that in mind. PD is not the same as other instruments. PD is the direct outcome of research combined with the input of qualified facilitators in focus groups. These findings were then purposely designed into the tool, so we should expect some dissimilarities in results between different instruments. For example, when designing the Picture Cards, we deliberately worked to include major core values and strengths of the overall character of each temperament, and have these depicted in a positive, affirming illustration.

In writing the Dimension Cards, we did not add any new characteristics or traits to those previously identified by accepted temperament theories, but we took great care to eliminate some of the more extreme representations of each colour. For example, Golds often reported feeling represented as uptight, rigid and boring. We all know that this is not the case, so for our Organized Golds, we used wording to play up their strong organizational abilities, sense of fairness and parental and service-oriented aspects. Many Greens indicated that the focus on "science" did not fit for them. Yes, they are thinkers, seekers of knowledge, and visionaries, but not necessarily interested in all things scientific. In response to this we carefully chose wording to reflect that greater understanding for our Inquiring Greens. Oranges were often concerned that they were depicted as flighty, scattered and irresponsible because their fun-loving nature was over-emphasized. To address this concern, we focused more on the Resourceful Oranges' ability to multi-task, their quick reactions and high energy. Blues, particularly male Blues, felt they were

often misrepresented as overly emotional. We chose to accentuate the natural empathy of Authentic Blue's and their supportive and caring nature.

As part of the "next level of evolution in temperament theory," Personality Dimensions was purposely designed to include all previously accepted temperament aspects, but de-emphasize the extremes that appeared in other tools. Is this valid? The careful scrutiny and analysis of the data (see PD Manual, Appendix C) rates the validity of the Personality Dimensions assessment tool at roughly 80%. This is considered strong and a normal / acceptable level of confidence for all type and temperament tools.

The best test of validity is not to look at the emerging PD statistics and compare them to other instruments, but rather to diligently check with participants to see if their scores accurately represent who they feel they are. If they scored a preference for Authentic Blue, do they feel comfortable with the other Authentic Blues and do they identify closely with the Facilitator's slides explaining typical Authentic Blue Core Needs, Values, Abilities and Behaviours? If they do, then they have scored themselves accurately. If not, then the facilitator needs to take steps to find out what is going on with this individual participant

A question was raised as to whether using the Life Values cards or the Work Place cards might make a difference in a person's preference. That is a real possibility, since it can change the participant's focus on self. Are they assessing their True Self or who they are at work, which might represent their Developed Self (see page 40 of *Building Blocks*). Regardless of the kind of group I am facilitating, I always try to target the True Self. I believe targeting the True Self helps explain problems at

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We've Got the Blues

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work, in relationships or in a number of situations, so I always use the Life Values cards as well as another one appropriate to the group.

If, in fact, more people are identifying themselves as Authentic Blues, let us look upon it as a positive thing. Maybe our world is moving toward being a kinder, gentler place.

If you have any questions, comments or concerns, feel free to contact me directly at:

roblyntraining@insightbb.com.

By: Lynda McKim

Editor's note: This slight increase in the percentage of the population who report a first colour preference for Authentic Blues may also be a direct result of the attractiveness that personal understanding and growth workshops/programs holds for those who have this colour preference as they seek to learn more about themselves. In this case we will see a change in these statistics with greater use of this tool in a broader range of settings.

Personality Dimensions® in the UAE

It has been a busy couple of years for Personality Dimensions® in the UAE. At our Counselling Arabia conference in May 2005, I did a full day PD workshop with twenty-five counsellors, work placement officers and ESL teachers. Some of them had experienced True Colors in the past, but for many it was their first time to experience such a tool. The group was comprised of Emiratis, Jordanians, Saudis, Ba'hrainis, people from Qatar and assorted western ex-pats. I was curious to see how the instrument would be received, how the visuals would be relevant in a Muslim culture, whether the language would be acceptable, etc. The group was wonderful and open in their feedback throughout the session. Amazingly, many of my fears that the tool would not be accepted were allayed.

Overall, as always, the participants were fully engaged and saw themselves easily in all the examples. Even the areas where they felt the tool was not culturally appropriate were not a problem. An example is the picture card for the "green". When I showed it and asked for the word reactions, some of the Arab participants explained that while they are aware that the

owl in western culture is seen as wisdom, for many of their cultures it is a sign of death or bad luck. Yet, there was no consensus of this view. They were not perturbed in anyway that there were no photos of people who looked like them and fully understood that Personality Dimensions had initially been developed for a "western" audience.



While we were doing the debrief of the brightening exercise, the same language that we hear from our participants in Canada was being used. Certainly some people struggled with the language but that was from an ESL perspective, not a cultural perspective. There was definite

excitement in the air and at the end of the day I conducted a discussion of whether people would want to use this instrument with their constituents. The overall answer was yes. The biggest reservation was language, as many of the participants work in educational settings where the students' English is not high enough to use the cards as they are, even the PD Basics and the PD at School cards.

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Personality Dimensions® in the UAE

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Buoyed by this reception I then conducted a full day workshop with my career counselling students at Sharjah Women's College along with a couple of other teachers at the college, and some other practitioners from Zayed University in Dubai and Tanmia, the national employment service. Once again, the reception was not just positive, but in the case of my students ecstatic. They loved it!!! The next week when we were back in regular class they reported how they had gone home and shared what they had experienced with their families, how whole families were talking about personality and using the language of the colours. Very exciting!

Then the Director of my college asked if I would do it with the whole management team at the college as a form of team building before the end of semester. This is a difficult group and rumour has it that their regular meetings are often fraught with conflict. Well you guessed it, they loved it! They went around talking about it for weeks. I've heard from many of the supervisors and heads of instruction that they actually use it in management meetings now to understand what is happening in certain situations.

After all these experiences I felt confident that we could now move forward and start to introduce Personality

"This is a difficult group and rumor has it that their regular meetings are often fraught with conflict. Well you guessed it, they loved it! (Personality Dimensions®)"

Dimensions® here. While I was home in Toronto in the summer I met with Denise Hughes, Director of Career/ LifeSkills Resources, and

talked about our realities in the UAE and sought her advice on doing a Level I training session. I held the first one in August when we returned. All but one of the participants achieved mastery on the exam, and that person had definite ESL difficulties. People left the training with plans to implement the instrument in their places of work.



At Sharjah Women's College, we decided to introduce the instrument to students in their third year (of four) at the College. The rationale was that their language levels at that point would be strong enough to be able to engage fully in the exercise. We had English teachers go through the PD at School cards and identify words that would not be in the students' vocabulary. Then the teachers agreed to include those words in English lessons prior to students taking PD. We also received permission from Denise Hughes to have some words translated into Arabic, a very small number as it turned out. We also had some of the PD facilitators, who are Arabic first language speakers, in the class to be able to do a verbal translation, if required.

This culture is an oral tradition and the concept of reading is one that has been acquired in the last couple of generations (I could write another whole article on the evolution of this culture in just a few decades). We were concerned that the small print on the "At School" cards would turn off the students. We were able to work with them by focusing their attention on one section only at a time and this has worked very well. On the tables in the workshop we have a definitions sheet, much like the one that comes with the instrument but in this case some of the words are defined both in English and Arabic.

So far, the results have been consistent. Students easily understand the concepts behind Personality

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Personality Dimensions® in the UAE

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Dimensions®. They actively participate in the exercises, and the true proof in the pudding, is that they are using it appropriately afterwards. Many students have started using the language in their e-mails to teachers, in their discussions in class and in joking around about themselves.

This experience is about to be replicated at Dubai Women's College and Zayed University in Dubai as the trained counsellors are just starting to roll it out in their institutions. We have decided to start to keep stats so that we can create our own data. I've since done introductory workshops for faculty at Ras Al Khaimah Women's College and for guidance and personal counsellors at GEMS Schools, which is a chain of English language schools in the Emirates. There are over twenty schools, some specifically for the Indian population and others for assorted ex-pat children. The reception was extremely positive in these cases as well.

This week, I am conducting the second Level 1 training course for participants from Zayed University in Abu Dhabi, Fujairah Women's College, more from our college and Dubai Women's, Tanmia, GEMS schools and one of the banks. The banks are under a process called Emiratization where they have quotas to hire and develop Emiratis. At this particular bank, one of my counselling graduates is working in HR and has two of her colleagues coming with her for the training. So very exciting to think that we can move Personality Dimensions into the private sector here.

It is my plan to do one more Level I training course before I leave here and return to my job at George Brown College in the summer. There is another Canadian woman here in Abu Dhabi who will be carrying on the torch of Personality Dimensions® as she gets her Level 2 certification. I anticipate that in a couple of years from now at our annual Counselling Arabia conference, there will be much talk about Personality Dimensions® and the introduction of

materials that have been developed specifically for the Arab world.

Personality Dimensions® definitely crosses cultural boundaries. The human quest for self-understanding does not know culture, religious or social restrictions. Watching the faces of my own students on their journeys of self-discovery has been the greatest gift of all. Personality Dimensions has added beautifully to that process.

By: Gillian Johnston

Gillian Johnston is the curriculum developer and faculty in the B.Ed., Career Advising and Counselling program at Sharjah Women's College. She is on leave from her position as professor at George Brown College in the Career and Work Counsellor program in Toronto. She is the 2005 recipient of the NCDA's award for International Leadership in Career Development.



Colourful Stress

Colourfull Stress: What Stresses You Out?

These are the answers that a group of PD Level 1 Trainers submitted when answering the questions:

- 1) *What stresses you out?*
- 2) *When you are stressed, how can we help?*

Inquiring Green

- ◆ No access to the tools/resources needed to research, write ideas
- ◆ Not knowing expectations (end result) “what do you want from me?”
- ◆ Having to repeat myself (“what part don’t you get?”)
- ◆ Being put down – ideas not recognized as useful, significant
- ◆ Lack of recognition for idea, creative concept, credit given to others
- ◆ “GET TO THE POINT” – beating around the bush
- ◆ Being controlled, tight restrictions
- ◆ Reporting progress (interim reports limit ideas, not ready yet)
- ◆ Not having others follow systems
- ◆ Anything ILLOGICAL

How to help us:

- ◆ Validate our input (ideas) as important & relevant
- ◆ Clear instructions, expectations, criteria
- ◆ Freedom to get to the end result in our own way
- ◆ Provide access to tools & resources

Authentic Blue

- ◆ Told our work not good enough
- ◆ RUDENESS & Inconsiderate words
- ◆ When you break our trust
- ◆ Accused of being disloyal or untrustworthy
- ◆ Cruelty (to those who are defenseless)
- ◆ Injustice
- ◆ Criticizing
- ◆ When you don’t “let me in”
- ◆ Sterile Environment, cold
- ◆ CONFLICT

How to help us:

- ◆ Acknowledge our feelings
- ◆ VALIDATE them
- ◆ Physical contact (for some of us), smiles
- ◆ Let us emote until we’re done
- ◆ Publicly encourage us, affirmation

- ◆ Share your feelings with us
- ◆ Harmonious, pleasant environment

Organized Gold

- ◆ Lack of consistency
- ◆ Disorganization in others
- ◆ Being told we’re not fun or spontaneous
- ◆ Criticize my organization skills
- ◆ When efforts not appreciated
- ◆ People not conscious of time
- ◆ Untidiness or clutter
- ◆ Others reorganizing our space
- ◆ Values not respected
- ◆ People who show without notice

How to help us:

- ◆ Call first before you visit
- ◆ Don’t touch our stuff!!!
- ◆ Respect our organization skills and our need for structure
- ◆ Give us a compliment!

Resourceful Orange

- ◆ Inflexible rules, Routines
- ◆ Boredom, Not enough variety
- ◆ Not having enough to do
- ◆ Wasting time, waiting
- ◆ Narrow-minded people & their expectations
- ◆ People Treating us as scattered/frivolous
- ◆ Waiting for someone to respond or get to the point
- ◆ Lack of freedom

How to help us:

- ◆ Give us space; allow us freedom
- ◆ Allow us to find our own way
- ◆ Being open to a variety of solutions
- ◆ Providing us with “why”
- ◆ Understanding my impatience
- ◆ Lighten up – make things fun

Not restraining us (we can change direction if things don’t work out)

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!*



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We're on the web!
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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 **Career Directions Inventory**, the **Majors 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.

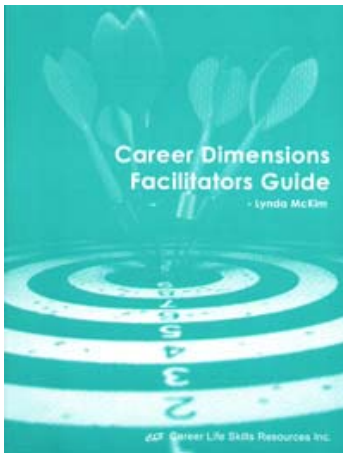
Our Goal is to provide the highest quality career and human resources materials and training programs to help you help your clients or students achieve their goals

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.

New Product: Career Dimensions Facilitator's Guide



Career Dimensions™: Exploring Your Work Preferences focuses on your work preferences. Unlike many career assessment instruments, **Career Dimensions™** helps you explore the actual work environment in which you are most comfortable by examining a variety of areas, including: the natural talents you bring to work,

your values, your major job stressors, your work philosophy and your definition of success.

This easy-to-understand, self-scorable instrument is based on the **Personality Dimensions®** temperament theory instrument and draws on the research and development that created that model. The lists of suggested occupations were compiled based on a wealth of previously published materials on type and

temperament work preferences and the population statistics that have been compiled since the publication of **Personality Dimensions®**.

Career Dimensions™ is very user friendly. It is designed for use wherever a quick, effective, yet inexpensive work place assessment will enhance the job search process, e.g.: job search programs, youth employment programs as well as career and co-op offices.

Many **Personality Dimensions®** facilitators work in the field of career development. **Career Dimensions™** was developed to enhance the PD experience and address the particular needs of these facilitators and their clients.

This manual provides step-by-step instructions for using **Career Dimensions™** ethically and effectively with individuals or small groups. It also outlines some exercises and activities proven useful in Career Planning/Exploration Workshops.