



What Is Your Organizational Personality?

Find The Right Corporate Culture & Ensure Career Success & Satisfaction

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Corporate culture is the sum of an organization's goals, behaviors and values. It is the water in which employees swim; it either sustains, weakens or even starves them. Fortunate individuals who find themselves in the right culture feel both energized and highly valued by their boss, peers and subordinates. Others, in the wrong setting, will be stifled and frustrated by practices and processes that run counter to their natural style. **Finding the right culture for *your* personality is a key component to job success and overall quality of life.** Please note that **neither of the two types described below is better or smarter.** Each has its success stories and failures. The key is knowing yourself and finding the right fit.

Take a minute to choose from *each* set of statement below. But choose as your *truest* self, not according to the demands or your job or boss. Your weekend personality is usually the best indicator. **Answer every question** and choose the statement that best answers; **at least 51% I tend to:**

- | | | |
|---|----|--|
| <input type="checkbox"/> meet deadlines early | OR | <input type="checkbox"/> meet deadlines at the last minute |
| <input type="checkbox"/> make detailed plans before I start | OR | <input type="checkbox"/> handle problems as they arise |
| <input type="checkbox"/> be punctual and sometimes early | OR | <input type="checkbox"/> be leisurely |
| <input type="checkbox"/> like to be scheduled | OR | <input type="checkbox"/> prefer to be spontaneous |
| <input type="checkbox"/> have a tidy workplace | OR | <input type="checkbox"/> have a workplace with many piles/papers |
| <input type="checkbox"/> want clear guidelines | OR | <input type="checkbox"/> want open-ended flexibility |
| <input type="checkbox"/> be deliberate | OR | <input type="checkbox"/> be carefree |
|
 | | |
| <input type="checkbox"/> Total | | <input type="checkbox"/> Total |

MORE ITEMS ON THE LEFT?

If you **chose more items on the left**, your inborn style is that of a “**structured**” individual **with more left-brain activity**. You thrive in a stable work environment with well-defined job responsibilities. You prefer working with tried and true products and processes that have been tested in the past. You are seen as responsible, punctual and accountable and like to be rewarded for getting the job done in an efficient and organized manner. You typically do not like change, too many surprises or having to work with co-workers who are too flexible and/or easy going. You have a neat desk, closet, files and car. You balance your checkbook on a regular basis and keep firm control over your assets. Even relaxation is organized – play comes after the work is done. Life is tidy and predictable and you like it that way!

Structured personalities tend to establish and preserve procedures deemed necessary for long-term success. Their special strengths may include:

- Setting and pursuing long term goals
- Organizing projects and developing efficient systems
- Meeting and enforcing deadlines

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- Properly using and conserving resources
- Completing all parts of work with precision and accuracy

MORE CHOICES ON THE RIGHT?

If you **chose more items on the right**, you are an “**adaptable**” type with **more right brain activity**. Chances are you prefer to work in a flat hierarchy, with the opportunity to redefine your job every day. You excel at creating new products and processes and thrive on dealing with the unexpected. Variety, change, and a flexible environment without undue rules or bureaucracy is best for you. You need to be rewarded for your willingness to take risks and to get things done, often without the assistance of others. You are seen as spontaneous and adaptable. Typically casual in your clothing, and irreverent in manner, you also tend not to balance your checkbook too frequently. And if work is not fun, it is not worth doing!

Adaptable personalities like to be judged for their ingenuity in handling unexpected problems. Their special strengths may include the following:

- Responding easily to unexpected changes and crises
- Multi-tasking and keeping several balls in the air at the same time
- Being flexible, accommodating and easy to work with
- Applying skills and interests to new fields
- Solving problems in original ways

THE CONFLICT

There are many conflicts between the two groups – both in the workplace and in families (we tend to marry our opposite). **Structured** types drive **adaptable** crazy with their need for schedules, plans, and closure. Meanwhile **adaptable** may be perceived as messy and irresponsible by their **structured** counterparts. Understanding these inborn differences and the contributions of each is an important step in increasing workplace satisfaction and productivity. It will also go a long way to making for a happier marriage and better parenting.

WHAT HAPPENS IF I AM WORKING IN A NON-PREFERRED ENVIRONMENT?

There are different work niches for almost every personality type. For instance companies like IBM or Nike will have departments designed to explore new markets and products. These groups may be heavily populated by **adaptable** types who create a unique culture within their units. Similarly a large bank, normally a bastion of structured behavior, will have overseas posts filled with employees always ready get on a plane on a moment’s notice to pursue a new market or client. For the most part adaptable types thrive in these settings.

Likewise companies like Google and Ben Jerry need operating units with more **structured** types. Accounting, project management and operations are just a few that will typically draw and be run by individuals with the laser beam focus needed to carry out the responsibilities of the group. Recognizing that you are good fit with your unit, but at odds with the company’s culture at a large, reduces stress and increases

productivity. It is easier to point out your value to the company if you understand the larger framework in which you operate.

DOES THIS DIFFERENCE IMPACT THE SALES PROCESS?

It does indeed! If you are a **structured** type, your strength is creating the systems and completing the sale. Your decisive nature helps undecided clients make a decision. If you are too much in a hurry, however, you will turn off your client and lose the sale. Avoid rushing in with all the answers. Ask open-ended questions and remind yourself that patience, flexibility and responsiveness to the client's needs ultimately have a positive impact.

If your style is that of an **adaptable** it is natural for you to follow your client's lead, making the individual feel valued and understood. But if you are not careful, your campaign will continuously unravel and go nowhere. Focus on a few points about your product, do not overload the client with too much information and keep trying to narrow down the options, rather than opening new ones.

You are probably getting the drift by now. Hopefully you are also realizing that corporate culture may have a spot just for you. You can also, with a little more effort, be content and be part of corporate culture that is not your perfect fit.

CLUES TO RECOGNIZING THE ORGANIZATIONAL CULTURE

Can you determine the corporate culture during the interviewing process? The degree of noise, conditions of desks and dress code may provide clues. **Structured** environments tend to be more subdued. Employees have desks with limited and neatly organized piles. The clothing usually is more formal. Deadlines and punctuality are high priorities. In an **adaptable** environment there is "restrained chaos." Deadlines, clothing and schedules are more casual and desks have many piles.

IN SUMMARY

The world divides fairly equally between the two groups. There are no gender differences and the percentages hold up across cultures worldwide, even though some cultures *seem* to express values that favor one group over the other. Differences are inborn and hold up from cradle to grave.

Finding the right corporate culture will allow you to define you're your unique strengths and brand yourself so others appreciate your contributions. This is the first, and some say, the most important step to career success. It will also reduce stress, free up your creativity (both **structured** and **unstructured**), and improve your relationship with your boss, co-workers, clients, families and friends. *We hope you enjoy your new journey!*

For other information on personality differences, check out Shoya Zichy's books and blogposts on her website at www.ColorQPersonalities.com

"To know your Color Q personality style allows you to be energized and most effective."
Chicago Sun-Times