OPRA
PSYCHOLOGY GROUP
Excellence in Business. Excellence in People.

PERSONALITY PREFERENECES
How different people may react to Covid-19

Everyone sees the world and reacts to situations differently. Understanding each other's differences and preferences increases the ability for teams and leaders to connect, collaborate, and support each other during challenging times.

Five Factor Model of Personality and Responding to Covid-19

All personality traits are on a continuum. Either end of the continuums illustrates how traits can be displayed differently.

Openness

- Likely to take lessons from the past. - May focus on realistic, pragmatic solutions.	Strengths	- May feel comfortable in agile environments. - Might generate creative ideas and solutions.
- Uncertainty and change might be draining. - May be too literal in their thinking.	Challenges	- May initiate change too quickly. - Ideas might not work in practice.

Extraversion

- May enjoy spending time by themselves. - May be willing to follow the lead of others.	Strengths	- Likely to initiate contact with others. - May take charge and lead initiatives.
- Might not speak up in virtual meetings. - May not proactively reach out to others.	Challenges	- May dominate conversation in meetings. - May the lack of social contact draining.

Agreeableness

- Likely to bring a logical perspective. - May be willing to address challenging issues.	Strengths	- Likely to consider the feelings of others. - May think before they speak.
- Might not consider others' feelings. - May be perceived as blunt.	Challenges	- Might not consider the facts and data. - May not challenge and discuss issues.

Conscientiousness

- Might keep a work/life balance. - May be flexible and focus on the bigger picture.	Strengths	- Likely to drive for results and focus on achieving. - May be organised and detail orientated.
- Might be relaxed about achieving results. - May be disorganised and miss details.	Challenges	- May find it hard to keep a work/life balance. - Might miss their routine and look for structure.

Emotional Stability

- Might be resilient under pressure. - May feel confident when facing challenges.	Strengths	- May let others know how they are feeling. - Might reflect and prepare for contingencies.
- May not share when they are under pressure. - May expect to succeed and be over-confident.	Challenges	- Might show their emotions under pressure. - May doubt their ability and worry about things.

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CREATING A POSITIVE WORK ENVIRONMENT

- Be aware that team members have different needs.

- Facilitate conversations so that everyone has the opportunity to share their views.

- Consider individual preferences when allocating work; aiming to balance independent work with collaborative projects.

- Set clear expectations about goals and objectives.

- Appreciate others' preferences and differences. Focus on the strengths that can come from working together.

- Demonstrate empathy. Help others identify strategies to work in line with their preferences.

- Create a safe environment where you can discuss individual differences and how you can work better together as a team.

Now more than ever, we need to be **agile in our thinking**, to learn at speed, and to **take action** in the face of a global pandemic. Our world has just become more 'VUCA'.

COACHING

Use personality assessments in coaching conversations to help your team members gain insights to develop and future-proof their skills.
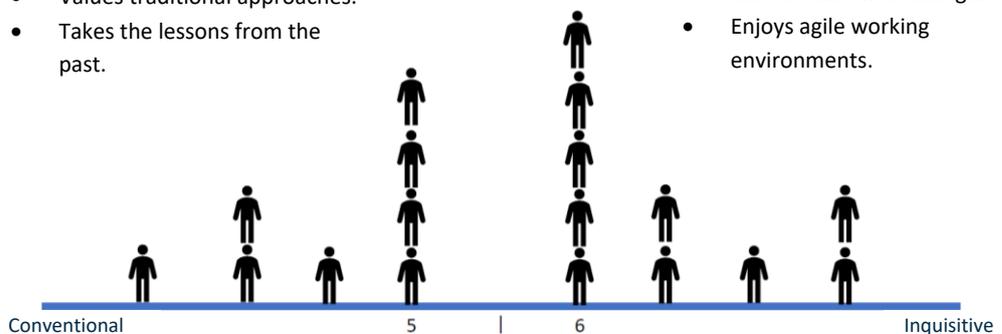
E-LEARNING

Check out our Cohesive Teams eLearning module. It explores the Five Factor Personality Model and the different personalities within the workplace.

TEAM DEVELOPMENT VIRTUAL WORKSHOPS

Adapting to Change

- Values traditional approaches.
- Takes the lessons from the past.

- Comfortable with change.
- Enjoys agile working environments.

Conventional   5 | 6   Inquisitive

- Leverage personality assessments and group reports to facilitate team discussion.
- Facilitated experiential learning exercises can promote teamwork by increasing awareness of self and others.
- OPRA can support you by facilitating workshops, or if you are accredited in our personality tools, OPRA can assist you with resources to facilitate your own workshops.

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