



Quick Guide to the 16 Personality Types and Teams: Applying Team Essentials to Create Effective Teams

Linda V. Berens, Linda K. Ernst, Melissa A. Smith

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As individuals, we are each complex and adaptable, and one's behavior may not reflect natural preferences but rather the demands of the situation and the ways one has developed. This *Quick Guide to the 16 Personality Types and Teams* is a booklet for those who want to maximize the performance of their team through a better understanding of the interrelated influences on team dynamics and team success. It is written to help create a multidimensional awareness of one's contributions to a team and to give readers the tools to understand the talents, contributions, and perspectives of others.

This booklet describes the sixteen personality types within each of the Team Essentials™, including how they are likely to behave on a team, and offers suggestions for forging relationships and communicating effectively with each type. Worksheets are provided to help your team apply the basics of effective teamwork—Team Essentials™. Mapping the Team worksheets are provided to view team diversity using four different models: Type Preferences, Temperament, Interaction Styles, and Cognitive Dynamics. The booklet includes a comprehensive case study for each model, using an example of a project team to help teams get started.

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