Crystal

Moriah Nichol

EDITOR

COLLECTED   METICULOUS   ACCURATE

🎤 **When speaking to Moriah**

Encourage her to share her thoughts

Ask her to explain something in detail

Remain stoic and objective

Give her enough time to think before responding

📅 **In a meeting with Moriah**

Examine the data before making decisions

Take time to work out an agenda

GUIDE TO
PERSONALITY PROFILES

By Greg Skloot, President of **Crystal**

GETTING STARTED WITH PROFILES

When working closely with other people, it's important to learn to communicate effectively in order to collaborate well. By learning more about the people around you, you can effectively navigate the different communication styles, motivations, and more. Crystal's personality profiles can encourage everyone on your team to develop a deeper understanding of each other, which can help them prevent and resolve conflict, build trust, navigate difficult changes, and more.

Because assessments yield a 98% accurate profile and the results are verified by the person taking the assessment, we call this a "verified profile". The most accurate way of getting personality profiles for your team members is by having them take an assessment.

Personality assessments are easy to take and can be completed in about 20 minutes. Crystal's assessment is based on the DISC personality framework, which is a widely used and scientifically-validated approach to understanding personality differences and improving communication in the workplace.

When you decide to unlock your team's personality profiles to have access to all the insights that Crystal has to offer, there are a few easy steps you should take:

1   PURCHASE PROFILE CREDITS

Profile credits are used to unlock full personality profiles. When unlocking profiles for a group, you're able to purchase profile credits at a discounted rate. Click the button below to purchase profile credits for your team.
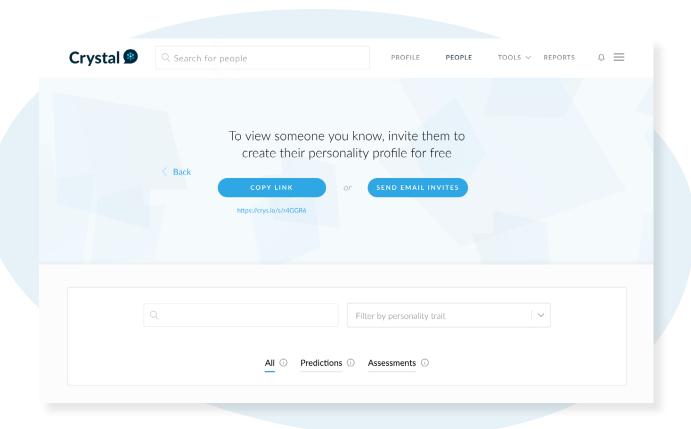
PURCHASE CREDITS

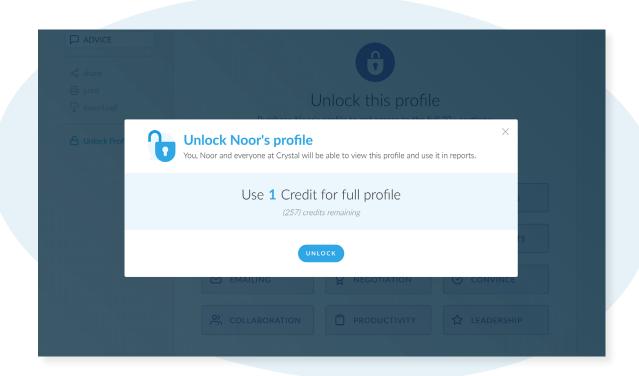## *2* INVITE EACH TEAM MEMBER TO TAKE THE ASSESSMENT

You can find a link to invite others on your People page or Team page.

For the people page, under "Whose personality would you like to see?", click "Friends & Coworkers". From there, you'll be prompted to either copy an invite link that you can share with others or send email invites through Crystal by just copy-pasting team members' emails.
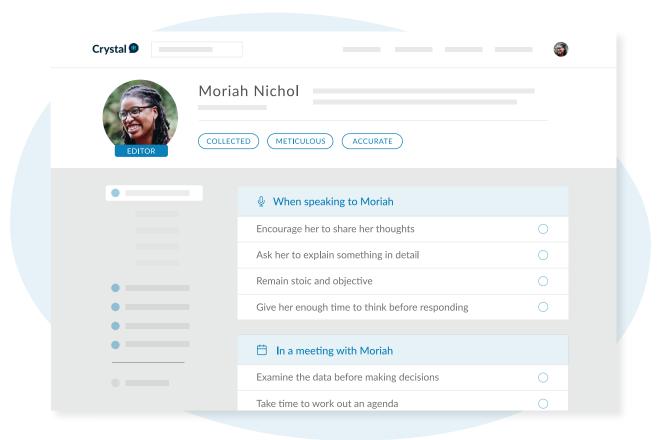
3 UNLOCK PROFILES

Use your profile credits to unlock the full version of each verified profile. One they're unlocked, you'll be able to see each person's potential strengths, blind spots, communication style, and more. You can unlock a profile by clicking the "unlock" button towards the bottom of the profile.

4 EXPLORE THE PROFILES

Once their profiles are unlocked, your entire team will be able to view their own personality insights, which will help them learn more about themselves, as well as the insights for coworkers. Developing a deeper understanding of how different personalities at play in the group will help everyone understand and empathize with each other more easily.
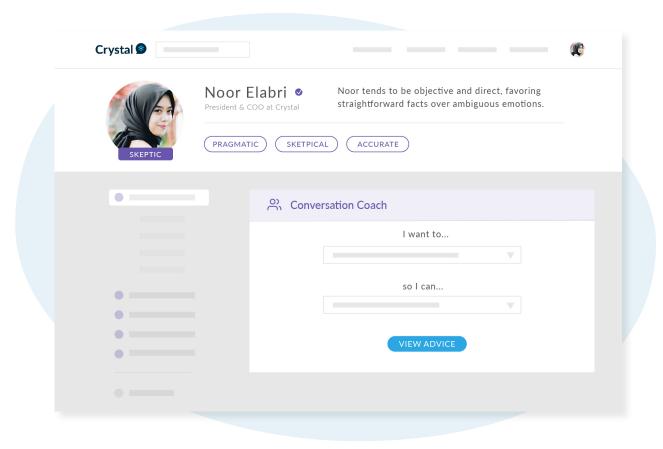
Each person will also be able to print their personality poster, which can be found at the bottom of their profiles, or even their entire profiles in PDF form, both of which can create a culture of openness around personality insights in the office.

5 USE THE CONVERSATION COACH

Once you unlock profiles, you're able to access the Conversation Coach. This tool can be found in the "Advice" section of someone's profile and provides specific guidance for communicating with another person. You can customize the scenario, like giving feedback, brainstorming ideas, negotiating, and more, in order to view detailed guidance on what, you should say or do to communicate effectively with them.
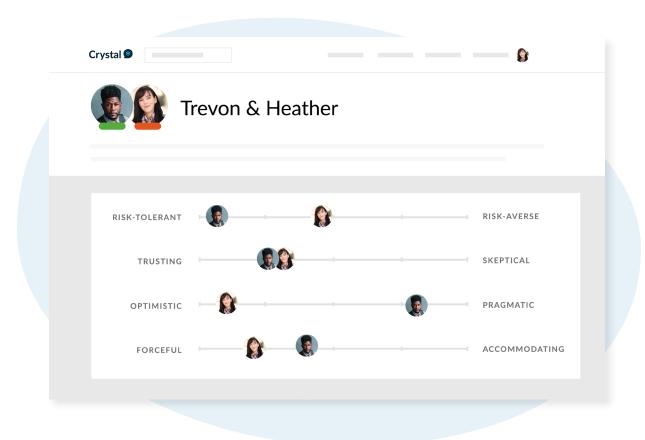
6 CREATE REPORTS

Unlocking profiles also gives you the opportunity to create Reports in Crystal. Reports offer further insights into how different people's personalities compare.
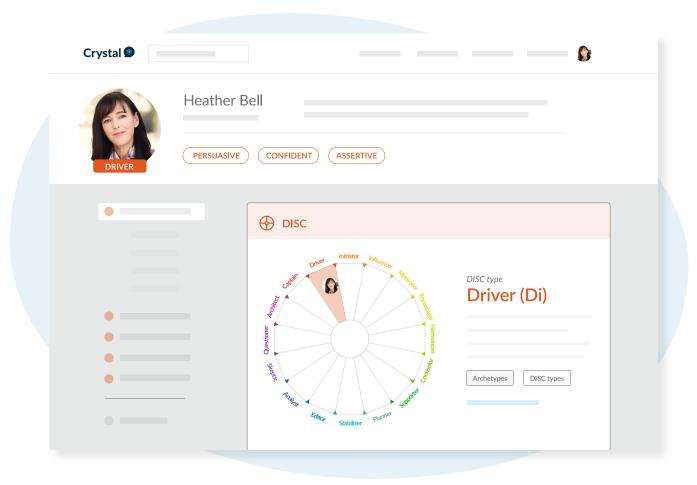
Relationship reports *(2 people)* show how two personalities compare. Here, you'll see more information about what a pair's communication may naturally be like, as well as how they can manage stress, resolve conflict, deal with change, build trust, and more, together. A great use-case is creating a relationship report for each person and their manager.

Group reports *(3+ people)* offer insight into the inner-workings of a team. When you create a report for three or more people, you can see how each person fits into the group, the team's strengths and blind spots, and advice for communicating with each person.
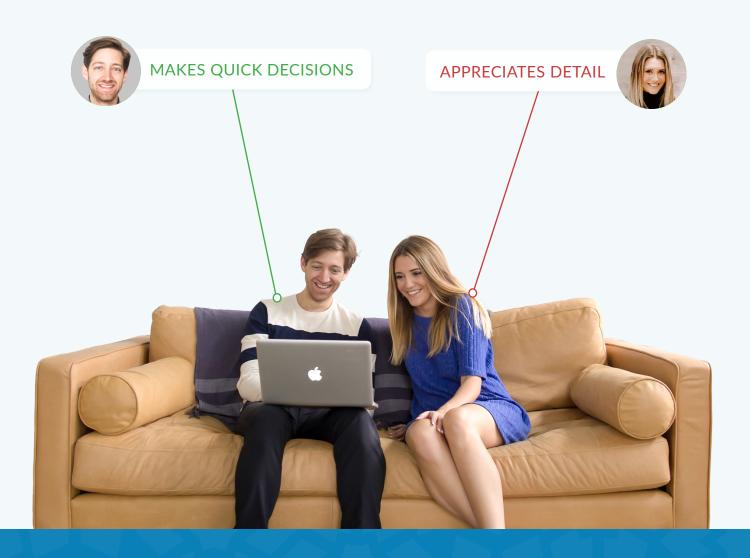
NEXT STEPS

Crystal personality profiles are easy to set up and use across your team. Once everyone has access to complete, comprehensive profiles for both themselves and their coworkers, *you'll be able to create a culture of empathetic and effective communication at work.*

Understand
anyone's personality

Thousands of people globally use Crystal to understand themselves better, succeed in their careers, and improve relationships.

MAKES QUICK DECISIONS

APPRECIATES DETAIL

TRY IT TODAY
Purchase profile credits

UNLOCK YOUR PROFILE