



COACHING TO PERSONALITY TYPES

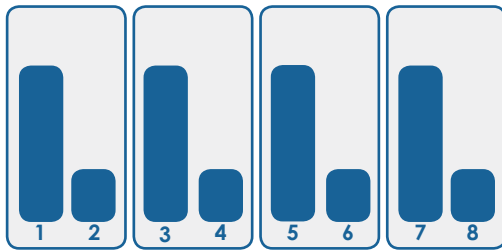
Coaching

Personality tendencies often guide our everyday actions. How we make decisions, process information and communicate on the job can be linked to our innate personality traits. And while it's possible, and sometimes necessary, to go against our natural grain, we gravitate toward tasks, decisions and actions that fall within our comfort zone. As a manager, understanding the personality drivers of each unique individual on your team will help you unlock untapped potential and develop top talent.

Most of your employees fall into one of Omnia's 17 personality groups. Understanding where each unique individual on your team lies is the key to providing effective, results-oriented coaching sessions. Our fast, simple, yet amazingly accurate, personality assessment gives you the insight to elevate your coaching.

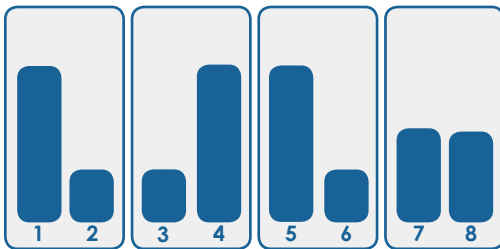
Remember: Productive, motivated employees make business goals achievable!

The Entrepreneur



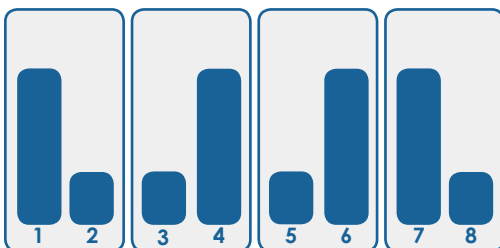
- Encourage active listening, asking specific questions and taking notes on others' responses when gathering information.
- Help the Entrepreneur develop a process for checking over detail work and keeping track of follow-up.
- Discuss time-management techniques and setting clear priorities.
- Coach on being receptive to working toward common goals with teammates.

The Operations Leader



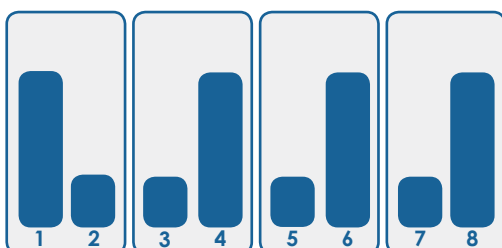
- Discuss ways to diplomatically work out disagreements and manage conflict.
- Suggest ways to build relationships and establish working rapport with others.
- Coach on managing time and setting clear priorities.
- Practice constructive ways to collaborate.

The Persistent Leader



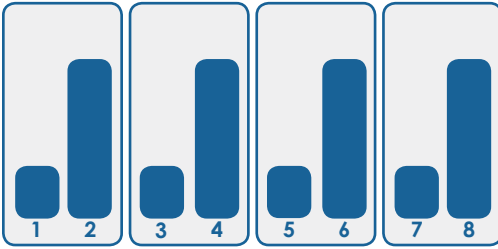
- Work on developing people and conversation skills to build relationships.
- Build contingency plans for managing change and interruptions.
- Coach on handling multiple tasks and competing objectives.
- Discuss ways to keep track of details and check over administrative tasks for accuracy.

The Assertive Administrator



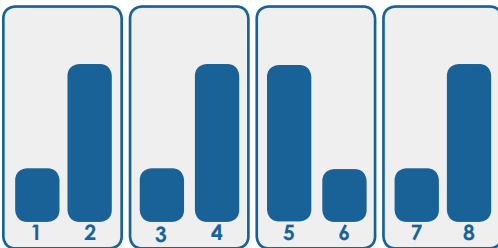
- Coach on ways to start conversations and build working rapport.
- Discuss ways to cope with unexpected interruptions or last-minute changes that impact preset plans.
- Provide specific input and suggest ways to accept constructive feedback.
- Give detailed information about job responsibilities.

The Administrator



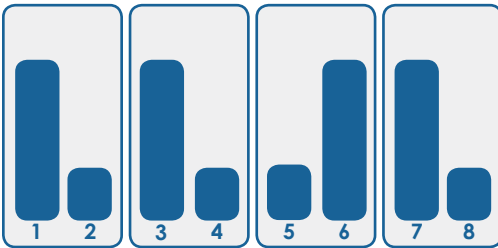
- Work on communicating with confidence and dealing with conflict.
- Suggest ways to start conversations and strengthen rapport.
- Create contingency plans for dealing with abrupt change and unexpected priority shifts.
- Coach on decision-making strategies.

The Perfectionist



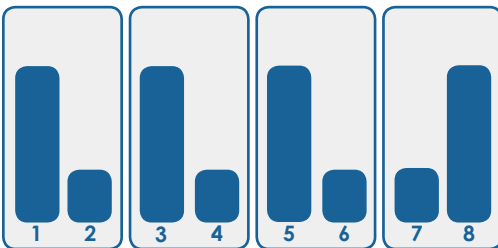
- Suggest ways to respond to negative feedback without feeling criticized.
- Discuss decision-making strategies when faced with limited information.
- Role-play ways to manage conflicts with assertive personalities.
- Empower the Perfectionist to take more initiative on the job.

The Persistent Entrepreneur



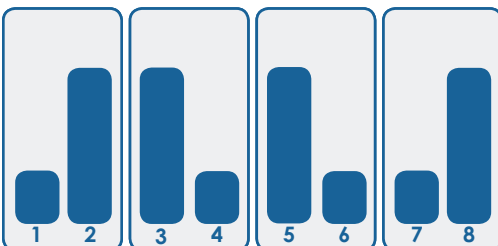
- Work on managing interruptions, change and competing deadlines.
- Coach on gathering information and examining key facts before making plans or decisions.
- Encourage communicating with specifics.
- Create a process for double-checking work and keeping track of details.

The Assertive Diplomat



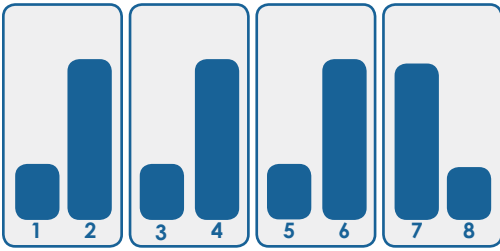
- Work on setting clear priorities and avoiding overextension.
- Encourage active listening; coach on slowing down, asking questions and taking notes.
- Role-play ways to respond to negative feedback and avoid defensiveness.
- Provide detailed instructions for new tasks.

The Diplomat



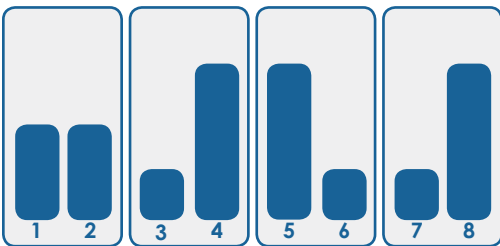
- Empower the Diplomat to take initiative within the job description.
- Coach on assessing key facts before reaching conclusions.
- Work on setting clear priorities to manage the workload and avoid overextension.
- Coach on accepting and applying constructive feedback.

The Planner



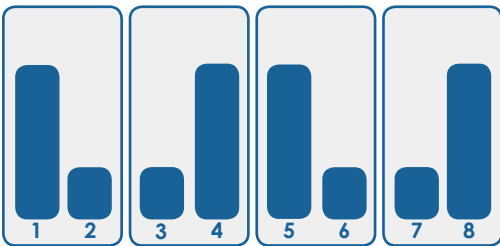
- Discuss strategies for dealing with the unexpected and interruptions mid-task.
- Suggest ways to handle conflict; this individual often avoids confrontation.
- Coach on people and conversation skills.
- Create processes for managing competing deadlines.

The Technician



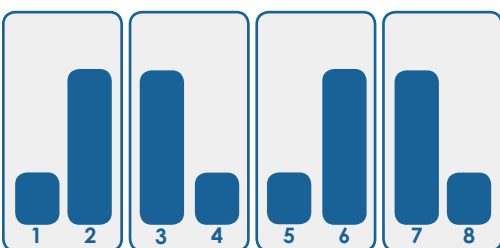
- Coaching on decision-making in ambiguous situations.
- Work on ways to start conversations and build rapport.
- Coach on challenging assumptions when solving problems.
- Break goals into concrete actions with time budgets.

The Assertive Technician



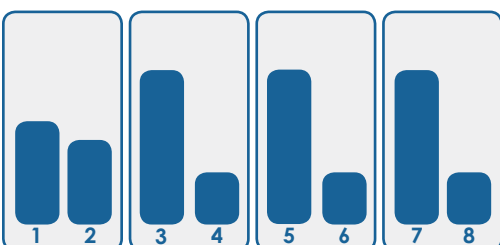
- Suggest ways to build rapport and nurture relationships.
- Coach on accepting negative feedback without taking it personally.
- Encourage innovation; this individual relies on procedures.
- Work on time-management strategies to avoid overextension.

The Counselor Advisor



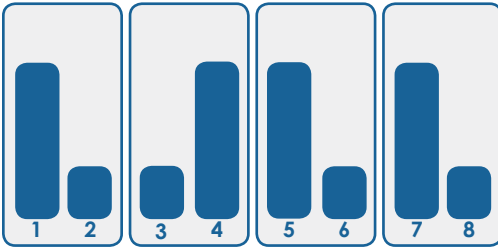
- Create plans for managing change and unexpected disruptions.
- Develop a system for checking over assignments to reinforce overall accuracy.
- Set aside time for this individual to work on solitary tasks to improve analytical focus.
- Coach on communicating with specifics.

The Networker



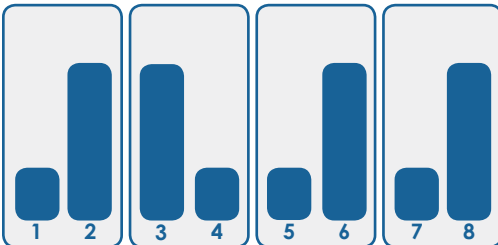
- Coach on asking questions and gathering key information; this individual can talk more than listen.
- Work on communicating with specifics when providing explanations or answering questions.
- Create a system for staying organized and keeping track of details.
- Coach on improving task concentration.

The Pragmatic Leader



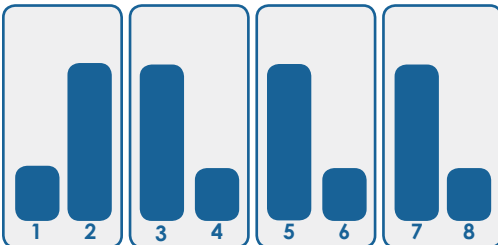
- Coach on communicating with diplomacy and tact.
- Suggest ways to build relationships and establish working rapport with others.
- Set realistic goals and timetables to encourage patience and long-term goal setting.
- Encourage this individual to build consensus.

The Accommodator



- Work on managing conflict and dealing with demanding people.
- Have a plan for handling abrupt change and/or interruptions.
- Coach on gathering and examining facts rather than accepting things at face value.
- Coach on making decisions when information is limited.

The Promoter



- Empower the Promoter to take individual initiative.
- Create accountabilities for checking over assignments and keeping track of details.
- Coach on being specific when providing explanations or answers.
- Coach on prioritizing work and maintaining task focus.

Build Your Ideal Future Workforce with Confidence

Looking for additional guidance? When it comes to streamlining your hiring processes or using data to make more informed staffing decisions, Omnia is here to help. We help organizations invest in and develop their most valuable asset: people. We know each company has its own unique culture and business goals, and believe happy, productive talent can make them achievable.

To learn more about how Omnia can be your end-to-end partner throughout hiring and employee development processes and enable you to build your ideal future workforces, [contact our experts today](#).

