

## The Leader Within

## The Coach Within

Normally (and intentionally), our monthly newsletter is written to encourage our readers and to stimulate reflection. In advance, we want to say that this one may seem like a sales pitch. Please bear with us. We want to provide something of value.

We've just returned from a combined pleasure/business trip to Florida. What we accomplished there was to become Certified Trainers in the Peoplemap™ System. Without delay, we'll share something about "types." The hope is that this will help you to better appreciate how you function in your full range of activities and relationships.

If, after reading our columns, you have some curiosity about the Peoplemap™ System, e-mail (bret.realization@gmail.com) and we can send out a testimonial that describes its successful application by the city of Clearwater, Florida.

While I proceed from a position that each person is unique, I recognize that there are some characteristics we share in common (e.g., physical development, emotions, understandings). There are also some psychological characteristics that distinguish people to be of certain types.

A number of worthwhile assessments and models have been developed but one that particularly attracted our attention was the Peoplemap questionnaire. It is the work of Drs. Andrew Mathis and Michael Lillibridge. Mike continues with a very active schedule of workshops and training in the Peoplemap™ System. It was our privilege to be trained by him during our trip to Florida.

Here are the key points:

There are four types and then six combinations derived from the four "pure" types.

Each type has its particular strengths and "Achilles Heel." The Achilles Heel is a vulnerability—identify your Achilles Heel and, instead of being limited by it, you have a source of learning and development.

I have benefited from instruments like the Myers-Briggs Temperament Indicator (I'm an INTP) and from learning-style assessments. Yet, I would have saved a lot of life if I had had the insights added by Peoplemap™.

Here are the bonuses for the leader within:

- improved performance from working with strengths
- increased understanding of your colleagues
- better awareness of clients' needs
- improved relational style

When your team is trained in the Peoplemap™ System, you can expect more co-operation and harmony, increased productivity and greater "life" satisfaction.

By the way, I'm a Free Spirit–Task and enjoying every minute of it!

*Bret Maukonen*

In our February newsletter on Diversity, we introduced the concept of temperament types and the value that can be derived from recognizing both similarities and differences. Here, Bret has given you a good overview of the Peoplemap™ System and the benefits it brings to the workplace. I would like to share with you some of my enthusiasm for its impact on individuals. First, a little background might be helpful.

I was trained to administer and interpret the Myers-Briggs Type Indicator (MBTI) 15 years ago and have found it valuable in my work as a counsellor and in personal relationships. By the way, I am an ISFJ. MBTI is reliable and extensively validated. However, the MBTI questionnaire itself is lengthy and there are 16 different types which have to be covered. Although much can be gained from a cursory appreciation of one's type, an in-depth understanding of the complex theory behind the model is important to optimize the benefit realized.

Now, let me indicate some of the reasons why the Peoplemap™ System has so intrigued me. It is simple to administer, quick and easy to answer—there are only 7 questions!—and the underlying theory is readily and intuitively grasped. The largest number of type combinations you need to remember is six! I am a People-Task type. (Isn't that more understandable than ISFJ?) Furthermore, it compares with the MBTI at a statistically significant level and has been proven to have a 95% accuracy rate for measuring personality type.

I have saved the best reason for last: it is FUN—to learn, to use and to share with others. Do you want to have a better understanding of yourself and others, enhance all of your relationships, communicate even more effectively and become more productive? Who doesn't? Call or e-mail (lynne.realization@gmail.com) so that I can introduce you to the simple but effective Peoplemap™ System!

*Lynne Maukonen*

**To Ponder . . .** What strengths have you displayed throughout your life? What ways of working have continued to bring you satisfaction? As you encounter different types of people, what strategy do you use for relating to them effectively and with maximum understanding? Would you like to learn how to better appreciate yourself and others?