



Personality Traits of Employees to 'FIT' The Role

Lesley Everett

When it comes to hiring people who will be holding a key role in the organization, it is important to assess their Personal Brand and whether they will fit with the culture of the organisation, the country or the role they are filling.

As organizations move into the global market, it has been proven that diversity of teams and their experiences improve both their financial performance and reputation according to a recent survey by Ernst and Young. The survey found that the leaders of successful organizations capitalize on the richness of their global workforce by seeking out and implementing ideas from a variety of individuals with different backgrounds, skills and experiences. We are now starting to understand the benefits in widening the talent pool, and making it more diverse to improve the performance of an organisation. It is important to ensure that the company culture embraces this need for diversity, and how team members can understand each other better, making a more productive working environment.

Within a team, positive rapport and personal effectiveness can be enhanced by understanding the personality type of all individuals and how to communicate in the best and most appropriate way. The Clarity4D Profile provides a fabulous tool for this, and the associated workshop for teams is a fun way to create this positive communication.

In the team workshops, personality profiles are provided for each individual, having been completed on-line in advance. Dynamic exercises are provided that demonstrate how the various colour preferences and personality types tend to misunderstand each other and how they can build rapport by modifying behaviour accordingly. A variety of supporting materials are provided to enhance this fun and rewarding learning experience.

Organizations increasingly need executive talent to lead their growing international operations. They need truly global executives who can work effectively across countries and regions to help achieve overall corporate objectives while balancing regional and local interests. Those employees may already be in your organisation. Using the Clarity4D programme will reveal the right personality traits and skills for the role.

Lesley Everett

Personal Brand Expert and Founder of Walking TALL International www.walkingtall.org