

Four Groups Exercise

on personality style

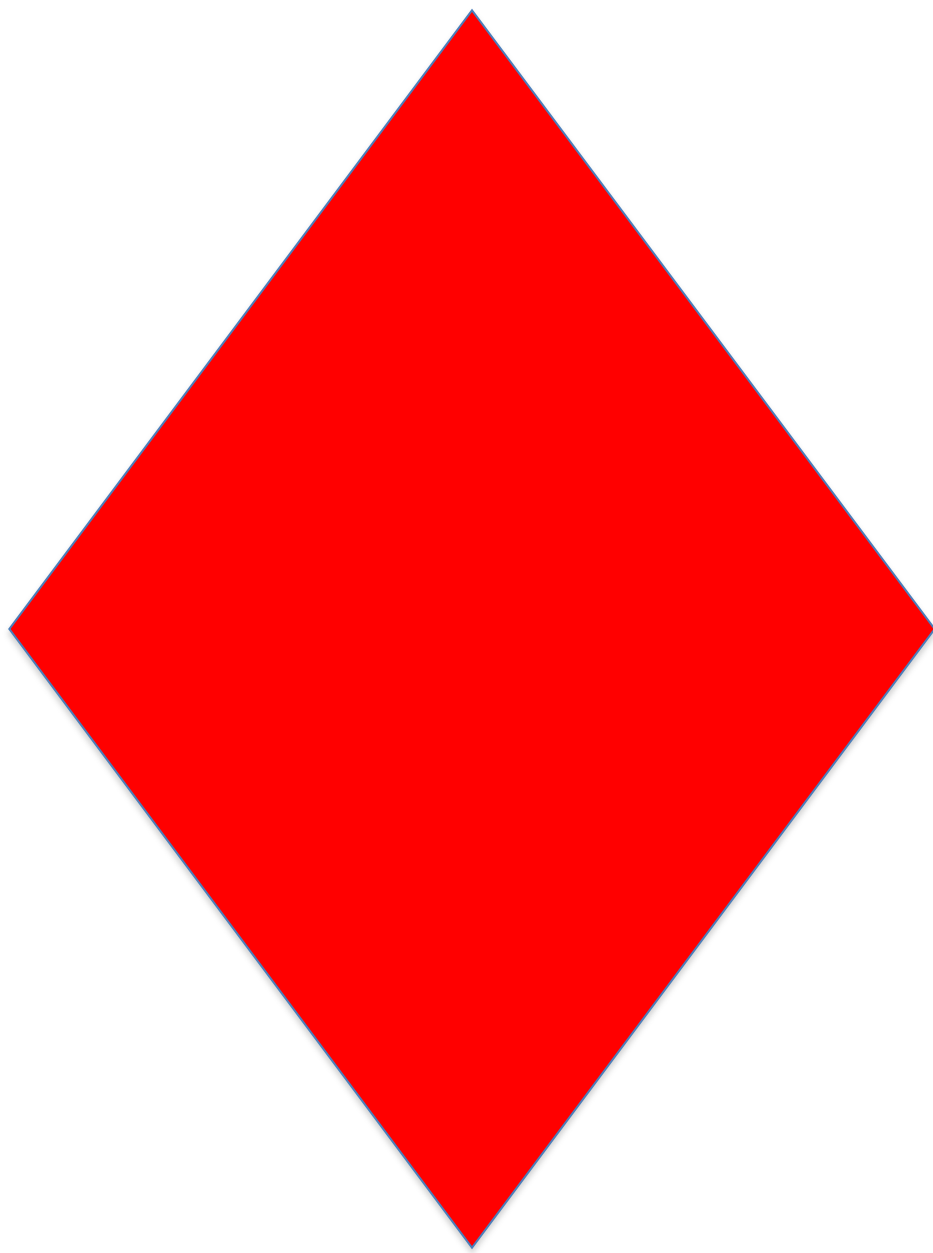
formatted by Judy Kuster

May be useful in a counseling class
it is shorter than doing a
Myers Briggs or Kiesey Temperament,
and maybe more fun!

Prepare ahead of time

- Copy the following four pictures and tape them up separately on four corners of a fairly large room.
- Use the rest of this PPT to explain the activity to a group of 25-50 people.









Start the exercise with the next slide

Four groups which do you identify with most

- A short “exercise” reflecting our personalities
- You self identify
 - Which is MOST like you
- All groups are fine
- Listen the first time.
- They will be repeated again



Hearts

- **Decisive, assertive, active**
- **Likes to be in control**
- **Quick to act – “Do it now” and “I’ll do it”**
- **Thinks in terms of the “bottom line”**
- **Courageous, ambitious and confident**
- **Perseveres – not stopped by “NO”**
- **Goal-centered, ambitious**
- **Hardworking**

Diamonds

- **Friendly, likeable, people experts**
- **Allows others to feel important**
- **Supportive, nurturing and caring**
- **Peace-loving, sympathetic, helpful**
- **Feelings-based, trusts own emotions and intuition**
- **Generous, non-competitive**
- **Process-centered**

Spades

- **Innovative, creative, sees the big picture**
- **Focuses on future thought**
- **Always looking for the “new thing”**
- **Risk-taker, spontaneous**
- **Has insight into mission and purpose**
- **Appreciates a lot of information**
- **Unconventional**
- **Likes to experiment and explore**

Clubs

- **Practical, dependable and thorough**
- **Provides planning and resources to others**
- **Moves carefully, follows guidelines**
- **Uses data to make logical decisions**
- **Weighs all sides of an issue, balanced**
- **Introspective, focused, reserved**
- **Skilled at finding the fatal flaw in an idea**

Now you have to decide.

- You are probably parts of all four, but choose the one that is **MOST** like you.
- Choose and go to your corners.



Going through the list again

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**Your assignments – as a group,
make a list – you have 5 minutes**

- **Choose a recorder/reporter (or volunteer) – to write down ideas the group brainstorms about the following 4 points**
 - **Why it's great to be like us**
 - **Why it's hard to be like us**
 - **Advice on how to deal with us**
 - **Plan a vacation**

Short Reports

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Your list

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- Why it's hard to be like us**
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So what's the point of this exercise?

There are different ways in how people approach problems (reflecting one's own culture, experiences, prejudices and biases)

- It is important to have some degree of self-awareness of your approach to solving problems and the possible different approach that others are working under.**

Conclusion

- **You have a personality style.**
- **Your client or their family members may have an entirely different personality style.**
- **That is all right. All styles are acceptable.**
- **Just be aware you may be coming from entirely different ways of problem solving**
- **YOU are the one who needs to be able to accommodate.**