

CME Drake P3 – People, Productivity, Performance

DRAKE
INTERNATIONAL



People
Productivity
Performance

DRAKE P3 - PEOPLE, PRODUCTIVITY, PERFORMANCE

MONDAY, JUNE 6, 2022

8:00 AM - 12:00 PM

DRAKE INTERNATIONAL

ONLINE PERSONALITY ASSESSMENT TO IDENTIFY KEY BEHAVIOR TRAITS

Learn how to get to know people better and faster. Better understanding personalities can help you motivate teams and deal with potential conflict. Employees that understand each other, work more effectively together. Through this interactive workshop you will have an opportunity to try out the Drake P3 assessment and learn how an online-based personality assessment that focuses on key behavior traits, can help predict workplace performance. Used by over 580,000 people globally, Drake 3 has been rated over 90% accurate by 96% of all users.

PRESENTER

Vince Stycke, Branch Sales Manager

Vince has been a leader in the Financial Services and Recruiting industries for over 20 years. He is best known for turning complex concepts, into enjoyable, easily understood presentations. His easy going and professional delivery style leaves participants with a solid understanding of the topic.

Rating: Beginner

Full/Half: Half Day Morning

POSTED IN HALF DAY | AM

TAGGED DRAKE 3P - PERSONALITY ASSESSMENT



Vince Stycke
Branch Sales Manager



Lori Brule
Client Relationship Manager

Rules of engagement!

Please participate!

Keep an open mind!

Share your experiences!

Reflect on your own Drake P3.





Rules of engagement!

I will use our team as an example.

Share relevant “stories” based on real situations, and some that are made up 😊

Drake P3

- High level of accuracy, reliability and validity. 90% or more accurate, 96% of the time.
- No wrong or right answers – you are who you are!
- Over 14,000 algorithmic calculations to create the P3 report.
- Developed in 1983



By understanding each other better, it helps us to work more harmoniously and allows us to leverage the strengths our team of workers have, while navigating areas of conflict!

Story time #1

20 years of data!

LEAN

What is the best definition of lean production?

Lean production is a **production methodology focused on eliminating waste (and non-value added activities)**, where waste is defined as anything that does not add value for the customer. Although Lean's heritage is manufacturing, it is applicable to all types of organizations and all an organization's processes.

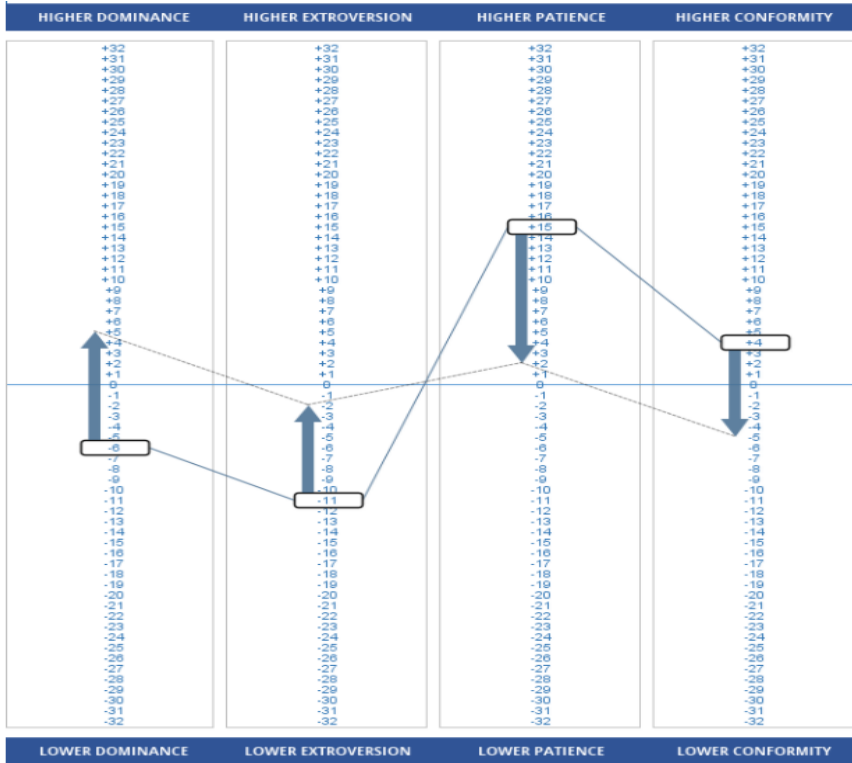


Workplace Personalities - Breakout

- Why are personalities important in the workplace?
- Are personalities different in the workplace vs. home environments?
- What do you believe are key personality traits in your work environment?
- Should people seek to change their personalities to collaborate?
- Do personalities change over time?

Understanding the Traits

Understanding the Communication Survey



1. **Scaled Approach (+32/-32):** with intensity and the midpoint

2. **Primary Profile:**

High Trait: 50-70% of presented or “known” behavior

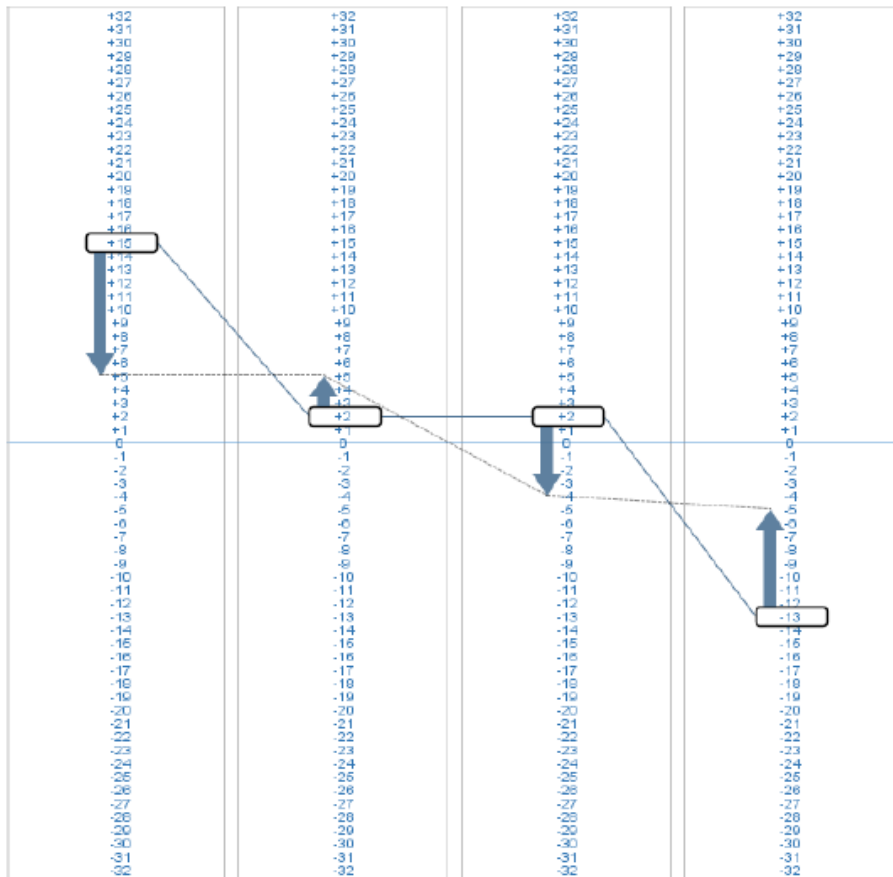
Low Trait: 10-50% influencer on the high trait

3. **Flexing** into Environmental Role Adjustment (the arrows)

4. **Interaction:** how traits interact and influence each other.

**DRAKE P3® MEASURES THE 4 KEY PERSONALITY TRAITS
THAT IMPACT A PERSON'S PERFORMANCE IN THE WORKPLACE**

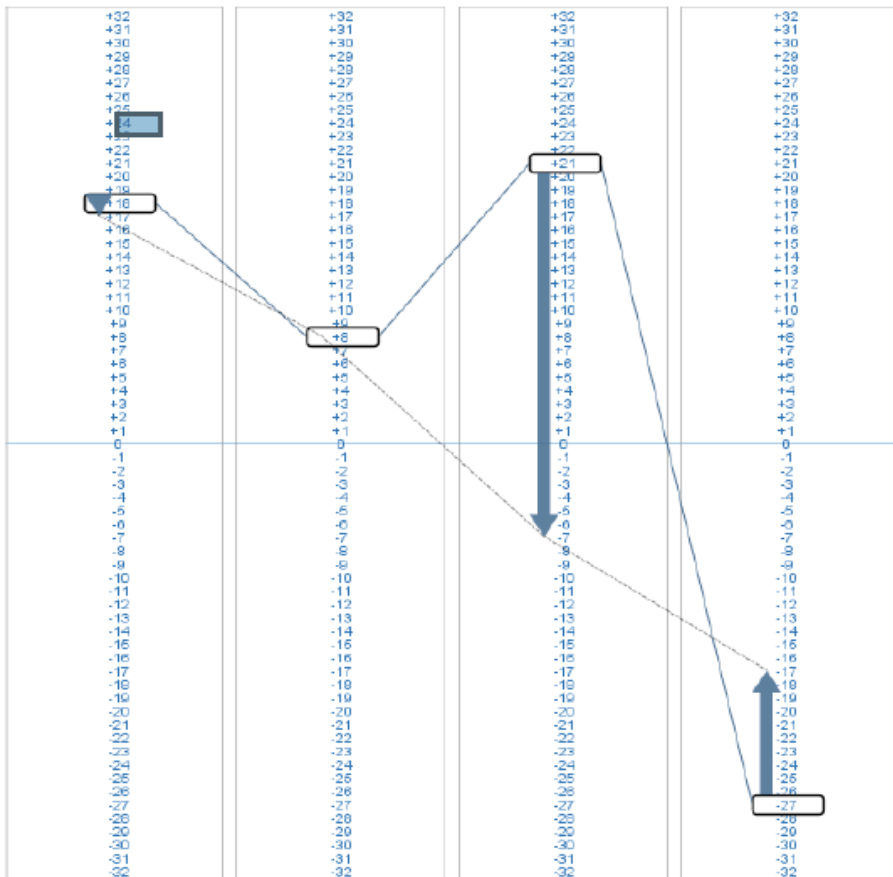
HIGHER DOMINANCE HIGHER EXTROVERSION HIGHER PATIENCE HIGHER CONFORMITY



LOWER DOMINANCE LOWER EXTROVERSION LOWER PATIENCE LOWER CONFORMITY

**DRAKE P3® MEASURES THE 4 KEY PERSONALITY TRAITS
THAT IMPACT A PERSON'S PERFORMANCE IN THE WORKPLACE**

HIGHER DOMINANCE HIGHER EXTROVERSION HIGHER PATIENCE HIGHER CONFORMITY



LOWER DOMINANCE LOWER EXTROVERSION LOWER PATIENCE LOWER CONFORMITY

Lori, your responses indicate that you are very warm, friendly and outgoing. Your highly patient nature advances your good sense of timing. You are extremely persistent and persuasive in your efforts to reach goals. Your capacity to plan and initiate large scale endeavors and to perfect routine functions is particularly good. Although you are somewhat independent, your relaxed nature leads you to be a good listener who is effective with people.

Motivational Needs

Primary Motivators

Because your High Trait is Patience, you will need some of the following factors in your environment in order to be self-motivated and highly productive:

- *An environment where there is harmony and cooperation.*
- *A minimum of conflicts and a steady, stable structure.*
- *A pace set for you with no sudden or abrupt changes.*
- *Forewarning of changes so that there is sufficient time to adjust.*
- *Encouragement in regard to creativity.*
- *Knowing how your personal efforts contribute to overall goals.*
- *Validation of self-worth.*

Primary Demotivators

In contrast, you are likely to be demotivated when:

- *Constantly pressured at the last minute.*
- *There are too many personality conflicts.*
- *There are too many sudden changes.*
- *Expectations are too high and/or not clear.*

Primary Demotivators

In contrast, you are likely to be demotivated when:

- *Constantly pressured at the last minute.*
- *There are too many personality conflicts.*
- *There are too many sudden changes.*
- *Expectations are too high and/or not clear.*

Other Motivators

These motivators are based on the other three traits:

because your Dominance trait is higher

- *Daily challenges.*
- *Results-oriented approach to project.*
- *Direct, to-the-point communications.*

because your Extroversion trait is higher

- *Opportunities for people-interaction.*
- *Meeting new people and making friends.*
- *The team approach to getting things done.*
- *Opportunities for success and status.*

because your Conformity trait is lower

- *Freedom from rules, details, and reports.*
- *A generous amount of independence and unusual assignments.*
- *New methods of doing things away from tradition.*

Vincent, your responses indicate that you are very independent. You relate to the main elements of a concept rather than to its particular details. You continuously look for new methods to accomplish projects and remain enthusiastic as long as you see results. Before you act upon a situation, you take the time to listen to those with input and then you evaluate it. Because you are open to people, they see you as especially warm and friendly.

Primary Motivators

Because your High Trait is Dominance, you will need some of the following factors in your environment in order to be self-motivated and highly productive:

- *Daily challenges.*
- *Tangible results.*
- *A position with power and prestige.*
- *Direct answers and candor in communications.*
- *The respect of the leadership.*
- *A generous amount of freedom from controls, constant supervision and details.*
- *The ability to measure results on a regular basis in monetary terms, (keep score).*
- *Opportunities to be in charge, make decisions and be responsible for the results achieved.*

Primary Demotivators

In contrast, you are likely to be demotivated when:

- *Not challenged.*
- *Supervised too closely.*
- *You receive vague answers to questions.*
- *Leadership vacillates.*
- *You lack significant goals.*

Primary Demotivators

In contrast, you are likely to be demotivated when:

- *Not challenged.*
- *Supervised too closely.*
- *You receive vague answers to questions.*
- *Leadership vacillates.*
- *You lack significant goals.*

because your Patience trait is higher

- *A stable and harmonious working environment.*
- *A minimum of personality conflicts.*
- *Adequate time to adjust.*
- *A limited number of last minute time pressures.*

Other Motivators

These motivators are based on the other three traits:

because your Extroversion trait is higher

- *Opportunities for people-interaction.*
- *Meeting new people and making friends.*
- *The team approach to getting things done.*
- *Opportunities for success and status.*

because your Conformity trait is lower

- *Freedom from rules, details, and reports.*
- *A generous amount of independence and unusual assignments.*
- *New methods of doing things away from tradition.*

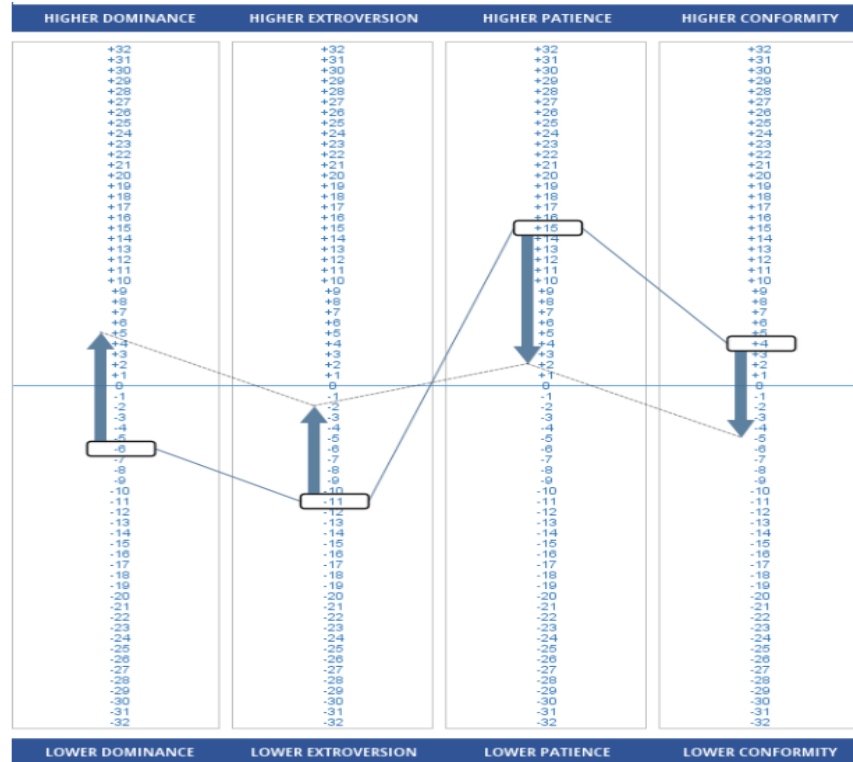
Story time #2

This one is the example!



Understanding your traits!

- We are going to go through a number of traits.
- These traits are for the peak areas (strongest & weakest areas) on your graph
- Be prepared to share!



Understanding the Traits

HIGH Dominance: “Driving”

Characteristics	Communication Style
<ul style="list-style-type: none"> Competitive Hard driver Risk taker Self-confident Assertive 	<ul style="list-style-type: none"> Concise Direct Not personal Not afraid to ask the tough questions
Engage	Disengage
<ul style="list-style-type: none"> Results Daily challenges Control and decision-making Tangible results 	<ul style="list-style-type: none"> Wasted time Lack of clarity in goals Lack of challenge Slow decision-making

D	E	P	C
D	E	P	C

Understanding the Traits

LOW Dominance: “Cooperating”

Characteristics	Communication Style
<ul style="list-style-type: none"> ▪ Modest ▪ Cooperative ▪ Composed ▪ Avoids conflict ▪ Likes group input in decisions 	<ul style="list-style-type: none"> ▪ Considers the impact on them and others ▪ Polite and respectful ▪ Not aggressive ▪ Looks for consensus-type solutions
Engage	Disengage
<ul style="list-style-type: none"> ▪ Participatory work ▪ Clear direction ▪ Time to gather and reflect on the facts ▪ Consistency and predictability 	<ul style="list-style-type: none"> ▪ Conflict ▪ Lack of direction and leadership ▪ Overbearing people ▪ Being pushed to make a decision without the facts

D	E	P	C
D	E	P	C

Understanding the Traits

HIGH Extroversion: “Persuading”

Characteristics	Communication Style
<ul style="list-style-type: none">▪ People oriented▪ Friendly and enthusiastic▪ Outgoing▪ Affectionate▪ Quick to trust	<ul style="list-style-type: none">▪ Articulate▪ Persuasive▪ Can be personal▪ Likes big picture topics▪ Optimistic
Engage	Disengage
<ul style="list-style-type: none">▪ People and team interaction▪ Recognition▪ Personal Relationships▪ Enthusiastic, high-energy people	<ul style="list-style-type: none">▪ Too much detail, lengthy meetings or presentations▪ Lack of people contact▪ Being excluded▪ Not having the opportunity to speak or provide input

D	E	P	C
D	E	P	C

Understanding the Traits

LOW Extroversion: “Introspecting”

Characteristics	Communication Style
<ul style="list-style-type: none">Internal FocusContemplativeReflectiveSlow to trust	<ul style="list-style-type: none">Like time to reflect on factsMay need time to give inputFactual and logical
Engage	Disengage
<ul style="list-style-type: none">Quiet time to themselvesPrefers one-on-one over large groupTime to understand decisions/changesPrefer work that has depth instead of breadth	<ul style="list-style-type: none">Too much social stimulusNot being taken seriouslySpeaking in front of large groupsWhen their privacy is betrayed

D	E	P	C
D	E	P	C

Understanding the Traits

HIGH Patience: “Caring”

Characteristics	Communication Style
<ul style="list-style-type: none"> Compassionate Trusting Good-natured Friendly Tactful Persistent 	<ul style="list-style-type: none"> Feeling based Calm Careful as to how it will affect others Avoid conflict
Engage	Disengage
<ul style="list-style-type: none"> Harmonious, positive work environments Approval Consistency and fairness Warmth and professionalism 	<ul style="list-style-type: none"> Last minute changes Personality conflict Unclear or unfair expectations High pressure tactics Lack of concern for people

D	E	P	C
D	E	P	C

Understanding the Traits

LOW Patience: “Juggling”

Characteristics	Communication Style
<ul style="list-style-type: none"> Enjoys change and variety Fast-paced Action oriented Like to work under pressure of time and to keep busy Ambitious 	<ul style="list-style-type: none"> Keeps the discussion moving Focuses on the big picture and facts Seeks immediate resolution Direct and to the point
Engage	Disengage
<ul style="list-style-type: none"> Fast paced, changing work environments Freedom from routine Ability to be decisive 	<ul style="list-style-type: none"> Wasted time Slow decision-making Too much structure and process

D	E	P	C
D	E	P	C

Understanding the Traits

HIGH Conformity: “Analyzing”

Characteristics	Communication Style
<ul style="list-style-type: none"> ▪ Thorough and ethical in their work ▪ Well-organized ▪ Efficient and orderly ▪ Systems and process-related ▪ Dependable 	<ul style="list-style-type: none"> ▪ Uses facts and logic ▪ Needs processing time ▪ Very pointed, not vague or general ▪ Accurate and detailed
Engage	Disengage
<ul style="list-style-type: none"> ▪ Structured, consistent work environments ▪ Being seen as an expert ▪ Dependable service ▪ Logical, knowledgeable, competent people 	<ul style="list-style-type: none"> ▪ Lack of structure, procedure & quality ▪ Rules change suddenly ▪ Misdirected criticism ▪ Illogical, feeling-based thinking

D	E	P	C
D	E	P	C

Understanding the Traits

LOW Conformity: “Diversifying”

Characteristics	Communication Style
<ul style="list-style-type: none">• Open to new ideas• Flexible and positive• Independent• Out of the box thinking	<ul style="list-style-type: none">• Blue-skies• Focuses on the big picture• Avoids detail
Engage	Disengage
<ul style="list-style-type: none">• Variety and freedom in work environments• Independence• Ability to be creative• Ability to be a change agent	<ul style="list-style-type: none">• Micromanagement• Too many rules and procedures• Too much detail• Repetitive task-oriented roles

D	E	P	C
D	E	P	C

Story time #3

It's all broken...all of it!

It's all broken...all of it! - Breakout

- What are some ideas on how to fix the problem?
- How can this situation be avoided?
- How does it feel to be working at a company that is broken?
- How would you introduce the solution your group suggests?

Story time #3

- What really happened?
- Guesses?

Decision Making Style

One common approach to decision-making -- the Rational Decision-Making Style -- relies heavily on observing and analyzing concrete facts. (Intuitive relies on more “gut feeling”)

- *Vincent, your responses indicate that you tend to favor the Rational approach to decision-making. You approach the decision-making process carefully, capably, and calmly. It is likely that your skill at organization enables you to conduct a steady, thorough analysis of any problem.*

Leadership Styles

It is commonly recognized, among behavioral psychologists, that individual leadership techniques fall into four basic categories or styles. There is no one best style of leadership. However, each leadership style impacts a team by how quickly or slowly they take risks, and how quickly or slowly they trust others.

- The Authoritative Leadership Style individuals tend to perform their leadership role by assuming a tone of direct command. Their focus is often on personal challenges, weighing risks and rewards, and providing others with opportunities to succeed.
- People who have a Persuasive Leadership Style tend to perform their leadership role by using their excellent ability to interpret other people's actions and dialogue, and then persuading them to do things their way. Their focus is on providing new experiences and providing shared opportunities.

Leadership Styles

It is commonly recognized, among behavioral psychologists, that individual leadership techniques fall into four basic categories or styles. There is no one best style of leadership. However, each leadership style impacts a team by how quickly or slowly they take risks, and how quickly or slowly they trust others.

- The Caring Leadership Style individuals tend to perform their leadership role by accepting whatever comes their way, by adjusting to it and then pushing ahead with persistence. Their focus is often on gathering together a cohesive, seamless team, providing safeguards against failure, and providing help to others to succeed.
- People who have a Traditional Leadership Style tend to perform their leadership role by exercising a conservative and watchful style, while applying themselves to directing systems and procedures. Their focus is on providing facts, structure and being fair to all.

Leadership Style - Vince

Your Leadership Style is: Authoritative

- You perform your leadership role by assuming a tone of direct command, and you are concerned about how you come across to your people.*
- You are inwardly directed and show a lot of self-confidence in your ability to accomplish projects through your people.*
- You tend to take on extra responsibilities and may be disinclined to delegate authority. You actively promote change and look for new methods of reaching goals.*

Story time #4

Who do we layoff? Why?

Who do we layoff? Why?

The company is facing layoffs. Two employees, Robert and Andrew hold similar positions in the same department. The decision has been made that one has to be let go and make a new job description for the one that stays.

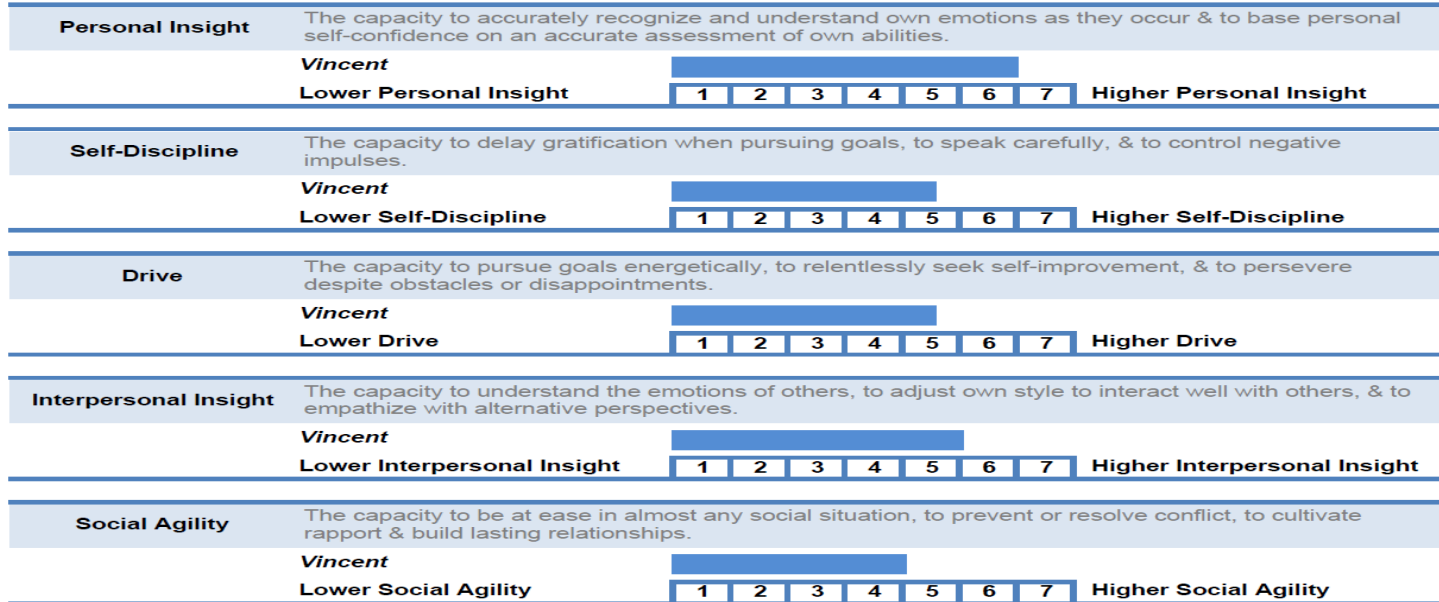
Robert is 60 years old and has been impeccable in his service and work. His seniority is high and so is the salary. Has a wife with health issues and a son going through university.

Andrew is 32 years old and was hired last fall. In the short time he has shown great promise and is willing to put in extra time to advance his career. Andrew is married with 2 young children.

- Who do we let go and why?
- What more info could we use to assist us in the decision making process?

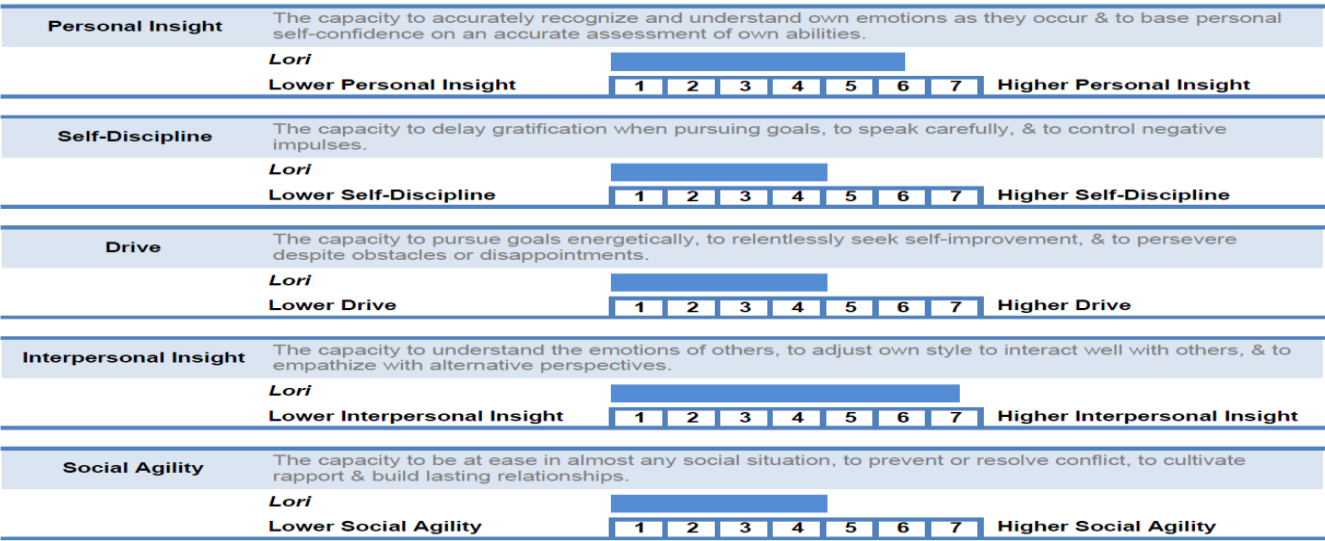
Emotional Intelligence

Vincent, your responses indicate that your Emotional Intelligence is exceptionally well developed. You tend to recognize your own emotions, moods, and drives as they occur. You perform accurate self-appraisals of your talents and abilities. You are able to attune your own style to the emotional reactions of others. You strive continually for self-improvement, and you prefer that your work be aligned with your personal values. You tend to feel at ease in almost any social situation. You form carefully considered judgments about people or situations.



Emotional Intelligence

Lori, your responses indicate that your Emotional Intelligence is exceptionally well developed. You tend to understand the emotional makeup of others, and to accurately sense what other people are feeling. Because you find it easy to see the world from another person's perspective, it is likely that you associate with a diverse group of people. You work for reasons beyond money or status. It is likely that you are proficient in both maintaining relationships and networking. You think before speaking, and form carefully considered judgments about people or situations. Furthermore, you are aware of the impact of your emotions on others.



Stress Level

Stress is not necessarily all bad; some stress can be healthy. The Stress Level measurement indicates how well you are handling your current environmental demands. The "Good" response indicates that you are coping with your environment effectively, while the other responses indicate varying degrees of difficulty in dealing with it.



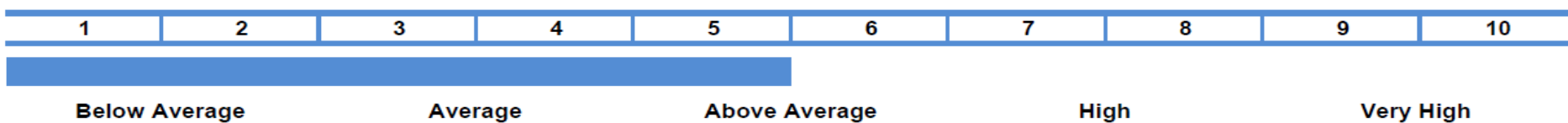
Vincent, your responses indicate that during the above-mentioned period, your stress level was Very Stressed. This indicates that you sometimes felt overwhelmed by the challenges in your environment. You may have desired more support from your colleagues, or for more time to get things done.

Energy Level

Energy Level indicates an individual's current degree of vigor, alertness, and responsiveness. Energy Level measures capacity for activity, and Energy can be thought of as an individual's "battery power." Energy might be depleted at an increased rate while operating within a stressful environment or in a managerial role. Food, sleep, and relaxation can recharge one's Energy.

When energy runs out, the following symptoms tend to appear:

- Increased susceptibility to accidents and mental errors.
- Reduced ability to concentrate.
- Reversion from Public Self (Environmental/Role Adjustment) to Basic Self (the Primary Profile).



Proactivity

The Proactive Personality Scale measures how likely an individual is to intentionally and actively create positive change in the work environment. High proactive personalities identify opportunities and act on them; they show initiative, take action, and persevere until they bring about meaningful change. They will often seek ways to improve the work environment as necessary to facilitate effective job performance. Individuals lower on the Proactive Personality Scale will exhibit these behavioral tendencies less regularly.



Self-Monitoring

The Self-Monitoring Scale measures two dimensions of an individual's personality: Behavioral Flexibility and Career Mobility. High Self-Monitors usually find it easy to "flex" their workplace behaviors in order to adapt to specific situations or individuals. High Self-Monitors are comfortable performing a wide variety of roles, and are skilled at impression management and interpersonal communication. High Self-Monitors are more likely to actively seek promotions, and to follow opportunity to different departments, companies or industries. A High Self-Monitor is more likely than others to relocate geographically in pursuit of opportunity. An individual's Self-Monitoring rating does not predict technical ability or performance on job-related tasks.



Vincent, your responses indicate that you insist on being true to yourself despite social expectations. Your behavior is governed by your deeply held personal values. It is likely that you would not compromise your principles for the sake of advancement. You are more likely than most people to resign from an organization because of philosophical differences.

Personal Learning Styles

Over time, individuals develop preferences for specific learning styles or strategies. There are several reasons why these preferences arise: 1) they have worked well in the past; 2) they are well suited to the learner's personality; or, 3) the learner is unaware of alternative strategies. This report is designed to help you create a more integrated approach to learning - one that will serve you well in a variety of learning contexts. An integrated learning strategy will maximize your chances of success both while in school and throughout your career.

The four main learning styles are Activist, Reflector, Theorist, and Pragmatist. The Activist engages enthusiastically in new experiences. The Reflector prefers quietly gathering and pondering information. The Theorist enjoys abstract concepts and logical analysis. The Pragmatist uses a trial-and-error approach to problem solving, and prefers that learning have practical applications.

Your primary learning style preference is: Activist. It is highly probable that you also employ other learning strategies in addition to your primary style, depending on the educational context. The relative strengths of your learning styles are presented in the graph at the bottom of this section. The following profile summary describes your preferred approach to learning.

Vincent, your responses indicate that you energetically pursue new experiences. Because you approach challenges with confidence and enthusiasm, it is possible that you are regarded as someone who enjoys tough intellectual challenges. You actively seek out new and important topics to explore; and, you enjoy performing hands-on experiments and seeing the results of your efforts.

You prefer that your learning focus on concrete, real-life experience. You prefer learning about specific case studies, not abstract theories; and, you tend to challenge the opinions of experts. You can be easily bored with routine, or by classes that require passive listening for long periods. You may tend to form judgments quickly, and you probably defend your opinions vigorously when opposed.

Personal Learning Styles

Developmental Suggestions

Because educational situations vary widely, it is necessary to develop an integrated learning strategy that is effective across a broad range of contexts. The following developmental suggestions are based on the learning style that you tend to apply least often.

Vincent, your responses indicate that you tend to prefer the Reflector learning style less than other styles. In order to develop an integrated learning strategy, you should emphasize your listening skills during lectures or group discussions. Allow some time to elapse before drawing conclusions regarding a new idea or concept. Attend carefully to your scheduling to allow plenty of time for processing new information. During lectures and class discussions, silently paraphrase the ideas of the speaker. See how much you can learn about other people through quiet observation, as opposed to direct inquiry.

Sensory Learning Style

Your responses indicate that you prefer the Auditory Sensory Learning Style. You are probably already skilled at:

- Listening attentively to lengthy speeches or lectures.
- Understanding and following oral instructions.
- Remembering things by repeating them aloud.

In order to develop a more balanced learning style, you may want to try the following:

- Creating charts and graphs to make sense of complex information.
- Remembering things by picturing them in your head.
- Using an outline to follow along during lectures.

- Remembering things by writing them down several times.
- Conducting experiments that reinforce basic concepts.
- Discovering how things work by taking them apart.

Manager-to-Staff Profile Comparison of

Vincent Stycke
and
Lori Brule

June 5, 2022

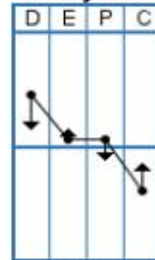


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Manager-to-Staff Profile Comparison of Vincent Stycke and Lori Brule

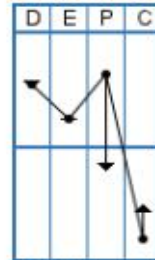
The following is a Profile Comparison Report between your Communication Profile and the Profile of Lori Brule. These profiles highlight your behavioral characteristics which are the source of your motivational needs, communication style and leadership style. These characteristics are important because they are the basis of the likely compatibility between yourself and Lori.

**Vincent Stycke
Primary Profile
14-May-2021**



**Dominance +
Conformity
Rational
Above Average**

**Lori Brule
Primary Profile
02-Jun-2022**



**Patience +
Conformity
Rational
High**

Vincent, your responses indicate that you are very independent. You relate to the main elements of a concept rather than to its particular details. You continuously look for new methods to accomplish projects and remain enthusiastic as long as you see results. Before you act upon a situation, you take the time to listen to those with input and then you evaluate it. Because you are open to people, they see you as especially warm and friendly.

Lori's responses indicate that he/she appears to be a warm, friendly and outgoing individual, who supports pushing for results in a very persuasive manner. He/She presents a very patient, persistent and somewhat independent nature. Lori has a good sense of timing, is good at planning and initiating big-picture activities, and is able to perfect routine functions.

Working Together as a Team

Vincent, you are aware that in order to build a successful team effort with this employee, you need to know how you will tend to interact with each other. Below is an explanation regarding how you and Lori Brule could complement each other through your similarities and your differences.

Vincent, you express yourself with direct candor and Lori uses an easy-going, indirect style. You drive hard for results, tend to ignore time restraints, and may overlook the reactions of your people who are less forceful than yourself. Lori needs to plan actions carefully, allow for time considerations, and maintain harmonious relations with colleagues.

Teamwork would be achieved by balancing your dynamic ability to get the job done with Lori's need to plan in time frames; and by agreeing that you will push to achieve results while Lori maintains the collegial atmosphere, and accelerates the ""push,"" but in a harmonious spirit.

Comparison of Motivational Needs

The following Motivational Needs comparisons define what you and Lori Brule require to be productive and satisfied in a work environment.

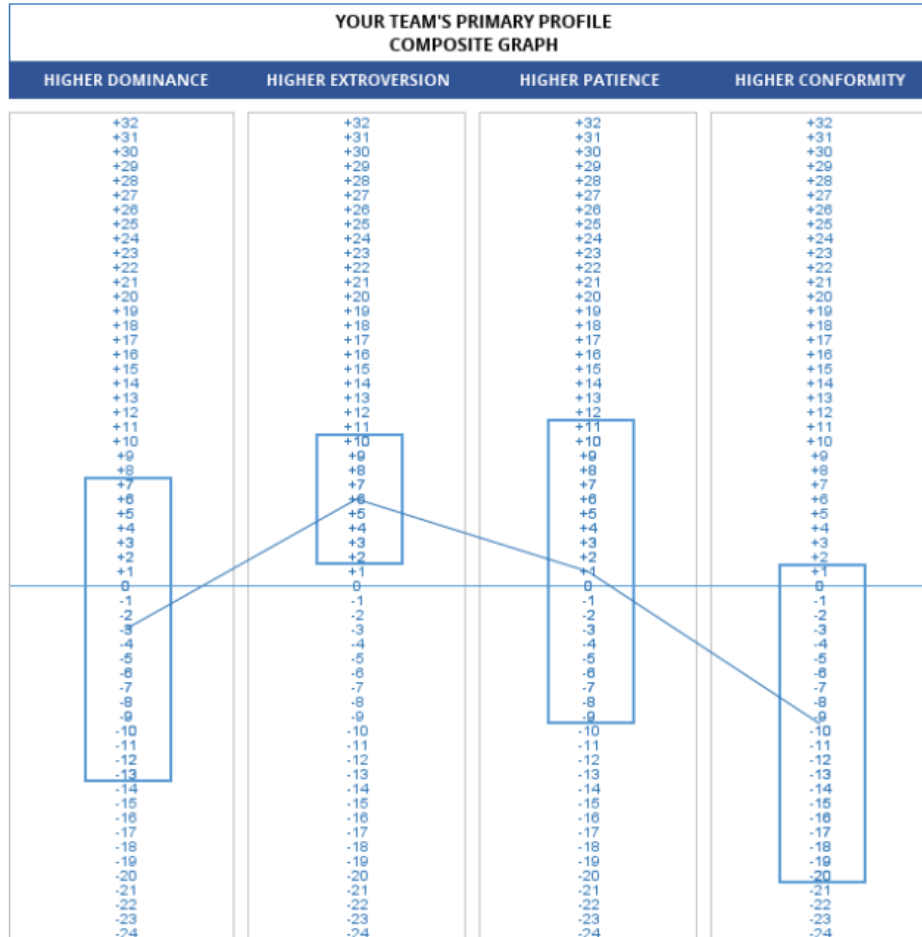
It is important to understand that a successful manager needs to motivate an employee based on the employee's needs, not solely on the manager's needs, if they are different. The successful manager focuses on the employee's motivational needs and creates a satisfactory environment for the employee, who tends to respond to this consideration by producing quality work.

Vincent, you tend to be motivated by daily challenges, tangible results, power and prestige, direct answers and candor in communication, rewards for results achieved, and respect as a leader. You are demotivated by lack of challenge, lack of significant goals, and when you are not able to give your staff straight answers to questions because of lack of information or decisions from your own manager.

Lori is motivated and productive when there is a harmonious and cooperative work environment, with a minimum amount of conflict, resulting in a steady and stable atmosphere. Lori will respond positively when contributing to an overall corporate goal, when a pace is set with no sudden changes, and when encouraged to use creativity in projects. Lori will be demotivated if there are constant last minute pressures to perform a task, if expectations are too high, and if there are too many interruptions.

For more information about your individual Motivational Needs and demotivating factors, please see your Communication Profiles.

Drake Winnipeg's Primary Profile Composite Graph



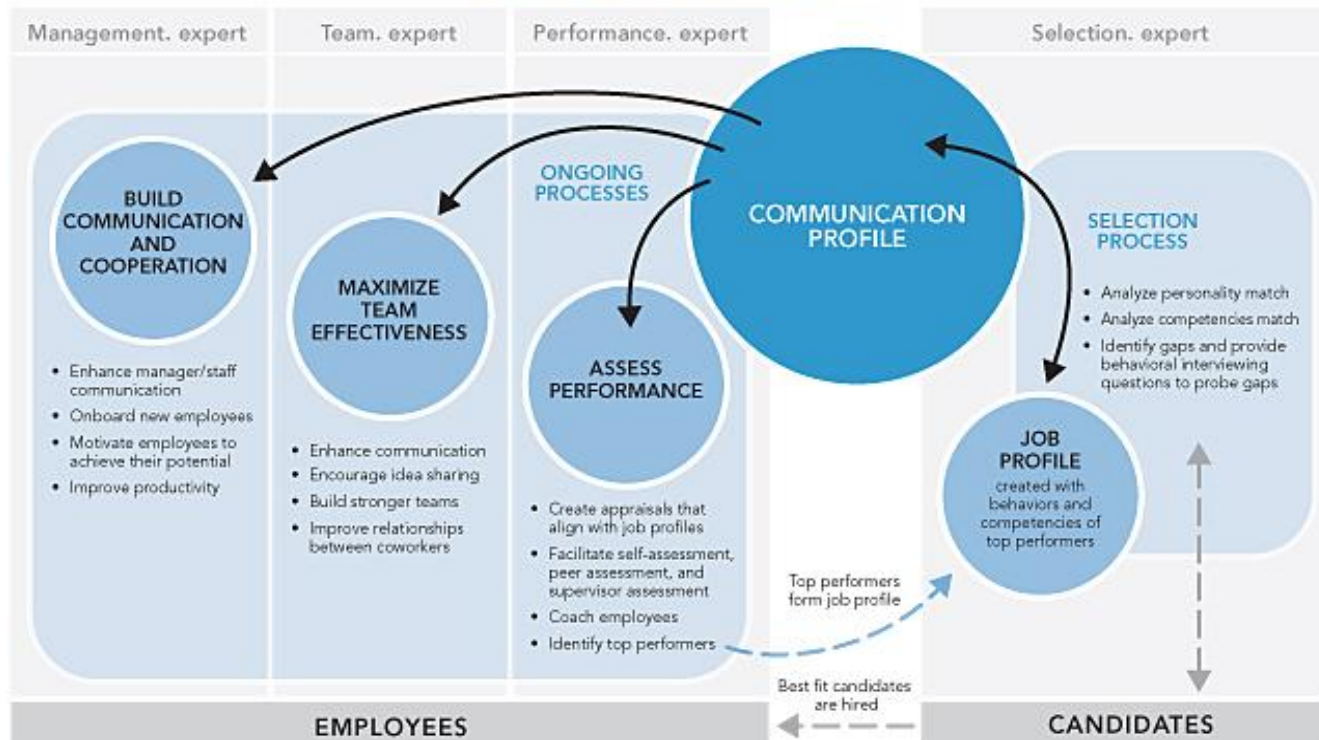


Team Analysis Report



Drake P3

DRAKE P3 SYSTEM



Workplace Personalities - Breakout

- Why are personalities important in the workplace?
- Are personalities different in the workplace vs. home environments?
- What do you believe are key personality traits in your work environment?
- Should people seek to change their personalities to collaborate?
- Do personalities change over time?

Vince – vstycke@na.drakeintl.com

Lori – lbrule@na.drakeintl.com

Thank You!



THANK YOU TO OUR SPONSORS!



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IMPORTANT TO US!

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