



Exploring Leadership

PERSONAL LEADERSHIP: PERSONALITY TEST

Personality tests can be an effective tool to spark self- reflection and discussion about personal strengths and weaknesses. It's important to emphasize to youth that personality tests, especially free options online, are not an all-encompassing, or totally accurate tool to describe a person's entire existence. These tests are meant to be a fun way to talk about what each person brings to a team.

CONVERSATION STARTERS:

- Why would a personality tests not be all encompassing? Why is it important to understand this?
- Have any of you taken a test like this before? What did you think?

Understanding our strengths and weaknesses can help us see where we can improve and what we are good at. It can help us find ways to use our skills in our own lives, and build strong teams at school, at work, and at home.

KEY OBJECTIVES:

- Youth will learn their personality and how understanding this can be applied to their lives.

WHAT YOU'LL NEED:

- QR Code printed off to link to your favorite online personality test
- Ask youth to bring smartphones
- Alternative ways for youth to take the test (providing technology, printed off versions)

EXPLORATION ACTIVITY:

Ask each youth to take a personality test online, we recommend this one: <https://mycreativetype.com>

FACILITATION TIPS:

- Be attentive to your group - will they need you to provide technology or a paper version of the personality tests?
- Be attentive of anyone that may be wary of taking the test or feel their results are not what they want.





REFLECTION QUESTIONS:

After everyone has their personality type, debrief with the following questions:

- What is your personality type? What is your best strength?
- What do you need to watch out for about your personality?
- How can you take your groups strengths and weaknesses into consideration when you're working together?
- Who should you try to work with? Find a person who you should work with and share your greatest strength.

APPLICATION DISCUSSION:

- What is the best personality type for our group?
- (Note, the answer is NONE! Everyone brings their own set of skills and characteristics that are a valuable part of this team)
- Would you rather have a team of people who all have the same personality type, or one with different types? Why?
- Knowing the personalities on our team, how can we work more effectively?
- Give specific examples.



CONCLUSION:

When we understand our own personality and the importance of understanding others, we can have a strong team. We are better able to not take offense and to resolve conflict more effectively if we understand how to approach others. No personality test is all encompassing, but we can learn some things about ourselves.