

Blended Personalities



Did you know most people have a secondary personality?

Many people take a personality assessment and then become a bit confused at just who they are. All along they thought they were pure Socializers and according to the assessment, they are equally Socializers and Mobilizers.

Most people have a definite dominant personality and a secondary one as well. You may be a 50/50 blend or like a lot of people, an 80/20 or some other configuration. The truth is each of us has bits of all the personalities, it's just not very common to have more than two strong ones.

You may surprise yourself by acting in your secondary personality bent. It is easy to do when a situation demands it.

You will find that even though you will do a good job and actually even enjoy the event or activity, when you are finished you may need some time to refresh and regroup. When you operate in your strengths, you will find you had a very enjoyable time and are energized to do more whereas when operating in one of your weak areas, you are glad the event is behind you.

Blending personalities can work two ways:

1) Personally, as in having characteristics of more than one personality, which is perfectly normal.

OR

2) Corporately, as when you serve on a committee or team, it always makes your team stronger to have all personalities represented.

It's a Win-Win either way!



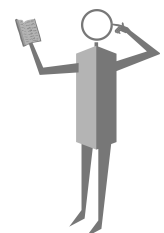
Mobilizer



Socializer



Stabilizer



Organizer

Likely Blends

Several or the personalities mesh well and in some cases make a stronger one. Ordinarily the ones that are most likely are the ones that are both introverts or both extroverts.

Those blends include:

Mobilizer/Socializer - Although this blend may seem unlikely, these two focus on goals (although one is to finish a project, the other to have fun) and work tirelessly to achieve them.

Organizer/Stabilizer - This combination creates an even stronger introvert who accomplishes much as long as there is time to recharge.

Mobilizer/Organizer - A dream employee for any boss—the get-it-done coupled with the get-it-right personality. When this combo is working toward a goal, it might be a good idea to stay out of the way!

Stabilizer/Socializer - This combination is everyone's best friend. When you put the two people lovers together, they become a real people magnet!

When you have a compatible blend, you create a person whose strengths are stronger. The drawback is your weaknesses are somewhat similar and will create a greater need in those areas.

More Questions About Blends?

If you have more questions about the personalities, feel free to email one of the Lindas. Or even better, invite us to come speak to your group. We can educate all your friends, too!



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Unlikely Blends

Unlikely blends are those that are so different it is difficult to mesh the two together. Several personalities just don't mix well and you will not find blended together often. Those blends include the **Organizer/Socializer** and the **Mobilizer/Stabilizer**.

Both of these combinations are very opposite. The Organizer/Socializer blend finds it extremely difficult to combine the seriousness of the organizer with the fun-loving frivolity of the Socializer. The Mobilizer/Stabilizer blend is difficult to achieve because the driven Mobilizer and the laid-back Stabilizer just don't mix.

If you find yourself with one of these blends, it's most likely you have learned to behave in one of the personalities in order to keep the peace, maintain order, have more fun, or take control.

Sometimes children learn to please their parents and in the process their natural personality can be overridden. Adults may change their natural bent to excel on the job or please a loved one.

Learned behavior occurs with all of us. These combinations are not bad, but they may hold a person back from walking out life in his or her full personality strength.

"When I first took the assessment, the facilitator made me take the test three times. She said no one could be that strong of an Organizer. However, each result was the same. I came to realize as I studied more about the personalities that I did have a blend although I am one of those with about a 90/10 ratio!"



Jojo in Florida