

Personality Jazz[®]





Creating Harmony at Work

With Steven Iwersen



Steven Iwersen has been a professional speaker for over 30 years. He is a Keynote Speaker focusing primarily on leading during times of change and leading difficult people. He is the creator of Personality Jazz and the author of *Chasing Porcupines: How To Lead Prickly People*. Steven is the founder and principle partner of Aurora Pointe, LLC - a leadership development firm. Steven is a professional member of the National Speakers Association.

THE JAZZ STYLES

STYLE	PRIMARY DESIRE	GENERAL DESCRIPTION
 <p>PIANO</p>	ACCOMPLISHMENT	<p>A <i>Piano Style</i> person has: High Energy, Can play alone or with others, is motivated by short term outcomes, tells it like it is and is self-expressive.</p>
 <p>DRUM</p>	RELATIONSHIPS	<p>A <i>Drum Style</i> person is usually: The life of the party, friendly, motivated by bringing other people together, and cares about keeping the rhythm in relationships and organizations.</p>
 <p>SAX</p>	INFORMATION	<p>A <i>Saxophone Style</i> person is: Creative, loves variety, has a strong need to know what's going on, is self-directed, needs freedom for expression, and loves to give feedback.</p>
 <p>BASS</p>	ORGANIZATION	<p>A <i>Bass Style</i> person: Strong need to deal with one priority at a time, Deals with others in a methodical manner, Doesn't like interruptions., is Steady & reliable.</p>

Your Personality Tempo

Each of us has a unique way of approaching life. Our “tempo” determines the rate at which the beat is played. Mostly the people who cared for us during the earliest years of our lives have influenced this tempo. However, we have also adapted to our environment and learned to set our own tempo. Understanding how each person’s tempo affects their approach to relationships, work, circumstances, and even stress, will help you achieve harmony.

Piano Style People

Those who have *Piano* characteristics have lots of energy. They are always in motion, and have a strong drive to be doing something. They are results focused. You can count on these people to be assertive in nature. In order to be successful they simply want the facts and authority to get the job done. You can count on a *Piano* person to be positive.

TEMPO – Your Common Characteristics:

- ♪ Need to have Independence .
- ♪ Value Focus .
- ♪ Makes decisions based on personal Opinion .
- ♪ Like to implement.
- ♪ *Expectations:* Do What Works !

Drum Style People

Drum people have the capacity to be friends with everyone. They are concerned about relationships and are good at getting others to extend themselves and join others in group efforts. *Drummers* are great cheerleaders, always positive and fun to have around.

TEMPO – Your Common Characteristics:

- ♪ Need to have Influence .
- ♪ Value flexibility .
- ♪ Makes decisions based on opinions of the group .
- ♪ Likes to explore possibilities.
- ♪ *Expectations:* Whatever You Do, Involve Me !

Saxophone Style People

Those who have *Saxophone* tendencies are the people who need time to think before they act. They have a need to have understanding and to look for meaning in everything they do. These are individuals who look for new ways of doing things and love to anticipate the future.

TEMPO – Your Common Characteristics:

- ♪ Need to have access to information .
- ♪ Value freedom to express themselves
- ♪ Makes decisions based on objective feedback or data .
- ♪ Likes to develop ideas.
- ♪ *Expectations:* Let's Do What Makes Sense !

Bass Style People

Bass people have strong characteristics that make them accountable and dependable. They are very reliable. These people work hard to keep themselves and others from being caught off guard or sidetracked by unrealistic expectations.

TEMPO – Your Common Characteristics:

- ♪ Need to have logical conclusions / process .
- ♪ Value facts .
- ♪ Makes decisions based on past experiences or rules.
- ♪ Likes to operate within Structure .
- ♪ *Expectations:* Let's Do What Has Already Been Defined !

Personality Jazz Arrangements

“Arrangement” – The Reworking of a composition for a specific group or performer.

The social environments, in which we begin to see the personalities blending together, provide wonderful opportunities for great performances. Becoming a great team depends on how well we listen to each other and how we play off each other’s strengths.

Getting the right arrangement for personal or working relationships will take some effort. Here are some suggestions on how to get along and how to manage the personalities.

	PIANO	SAXOPHONE
Do:	Be direct, focus on short-term results, ask for performance, make expectations clear.	Be consistent, ask for ideas, make expectations “either/or” choices. Respond favorable to questions.
Don’t:	Hesitate, overload with useless information, expect long-range planning. Don’t take direct approach personally.	Be demanding, overload with routines, expect quick actions or response. Don’t limit their need to think out loud.
Avoid:	Delayed responses, or a “can’t do” attitude.	Pushing for quick decisions.

(Arrangements continued.)

DRUMS**BASS****Do:**

Be friendly, ask for help, involve them in defining the expectations. Spend time developing relationship.

Be specific, ask for priorities and timelines, make expectations a part of policies. Discuss down side up front. Give time to prepare before responding.

Don't:

Be negative, overload with restrictions, expect short term results. Don't expect them to work alone.

Be vague, overload with frequent changes, expect results unless there is a system to use.

Avoid:

Over structuring, bureaucracy, leaving them out of the group process.

Generalities, inconsistent procedures.

"Dissonance"

The musical sounds that feel unresolved and suggest resolution.

Stress is not a bad thing! In fact, it can serve a positive purpose in our lives. The right amount of stress allows us to become creative. It gives us the motivation to act on the things we need to change. Our systems are designed to cope with stress. But, too much stress puts us in a position of potentially reacting or even breaking. What happens to the personality styles when the stress is too great and we begin to feel overloaded? We become defensive and lose our objectivity.



Becomes irritable and demanding when there is lack of direction or purpose. Acts impulsively and dominate. Hates to be idle and to talk about feelings.



Becomes opinionated and possibly argumentative when others get insistent or when he/she is not included in decisions. Acts rebellious. Hates to be left out or tied down.



Becomes resentful and distant when not given the room to be self-directed. Will act alone and procrastinate. Hates lack of feedback and worries.



Becomes impersonal and uncompromising when he/she feels a lack of structure. Will become negative, unfriendly and uncooperative with others. Hates to be unprepared and surprises.

Creating Harmony at Work

“The very best jazz is always the result of learning to listen to each other, playing off of each other’s strengths and then working out the process of the music.” - Wynton Marsalis

PERSONAL APPLICATION

In order to get the *Best Jazz* in my work environment, I am going to practice *Listening* in the following way:

To get the *Best Jazz* I need to *Play Off the Strengths* of these co-workers: (list their names and their strengths)

GROUP APPLICATION

In order to get the *Best Jazz* in our work environment, we can apply *Personality Jazz* by: