

Chapter 2

Personality

Personality

Personality is the dynamic, developing system of an individual's distinctive emotional, cognitive, and spiritual attributes.

Know Yourself

- Negotiation is interaction.
- Tough to separate the people from the interaction.
- We must become aware of our behavior, preferences, and mannerisms.
- We must become aware of how we are perceived.

Key Facets of Personality

- Emotional stability describes your behavior under distress.
- Conscientiousness describes your organization and perseverance.
- Locus of control describes the degree to which you take blame or responsibility.
- Self-monitoring describes your adaptability.
- Competitiveness describes the degree of your competitiveness with others.
- Type A versus B describes your time urgency, intensity, and goal focus.
- Need for achievement, power, and/or affiliation are to be assessed relative to each other.
- Machiavellianism describes your willingness to place ends over means.
- Four Jungian personality preferences describe additional facets.
- Learning style is affected by personality.

Jungian Preferences

- Extroversion versus introversion
- Sensing versus intuiting
- Thinking versus feeling
- Judging versus perceiving

Jungian Preferences

- Extroversion and Introversion describe your personal source of energy.
- Outgoingness does not necessarily equal extroversion.
- Extroversion and Introversion are different from external actions.

Extroversion/Introversion

- Extroverts draw energy from external sources.
- Introverts draw energy from internal sources.
- Extroverts tend toward external views or perspectives.
- Introverts tend toward internal views or perspectives.

Sensing/Intuiting

This preference describes your dominant way of taking in information.

- Sensors prefer tangible, concrete, observable, and objective stimuli.
- Sensors prefer facts and details.
- Intuitors prefer intangible and conceptual stimuli and seek meaning and relationship of thoughts.
- Intuitors prefer theories and generality.

Thinking/Feeling

Two different ways of thinking—both are rational processes—cognitive processes.

- Thinkers prefer thinking in ways that are detached and critical.
- Feelers prefer thinking in ways that are involved and empathetic.
- These cognitive processes are used in making decisions.

Judging/Perceiving

This preference describes a person's preferred way of organizing and interacting with the outside world.

- Judgers prefer planning, structure, and control.
- Perceivers prefer spontaneity, preserving options, and flexibility.

Learning Styles

- Accommodators learn by doing.
- Divergers learn by seeking meaning.
- Convergers learn by conceptualizing and applying.
- Assimilators learn by reflection and integration.

Right Versus Left

- The right side of the brain controls analogous reasoning, non-linguistic hearing, spatial perception, creativity, and emotions.
- The left side of the brain controls logic, language, math, and detail.

You Know CHARISMA When You See It!!

Emotional Intelligence

- What you need to be an effective negotiator!
- What you will learn in this course!