- Q1- Suppose you're leading an organization, how are you going to manage different kind of personalities?

Organization is the idea of putting things together in a logical order. The verb is "to organize". An Organization is a group of people who work together. Organizations exist because people working together can achieve more than a person working alone. Good managers wrangle straying employees into productivity, but leaders inspire them. Both roles, manager and leader, are crucial for a small business to grow

Leading an organization is accomplished through vision-casting and motivating teams through praise, encouragement and inspiration. Leaders use the company vision or mission statement as the starting line. They keep the vision in their cross hairs at all times and lead the team to do the same.

- Personality is the key

The more you understand about personality, and the different personality types on their teams, the easier it becomes to engage and inspire team members.

For some, that simply means learning which personalities clash with the others and how to manage them.

But for the best leaders, it means understanding what motivates their team members and what makes them successful, so they can create the most productive and engaging environment to work in.

When you lead a team, you'll start to recognize some main personality dimensions in the employees around your office:

- **Judging:**

The Judgers in your office are ambitious, determined, organized, and decisive. They are typically the employees whose workspaces are covered in to-do lists, work schedules, and reminders of deadlines. Order and organization lead to satisfaction in a Judger's life, so it's important for managers to provide opportunities at work that will engage these personality traits. Consider assigning the Judgers on your team assignments that involve project management and strategic planning in order to keep them engaged and satisfied at work.

- **Perceiving:**

The counterpart of the Judger, Perceivers are typically the more open-minded, adaptable, spontaneous, and changeable employees in your office. Perceivers are adaptable and tend to respond well to unpredictable situations. Take the time to discuss the issues your Perceivers are having in the office. If they feel like they aren't getting a shot at leadership roles, inform them of upcoming leadership opportunities and what they can do to get them. If they are struggling with deadlines, consider starting a status update system to keep them on track. In the end, the extra work may lead to greater success and higher job satisfaction.

- **Extraversion:**

Lively, energetic, quick-witted, and clever, Extraverts are always looking for ways to interact with their co-workers. In the office, Extraverts are the employees who thrive working on teams and brainstorming with others. Managers should encourage discussion and open communication between teammates to engage Extraverts, but be sure to focus the discussion on work issues and client challenges. Providing focused outlets for Extraverts to interact with other team members will allow them to recharge and keep productivity at high levels.

- **Introverts:**

Where Extraverts are outgoing and excited, Introverts are thoughtful, reserved, and focused. They're often recognized as the "loners" in the office because they thrive when working independently. For Introverts, managers need to provide quiet spaces to work. Whether it's an assigned "quiet work" conference room or offices where Introverts can shut the door to get some alone time, providing a quiet space for Introverts to retreat to when they are overwhelmed will increase their productivity and keep them from getting burned out.

- **Thinkers:**

Thinkers are the analytical, objective, rational, and tough-minded employees that love to get into the nitty-gritty details. You'll typically see these employees focusing on learning as much as they can about a particular topic and constantly looking for ways to add to their knowledge base. They think they know what makes them happy at work, but it's a manager's job to make sure they really do. Managers need to check in with Thinkers periodically to find out if they are happy and engaged. When they aren't, good managers will establish goals for Thinkers that relate to their metrics for success, but also challenge them to consider other measures of achievement in the office.

- **Feelers:**

In stark contrast to the Thinkers in your office stand the Feelers. These employees are the passionate, empathetic, warm, and supportive employees who are looking for ways to impact others lives through their work. Feelers are distinguished by their ability to dig into a project or proposal and offer views based on different motivations, not just the facts. Feelers want to know they are making a difference. Rather than just telling Feelers "good job," managers should find ways to show Feelers how their actions contribute to the company's goals and reflect its values. Remember, Feelers want to know that their work reflects their personal values, so good managers will seek to strengthen that tie with the company.

Take a look at the personalities in your office and find creative ways to engage their different personality styles for success. After all, managing the different personalities in your office more efficiently, even though they are just the tip of the iceberg, can help build better team engagement, increase productivity, and result in more satisfied employees.

- Q2- Name that organization?

Ans- Craft Master. When I start an organization, it's name would be the craft master.

- Q3- What kind of organization that would be?

Ans- It would be a design organization. Which make interior spaces functional, safe, and beautiful by determining space requirements and selecting decorative items, such as colors, lighting, and materials.

- Q4- Also mention the mission and vision statement of that organization?

Ans- Our mission aim will be to shape spaces with "timeless designs" and want to be a globally recognized professional interior design company. And to operate our business with care, honesty and integrity and to always exceed our client's expectations.

And our vision will be a learning organization that is constantly changing and questioning the way we do things. And to create a fun place to work by being supportive, free of politics, team-oriented, laughter filled and friendly environment.

Abdul Basit

ID 13886