This Job is for the Birds

Using Personality Assessment to Match Volunteers and Jobs

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Job Matching = Win Win

- By knowing what people like to do and what they do well, we can match the person to the job.

- When people do well and enjoy what they are doing,
  - They are more likely to do a good job
  - They are more likely to enjoy the work
  - They are more likely to do it without hounding
  - They are more likely to be willing to volunteer again
Different jobs tend to attract different personalities

The strongest teams are built from individuals with different styles, skills, abilities and perspectives
First Let’s Typecast Ourselves

What type are you?
- Owl
- Dove
- Eagle
- Peacock
Owl = Analytical = How

- Owls like to:
  - Proceed deliberately
  - Have documented facts
  - Support the other person’s principals

- They are:
  - Patient
  - Organized
  - Logical

- They need: deadlines
Dove = Amiable = Why

- Doves like to:
  - Proceed softly
  - Talk about personal life
  - Support the other person

- They are:
  - Gentle
  - Specific
  - Harmonious

- They need: Initiative
Eagles like to:
- Proceed rapidly
- Talk about immediate action
- Support the other person’s results

They are:
- Businesslike
- Time conscious
- Factual

They need: Freedom
Peacock = Expressive = Who

- Peacocks like to:
  - Proceed enthusiastically
  - Talk about people and opinions

- They are:
  - Stimulating
  - Open
  - Flexible

- They need: Discipline
Recap

- **Owl = Analytical = How**
  - (Introvert/Things/Passive)
- **Dove = Amiable = Why**
  - (Introvert/People/Passive)
- **Eagle = Driver = What**
  - (Extrovert/Things/Assertive)
- **Peacock = Expressive = Who**
  - (Extrovert/People/Assertive)
Now think about the Jobs to be done

- What jobs would each type of bird do best?
Owl

- Webminder
- Editor
- Treasurer
- Scholarship Chair
- Community Service Coordinator
- Secretary/Scribe
- Parliamentarian
- Bylaws Chair
- Archivist/Historian
- A/V Coordinator
- Others?
Dove

- Ombudsman
- Social Media
- Volunteer Coordinator
- Registrar
- Membership/Welcoming/Recruiting
- Bartender/Hospitality
- Asst. ____________
- Others?
Eagle

- LocSec/Chair
- RVC/AMC
- Marketing/PR
- New Project Leader

- Spokesman
- Sergeant at Arms
- Bill Collector
- Others?
Peacock

- LocSec/Chair/RVC
- Speakers/Events
- Area Coordinator
- Publicity/Communications
- New Project Leader
- New Member Greeters
- Young M Leaders
- Arrange Parties or Awards
- Others?
Treasure your Introverts

- Recent trend: Groups are always best
- This is a change from history, or even 30 years ago
- Extroverts do tend to be rewarded more, but assuming reasonable “people skills”, that is not based on performance or output
- Shy ≠ introverted
- Introverts can still be Left OR Right Brained
- Having the “zone of stimulation that is right for you” leads to better thinking and creativity
Introvert Strengths

- Which birds had more jobs they do well?
- Introverts deliver better results as leaders
- They listen better and have better memory
- They get better grades and are more knowledgeable
- They think before they act, so they make better decisions
- They tend to be more creative and innovative
- They are more adaptable and adjust better, so they are better at change, illness or injury, aging and retirement
More on Introverts

- Two great books:
  - *The Introvert Advantage: How to Thrive in an Extrovert World*  
  - *Quiet: The Power of Introverts in a World That Can’t Stop Talking*  
    --Susan Cain (2012)