



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

There is No One Right Style

- ❑ 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

Eagle = Driver = What

- 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**
--Marti Olsen Laney, Psy.D. (2002)
 - **Quiet: The Power of Introverts in a
World That Can't Stop Talking**
--Susan Cain (2012)