

Chris and The Great Glass PCM Elevator

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Background That Led to Your Team's Inquiry:

Starting in a new position in the district, I was no longer responsible for just my building but for everyone in the district. There are many components to being a school leader: management, discipline, scheduling, budget, evaluator, working with staff, students, parents, etc. This is my 1st year as the Assistant Superintendent of MSDWC. In my position I wear many hats. My primary responsibilities are overseeing the finance and operation side of the corporation. Communication is a key role in any leadership position, and stepping into a new position it is important to understand how to deal with the many different personality types that you have in an entire corporation. It is easy to lead and communicate one way, but that message is not always best received with that type of management. It is important to understand the different personality types and meet them where they are at and not necessarily relying on them to meet you where you are at.

Statement of Your Team's Wondering:

I wonder if my own understanding of my personality type through the Process Communication Model will better help me recognize other people's personality type, so that I can become a better communicator.

Methods/Procedures:

- Learn about the 6 personality types
- Take the Key to Me Survey and get my results
- I will spend one work week on how my personality condominium shifted from situation to situation. Data will be collected by listing the six personality types in the Personality Communication Model and marking the times that I could notice myself in a specific personality type.

Stating Your Team's Learning and Supporting it with Data:

As a result of analyzing the data, I learned:

- 1) The PCM has been used by NASA and Bill Clinton.
- 2) I was not always perfect or spot on in any of my identification of where my elevator was at.
- 3) Even though it was challenging to try and identify what level you are at, I felt it was good practice to stop and think about it. The better you understand where you are at then it is easier to identify where others are at in their personality.

You learn more about people, which helps with communication, relationships, and motivation.

Providing Concluding Thoughts:

I would like to continue to develop this understanding and down the road share with our admin team. I believe this practice will not only improve communication but also encourage relationship building and motivation.

References:

N/A