

Coaching Tool: 16 Personalities Test

Transcript

Appearing

In order of appearance:

1. MAJ David Stephens
2. Mrs Pam Stone

Recorded: 2023

Location: ADFA

Transcript details

- MAJ David Stephens So, Pam, tell me about these 16 personalities and what sort of a tool... How can we use this?
- Mrs Pam Stone Yeah, this is a tool that I use when, I'm having difficulty having my coaching counterpart engage. So, you know, they're not used to talking about themselves, they don't have a structure, or they don't know what their strengths are, they don't know what their weaknesses are they don't really have a good idea about how the other people see them and how they communicate with people.
- Mrs Pam Stone So for anyone who's familiar with the Myers-Briggs Type Indicator NBTI it's very similar. Not quite a sophisticated tool. It's a very simple online, free online report where your coaching counterpart will take about ten minutes to fill out a series of questions. And what it'll actually does is that, it balances different personality traits and things that make you work.
- Mrs Pam Stone Mind, energy, tactics. How think about those types of things. And it balances it with your goals and your intentions and the way you like to do things. And it gives you just a very simple report at the end, about from your personality perspective, what are some of the more generic strengths and weaknesses? How do you interact with partners,
- Mrs Pam Stone how you interact at work, how you interact as a supervisor, as a manager. And I mean, it does have its limitations. It's a very generic tool. And so it shouldn't be used as gospel, but for me, it's being useful because when I have that report and sit down together and have a conversation, I can ask my coaching counterpart with something in front of them rather than them having to pluck things out of the air.



Mrs Pam Stone How does that resonate with you? Does it sound like you? Have you been in that circumstance? You know, have other people responded to you in the way in which it looks on that piece of paper. And so and it's worked really well for those, particularly those coaching counterparts who had the difficulty when you just ask them questions without, you know, a basis on which to actually draw on in the first place.

MAJ David Stephens Yeah. Great. And it's, as we all know, it's great to have something external that you can have there that you could then as a coach discuss with your counterpart. And so typically have you found you've used this in some of your earlier sessions? It sounds like if you're someone struggling to have conversations, they're not sure what to talk about.

Mrs Pam Stone That's exactly how I've used it. And in fact, the two different ways, usually from your introduction session when you first, meet someone. So before you got into that first session, if you get a sense at that particular point in time that you're going to have those, that it's that difficulty communicating, you can send it to them prior to the meeting with the, with the link to ask them to bring it with you to the meeting.

Mrs Pam Stone I've also used it where I've pulled out my computer, like I've actually had a struggle at the beginning of the conversation and the person sort of says to me, I don't know, I don't know why I'm here. I don't know what my strengths are. I don't really know, what I value. And so which I've given them ten minutes in the beginning of the conversation, connected on my phone hotspot with my phone.

Mrs Pam Stone And they've been able to do it and we've looked at it on the screen. So I have used it both ways.

MAJ David Stephens Great. And how long does it take to fill out?

Mrs Pam Stone Ten minutes, and the report's immediate.

MAJ David Stephens Excellent, excellent. Okay. Thanks, Pam. We'll post a link to that at the end of this segment (<https://www.16personalities.com>). Yeah. Thanks. Thanks again for sharing.

Mrs Pam Stone You're welcome.

