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TEAM CHEMISTRY FOR EFFECTIVE PERSONNEL PERFORMANCE

The aim of this study was to look at the personality types that make up a team - and how to get the best from any combination.

Organizations often do not get enough performance from their teams. The fault does not lie with the team members. The reason is that managers do not recognize the difference between their people.

Modern scientists suggest a system called Business Chemistry that identifies four primary work styles based on employees' behaviors at work. It enables developing related strategies for accomplishing shared goals. All employees can be divided into four types. All the styles bring useful perspectives and approaches to generating ideas, making decisions and solving problems. The four styles give teams a common language for understanding how people work. These styles are pioneers, guardians, drivers, integrators.

Pioneers value possibilities. They spark energy and imagination on their teams. They believe risks are worth taking. Their focus is big-picture. They are drawn to bold new ideas and creative approaches.

Guardians value stability, and they bring order. They are pragmatic, and they hesitate to embrace risk. Data and facts are baseline requirements for them, and details matter. Guardians think it makes sense to learn from the past.

Drivers value challenge and generate momentum. Getting results and winning count most. Drivers tend to view issues as black-and-white and tackle problems head on, armed with logic and data.

Integrators value connection and draw teams together; relationships and responsibility to the group are paramount. Integrators tend to believe that most things are relative. They are diplomatic and focused on gaining consensus.

Some examples of the best styles combination are further considered. Pioneers and integrators build relationships; prefer teamwork, express emotions, display flexibility, trust people and ideas. Pioneers with drivers will embrace risk, decide quickly, brush off mistakes, call the shots and try it out. Drivers and guardians build spreadsheets, value individual work, contain emotions, display discipline, question people and ideas. If combining integrators with guardians they will tolerate risk, deliberate decision, internalize mistakes, make it happen, trust the tried and true.

Finally, the article summarizes the common traits that generally apply to one of the four style. A driver is quantitative, logical, focused, competitive, experimental, and deeply curious. A guardian is methodical, reserved, detail-oriented, practical, structured, and loyal. A pioneer is outgoing, focused in the big picture, spontaneous, drawn to risk,

adaptable, imaginative. An integrator is diplomatic, empathic, traditional, relationship-oriented, intrinsically motivated, and non-confrontational.

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