

Welcome to Today's Webinar

# Discover Hidden Superpowers: How to Leverage Personality Tests to Create Better Teams

Tuesday, May 30, 2023, 2 p.m. Eastern time



Please note that the audio will be streamed through your computer—there is no dial-in number. Please make sure to have your computer speakers turned on or your headphones handy.



American Staffing Association

# Closed Captions

The image displays two screenshots of a video player interface. The top screenshot shows a video player with a subtitle bar containing the text "Good afternoon I'm Emily Lawson director and certification for". Below the subtitle bar is a control bar with icons for Chat, Raise Hand, Q&A, and Live Transcript. The Live Transcript icon, which consists of a speech bubble with "CC" inside, is circled in red. A context menu is open over the Live Transcript icon, listing "Hide Subtitle", "View Full Transcript", and "Subtitle Settings...".

The bottom screenshot shows the same video player interface. The subtitle bar and control bar are identical to the top screenshot. However, the Live Transcript icon is now highlighted with a red background, and the context menu is open over it, with the "Live Transcript" option circled in red. The other options in the menu, "Hide Subtitle" and "View Full Transcript", are also circled in red.

# ASA Certification Continuing Education

Today's webinar qualifies for 1.0 CE hour

- **Live webinar:** Submit this earned CE using the online submission form at *americanstaffing.net*.
- **On-demand viewers:** Submit this earned CE using the online submission form at *americanstaffing.net*.
- This program is valid for **PDCs** for the SHRM-CP® or SHRM-SCP®.

**Activity ID: 23-72GUU**



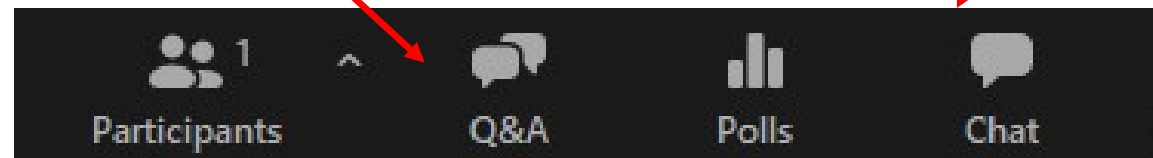
# Ask a Question, Engage With Other Attendees

## Q&A

Type your questions for the panel into the Q&A box.

## Chat

Start a conversation—say hello. Engage with panelists and other attendees.



# Today's Presenter



**Amy Yackowski**

*founder and chief evolution officer*

Painted Porch Strategies

# Your Superhero Self

- *What are your TOP 1 or 2 Superhero powers or skills?*
- *What can weaken you (aka kryptonite)?*
- *What's your Superhero name?*





You ARE a  
**Super  
Hero!**



Use your  
powers  
for  
**GOOD**



**Powers You  
Up**



**Best in You**



**Stresses  
You Out**

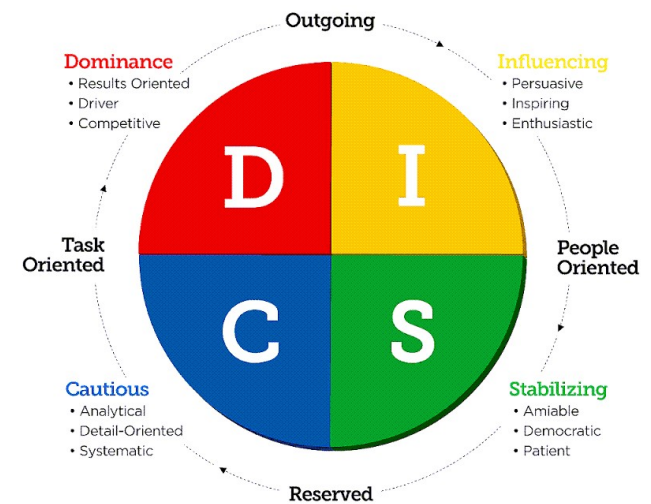


**Best in Others**



# A Personality Test Round-Up

Myers Briggs Personality Types			
<b>ISTJ</b> Practical, reserved, insensitive and judgmental	<b>ISTP</b> Independent, confident, insensitive and gets bored easily	<b>ISFJ</b> Sensitive, practical, neglects their own needs and dislikes change	<b>ISFP</b> Peaceful, quiet, reserved and dislikes conflicts
<b>INFJ</b> Compassionate, creative, overly sensitive and holds high expectations from others	<b>INFP</b> Loyal, devoted, idealistic and tends to take things personally	<b>INTJ</b> Hardworking, self-confident, judgmental and overly analytical	<b>INTP</b> Logical, objective, insensitive and have problems following rules
<b>ESTP</b> Resourceful, observant, impulsive and dramatic	<b>ESTJ</b> Practical, realistic, insensitive and argumentative	<b>ESFP</b> Resourceful, practical, impulsive and gets bored easily	<b>ESFJ</b> Organized, loyal, needy and controlling
<b>ENFP</b> Enthusiastic, creative, gets stressed easily and struggles to follow rules	<b>ENFJ</b> Empathetic, affectionate, indecisive and manipulative	<b>ENTP</b> Innovative, creative, insensitive and unfocused	<b>ENTJ</b> Organized, confident, impatient and stubborn



# Super Squads





Create  
Your Own  
**Super  
Squad**



# The Elements of Nature



# The **Elements** of Nature



**Water**



**Metal**



**Wood**



**Earth**



**Fire**

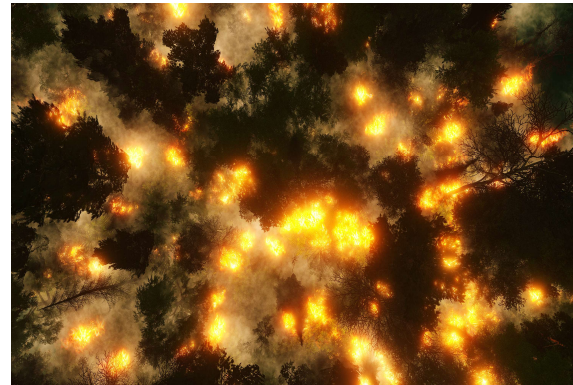
# The Elements of Nature



# The Elements of Nature



# A Climate **Out of Balance**



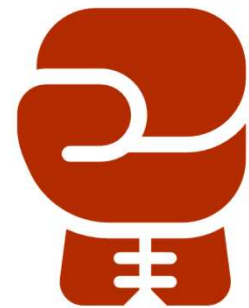
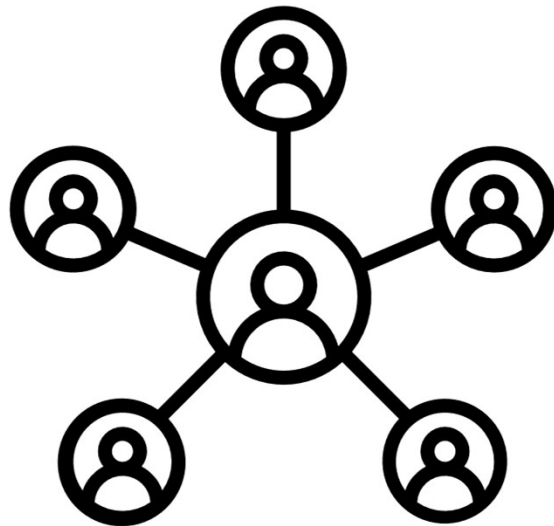




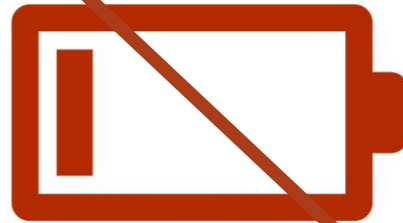
# The Elements of **Human** Nature



# Your Elemental **Influencers & Allies**



# The **Power** of Teams in **Balance**



# Know Your Element



# Water: Go with the Flow

- + Deep Dive into Life
- + Incredible Listeners
- + Goes at Own Pace
- + Playful
- + Unique Imagination



# Wood: A Solid Base for Achievement



- + Fearless
- + Determined, Doer
- + Push through/Solve Problems
- + Changemaker
- + Put Plan into Action

# Fire: Totally Stoked to Be Here!

- + Optimistic, Energetic
- + Love to Celebrate & Have Fun
- + Cure for Boredom, Stuck, Worry
- + 100% focused on moment & the Present



# Earth: Grounded & Connected



- + Grounded
- + Cooperative
- + Generous, Tender
- + Thoughtful, Compassionate
- + Understanding
- + Helpful



# Metal: Precision & Perfection

- + Detailed, Likes Structure
- + Seeks greater/higher knowledge
- + Values Closure/Completion
- + Embraces Change
- + Likes Growth, Progress



# Elements under **STRESS**



# Water: In Too Deep

- + Deep Dive into Life
  - + Incredible Listeners
  - + Goes at Own Pace
  - + Playful
  - + Unique Imagination
- 
- Feel isolated & deep “in their feels”
  - Overwhelmed by ideas



# Wood: Hard Mind & Hard Words



- + Fearless
  - + Determined, Doer
  - + Push through/Solve Problems
  - + Changemaker
  - + Put Plan into Action
- 
- Stubborn, Thinks Right
  - Bold, Direct, Raw Honesty

# Fire: Burning Bright & Burning Out

- + Optimistic, Energetic
  - + Love to Celebrate & Have Fun
  - + Cure for Boredom, Stuck, Worry
  - + 100% focused on moment & the Present
- 
- Flaky, Unreliable
  - Struggle to Focus



# Earth: Depleted & Over-used



- + Grounded
  - + Cooperative
  - + Generous, Tender
  - + Thoughtful, Compassionate
  - + Understanding
  - + Helpful
- 
- Hesitant to Speak Up; Over Helpful
  - Resistant to Change

# Metal: Perfection over Completion

- + Detailed, Likes Structure
  - + Seeks greater/higher knowledge
  - + Values Closure/Completion
  - + Embraces Change
  - + Likes Growth, Progress
- 
- Can appear cold or distant





# Elemental **HEROES**





# Water: Bring Up to the Surface

- + Deep Dive into Life
- + Incredible Listeners
- + Goes at Own Pace
- + Playful
- + Unique Imagination
  
- Feel isolated & deep “in their feels”
- Overwhelmed by ideas
  
- **METAL** = Bring back to surface
- **EARTH** = Find Empathy & Open Mind
- **FIRE** = Spark New Ideas & Connections
- **WOOD** = Plan & Execute Ideas



# Wood: Soften Up & Bend



- + Fearless
- + Determined, Doer
- + Push through/Solve Problems
- + Changemaker
- + Put Plan into Action
  
- Stubborn, Thinks Right
- Bold, Direct, Raw Honesty
  
- ∞ **Water** = Listen & Slow Down
- ∞ **Metal** = Calm, Reflection, Perspective
- ∞ **Earth** = Empathy, Compassion
- ∞ **Fire** = Reset through Play & Positive Attitude

# Fire: Be Present & Focused

- + Optimistic, Energetic
  - + Love to Celebrate & Have Fun
  - + Cure for Boredom, Stuck, Worry
  - + 100% focused on moment & the Present
- 
- Flaky, Unreliable
  - Struggle to Focus
- 
- ∞ **Wood** = Stay Focused, Calm Clarity
  - ∞ **Water** = Slow Down & Reflect
  - ∞ **Metal** = Balance, Listening
  - ∞ **Earth** = Focused Attention, Deeper Presence



# Earth: Nurture & Reassure



- + Grounded
  - + Cooperative
  - + Generous, Tender
  - + Thoughtful, Compassionate
  - + Understanding
  - + Helpful
- 
- Hesitant to Speak Up; Over Helpful
  - Resistant to Change
- 
- ∞ **Water** = Find True Voice
  - ∞ **Wood** = Motivation, Focus, Workload balance
  - ∞ **Fire** = Encouragement & Support
  - ∞ **Metal** = Change reassurance

# Metal: Connect & Complete

- + Detailed, Likes Structure
- + Seeks greater/higher knowledge
- + Values Closure/Completion
- + Embraces Change
- + Likes Growth, Progress
  
- Can appear cold or distant
  
- ∞ **Earth** = Compassion, Grace
- ∞ **Water** = Find Flexibility in what is “right” or acceptable
- ∞ **Wood** = Focus on Completion over Perfection
- ∞ **Fire** = Joy, Laughter, Fun





# The Elements of **Human** Nature





# Balance Your Team Ecosystem with Your **Elemental Powers**



# Discover Your Element

*Knowyourelement.com*



Painted Porch  
Strategies



Painted  
Porch  
Strategies

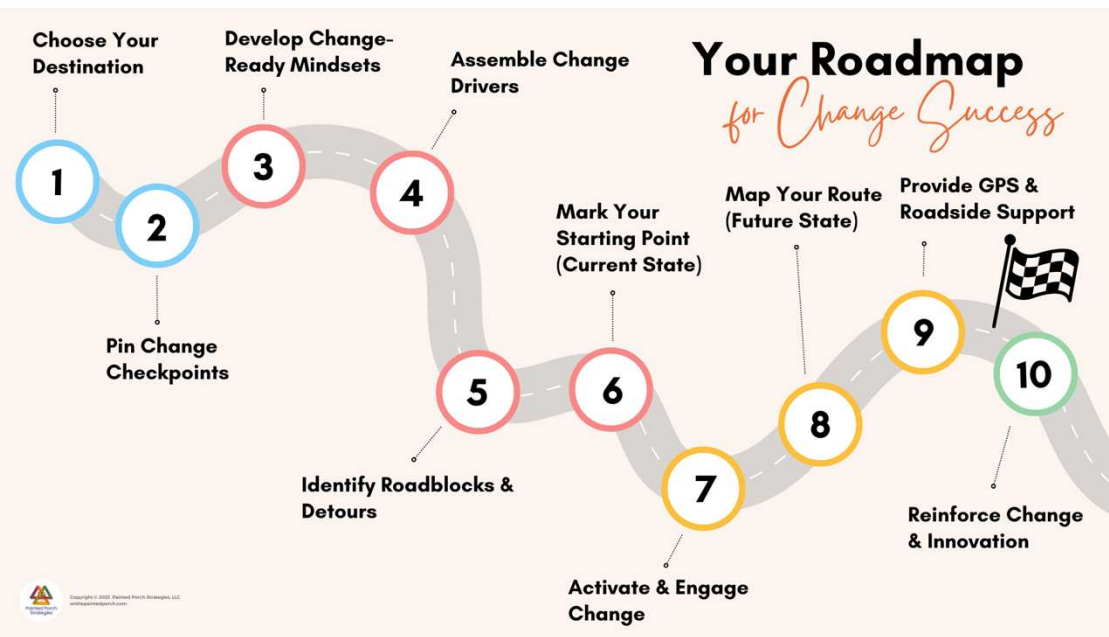
## Your Elemental Style



Myers-Briggs. DISC. Enneagrams. Hogwarts Houses. You've most likely heard of each of these personality tests. You've maybe even taken one or more of them.



# Develop **Change-Ready Teams**



**Organizational Health**



**Emotional Intelligence**



**Change-Ready Minds**



**Clear Communication**



**Collaborative Teams**





**SIERRA RAMM  
CANTRELL**  
**Radical Mindfulness**

14-year Yoga, Movement  
& Mindfulness expert for  
luxury hotel spa brand



**AMY  
YACKOWSKI**  
**Extraordinary Teams**

18-year Healthcare  
Staffing technology &  
operations advisor



**ROB  
HUNTER**  
**Master Your Message**

23-year Radio and  
Television broadcaster;  
Host of daily talk show  
for iHeartRadio

# Our Awesome team



Painted Porch  
Strategies

ONTHEPAINTEDPORCH.COM

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**Questions?**

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# Thank You!



**Amy Yackowski**

*founder and chief evolution officer*

Painted Porch Strategies

[amy@onthepaintedporch.com](mailto:amy@onthepaintedporch.com)

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**Activity ID: 23-72GUU**





**You will now be redirected  
to a brief survey**