

I Need to Get Along with Different Types of People



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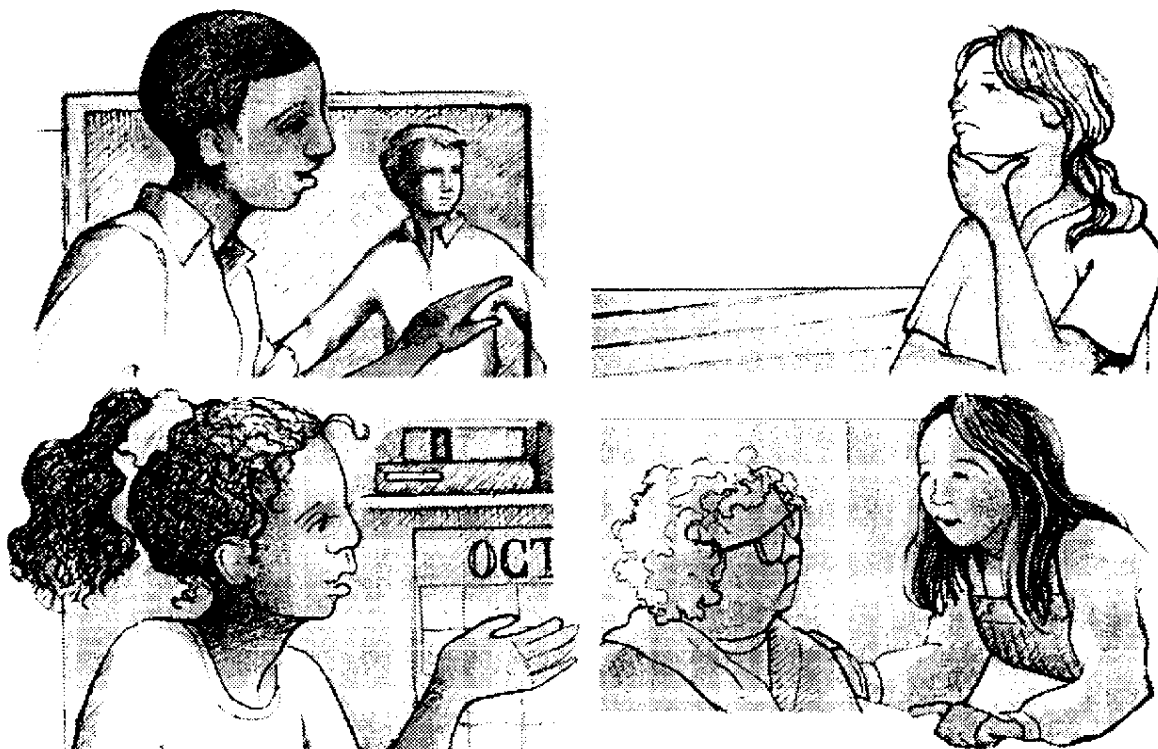
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CHAPTER 1

How to Get Along—On the Job and Off



Which person do you think you most need to get along with on the job?

The boss, of course.

Nope. You. Yourself.

That's a good one. I get along with myself just fine.

Don't you ever get mad at yourself for doing something stupid? Or wonder why you worry about things when a worker near you doesn't seem to care at all? Or why someone who seems like an OK person won't take a coffee break with you?

Well, yeah. Sure.

That's what we're talking about. If you want to get along, on or off your job, you need to find out why you're the way you are. You need to understand things like why you feel the way you do if the boss yells at you. Or why you hate to follow the rules for cleaning up your work site.

Getting along with yourself and feeling good about the way you are can also help you get along with others.

On my job I pretty much do my own thing. It doesn't matter if I get along with others or not.

You may feel it doesn't matter, but bosses expect people to work together without a lot of problems. We think knowing about different types of people can help you get along with both yourself and others, including your boss.

I don't think you can tell me anything to help me get along any better, not with some of the stuff going on at my job.

How about hearing us out before you decide? Lots of people—people like you—feel that learning about **type** helps them smooth out problems with others, both on the job and off. Here are the sorts of things they say:

- In my job I have to work with a lot of people, and knowing about type sure makes it easier to get along.
- Now I know why I hate office picnics and parties.
- I always wondered if I was the only one who felt that way about rules. Now I know I'm not.

- Even my brother and I get along these days. I know why he acts the way he does sometimes—even if I think it's crazy.
- I like myself a lot better now that I understand why I do some of the things I do.

This sounds pretty cool. Say more.

All right. Those who study this sort of thing think that each person in the world is one of four kinds. They believe that every individual has one of four basic patterns of behaviors, or types.

Stop right there. No way that every person is one of four kinds. There are hundreds of kinds of cars, so there must be a lot more kinds of people.

Four kinds of people will do it, if you look at the larger patterns. It's much like the cars you talked about. In spite of many makes of cars, all cars today work by only four ways: by gas power, by diesel fuel power, by electric power, or by you-push-it power (if you have an old clunker). People are powered too by one of four main ways, or types.

To help you remember each type and how a person of each type tends to act, we have given the types names. But remember, we made up these names only to help you keep them in mind. After all, a car called a Hornet doesn't sting or have wings. The person who names a car Hornet just wants you to remember it moves fast. Because we call one type *Actor*, for example, it doesn't mean the person is on TV. It just means that people who are Actors like to take action.

Here are the four types:

- *Member.* A Member likes to belong. Members plan ahead, play by the rules, and don't like change.
- *Actor.* An Actor loves action and change. Actors live for the here and now.

- *Thinker.* A Thinker does a lot of thinking before doing anything. When Thinkers do act, they work hard at whatever they do.
- *Friend.* A Friend tries to do what feels right inside. Friends think about the effect what they do will have on others.

Which is the best type to be?

None of the types can be said to be the best one. What matters is how people use their type, not the type itself. A person who is one type may do something to save a boss time and money. Someone else of the same type may do something to rip off the boss. There's no built-in good or bad for any type.

And you cannot look at only one thing someone says or does. Keep in mind the person's work *pattern*. Our pattern of thinking and acting starts in the early years and seems to last throughout life. You may think you know what type a person is, but the ways he or she acts over time will tell you if you are right.

That happened with a girl at work. She seemed to like me. Then at a party she hardly spoke. I sure changed my mind about her.

If we give you one more piece of the type puzzle, you may change your mind again. Here it is: Everyone is also either an *Inner* or *Outer*.

If being around other people usually makes you feel revved up, you are an Outer. If being around lots of people tires you out, you are an Inner.

Do you know someone who loves to go out to a big party to see old friends and meet new ones? If so, that person is no doubt an Outer. Outers not only love a party, they also hate it to end. They feel a real need to hook up with other people much of the time. They may hang out at the mall just on the chance of seeing someone they know.

Inners keep to themselves more. They may like a party, but it soon tires them out. They will be among the first—not the last, for sure—to leave when the party ends. Most of the time they