

## Work Styles Lesson Plan

**Objectives:** At the end of this exercise, students will be able to:

1. explain that:
  - people have different work styles and
  - team members with different work styles may miscommunicate and clash initially.
2. discuss potential conflicts that may occur due to different work styles, and
3. describe several strategies for avoiding or controlling those conflicts.

### **Background Information:**

Team Skills Module ([http://bama.ua.edu/~jrichard/Team\\_Skills/](http://bama.ua.edu/~jrichard/Team_Skills/))

- Section 3. Work Styles

- Section 4. Listen Actively

<b>Minimum Equipment/Supplies</b>	<b>Preferred Equipment/Supplies</b>
<ul style="list-style-type: none"> <li>• blackboard and overhead projector</li> </ul>	<ul style="list-style-type: none"> <li>• Computer projection system</li> </ul>
<ul style="list-style-type: none"> <li>• transparencies</li> </ul>	<ul style="list-style-type: none"> <li>• flip charts</li> </ul>

### **Class Outline:**

- **Assign the class period before this lesson:**
  - read Sections 3 and 4 in [Team Skills Module](#),
  - [take the MBTI](#), (Myers-Briggs personality Type Inventory)
  - take the [Work Style Questionnaire](#) and answer the questions about strengths and weaknesses at the bottom of each page.
- At beginning of class, collect homework and compile on board to show diversity of personalities in the class. **(5 min)**
- Present a short [lecture on the meaning of type indicators](#) and their purpose. **(5 min)**
- Pass back the homework. Students will need it for the next exercise.
- Divide students into teams, one team for each of the eight personality "types". Encourage students to find a team corresponding to one of their four personality indicators.
- Ask students to list what they like about their type, and what they don't like about the opposite type. **(10 min)**
- Combine teams of opposite types (combine introverts with extroverts, for example) and ask them to describe possible conflicts between a team member of one type with a team member of the opposite type. **(5 min)**
- Ask the same combined teams to describe strategies for preventing or resolving the conflicts. **(5 min)**
- Have a member of each team share their results with the class using transparencies or flip charts (2 minutes/team). Collect the transparencies or flip charts and save them for the next class. **(20 min)**