

Title of assignment for mentoring	How to communicate with various behaviour types, and what is your type?
Development Area:	Communication depends on various factors including majorly the factor of who the persons involved are. Their behavioural pattern can highly influence the direction of the communication. With the help of the different behaviour/personality self-tests it will be easier to pass the right messages to the employees with different behaviour types in the multigenerational environment.
The Practical Assignment brief:	Focusing on strategies of communication based on the type of behaviour of the employee.
The Practical Assignment should allow to develop and apply skills in:	The participants realize their own personalities according to the 16 personalities or by a survey by University of Pennsylvania. Knowing this they will be able to address the types differently.
The Practical Assignment should allow to further develop and apply knowledge of:	The participant has a wider knowledge on their personality and the communication aspects of his/her type. Broader overview is provided by the discussion.
Task description:	<p>Step 1. The participants shall agree in advance which online test to take,</p> <p>A. https://www.16personalities.com/free-personality-test (available in all project languages) or</p> <p>B. the University of Pennsylvania's VIA Survey of Character Strengths questionnaire https://www.authentic happiness.sas.upenn.edu/questionnaires/survey-character-strengths (available in English, and registration is needed) .</p> <p>Step2. Making the chosen test before the assignment individually, saving the results and focus on communication issues, take the test results to the assignment</p> <p>Step3. On the assignment occasion participants briefly explain the communication aspects of their test to the other participant, then discuss it</p> <p>Step4. Explore relevant communication aspects and strategies based on the test results and the discussion, form guidelines for their everyday use.</p>
Materials to be used:	Internet access prior to the assignment, online self-test to be filled

Recommended timeline:	From one to two sessions, covering 1-1,5 hours
Keywords:	Self-test, behaviour, types, different