

Star Search Guide

Introduction: This exercise will help students have a better understanding of their own personalities and those of others. Since most students, on the job and in school, will be working with people whose personalities are different from their own, it is helpful to understand the characteristics of each personality type. This assessment was adapted from *Personality Plus* by Florence Littauer.

Materials: Resources needed include the Assignment Sheet, lined paper, white paper, scissors, yellow, red, blue and green markers, masking tape, flip chart and paper, markers or writing board.

Time needed: The exercise takes about an hour.

Directions: Briefly explain the four personality types this instrument covers: socializer (talker), competitor (doer), analyzer (thinker), and observer (watcher). If someone is equal in all four areas he or she is a diplomat. Each personality type has 20 “plus” characteristics and 20 “minus” characteristics. Students are to read each of the 40 statements and circle the letter in front of the statement that fits them the “best” or “most often.” Sometimes they will find that all of the statements fit them or that none of the statements fit them. Regardless they are to choose the ONE answer that fits them best. They are then to total the circled answers by group (A, B, C, D) and enter the totals on the bottom as indicated.

Write on the board or flip chart: A - Socializer - Yellow, B - Competitor - Red, C - Analyzer - Blue, D - Observer – Green. Ask the students with the most A’s (Socializers) to raise their hands. Record the number on the chart. Read the characteristics of those who are socializers. Continue doing this with the other three groups. Post the “plus” and “minus” characteristics of each of the groups. Caution should be taken with regard to the minus characteristics--which are real negative. Explain that these are extreme characteristics and that few people exhibit these characteristics to that extent. You may even want to work with only the “plus” characteristics for some students.

You could have students complete a bar graph so they can see the balance of their personality characteristics. A bar graph worksheet is included in this unit (no page number). Bars on the chart would be socializer - yellow, competitor - red, analyzer - blue, and observer - green. Have them color the star appropriate to their “dominant” personality. The charts could then be posted on the bulletin board. You could even do a composite graph for the class.

Debrief:

- Why is it important to understand your own “plus” qualities?
- Why is it important to understand your own “minus” qualities?
- How will this information help you in relationships with other people?
- How can you learn to be more accepting of others? Which group (A, B, C, D) had the most students? The least?
- How do the characteristics of each group relate to possible careers?

Personality Characteristics

Socializer (talker)

Plus Characteristics:

Has a good personality
 Enjoys parties
 Remembers trivia
 Looks on the bright side
 Is good on stage
 Is child-like
 Changes moods

Wants to please others
 Is creative
 Lives in the present
 Is a talker
 Laughs a lot
 Shows emotions
 Is curious

Is innocent
 Is sincere
 Is friendly
 Doesn't hold grudges
 Is well-liked by others
 Loves people

Minus Characteristics:

Talks too much
 Stretches the truth
 Is disorganized
 Is forgetful
 Can't remember names
 Appears to be fake
 Is self-centered
 Worships fun

Vulnerable to peer pressure
 Is too loud
 Is controlled by circumstances
 Never grows up
 Doesn't follow through
 Is undisciplined

Is fickle
 Is easily distracted
 Blames others
 Is irresponsible
 Is taken in
 Is rude, interrupts
 Gets angry easily

Competitor (doer)

Plus Characteristics:

Is a natural leader
 Likes change
 Makes decisions easily
 Never gives up
 Sets goals
 Is organized
 Finds solutions

Doesn't need lots of friends
 Can take care of him/herself
 Is full of action
 Must correct wrongs
 Doesn't get real
 emotional

Gets others to follow
 Knows the right answer
 Likes opposition
 Excels in emergencies
 Is very confident

Minus Characteristics:

Is bossy
 Has a bad temper
 Works all the time
 Is a poor loser
 Is pushy
 Always thinks he/she is right
 Dislikes display of emotion

Doesn't feel sorry for others
 Expects a lot from others
 Is too independent
 May be unpopular
 Makes others nervous
 Is not sympathetic
 Is too demanding

Always wants his way
 Takes over
 Is rude
 Uses others
 Is a workaholic
 Will not apologize

Analyzer (thinker)Plus Characteristics:

Is analytical
 Is genius prone
 Is artistic or musical
 Likes things perfect
 Finishes what he/she starts
 Likes charts, graphs, figures and lists
 Makes friends cautiously

Doesn't like to attract attention
 Has deep concern for other people
 Listens to others' problems
 Is a deep thinker
 Seeks ideals
 Is scheduled

Is faithful and devoted
 Is economical
 Is organized
 Solves problems
 Is serious
 Can be moved to tears
 Is neat and tidy

Minus Characteristics:

Remembers unpleasant things
 Has very high and low moods
 Doesn't think highly of self
 Is self-centered
 Carries guilt feelings
 Sets goals too high
 Discourages others

Wants approval
 Is a loner
 Doesn't show affection
 Suspicious of people
 Doesn't forgive easily
 Can't accept compliments
 Wants revenge

Plans in too much detail
 Is depressed easily
 Is not comfortable socially
 Finds fault with others

Observer (watcher)Plus Characteristics:

Is easygoing
 Is calm, cool
 Is quiet
 Is understanding
 Gets along well with everyone
 Doesn't easily show emotions
 Avoids conflicts

Has many friends
 Finds the easy way
 All-around good person
 Is relaxed
 Is patient
 Is kind
 Is accepting of others

Has a dry sense of humor
 Is a peacemaker
 Is a good listener
 Has compassion for others
 Is happy with self
 Is a well-balanced person

Minus Characteristics:

Is fearful
 Is a worker
 Can't make a decision
 Is selfish
 Is too shy
 Avoids responsibility
 Is lazy

Lacks inner motivation
 Resists being pushed
 Discourages others
 Looks on the dark side of life
 Does not get involved
 Is sarcastic
 Doesn't like change

Can be dull
 Is an underachiever
 Is hard to get going
 Takes life too easy