

How can you learn to manage your own traits and work with your colleagues' traits?
For example...

TRYING TO PLEASE PEOPLE?

Learn basic assertiveness techniques, avoid accepting unrealistic requests and unimportant tasks and say 'No' skilfully.

If you are working with someone else who is trying to please, praise them for who they are rather than what they do.

A HURRY UP?

Plan work in stages and set interim target dates to give satisfaction and avoid rushing to completion.

If you are working with a hurry up praise them for taking time, and not for their speed or ability to do several things at once.

TRYING TO BE STRONG?

Monitor your workload so that you do not take on too much work.

If you are working with someone else who is being strong praise them for consideration because they are often taken for granted.

TRYING TO BE PERFECT?

You may need to learn to set realistic standards of performance and accuracy.

If you are working with someone else trying to be perfect do not discount their worries.

A TRY HARD?

Be willing to distinguish between the things you can change and those you cannot.

Avoid competing with a try hard.