Learning Objectives

- Understand the purpose and framework of six popular assessment tools *(MBTI, DiSC, StrengthsFinder, Working Genius, True Colors and Enneagram)*

- Compare what each tool measures; differences and overlaps

- Recognize strengths and limitations of each model

- Identify appropriate use

Introduction

- Leadership To Your Door Coordinator, Leadership Johnson County
- Butler University graduate
- MA in Human Resources
- Life-long learner

What Does That Mean?

- **ISTJ** – practical, reliable, detail-oriented, enjoy order and organization

- **Compliance** – direct, results-oriented, decisive

- **Strengths** – big picture, link between all things, continuous improvement, routine and structure, personal and group excellence, organization with flexibility

- **Tenacity** – Commits to ensure that an idea or solution gets completed and that desired results are achieved

- **Gold** – loyal, dependable, prepared

- **3** – optimistic, industrious, goal-oriented team builder

Why So Many Tools Exist

- Different questions → different tools
- No single tool explains everything
- Context matters
- Tools describe patterns, not people
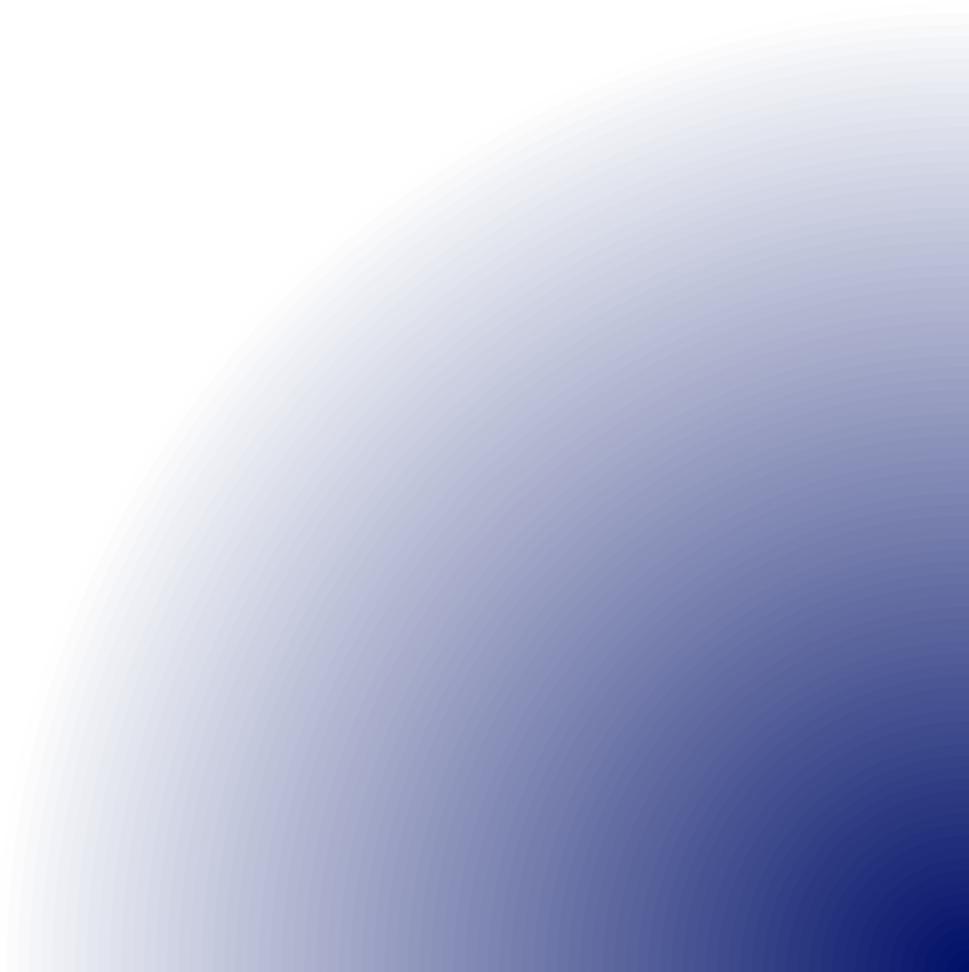
The Big Picture

- **MBTI** – How I think, decide and interact
  - Personality preferences
- **DiSC** – How I behave at work
  - Behavioral styles
- **CliftonStrengths** – What I naturally do best
  - Talents and development

- **Working Genius** – What energizes / drains me
  - Work and energy
- **True Colors** – What I value and what motivates me
  - Values and motivation
- **Enneagram** – Why I do what I do
  - Core motivations, fears, growth

MBTI Overview

- Based on Carl Jung's theory of personality types
- 4 preference pairs
  o Extroversion/Introversion
  o Sensing / Intuition
  o Thinking / Feeling
  o Judging / Perceiving
- 16 personality preferences
- How people process information and make decisions

- Strengths
  - Self-awareness
  - Communication
- Limitations
  - Binary choices
  - Not predictive of performance
- Best Uses
  - Team communication
  - Leadership Development
  - Conflict Awareness

DiSC Overview

- Dominance – direct, results-driven, decisive
- Influence – outgoing, positive, social
- Stability – patient, collaborative, supportive
- Conscientiousness – analytical, detail-oriented, rules-focused
- Observable workplace behavior
- Adaptable and situational

- Strengths
  - Simple and actionable
  - Excellent for teams
  - Strong communication focus
- Limitations
  - Less depth on motivation
  - Can oversimplify complexity
- Best Uses
  - Team norms
  - Sales and leadership
  - Conflict management

CliftonStrengths Overview

- 34 talent themes
  - Executing
  - Influencing
  - Relationship Building
  - Strategic Thinking
- Strength through investment
- Focus on what's strong, not what's wrong

- Strengths
  - Positive, engaging language
  - Ideal for coaching
  - Builds confidence & engagement
- Limitations
  - Limited guidance on team process
  - Requires facilitation to apply
- Best Uses
  - Coaching
  - Leadership pipeline
  - Engagement and retention

Working Genius Overview

- Six types of work – Wonder, Invention, Discernment, Galvanizing, Enablement, Tenacity
- Focus on energy, frustration, contribution and burnout

- Strengths
  - Team focused
  - Reduces burnout
  - Highly practical
- Limitations
  - Narrow by design
  - Not a personality assessment
- Best Uses
  - Role clarity
 - Project planning
  - Team productivity

True Colors Overview

- Blue – enthusiastic, sympathetic, personal
- Gold – loyal, dependable, prepared
- Green – analytical, global, conceptual
- Orange – witty, charming, spontaneous
- Based on temperament theory
- Introductory self-awareness
- Focus on values, motivation and core needs

- Strengths
  - Easy to understand
  - Highly accessible
  - Strong values-based language
- Limitations
  - Broad categories
  - Less nuanced
- Best Uses
  - Team Communication
  - Introductory self-awareness
  - Education and youth programs

Enneagram Overview

- 9 numbers, 3 Triads
  - Instinctual
  - Heart
  - Head
- Focuses on inner drivers, not behavior alone
- Emphasizes growth and awareness
- Explores emotional patterns

- Strengths
  - Deep insight
  - Growth oriented
- Limitations
  - Can feel intense
  - Not for quick use
- Best Uses
  - Deep personal growth
  - Coaching

Choosing the Right Tool

- Purpose

- Audience maturity

- Time and budget

- Individual vs team focus
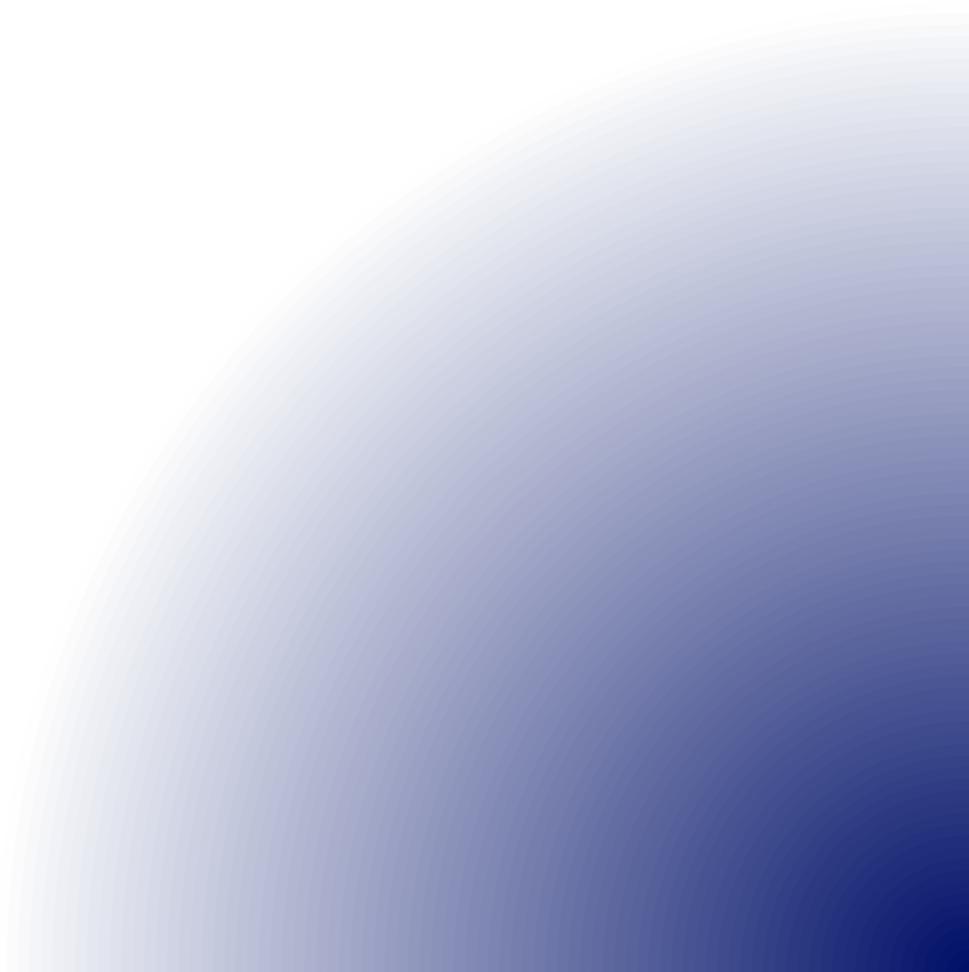
Scenario Matching

- New team – True Colors, DiSC

- Communication – MBTI, DiSC

- Leadership – CliftonStrengths, MBTI

- Team Burnout / Workflow – Working Genius

- Conflict – DiSC

- Personal Insight – MBTI

- Deep personal growth – Enneagram

One-Page Comparison: Personality & Strengths Tools

🔍 Visual Comparison Matrix

Tool	Focus	Primary Use	What Question It Answers	Best For	Change Over Time	Cost
MBTI	💬 Preferences	Self-awareness	How do I prefer to think and decide?	Communication, teamwork	🔄 Somewhat	Ⓢ Free to $100+
DiSC	⚡ Behavior	Team dynamics	How do I show up in groups or under stress?	Collaboration, leadership	🔄 Yes	Ⓢ Free to $100+
StrengthsFinder	💪 Talents	Performance	What should I lean into to do my best work?	Engagement, development	— Mostly stable	Ⓢ $25–$60+
Working Genius	🔲 Work energy	Productivity	What type of work gives me energy?	Team workflow, roles	— Stable	Ⓢ $25+
True Colors	🎨 Motivation	Understanding differences	What drives & motivates me?	Education, DEI, teams	🔄 Somewhat	Ⓢ $50+

🧩 Icon Key (for Fast Scanning)

- 💬 Thinking / Preferences
- ⚡ Observable Behavior
- 💪 Strengths / Talents
- 🔲 Work Flow / Energy
- 🎨 Values / Motivation
- 🔄 Can Change Over Time
- — Largely Stable
- Ⓢ Cost

⭐ Key Takeaway

No single tool tells the whole story. Each framework offers a different lens—together, they create a fuller picture of how people think, work, and collaborate. Use multiples tools in combination, not competition. Use multiple tools **in combination**, not competition.

Tips for Success

- Avoid assigning types, labels or stereotypes
- Tools are conversation starters
- Insight must lead to action
- Revisit results over time
- Never use assessments alone for hiring or promotion decisions
- Pair assessments with coaching and feedback

Reflection

- Which tool stood out?
- Where could you apply one insight?

The Dreamers, The Realists and The Critics: We Need 'Em All

Please complete the evaluation

THANK YOU

Bea Northcott

Leadership To Your Door Coordinator

bnorthcott@leadershipjohnsoncounty.org

www.LeadershipJohnsonCounty.org