



Leading and Managing With Personality Types



About this Course

Leading and Managing With Personality Types

Our Leading and Managing With Personality Types course uses our Target Personalities profiling tool as its centrepiece and wraps our normal leadership and management course content around this tool.

This provides deeper insights into personal leadership and communication style to improve your leadership and management capability and, goes beyond the norm for leadership and management development training.

Aims & Objectives

Here is what you will learn on our **Leading and Managing With Personality Types** course

Course Aim

This Leading and Managing With Personality Types course leverages the [Target Personalities](#) profile to help you understand how your personal traits influence your leadership style and how to adapt this to get the best from your team.

Through practical tools and a deep dive into self-awareness, the course supports new and existing leaders in developing a more effective, authentic leadership approach.

Course Objectives

By attending this Leading and Managing With Personality Types course, you will:

- Understand your individual leadership style through the lens of the Target Personalities profile
- Identify personal strengths and overextensions that impact how you lead and communicate
- Learn when and how to apply different leadership styles (Democratic, Paternalistic, Laissez-faire, Authoritative, Bureaucratic)
- Apply targeted leadership techniques that align with personality strengths and adapt to team needs
- Build a clear and personalised leadership development plan based on profile insights

Course Content

Here is what we cover in our **Leading and Managing With Personality Types** course

Understanding Yourself as a Leader

- Introduction to the Target Personalities tool and profile results
- Exploring your dominant traits and preferred communication style
- Mapping your personal leadership style
- Identifying potential overextensions and their impact

Leadership vs Management

- Clarifying the difference between leadership and management
- Recognising how personality influences leadership and management balance
- Adjusting your approach based on team needs and individual preferences

Leadership Styles in Practice

- Overview of the five leadership styles in the Target Personalities profile
- Understanding when each leadership style is most effective
- Self-assessment and identifying areas for development

Leading Through Communication

- How personality influences communication style
- Adapting your leadership communication to different team members
- Giving direction, listening actively, and communicating vision effectively

Motivation and Delegation

- Understanding what motivates different personalities
- Delegation strategies based on your leadership style
- Coaching, feedback, and performance motivation techniques

Team Dynamics and High-Performance Culture

- Using personality insights to understand team dynamics
- Identifying gaps, overlaps, and potential friction in your team
- Applying the team lifecycle model with a personality-aware lens

Managing Performance and Having Difficult Conversations

- How personality influences your approach to performance conversations
- Structuring and delivering feedback aligned with your style
- Role-playing difficult conversations using real-life scenarios

Skills Practice and Development Planning

- Applying Target Personalities insights in leadership situations
- Peer coaching and practical leadership exercises
- Creating a personalised leadership development plan

Delivery Options

How we deliver our Leading and Managing With Personality Types course



In-House

Delivered at your business location or a location of your choice anywhere in the UK, Ireland, across Europe or online.

We can adapt the course content to meet your specific needs and those of your team.

Contact us for a quote.

In-House Delivery

Train your team. Train your entire company.

We can deliver our leading and managing with personality types course just for your team or organisation.

1

Start with an off-the shelf course

We'll use the content in the overview as a starting point

2

Understanding your needs

We'll work with you to agree what outcomes you want from the course

3

Making it yours

We will shape the content to ensure the course meets your requirements

4

Delivering the skills

We then deliver the course that we've agreed either in-person or online

Make it even more bespoke

We can completely redesign the course to meet your needs. Just tell us what you need, and we can put a no obligation proposal together for you.

About Target Personalities

A little more about the target personalities tool

Our Target Personalities profiling tool is a free to access tool developed by Revolution Learning and Development.

Our work is based on that of Dr. Karl Jung – using Jungian Preferences to build personality traits.

Then, we use the work of William Moulton Marston who created the DISC profiling system. From these, we use 4 colours to describe personality traits. We call these Dynamics.

Your personality is a combination of all four Dynamics. We aim not to put you in a box (like many of the free versions). Instead, we'll show you the strength of each Dynamic and how that manifests itself in behaviour.



About Us

A bit about who we are and what we do

We are Revolution Learning and Development

We are a leading learning and development consultancy based in the UK. We provide our services across the UK, Ireland and Europe.

- ✓ We deliver fun, engaging and down to earth training courses in-person and online
- ✓ Over 20 years of training experience
- ✓ Incredibly cost effective and a real focus on return on investment
- ✓ 92% of our clients rebook us for further training and development
- ✓ Flexible training and development solutions



Let's Talk

We are here to help



REVOLUTION

- LEARNING & DEVELOPMENT -

If you have any questions about our leading and managing with personality types course or would like a quote for an in-house course, then just get in touch.

Call Us:

UK: 03333 444575

ROI: 015549779

Email Us:

hello@revolutionlearning.com

Visit Us:

UK: <https://www.revolutionlearning.co.uk>

ROI: <https://www.revolutionlearning.ie>

EU: <https://www.revolutionlearning.com>