

# GREENER PASTURES RANCHING LTD.

## Human Resources

Human Resources is the most important part of any business. It is a complicated component of your operation and is usually the most under managed area of the typical farming operation. Not only is it a complex component, in most farm businesses we add in an extra degree of difficulty by having most of the employees in the business...**family!** It is important to understand the different personality styles that each of us have. Style can be observed through body language, tone, words used, pace of speech and actions.

### Personality Styles Test

Instructions: After each descriptive word, rate each word according to your personality on a scale of 0, 1, 2, or 3.

<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>
<b>Not me</b>	<b>Sometimes</b>	<b>Often</b>	<b>All the time</b>

1	Decisive	Aggressive	Risk Taker	Innovative	
2	Enthusiastic	Persuasive	Impulsive	Emotional	
3	Predictable	Understanding	Dependable	Good Listener	
4	Accurate	Consistent	Fact Finder	Precise	
5	Strong Ego	Problem Solver	Impatient	Self Starter	
6	Talkative	Creative	Articulate	Social	
7	Team Player	Sincere	Patient	Empathetic	
8	Perfectionist	Systematic	Analytical	Neat	

Now total your scores across each of rows 1 through 8 and write them at the right hand side of the page in the box.

Now add the totals of rows 1 and 5 together. Add the totals of rows 2 and 6. Add the totals of rows 3 and 7. Add the totals of rows 4 and 8.

	1	2
Row 1 and 5 - Dragon Fly	= _____	= _____
Row 2 and 6 - Butterfly	= _____	= _____
Row 3 and 7 – Ant	= _____	= _____
Row 4 and 8 - Bumble Bee	= _____	= _____

### **Personality Styles**

There are four style types. Each person will usually have a combination of more than one style but will have stronger tendencies to one style.

***The Dragon Fly*** – This personality style is very dominant and direct. This person takes action and needs to be in charge. They are willing to take risks, impatient, problem solvers, value time, strong willed, and demanding. They can be aggressive, blunt and stubborn.

***Butterflies*** - This personality is social and influencing. They need to interact with others and are friendly, charming, persuasive, talkative, impulsive, and optimistic. They are a good leader and can motivate others. They can appear emotional, self-promoting, trusting, and generous. They may also have poor time management.

***Ants*** – This personality style has the need for consistency. They are predictable, patient, understanding and are good listeners. They will get the job done and will be loyal. However, they may be resistant to change and may rather do the job themselves. They can appear as inactive, complacent, possessive, mild and passive.

***Bumble Bees*** – This personality style is a perfectionist. They are accurate, systematic, analytical, methodical and good fact finders. They will examine things in detail and may set very high standards for others to follow. They can appear as evasive, restrained, conventional and quiet.

Think of the people in your business. What style are they? Your Partner? Employee? Child? Customer?

# Pig Personality Profile

Instructions: On a blank piece of paper, draw a pig. (Of the animal Variety!) Don't look at your neighbours drawing and don't let your neighbour see yours. From your drawing, we can interpret your personalities.

If the pig is drawn:

1. At the top of the page, you are a positive, optimistic person.
2. In the middle of the page, you are a realist.
3. At the bottom of the page, you are pessimistic and can be negative.
4. Facing left, you believe in tradition, are friendly and you are able remember birthdays and anniversaries.
5. Facing forward, (Head on) you are direct and enjoy playing the devils advocate. You do not fear or avoid discussion.
6. Facing right, you are innovative and active, but have neither a sense of family, nor can remember dates.
7. With many details, you are analytical, cautious and distrustful.
8. With few details, you are emotional, naïve, care little for details and like to take risks.
9. With four legs showing, you are secure, stubborn and stick to your ideals.
10. With less than four legs, you are insecure, or are living through period of major change.
11. Big ears, you are a good listener
12. Small ears, you are not so good at listening.
13. Finally, The length of the pigs tail and how curly it is determines how satisfied you are with your sex life!