





Experiencing more success when working in a team – Case study 1

 **Goal:** With this exercise translate what you have learned about the 20 behavioral patterns (persolog® Personality or Behavioral Profile, page 15 ff.) into a practical case study.

 **Instructions:** This case study describes the behavioral pattern of a person. Read the description and then determine the entry number of this person. In small groups, discuss the questions below.

Case study


1

Mr Schultze is the owner of a manufacturing company dealing with office communication equipment. He is patient and takes time to listen to the personal problems of his staff. Normally, he strives to maintain cordial relations with his people and becomes very uncomfortable if there is a dispute anywhere in his company. He always gives out a lot of praise for good performance. He always encourages his staff to come and see him in his office if they have a suggestion for improvement or a problem, but also if they have something personal to report.


Recently, he started negotiating with a larger competitor who wants to buy his company. He is unsure how the matter will turn out. Naturally, his staff are worried about the consequences that these negotiations might have for them. Morale is down and production is suffering. A few times already, different employees have asked him that they would like to have a staff meeting on this topic so that they are informed. Mr Schultze begins to avoid his employees.

1. Determine Mr Schultze's entry number.


What clues helped you to find out his entry number?



2. What need for change do you see in Mr Schultze and how would you deal with him?





3. What are the things you shouldn't say or do when talking to Mr Schultze?





Experiencing more success when working in a team – Case study 2

 **Goal:** With this exercise translate what you have learned about the 20 behavioral patterns (persolog® Personality or Behavioral Profile, page 15 ff.) into a practical case study.

 **Instructions:** This case study describes the behavioral pattern of a person. Read the description and then determine the entry number of this person. In small groups, discuss the questions below.

Case study


2

Mrs Miller is a nursing service manager on a ward in a hospital. In her personal area, she works very thoroughly, conscientiously and methodically. It requires nurses to keep detailed, accurate and up-to-date medical records. Due to the high number of patients, the constant interruptions and the many emergencies, the records have been filled out inaccurately or incompletely again and again for a long time. Often they are not finished in time.


Mrs Miller is normally a pleasant, friendly and patient supervisor. Nevertheless, she attacks a staff member very harshly – and in front of the others as well – if the documents do not meet her expectations.

1. Determine Mrs Miller’s entry number.


What clues helped you to find out her entry number?



2. What need for change do you see in Mrs Miller and how would you deal with her?





3. What are the things you shouldn’t say or do when talking to Mrs Miller?





Experiencing more success when working in a team – Case study 3

 **Goal:** With this exercise translate what you have learned about the 20 behavioral patterns (persolog® Personality or Behavioral Profile, page 15 ff.) into a practical case study.

 **Instructions:** This case study describes the behavioral pattern of a person. Read the description and then determine the entry number of this person. In small groups, discuss the questions below.

Case study


3

Mr Meyer is a man who pushes himself and others very hard, who is very decisive and likes to be in charge. He has just been appointed manager of the development department of a mineral detection consultancy. His challenge (which he also enjoys very much) is to make his department successful. He says the department is in the process of developing a cost-effective method to locate minerals and also be more environmentally friendly.


Mr Meyer believes he sees a huge market for this. Although the developers of the method themselves claim that it still needs to be refined to bring consistent reliable results, Mr Meyer wants to bring the method to market immediately. He is willing to take the risk that there might be a few failures at the beginning, despite the fact that the industry generally demands high quality. The relationship between Mr Meyer and his senior staff is increasingly deteriorating: The more they ask for time to test and refine, the more Mr Meyer tends to push them.

1. Determine Mr Meyer's entry number.


What clues helped you to find out his entry number?



2. What need for change do you see in Mr Meyer and how would you deal with him?





3. What are the things you shouldn't say or do when talking to Mr Meyer?





Experiencing more success when working in a team – Case study 4

 **Goal:** With this exercise translate what you have learned about the 20 behavioral patterns (persolog® Personality or Behavioral Profile, page 15 ff.) into a practical case study.

 **Instructions:** This case study describes the behavioral pattern of a person. Read the description and then determine the entry number of this person. In small groups, discuss the questions below.

Case study


4

Mrs Fisher is a sales manager for a marketing company. She is extroverted, enthusiastic and has an open ear for the ideas of others. Her staff look forward to “brainstorming” with her to figure out innovative ways to engage interested customers and solve their marketing problems.


Sometimes, however, they find it difficult to keep the many promises that Mrs Fisher makes to the clients because they are not informed accordingly. More often than not, they get insufficient information to complete an assignment, and the promises Mrs Fisher makes about the deadline are almost always unrealistic. It happens from time to time that Mrs Fisher promises the customer a service that is not in the contract, but she forgets to pass this information on to her staff. Although everyone likes Mrs Fisher and enjoys working with her, at least at first, there are frequent staff changes in her department.

1. Determine Mrs Fisher’s entry number.

What clues helped you to find out her entry number?



2. What need for change do you see in Mrs Fisher and how would you deal with her?



3. What are the things you shouldn’t say or do when talking to Mrs Fisher?

