



# Angus Stakes

► by *Shauna Rose Hermel*, editor

## Consider the source

*Have you ever taken a personality test? You know, you fill out a survey and, based on your word choices and answers to questions, it describes you as fitting into a certain profile category. Some versions call your category by color. Some assign your category a name.*

### Personality-typed

I think one of the most useful activities I've participated in since joining the *Angus Journal* was a session in which two trained facilitators gave the Saint Joseph staff and regional managers each a personality test. I was a little leery of being classified or typed at the outset, but the session was very revealing. Most importantly, the facilitators showed us how our personalities affect the way we communicate with each other, why miscommunication occurs and how we can communicate better to avoid misunderstandings.

The tests we took assigned us to a color. Blues are people-oriented. Yellows are oriented toward structure and organization. Reds are the action people. I fall pretty strongly into the green category, the analyticals. Of course, we possess hints of all four colors, but one generally dominates.

### Take-home messages

One of the activity's take-home lessons was that you shouldn't read people's actions — or even words — without considering their personality types. Consider one of the facilitators' scenarios. Two people pass each other in a hallway. One says hello; the other

doesn't say anything. What can we tell about what just happened?

The facilitators pointed out that we're often quick to jump to conclusions: The person who didn't say anything isn't very nice or may be mad; the person who said hello is nice or is a brown-noser. The fact is, all we know is that the two people passed each other in the hall, one said hello and the other didn't. The one who said hello may be a blue (a people person) and the one who didn't may be a green or a red (both of which avoid small talk).

Another take-home lesson was that to effectively work with each other, we have to understand each other's personalities and the needs that come with them. We avoid hurt feelings when the green realizes he or she could have a negative effect on the blue's day by not saying anything, or when the blue understands that the green isn't mad at him or her; it's just part of the green's personality.

We work together better when the green realizes the needs of the blue and says hello.

Of course, this is a grand oversimplification (you're welcome, reds; sorry, fellow greens). If you have the opportunity to go through this kind of personality typing with your co-workers,

### At the buzzer

On Oct. 8, the U.S. Department of Agriculture (USDA) issued Interim Voluntary Country of Origin Labeling guidelines for certain commodities as required in the 2002 Farm Bill.

The USDA also is required by the 2002 Farm Bill to promulgate a regulation for mandatory country of origin labeling by Sept. 30, 2004. Development of this mandatory regulation will begin in April 2003 and will likely be based on these voluntary guidelines as well as related input. Submissions on the utility of the voluntary guidelines are encouraged during the next 180 days.

The full text of the voluntary guidelines was to be published in the Oct. 11 *Federal Register*. The voluntary guidelines, related Farm Bill provisions, and questions and answers on the voluntary guidelines can be found at [www.ams.usda.gov/COOL](http://www.ams.usda.gov/COOL).

Comments on the voluntary guidelines may be submitted to William Sessions, Associate Deputy Administrator, Livestock and Seed Program, at [william.sessions@usda.gov](mailto:william.sessions@usda.gov).

family members or organization, do so. Jumping to conclusions before understanding the people involved can cause misunderstandings that undermine confidence, stifle ideas and limit effectiveness.

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