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USEFUL IDEAS ON RECRUITING, RETENTION & OTHER HUMAN CAPITAL CHALLENGES

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Do you ever feel like you're speaking a different language than your colleagues? It may be because you're a "detective" and they are a "problem solver."

According to a new 15,000-person global survey by YouGov and Slack no two people work exactly alike.

Understanding and appreciating these differences can indeed be valuable in a workplace. Diversity in work styles can lead to more effective collaboration and problem-solving, as individuals bring unique perspectives and strengths to the table.

My best wishes for a happy, healthy, safe Thanksgiving.



EVERYONE YOU'LL EVER WORK WITH WILL HAVE ONE OF THESE 5 PERSONALITIES



...According to a massive new global study

2 Minute Read

“Regardless of industry or country, no two employees work exactly alike,” observes Christina Janzer, SVP of research and analytics at Slack. But the global study conducted across nine countries—including France, the U.K., Germany, the U.S., Japan, Australia, South Korea, Singapore, and India—reveals similarities. It found that there are five distinct personas in the workplace, and each has their own character traits, work style, preferred ways to communicate, and feelings toward evolving tech and AI.

This is how the [report](#) breaks it down:

The Detective: An investigative type who is outcomes-driven, reliably in the know, and keen to find and share answers with others.

The Road Warrior: An outgoing and affable type that is skilled at developing connections remotely, adaptable and flexible, likely working from a new location, and values modern workplace tools.

The Networker: An extroverted and social type that loves to connect in person, takes and shares notes widely, and makes sure everyone has the information they need.

The Problem Solver: Has a work hack for everything, early tech adopter, best at streamlining work tasks.

The Expressionist: Strong preference for visual and less formal communication, loves using emoji and gifs to express tone and personality.

And if you're curious about how common each of the five personas are in various workplaces, here's how they ranked from most to least popular across the nine countries:

The Detective, who tends to be an older worker overall, makes up about 30% of the workforce and is mostly found in Western nations like France (38%), the U.K. (34%), and the U.S. (33%), and lowest in India (16%) and Singapore (21%), where the work populations skew younger.

The Detective is also highly driven by a sense of purpose and job security, so that colleagues in your office isn't likely to be going anywhere any time soon.

The Expressionists, the group with the "highest current use of AI," are the least prevalent at 10%, and most often found in India (21%), South Korea (15%), and Singapore (12%). The Expressionists are also most likely to make meaningful connections while working remotely so, hold on to those coworkers tightly to set up for the future of work which we know will be [hybrid](#).

The middle segment is made up of Road Warriors (22%), Networkers (22%), and Problem Solvers (16%).

Unsurprisingly, a substantial amount of respondents across personality types do expect to use AI in the future with a little more than a quarter seeking it out and nearly a third thinking it will be required. About a quarter of workers have already used AI in the workplace, with the highest usage in India and Singapore.

Says Janzer, "Whether you have five or 5,000 people, every workplace has a unique ecosystem of personalities, skill sets, and working styles." This makes it even more "crucial" to enable people to play to their unique strengths, she says.

For the first 50 people to respond, we will prepare your own confidential Myers-Briggs Personality and Temperament Report. Email info@execserchintl.com

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