
Personality Poker® Quick Start Guide

- Do you revel in facts and data?
- Do you crave new ideas and experiences?
- Do you delight in planning and taking action?
- Do you feel more complete when you are around others?

In other words, are you a spade, diamond, club, or heart?

Find out by taking one of the quickest, easiest, and most entertaining personality tests ever designed. Use the cards to identify your personality “strong suit,” revealing where you really belong in an organization and how to maximize your contribution. You will also discover:

- Why the person you like the least is the one you need the most
- How your greatest strength can limit your success
- Why homogenous teams are more efficient, but end up limiting innovation

Learn more at www.PersonalityPoker.com.

THE PROCESS

- Deal five random cards to each player.
- Players order the cards from “most” like them to “least” like them. The objective is to get five cards that best describe their personality. Important: players should rank based on their “preferred” or natural style, not their “adapted” style.
- Assuming that most players do not have a perfect hand, you have people trade cards. Players can exchange cards with one another to help improve both hands. You cannot take a card from another player unless both agree it is an equitable trade.
- At this point, most players still do not have “perfect” hands. Therefore the next step is “The Bargain Basement Sale.” Take all remaining cards and throw them on the floor or on a table. Players then have a limited time to trade their cards to improve their hand.
- When players have 5 cards that they feel are good descriptions of their personality, they can sit down. When everyone sits down, the game ends. Or you can put a time limit on the “sale” when people take too long.
- Once everyone is seated, they are asked to select their “predominant” suit. If they have a flush (five cards of the same suit) then that is probably their suit. If they have four or three of the same suit, that is also their predominant suit. If they only have two, ask them to choose the one that best fits. It is not unusual for people to have multiple styles. In fact, most people have a predominant style supported by two secondary styles.
- Now it is time to interpret.

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INTERPRETATION

SUITS – Your Primary Innovation Style

Your innovation style is primarily determined by your predominant suit. There are four suits, each aligning to the four phases of the innovation process.

- **Spades** - These are the analytical, data-oriented people. They like facts and are a bit more cerebral than the other styles. They often make decisions based on analysis and are known for their deep knowledge. Engineers, philosophers, scientists, and professors are typically spades.
- **Clubs** - These are the people who “plan the work and work the plans.” They are more about structure and action. Bottom-line results are critical. Some clubs—in particular the high/outward ones—can be more competitive and action-oriented than the other styles, making them a natural fit for CEOs of large corporations. The planning (low/inward) clubs make great project managers, producers, and quality control professionals.
- **Hearts** - These people are all about relationships. They make decisions based on what others think. They are more empathetic and supportive and often take human resources or customer service roles. Some hearts are social butterflies and master networkers. They also make great diplomats and teachers.
- **Diamonds** - These are the more typical “creative” individuals. They like ideas and experiences. They make decisions based on what is “enjoyable” and often participate in artistic endeavors. Designers, actors, and serial entrepreneurs, for example, are typically diamonds. Although they are primarily cerebral, they are also interested in the adventure. Diamonds don’t care where they are going, as long as they are having a good time getting there.

COLORS – Your Thinking Style

The colors are also useful to help you determine your thinking style. In general, there are two primary thinking styles.

- **Rational/Analytical.** Often referred to as “left-brained,” these rationals/analyticals are indicated by the black cards (spades/clubs). They are the ones who put the “no” in innovation. They can, at times, be a bit skeptical. Given their focus on data and results, they want proof. Knowledge and expertise are a cornerstone of their thinking style.
- **Relational/Creative.** These individuals are often referred to as “right-brained” and are represented by the red cards (diamonds/hearts). They are the ones who put the “fun” in dysfunctional. While employees enjoy their leadership style, the business could end up in the “red” if someone with red cards is in charge. Relational/creatives are not as organized or focused on the bottom line. Anything that seems new and sexy can attract their attention and divert their energies from the task at hand. Experiences and relationships (between ideas and people) are the cornerstones of their thinking style.

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NUMBERS – Your Energy Style

Finally, the numbers have meaning. This indicates the preferred style for generating energy: either more solitary/individualistic in nature or more externally/experientially focused.

- **Unproductive Energy** (cards numbered 2 – 4): These cards do not represent an energy style per se. But rather they indicate the negative traits that can occur when people become too dogmatic about their style.
- **Inward Energy** (cards 5 – 9): These numbers indicate more individualistic traits. People with cards with these numbers are better solitary workers. These individuals prefer having time to reflect in order to rebuild energy.
- **Outward Energy** (10, face cards, and aces): People who have tens, jacks, queens, kings, or aces tend to be better leaders. Their style is more outwardly focused. They work well with or above teams. They get energy from action rather than reflection. In fact, if they are inactive, their level of energy level and motivation tend to decline.

The difference in style between the inwardly focused and outwardly focused variations can be substantial. For example, outward (high) clubs are extremely action oriented while inward (low) clubs are more methodical and process oriented.

THE STYLES AND INNOVATION

Personality Poker was originally conceived by looking at the four phases of the innovation process:

- PHASE 1: Define the Challenge (spades excel here)
- PHASE 2: Generate Solutions (diamonds are at their best with this)
- PHASE 3: Plan & Execute (clubs are perfect at this)
- PHASE 4: Engage the Hearts & Minds (count on your hearts for this)

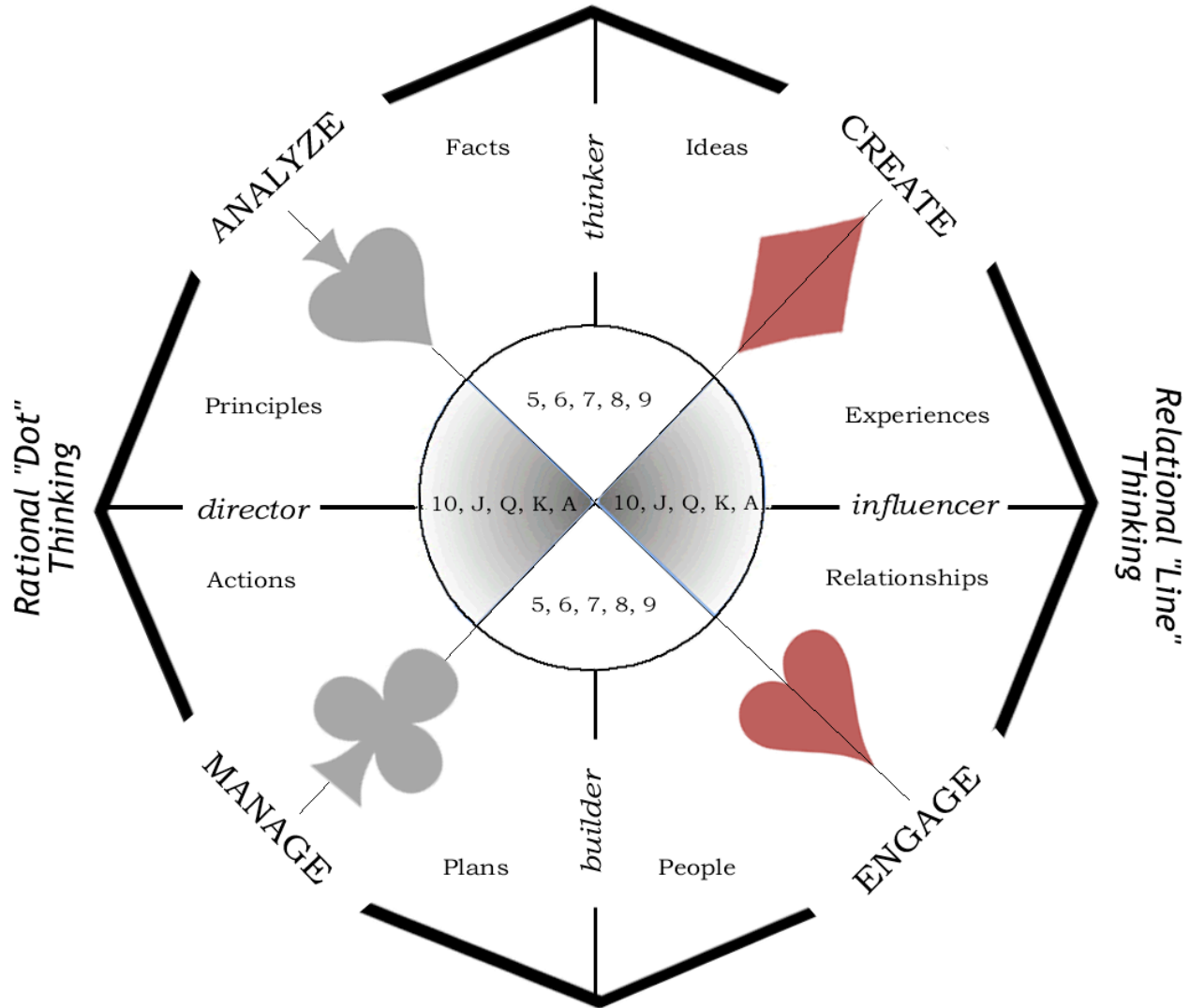
SECONDARY STYLES

In most cases, people have secondary styles that are connected to their style. For example, diamonds often have spades and hearts are their secondary style. But rarely are clubs (the diagonal) a secondary style. This approach can help people determine the preferred style when they have multiple suits in their hand.

COMPLEMENTING (OPPOSITE) STYLES

The “complementing” style is the one opposite. So, clubs are the opposite of diamonds and spades are the opposite of hearts. This indicates the style of person you would get along with least, but need the most. Or as we say, “the person you like the least is the person you need the most.” Some personality tests may refer to your opposite style as a “weakness.”

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This graphic depicts the eight styles based on the combination of suit, color, and number.