

## Integrating the Personality Game with 7 Principles of Spirituality in the Workplace

<b>Role</b>	<b>Spirituality Principle</b>	<b>Positive Qualities / Results</b>	<b>Negative Qualities / Results</b>
<b>Artisan</b>	<b>Expression Axis</b>	<b>Creativity / New Developments</b>	<b>Self-Deception / Destruction, Chaos</b>
	<b>Creativity</b>	<ul style="list-style-type: none"> <li>• Seeing things differently</li> <li>• Trying new things and ideas</li> <li>• Breaking out of old habits and patterns</li> <li>• Supporting and encouraging creativity</li> <li>• Changing out-dated beliefs or ideas</li> <li>• Finding new ways of thinking, doing and being</li> <li>• Using people, resources, color, texture, laughter, nature or any element in new ways</li> </ul>	<ul style="list-style-type: none"> <li>• Suppression or lack of ideas</li> <li>• Resistance to natural changes</li> <li>• Decay due to lack of change</li> <li>• Conformity to rigid guidelines</li> <li>• Deception, creating false images</li> <li>• Refusing to consider new ideas</li> <li>• Apathy, stale, bland, drab, lifeless</li> <li>• Violence, destruction</li> </ul>
<b>Sage</b>	<b>Expression Axis</b>	<b>Dissemination / Truth, Fun</b>	<b>Verbosity / Dishonesty, Boring</b>
	<b>Communication</b>	<ul style="list-style-type: none"> <li>• Writing and speaking, body language exchanges</li> <li>• Sharing ideas, thoughts, feelings</li> <li>• Listening to others</li> <li>• Having fun</li> <li>• Enjoying the work and the work group</li> <li>• Being with people in groups</li> <li>• Telling the truth</li> <li>• Willingness to seek out and hear the truth</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of open communication</li> <li>• Forcing ideas upon others (intellectual abuse)</li> <li>• Verbal abuse</li> <li>• Suppressing information</li> <li>• Suppressing fun and enjoyable activities</li> <li>• People not feeling safe to be with others</li> <li>• Dishonesty, lies, denial of the truth</li> <li>• Lack of enjoyment in the job</li> </ul>
<b>Server</b>	<b>Inspiration Axis</b>	<b>Service / Assistance, Support</b>	<b>Bondage / Manipulation</b>
	<b>Respect</b>	<ul style="list-style-type: none"> <li>• Respecting the value of self and of others — privacy, physical space, workload, priorities, feelings, boundaries and belongings</li> <li>• Respecting different viewpoints, philosophies, religion, gender, lifestyle, ethnic origin, physical ability, beliefs and personality</li> <li>• Seeing the good in everyone, regardless of their position</li> <li>• Respecting our planet and its resources</li> <li>• Helping others when needed</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of respect for people or things</li> <li>• Disrespect of other’s beliefs, feelings, ideas</li> <li>• Emotional hostility</li> <li>• Stealing from others</li> <li>• Invading someone’s privacy</li> <li>• Forcing people to think or act in ways that go against their nature</li> <li>• Refusing to give others what they need to perform at their highest level</li> <li>• Creating conflict or harm intentionally</li> </ul>

<b>Role</b>	<b>Spirituality Principle</b>	<b>Positive Qualities / Results</b>	<b>Negative Qualities / Results</b>
<b>Priest</b>	<b>Inspiration Axis</b>	<b>Compassion / Healing, Faith</b>	<b>Zeal / Insensitivity</b>
	<b>Vision</b>	<ul style="list-style-type: none"> <li>• Seeing beyond the obvious to the truth</li> <li>• Positive use of intuition</li> <li>• Seeing the possibilities in individuals or groups</li> <li>• Inspiring people to be all they can be</li> <li>• Feeling and expressing compassion and caring</li> <li>• Coaching people for their higher good and the for the organization's highest good</li> </ul>	<ul style="list-style-type: none"> <li>• Insensitivity, lack of compassion</li> <li>• Short-term and restrictive thinking</li> <li>• Overly zealous</li> <li>• Emotional abuse</li> <li>• Using intuition for damaging purposes</li> <li>• Condemning people for not conforming according to someone's ideals</li> </ul>
<b>Warrior</b>	<b>Action Axis</b>	<b>Persuasion / Organization, Protection</b>	<b>Coercion / Conflict</b>
	<b>Partnership</b>	<ul style="list-style-type: none"> <li>• Working with others in teams</li> <li>• Protecting people and physical working environment</li> <li>• Creating a safe working environment</li> <li>• Creating appropriate laws, rules and guidelines</li> <li>• Organizing groups for maximum productivity</li> <li>• Creating strategies and plans</li> <li>• Mobilizing people toward a common goal</li> <li>• Creating loyalty and a sense of belonging</li> </ul>	<ul style="list-style-type: none"> <li>• Divisive relationships (constant conflict, fighting, unhealthy competition)</li> <li>• Allowing unsafe environments</li> <li>• Lack of organization and planning</li> <li>• Disloyalty, betrayal, denigration, undermining the efforts of others or the organization</li> <li>• Physical abuse</li> <li>• Coercion, intimidation or cruelty</li> <li>• Inappropriate exploitation of resources</li> </ul>
<b>King</b>	<b>Action Axis</b>	<b>Mastery / Leadership</b>	<b>Tyranny / Oppression</b>
	<b>Energy</b>	<ul style="list-style-type: none"> <li>• Leading through mastery for the greater good of the organization, its employees and customers</li> <li>• Using all forms of energy (people, ideas, resources) appropriately where everyone benefits</li> <li>• Paying attention to the needs of the entire organization and its many parts</li> <li>• Taking appropriate risks</li> </ul>	<ul style="list-style-type: none"> <li>• Tyranny and oppression</li> <li>• Dictatorship</li> <li>• Intolerance for the energy and ideas of others</li> <li>• Restricting the natural flow of energy (e.g., abuse of people, ideas, resources)</li> <li>• Creating "class" segregation that leads to disloyalty</li> <li>• Taking inappropriate risks</li> </ul>
<b>Scholar</b>	<b>Assimilation Axis</b>	<b>Knowledge / Integration</b>	<b>Theory / Rigidity</b>
	<b>Flexibility</b>	<ul style="list-style-type: none"> <li>• Being open to new ideas and new information</li> <li>• Seeking out new information and ideas</li> <li>• Adapting easily and comfortably to changing situations</li> <li>• Assimilating and disseminating information</li> <li>• Integrating many things into a unified something</li> </ul>	<ul style="list-style-type: none"> <li>• Rigidity in thoughts, actions, ideas</li> <li>• Stubbornness and obstinacy</li> <li>• Closed to new information or new ideas</li> <li>• Spying on people</li> <li>• Creating and encouraging suspicion of others</li> <li>• Restricting the flow of information</li> <li>• Promoting separation and division</li> </ul>