

# Personality Poker

- ✱ The Playing Card Tool For Driving High-Performance Teamwork and Innovation - (Deck of cards included)
- ✱ Stephen M. Shapiro
- ✱ © 2010, Portfolio Penguin: London, England
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# The Man - The Game

- ✱ Stephen Shapiro speaks on **innovation** around the world. He is a sought-after adviser to dozens of Fortune 500 companies.
- ✱ Personality Poker is a card game that will allow individuals and groups discover their “strong suits.” It is a quick, easy, and entertaining personality test. With the results, you can make sure the people in your organization are deployed and matched to maximize their **innovation style**.



# Innovation - The 4 Phases

- ❖ Shapiro starts by defining innovation as a fundamental cultural shift that results in the implementation of valuable ideas. The four phases of the ***innovation process*** are: define the challenge, generate solutions, plan and execute, and engage the hearts and minds of your employees and customers. These four steps correspond to the four primary innovation personality styles that are at the core of this book. Each style is represented by one of the suits (♥♦♠♣) from Shapiro's deck of cards. The 13 cards in each suit contain a word associated with that style.

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# The Suits & the Styles

- ✿ ♠ Define the challenge: You prefer facts and principles. You are analytical and like to dig for data. You rely on facts to make decisions.
- ✿ ♦ Generate Solutions: You prefer ideas and experiences and tend to be multifaceted.
- ✿ ♣ Plan and Execute: You prefer plans and actions. You like movement.
- ✿ ♥ Engage the Hearts and Minds: You prefer people and relationships.

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# Your Energy Style

- ✿ In addition to the four primary styles, there are also sub styles indicated by the numbers on the cards of each suit. People who prefer working alone or in small groups are more introverted. Cards numbered 5 - 9 represent these types of traits. Cards numbered 10 - A represent people who thrive on more higher energy activities. They are often group leaders, but may not be as good at focusing on single tasks. They seek greater levels of stimuli and are prone to risk-taking. The less attractive qualities associated with each style are represented by cards numbered 2 - 4.

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# The Colors & Your Brain

- ✿ ♠♣ Rational/Analytical: These people focus on data and results. They are good at finding the reasons why things won't work. Knowledge and expertise are the cornerstone of their thinking style.
- ✿ ♥♦ Relational/Creative: They 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 are the cornerstones of their thinking style.



# Diverse Thinking & Perceptions.

- ✱ If you hire people like yourself, your organization may be less innovative due to a lack of diverse thinking. Diverse thinking also brings creative tension. This game is also a tool for conflict resolution. Teams that are not optimized around personality strengths will introduce unintentional inefficiencies into the system. Personality Poker draws on the rich history of personality typing. Others see us differently than we see ourselves. How others see you is an indication of your behavior. People often behave in a manner consistent with other's beliefs. We engage in self-deception when we see ourselves as we wished we were.

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# Playing the Game

- ✱ Solitaire Version: Separate the shuffled deck into three piles. The first are traits that you think are definitely like you. The second are traits that are sometimes or somewhat like you. The third are traits that are definitely not you. You can do this version with a someone who knows you well. There is also a five-pile version that lets you sort by skills you use frequently, skills you use infrequently, adapted traits, not like you, and everything else. Go to [personalitypoker.net](http://personalitypoker.net) to play the online version to get an idea of the traits and your strong suit.

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# Playing With Groups

- ✱ Three to six people can play with each deck. Deal five random cards to each person. Each player ranks the five cards from most like me to least like me. Players can then trade cards in order to improve their hands. Each trade should be mutually beneficial. Then place unused cards face up and let players trade cards from their hands. If the players know each other, they can give gift cards from those left on the table. These cards should be kept separate from the self-selected cards as they are used to determine how others see you. At [personalitypoker.net](http://personalitypoker.net) you can purchase extra decks.

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# The Importance of Conversations

- ✿ Shapiro urges players to pay attention to each other as they discuss each other's cards. This may be even more important than the cards themselves. Describe your personality in your own words and share your personal experiences. Use the cards as a catalyst to stimulate insightful learning and appreciation of your team members. Chapter 5 features up close and personal sections on each suit. This information will help you better understand your style and avoid pitfalls associated with your style. A person's questions and body language may let you spot their strong suit without playing the game.

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# The Power of Diverse Styles

- ✱ Shapiro cites studies that show for relatively simple group tasks, homogeneous groups perform better. In situations involving high-difficulty tasks, diverse groups consistently performed the best. Here diversity refers to differences in personality styles. Diversity can cause conflicts if managers don't know how to manage and embrace different styles. In a diverse team, the black cards can participate in idea generation without letting their “yeah, buts” stifle the creative process. Red cards can contribute to implementation without letting “bright shiny objects” derail progress.

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# The Rest of the Book

- ✱ Shapiro offers an extended chapter 7 on how the four innovation styles can foster the innovation process. This is where he adds detail to the ♠ Define the Challenge, ♦ Generate Solutions, ♣ Plan and Execute, and ♥ Engage the Hearts and Minds process. The key is getting the people with the appropriate styles to do the parts of the job that best fit their styles. If you have played a little personality poker with your people, you will be in a better position to know how to deal your deck.



# Chapter 8

- ❖ Chapter 8 deals with culture, recruiting, retention, and leadership. It is important to look at how your culture fits with the styles of your people and leadership. You need to pay attention to styles when hiring so you don't hire all of the same kind. Hire in pairs. When you hire a club, hire a diamond. When you hire a spade, hire a heart. You can also lead in pairs to balance your leadership. Treat people the way they need to be treated, not the way you want to be treated.



# Style-Specific Additional Information

- ✱ The last four chapters supplement the book with a variety of information on the styles. You can take an online test to determine your unconscious preferences. There are suggestions for balancing different styles at meetings, making your style visible to others, enhancing your creativity, and many other ways to play the game.
- ✱ Bottom line: This simple game can give you deep and valuable insights to yourself, your coworkers, and the functioning of your organization. **Order your copy now!**

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