



Using Personality Types to Match Mentors and Mentees

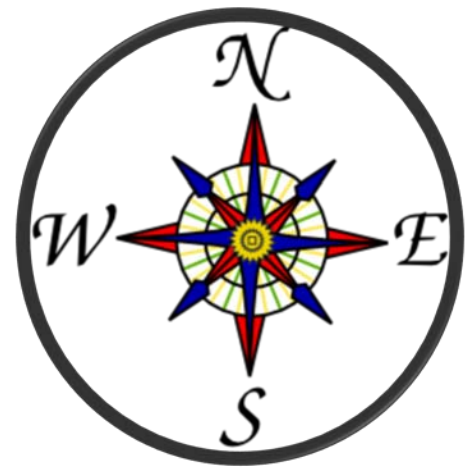
District 61 believes in a mentorship approach that is based on an experienced person (mentor) working with a less experienced person (mentee) as peers – including mutual respect. Our objective is to provide an environment where members learn directly from each other and develop stronger relationships with each other. In each case, the member is learning – the mentee is learning a skill, while the mentor is demonstrating and learning through leadership. Members will get much more out of Toastmasters in an environment where they can achieve their specific goals with the help of others and have strong inter-personal bonds.

Why Personality Type Mentors and Mentees?

Sometimes personality conflicts make developing a close, trusted, mutually respectful relationship between two people difficult. In mentorship, having such a relationship is critical. Without a strong relationship, you may lose the new member's interest in Toastmasters or cause division within your club.

District 61 recommends looking for 4 basic personality types and matching them accordingly. We call them North, South, East, and West.

Note that Personality is not the only characteristic to look at in pairing two people for mentorship. It is also important are: Mentee's preference, desire to be a Mentor/Mentee, nervousness of the mentee, the mentee's need vs. the experience the mentor has had, interests, potential cultural implications of a match, and accessibility (can they meet face to face frequently)



North: The Go-getter

Approach to Communication

- Assertive, active, decisive, courageous, ambitious, confident, tenacious, goal-centered
- Likes to be in control and determine the course of events
- Quick to speak, expresses urgency for others to act quickly
- Enjoys challenging people and situations
- Thinks in terms of the “bottom line”
- Likes a quick pace and the fast track
- Hardworking leader who is comfortable being in front
- Value phrases: *Do it now!* and *I’ll do it!*

Best Ways to Work with a North

- Assign tasks that require motivation, persuasion, and initiative
- Present your case quickly, clearly, and with enthusiasm and confidence
- Let the North know how she is involved and what her incentive is
- Focus on the challenge of the task
- Allow plenty of autonomy
- Establish timelines, and stick to them
- Give positive, public recognition

South: The Nurturer

Approach to Communication

- Friendly, likeable, supportive, nurturing, caring, peace-loving, sympathetic, helpful, process-centered, generous, non-competitive
- Allows others to feel important
- Willing to trust others' statements at face value
- Team player
- Feelings-based, trusts own emotions and intuition as truth
- Focuses on the present moment
- Likes to build on the ideas of others
- Value words: right and fair

Best Ways to Work with a South

- Keep the process in mind
- Pay attention to the relationship between you and the South
- Justify your decisions with values and ethics
- Appeal to your relationship with the South and his relationships with others
- Listen closely
- Allow the expression of feelings and intuition in logical arguments
- Be aware that a South may have a hard time saying "no" and may be easily taken advantage of
- Provide plenty of positive reassurance and likeability
- Let the South know you like him and appreciate him

East: The Visionary

Approach to Communication

- Innovative, creative, idea-oriented, adventurous, spontaneous, free-spirited, unconventional
- Sees the big picture
- Focuses on the future
- Takes risks
- Has insight into mission and purpose
- Looks for overarching themes and ideas
- Appreciates an abundance of information
- Has strong spiritual awareness
- Likes to experiment and explore
- Value words: option and possibility

Best Ways to Work with an East

- Show appreciation and enthusiasm for ideas
- Listen and be patient during idea generation
- Avoid criticizing or judging ideas
- Allow and support divergent thinking
- Provide a variety of tasks
- Provide help and supervision to support detail and project follow-through

West: The Analyst

Approach to Work

- Practical, dependable, thorough, careful, deliberate, logical, balanced, introspective, focused, reserved
- Plans and provides resources to others
- Follows procedures and guidelines
- Uses data to make analytical decisions
- Weighs all sides of an issue
- Thoroughly examines people's needs in situations
- Works well with existing resources
- Gets the most out of what has been done in the past
- Finds the fatal flaw in an idea or a project
- Value words: objective and organized

Best Ways to Work with a West

- Allow plenty of time for decision-making
- Provide data – objective facts and figures that a West can trust
- Don't be put off by critical "no" statements
- Minimize the expression of emotion, and use logic when possible
- Appeal to tradition, a sense of history, and correct procedures

Please provide any feedback on this document to the [District Chair of Mentorship](#) and/or the [LGET](#).