

# Dare to SWAB™: Easy Ways to Assess Your Teammates

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**Phil Zeltzman, DVM, DACVS, CVJ, FF certified**

What's your personality type? Are you a maximizer (StrengthsFinder)? An ISTP (Myers Briggs)? Conscientious (DISC)? An ENFP (16 personalities)? Holy alphabet soup!

Do you find popular personality tests challenging to implement? Do you think they are impossible to remember in the spur of the moment? Do you feel that they are not as practical as promised?

**Me too!**

## **OBJECTIVES:** .....

I decided to challenge the status quo and, what else, I made it my mission to create my own personality test. One you can understand. One you can remember. One you can implement.

I am very happy to present, exclusively for the Unchartered Veterinary Conference – Staff Drama – August 2019 (drumroll)... the SWAB™ test.

Yes, using simple “word-pictures,” you are going to “SWAB” yourself. Later you will “SWAB” your existing teammates to make sure they are in the right seats. You will also be able to “SWAB” prospective employees before they are allowed to join your team.

This workshop will give you simple tools and practical strategies to assess your own personality, as well as the personality of others.

This workshop will have 3 parts:

- 1.** We will explore the SWAB™ test and its different components.
- 2.** You will work in pairs (yay, another accountability buddy!) to guess your personality type – and your partner's.
- 3.** We will talk about how different personalities can work together.

Understanding your own and your teammates' personalities will lead to a more harmonious practice culture.

# SWAB™ Test

**Write 1-2-3-4 for what defines you best in each row**  
**4 = most like you; 1 = least like you**  
**Don't overthink your answer**

What defines you best?

Authority	Enthusiasm	Sensitivity	Following instructions
Take charge	Take risks	Be loyal	Be accurate
Determined	Visionary	Calm	Consistent
Try new ideas	Talking	Schedules	I don't do things that surprise others
I am competitive	I like to share ideas	I hate change	I am practical
I am a problem solver	I enjoy popularity	I give in to others	I am factual
I am productive	I love fun	I hate confrontation	I am responsible
I am bold	I love variety	I am sensitive	I love perfection
I am a decision maker	I am spontaneous	I am nurturing	I am detail oriented
I am persistent	I am inspirational	I am a peacemaker	I am logical
<i>Total</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>

**Then total your results for each column.**

1. The largest total determines your primary personality trait: \_\_\_\_\_
2. The 2nd largest # reveals your secondary personality trait: \_\_\_\_\_

# Dare to SWAB™: Easy Ways to Assess Your Teammates Worksheet

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## **TOOL KIT**

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### **DISCOVERING THE SWAB™ TEST**

- Description of existing personality tests
- Concept of the SWAB™ test
- Description of the 4 personality types
- What is your own personality?

### **SWAB™ YOUR ACCOUNTABILITY BUDDY**

- Partner with an accountability buddy
- Explain why you chose your personality type
- Does your accountability buddy agree?
- What is your accountability buddy's personality type?

### **THE RESULTS**

- How to finally understand people!
- How to better communicate with co-workers!
- How different personalities can work together
- Why do people behave the way they do?

### **KEY POINTS**

- One personality type is not better than another
- We all have a primary personality trait
- We also have a secondary personality trait
- The SWAB™ test will help you better understand teammates, clients and even family members

## **Notes**

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