Healthy Interactivity: The Essential Foundations of Team Communications and Conflict Resolution

**REGISTRATION FEE:** $79

**REGISTRATION DEADLINE:** Friday, Sept. 18. Due to limited space, register early.

**CREDIT RECOGNITION:** 5 CEUs or Category 1 CECHs for CHES and MCHES Health Education Specialists

**WHO SHOULD PARTICIPATE IN THIS SPECIAL EVENT:**
- Anyone interested in Personality Types, whether already experienced or new to the whole idea.
- Anyone interested in taking an MBTI® personality assessment and receiving an actual interpretation instead of one online or over the phone.
- Anyone looking to further their professional education through continuing education.
- Anyone interested in dealing with personality conflicts on a team.
- Anyone looking to step out of their own comfort zone around others.
- Anyone interested in learning about how their own personality type relates to others.
- Anyone interested in discovering new ways of looking at personality differences.
- Anyone looking to gain a better understanding of conflict on teams.

**BENEFITS OF PARTICIPATION:**
- Learn about your own personality type and how it relates to others.
- Discover new ways of looking at personality differences.
- Gain a better understanding of conflict on teams.
- Learn where you might try to step out of your own comfort zone around others.
- Earn CEUs or other continuing education credit.
- Discover how to deal with personality conflicts on a team.
- Learn about your own personality type and how it relates to others.

**REGISTRATION DEADLINE:** Friday, Sept. 18. Due to limited space, register early.

**CREDIT RECOGNITION:** 0.5 CEUs or Category 1 CECHs for CHES and MCHES Health Education Specialists

**QUESTIONS ABOUT THE WORKSHOP:** CONTACT DR. GILMORE:
ggilmore@uwlax.edu

Sponsored by UW-La Crosse Community Health Programming Unit, Continuing Education and Extension in cooperation with the La Crosse Chapter of the Association for Psychological Type International (APTi)

Saturday, Oct. 10, 2015
Franciscan Spirituality Center
La Crosse, Wis.
This is an enlightening interactive workshop which will use a facilitated discussion style. Participants will take away from this workshop a better understanding of the dynamics involved with different personalities on a team of any size. Using John Beebe’s 8 Function-Attitudes approach to type dynamics, participants will find their best-fit type code through an insightful self-select exercise. Personality types are then compared to personality temperaments as a means of further clarifying type and demonstrating similarities and differences between the two theories. During the second half of the day, we will use a combination of these two theories, as well as the Thomas Kilmann Conflict Mode Indicator, or TKI, to see how personalities can work for or against a team that is struggling with conflict and communication issues. Through additional interactive group exercises, conflict will be examined as a natural part of an effective team. Finally, using the knowledge of our personality types, participants will use a simple tool to discover possible communication gaps, as we explore ways to achieve better team communication and decision making.

Register today!
www.uwlax.edu/conted/healthy-interactivity

Workshop Goal:
For individuals of all experience levels with personality type, the workshop goal is to provide a basic understanding and appreciation of how Personality Type Theory can help team members communicate better and help make the inevitable conflict between personalities a more positive experience. Furthermore, for those who are more Type aware, this workshop should also provide examples of alternate approaches to presenting personality type workshops, as well as demonstrate similar theories that can help strengthen our appreciation of personality differences and understanding of who we are.

Learning Objectives:
PARTICIPANTS WILL:
• Self-Select and recognize their personality types.
• Understand differences between self and others using a Function-Attitudes assessment.
• Recognize how different personalities affect the areas of Communications, Conflict Resolution, and Interaction between individuals on a team.
• Identify how personality differences can enhance or disrupt team communications.
• Become more aware of how the language of different personality types can influence understanding between team members.

DAY’S AGENDA
Morning session:
Introduction to Personality Types
Self-Select Exercise
Connecting Types and Temperaments
Lunch
Afternoon session:
Languages of Type
Connecting Conflict Modes (TKI) to Type
Effective Communications / Interaction Exercise
Understanding Team Decision Making and Exercise

Workshop Facilitator
LTC(Ret) Kenneth Cerney
During his 28 year career in the Wisconsin Army National Guard, the active Army and the Army Reserve, Cerney has held positions as operations and training officer, helicopter instructor pilot, personnel officer, attack helicopter company commander, and finally as, Chief of Leadership Training for the Army Reserve. While in the Leadership Training Division at Fort McCoy, Cerney became qualified in the use of the MBTI® (Myers-Briggs Type Indicator), Personality Dimensions (a temperament sorter), FIRO-B and other assessment tools for developing leaders and teams. It was during this period, facilitating Army leadership training he discovered the real value of these tools did not come from knowing your own type or style, but instead from an understanding of how your own personality type as a member of a team can affect how you react to other members, both positively and negatively. This knowledge led Cerney to dig deeper into team dynamics, John Beebe’s 8 Function-Archetypes model of type dynamics and how people on teams communicate and interact.

Upon retiring from the Army in December of 2006 Cerney earned his master’s degree, ME-PD, from UW-La Crosse and started his own business (Leader-Team Dynamics, LLC). He now focuses on bringing his unique understanding of personality differences to teams wherever they work and especially in the Helicopter EMS or Helicopter Air Ambulance world.

Cerney has been employed since December 2007 as a MedEvac helicopter pilot in Wausau, Wis., providing him the opportunity to do two more of the things he loves, fly and help people. This job has lead to his work with the Air Medical Resource Management (AMRM) team with PHI Air Medical, where they are incorporating his knowledge of personality types, communications, team dynamics and conflict/interaction styles into their AMRM classes for all flight crews, communications specialists, and even ground ambulance crews. In September 2014 Cerney made two presentations at the Air Medical Transport Conference in Nashville on Personalities in the cockpit focusing on temperaments.

Planning Committee:
Beth Dolder-Zieke, M.S., LPC, President, La Crosse Chapter, APTi, and Director, Career Services, Viterbo University
Gary Gilmore, MPH, Ph.D, Immediate Past President, La Crosse Chapter, APTi, and Professor and Director, Graduate Community Health/Public Health Programs, University of Wisconsin-La Crosse
Betsy Gerdes, Secretary/Treasurer, La Crosse Chapter, APTi
Kenneth Cerney, LTC (Ret), member, La Crosse Chapter, APTi