PERSONALITY DIMENSIONS AND THE MEDICINE WHEEL

Over 3,500 years ago First Nations People noticed four primary styles in people and related these styles to the cardinal directions and natural elements.

WEST/EARTH
- Resourceful
- Orange

WEST/Teacher
- Animated
- Friendly
- Experience
- Energy
- Resourcefulness
Symbolized by - Success
Rewards: Freedom
Intelligence: Bodily-Kinaesthetic (Body Smart)

SOUTH/WATER
- Authentica
- Blue

SOUTH/Healer
- Love
- Trust
- Growth
- Passion
- Honest
Symbolized by - Gentleness
Rewards: Fruits of Labours
Intelligence: Interpersonal (People Smart)

NORTH/WIND
- North/Warrior
- Knowledge
- Wisdom
- Purity
- Stamina
- Responsibility
Symbolized by - Renewal and Cleansing
Rewards: Contemplating wisdom
Intelligence: Linguistic (Word Smart)

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- Knowledge
- Wisdom
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- Stamina
- Responsibility
Symbolized by - Renewal and Cleansing
Rewards: Contemplating wisdom
Intelligence: Linguistic (Word Smart)

EAST/SUN
- Inquiring
- Green

EAST/Visionary
- Strength
- Endurance
- Vision
- Clarity
- Illumination
Symbolized by - Life and Rebirth
Rewards: Generating Ideas
Intelligence: Innovative (Idea Smart)
Leadership and the Medicine Wheel

An effective leader knows their greatest strengths, their most important needs, and what they need to learn.

1. In your Cardinal Direction **check off** one or more strengths.
2. In your Cardinal direction **circle** one or more needs.
3. In the other Cardinal Directions **underline** one or more things you want to learn.

**WEST/Teacher**
- Gets tasks done
- “Come alive” once project goals are set
- Moves team to performing
- Task-oriented once tasks are determined

- **Team Strengths**
  - Inspire team to performing stage
  - Trouble shooting
  - Hands-on work

- **Needs**
  - Patience during Project planning
  - Keep busy during planning and administrative tasks

- **Learning Edges**
  - Avoid dominating brainstorming
  - Let others develop rules

**SOUTH/Healer**
- Gets teams to form (getting along)
- Pulls best out from any situation.

- **Team Strengths**
  - Helping the team in forming
  - Helping through “stormy” times
  - Motivating the team to complete tasks

- **Needs**
  - Not to take things personally
  - Let others set up rules and administration

- **Learning Edges**
  - Avoid emotional attachment to tasks
  - Don’t get offended when the East Visionary and North Warrior evaluate your ideas and critique the teams’ work.
  - Keep track of time

**WIND/Teacher**
- Follows rules and goals of each project and/or task
- Uses wisdom to come up with effective ways to complete tasks
- Responsible with completing tasks

- **Team Strengths**
  - Knowledgeable
  - Good verbal and presentation skills
  - Develops norms and rules
  - Keeps the team focused
  - Responsible

- **Needs**
  - Patience during Project planning
  - Keep busy during planning and administrative tasks

- **Learning Edge**
  - Wait until all brainstorming ideas are offered before working out the details.

**EAST/Visionary**
- Sees “the big picture” and offers logical advice
- Remains objective
- Does not take criticism personally
- Stays focused on purpose and goals
- Good at narrowing down ideas
- Evaluates ideas, tasks, and projects

- **Team Strengths**
  - See the big picture
  - Critiquing ideas/tasks
  - Logical

- **Needs**
  - Detailed information about tasks
  - Time to think

- **Learning Edges**
  - Do not evaluate too early
  - Critique when appropriate

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