

## Seven Different Personality Types and How to Deal With Them

Dr. Marilyn Manning has come up with seven difficult personality types and ways on how to deal with them.

### **Hardcore Bullies**

They are hostile, abusive, and intimidating. They always have to be right and will charge like an angry bull if you challenge or cross them. What to do? Take a deep breath and let them blow off steam. However, don't let them get abusive. After they're done, state your position but avoid arguing. With this type of personality, there is no win-win situation.

### **Princess**

They appear to know more than others, want to be special, and want center stage. What to do? Use their knowledge strategically. Give them praise and maybe they'll come down from their towers.

### **Passive Aggressive**

They undercut authority in devious ways. They will not be direct with their criticism. What to do? Once they realize that you won't put up with this type of behaviour, they will stop. They don't want to be centre stage, so avoid open confrontation.

### **The Baby**

They see everything negatively; they are the complainers and whiners. What to do? They see everything negatively because they often believe that they are not important. Make sure you listen to what they have to say. Direct the baby's attention to the more positive aspects of the situation..

### **Negative Ned/Nancy**

They're not just negative - they strongly distrust anyone in power. They believe their way is the only right way. Their motto is, "I told you so." What to do? Stay positive, but realistic. Delay discussing solutions because they will dismiss all of them. Refuse to argue and stick with the facts.

### **People Pleaser**

They are usually people that are easily likable; however, they can be very difficult to deal with because they can't say "No!" What to do? Limit how much you ask them. Try, "You're working on so many worthy projects right now."

### **Non-Player**

These people are the most difficult personalities to deal with. They usually don't reveal their true motives, and then it's the guessing game. What to do? Draw them out with open-ended questions. Even if there is silence between you and this unresponsive person grows chasm-like, wait it out.

When you ignore difficult people, they don't change. But when you support positive change and refuse to indulge their behaviours, you encourage them to learn coping skills.