



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

### Understanding & Motivating Students with Different Personality Styles (Pre-K through High School)

#### SECTION 1: WHY UNDERSTANDING PERSONALITY STYLES MATTERS

Students whose preferences differ from their teacher may find it difficult to adjust to classroom atmosphere and teaching methods. Teachers who vary their teaching styles after learning about personality styles can motivate and teach a wider range of students.

**THE REALITY:** These personality styles show up as early as preschool and stay consistent throughout life. You have Eagles, Parrots, Doves, and Owls sitting in your classroom right now—whether they're 4 or 14 (or older). Understanding these differences helps you:

- **Stop labeling students** as "difficult," "shy," "bossy," or "perfectionist" and instead understand their natural learning style
- **Adjust your teaching approach** to reach ALL students, not just those who learn like you do
- **Prevent behavioral issues** before they happen by understanding why certain students clash with your style
- **Increase engagement** by speaking to each student's motivational "language"
- **Help parents understand their children** better

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#### SECTION 2: THE FOUR PERSONALITY STYLES IN THE CLASSROOM - OVERVIEW

##### **EAGLES - The Bold, Take-Charge Leaders**

- **Core Traits:** Direct, decisive, confident, competitive, independent, impatient
- **What They Value:** Winning, being in charge, challenges, action, results
- **What They Say:** "I want to be the leader!" "Let me do it!" "That's easy!"
- **Future Careers:** CEOs, lawyers, surgeons, military leaders, entrepreneurs

##### **PARROTS - The Chatty, Enthusiastic Socialites**

- **Core Traits:** Talkative, enthusiastic, friendly, creative, expressive, fun-loving
- **What They Value:** Friends, fun, attention, being liked, excitement
- **What They Say:** "This is so cool!" "Can we work in groups?" "Let me tell you about..."



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- **Future Careers:** Teachers, salespeople, performers, social media influencers, counselors

### DOVES - The Kind, Gentle Helpers

- **Core Traits:** Caring, patient, loyal, cooperative, sensitive, peace-loving
- **What They Value:** Harmony, helping others, kindness, friendships, feeling safe
- **What They Say:** "Is everyone okay?" "Can I help?" "I don't like when people fight."
- **Future Careers:** Nurses, social workers, therapists, teachers, counselors

### OWLS - The Smart, Rule-Following Perfectionists

- **Core Traits:** Careful, precise, organized, quiet, detail-oriented, cautious
- **What They Value:** Being right, following rules, quality work, understanding everything
- **What They Say:** "But the directions say..." "Is this correct?" "Can you explain that again?"
- **Future Careers:** Engineers, scientists, accountants, researchers, programmers

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## SECTION 3: RECOGNIZING PERSONALITY STYLES BASED ON OBSERVABLE BEHAVIORS AT DIFFERENT AGES

### EAGLE STUDENTS

#### PRE-K & KINDERGARTEN (Ages 3-6):

- Takes toys from others, says "I'm the boss!"
- Always wants to be line leader or helper
- Gets frustrated when they can't do something immediately
- Bold, doesn't cry easily when separated from parents
- May push or be physically assertive

#### ELEMENTARY (Grades 1-5):

- Raises hand first, blurts out answers
- Wants to be team captain, may be bossy
- Competitive in games and academics



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- Challenges teacher's rules ("Why do we have to?")
- Finishes work quickly (sometimes sloppily)

### **MIDDLE SCHOOL (Grades 6-8):**

- Confident (sometimes overconfident)
- Takes leadership in group projects
- Questions authority and rules
- Impatient with slow-paced activities
- Direct, sometimes blunt with peers

### **HIGH SCHOOL (Grades 9-12):**

- Natural leader in clubs and sports
- Debates teachers on assignments
- Works independently, doesn't ask for help
- Fast decision-maker, sometimes impulsive
- Focused on goals (college, career, winning)

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## PARROT STUDENTS

### **PRE-K & KINDERGARTEN (Ages 3-6):**

- Talks constantly, tells long stories
- Makes friends easily with everyone
- Loud, expressive, dramatic
- Struggles sitting still during circle time
- Loves show-and-tell, performing

### **ELEMENTARY (Grades 1-5):**

- Social butterfly, knows everyone's business
- Enthusiastic hand-raiser (may not know answer!)
- Distracts neighbors with talking
- Creative in art and writing



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- Disorganized desk/backpack

### **MIDDLE SCHOOL (Grades 6-8):**

- Social media obsessed, always texting
- Class clown, entertains everyone
- Struggles with focus and organization
- Great at presentations and public speaking
- Drama over friendships and conflicts

### **HIGH SCHOOL (Grades 9-12):**

- Popular, involved in many activities
- Great at networking and communication
- Procrastinates on assignments
- Loves group work and collaboration
- Energy and enthusiasm is sometimes mistaken for lack of seriousness



### **DOVE STUDENTS**

#### **PRE-K & KINDERGARTEN (Ages 3-6):**

- Shy, clings to teacher or parent
- Cries when others are upset
- Shares toys willingly
- Slow to warm up to new situations
- Gentle with animals and younger children

#### **ELEMENTARY (Grades 1-5):**

- Rarely raises hand, even when they know answer
- Has one or two close friends vs. many
- Takes criticism very personally, may cry
- Helpful, offers to assist teacher
- Worried about getting in trouble



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

### MIDDLE SCHOOL (Grades 6-8):

- Quiet, avoids attention
- Deeply affected by friendship drama
- Avoids conflict, tries to make peace
- Kind to everyone, especially outcasts
- Sensitive to criticism from teachers or peers

### HIGH SCHOOL (Grades 9-12):

- Loyal friend, good listener
- Avoids speaking in front of class
- Thoughtful, empathetic toward others
- May stay in unhealthy friendships too long
- Struggles with assertiveness and boundaries

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### OWL STUDENTS

#### PRE-K & KINDERGARTEN (Ages 3-6):

- Follows rules precisely
- Upset when routine changes
- Cautious with new activities
- Notices when things are "wrong" or different
- May count, organize, or line up toys

#### ELEMENTARY (Grades 1-5):

- Raises hand with detailed questions
- Neat handwriting, organized desk
- Stressed by timed tests or rushed work
- May redo work multiple times to make it perfect
- Follows directions exactly



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

### MIDDLE SCHOOL (Grades 6-8):

- Perfectionistic about grades
- Anxious about assignments and tests
- Asks lots of clarifying questions
- Takes detailed notes
- May miss deadlines trying to make work perfect

### HIGH SCHOOL (Grades 9-12):

- High academic standards for themselves
- Stressed by ambiguous assignments
- Loves research and analysis
- Prepared, organized, planners are color-coded
- May struggle with anxiety about college/future

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## SECTION 4: MOTIVATION STRATEGIES FOR EACH STYLE

### HOW TO MOTIVATE & TEACH EAGLES

#### DO:

##### Pre-K & Elementary:

- Give them leadership jobs (line leader, paper passer)
- Use competition and challenges ("Who can...?")
- Let them help you with "important" tasks
- Give choices and autonomy
- Keep pace fast-moving

##### Middle & High School:

- Assign them leadership roles in group projects
- Present real-world, challenging problems
- Allow independent work options
- Create competitive elements (debates, challenges)



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

- Be direct—respect their time

### DON'T:

- Micromanage or hover
- Give long, slow explanations
- Make them sit passively for extended periods
- Force them into only follower roles
- Take their directness as disrespect

### TEACHING STRATEGIES BY AGE:

**Pre-K/Elementary:** "I need a strong leader to help me with this important job!"

**Middle School:** "Here's the challenge—first team to solve it wins."

**High School:** "This is a real-world problem with no easy answer. Figure it out and defend your solution."

### WATCH OUT:

Eagles may dominate group work or bully quieter students. Assign specific roles. Also, they rush through work—build in quality checks.

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### HOW TO MOTIVATE & TEACH PARROTS

#### DO:

##### **Pre-K & Elementary:**

- Let them share stories and experiences
- Use movement, music, and games
- Give opportunities to perform or present
- Make learning fun and interactive
- Allow them to work with partners

##### **Middle & High School:**

- Incorporate group discussions and collaboration
- Let them present to the class
- Use creative assignments (videos, posters, performances)



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

- Give public recognition and praise
- Connect material to social/people aspects

### ✗ DON'T:

- Make them work alone for long periods
- Assign silent, repetitive tasks
- Criticize them publicly
- Ignore their enthusiasm
- Create rigid, no-talking environments

### 🎯 TEACHING STRATEGIES BY AGE:

**Pre-K/Elementary:** "Let's act out this story!" "Turn to a partner and share!"

**Middle School:** "Create a TikTok-style video explaining this concept."

**High School:** "Your group will present your findings to the class."

### ⚠ WATCH OUT:

Parrots talk too much and distract others. Set clear expectations: "Talk time" vs. "Work time." Help them with organization systems (checklists, folders).

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### 鳴 HOW TO MOTIVATE & TEACH DOVES

#### ✓ DO:

**Pre-K & Elementary:**

- Create a warm, nurturing environment
- Give private praise, not public spotlight
- Allow time to warm up to new situations
- Use gentle redirection, not harsh correction
- Emphasize helping and caring themes

**Middle & High School:**

- Build personal relationships with them
- Give private, constructive feedback



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

- Allow processing time before calling on them
- Emphasize the "helping people" aspect of content
- Create psychologically safe classroom

### ✗ DON'T:

- Put them on the spot unexpectedly
- Use public criticism or harsh tones
- Force them into high-pressure situations
- Rush them emotionally
- Ignore signs they're struggling

### 🎯 TEACHING STRATEGIES BY AGE:

**Pre-K/Elementary:** "I noticed you were so kind to help Maria. That made her feel better."

**Middle School:** "How do you think this character felt? How would you help them?"

**High School:** "This issue affects real people—how can we make a difference?"

### ⚠ WATCH OUT:

Doves take everything personally. Separate feedback on work from feedback on them as people. Build their confidence to speak up and set boundaries.



### HOW TO MOTIVATE & TEACH OWLS

### ✓ DO:

#### Pre-K & Elementary:

- Provide clear, consistent routines
- Give step-by-step instructions
- Allow extra time to complete work
- Value accuracy over speed
- Give advance notice of changes

#### Middle & High School:

- Provide detailed rubrics and examples
- Give time for research and preparation



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

- Acknowledge their thoroughness and precision
- Provide reference materials and resources
- Create organized, logical presentations

### DON'T:

- Give vague, ambiguous assignments
- Rush them or make last-minute changes
- Dismiss their questions as "overthinking"
- Force immediate responses
- Create chaotic classroom environments

### TEACHING STRATEGIES BY AGE:

**Pre-K/Elementary:** "First we'll do this, then this, then this. Here's what it should look like."

**Middle School:** "Here's the rubric showing exactly what I'm looking for."

**High School:** "Research this topic thoroughly and create a detailed analysis with sources."

### WATCH OUT:

Owls get stuck in perfectionism and miss deadlines. Teach "done beats perfect" and help them manage anxiety. They may need help with flexibility.

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## SECTION 5: QUICK REFERENCE - ONE STRATEGY FOR EACH STYLE

**Keep this on your desk and try ONE new strategy this week:**

 **EAGLE:** Give them a leadership role or challenge problem that lets them take charge

 **PARROT:** Let them share, present, or work with a partner instead of alone

 **DOVE:** Give private encouragement and emphasize how they're helping others

 **OWL:** Provide a clear checklist, rubric, or example of what you're looking for

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## SECTION 6: AGE-SPECIFIC TIPS

### PRE-K & KINDERGARTEN:

- Personalities are already present but less refined
- Focus on behavioral management strategies for each style



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

- Eagles need jobs, Parrots need movement, Doves need warmth, Owls need routine

### **ELEMENTARY (Grades 1-5):**

- Personalities become more obvious
- Use this knowledge for grouping strategies
- Help students start to understand their own strengths

### **MIDDLE SCHOOL (Grades 6-8):**

- Personalities are fully developed
- Help students identify and appreciate their style
- Use for conflict resolution and group dynamics

### **HIGH SCHOOL (Grades 9-12):**

- Students can use personality awareness for college/career planning
- Eagles → leadership positions, Parrots → communication roles
- Doves → helping professions, Owls → analytical careers

**Remember:** ALL styles can be very successful in leadership positions.

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## **SECTION 7: MIXING PERSONALITY STYLES IN GROUPS**

### **Great Combinations:**

- Eagle + Owl (results + accuracy)
- Parrot + Dove (energy + empathy)

### **Challenging Combinations:**

- Eagle + Eagle (power struggles)
- Parrot + Owl (chaos vs. order)
- Eagle + Dove (bulldozing the gentle one)

**Solution:** Assign specific roles to balance dynamics

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## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

### SECTION 8: COMMON TEACHER PITFALLS

- Teaching only to your own style** - If you're an Owl, your Eagle students are bored!
- Punishing personality traits** - Parrots aren't "bad" for talking; they need redirection
- Labeling negatively** - "Bossy" Eagle vs. "Natural leader"
- Forcing all students into same mold** - Not everyone learns the same way

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### SECTION 9: KEY TAKEAWAYS

**REMEMBER:** Teachers who vary their teaching styles after learning about personality styles can motivate and teach a wider range of students. You don't have to be perfect, just be aware.

- These traits appear early and stay consistent** - A 5-year-old Eagle becomes a 15-year-old Eagle (your primary style can change based on life experiences, too)
- No style is better than another** - We need all four styles in the world
- You probably teach in YOUR style** - Be aware and intentionally vary your approach
- Frame differences positively** - "You're detail-oriented" not "You're slow"
- Start small** - Pick ONE student and try ONE new strategy this week
- Help students understand themselves** - "You like to lead—that's a strength!"
- Remember The Home Rule** – Treat others how **they** need to be treated.
- Communicate with parents** - Help them understand their child's personality at home – encourage the parents to get a full personality test for their child (contact EmpowerU2Be for information!)

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### SECTION 10: PARENT COMMUNICATION TIP

When you understand a child's personality style, you can help parents understand their child better:

**Instead of:** "Jayden is too aggressive and bossy."

**Try:** "Jayden has natural leadership abilities. At home, try giving him age-appropriate responsibilities where he can be in charge."

**Instead of:** "Emma talks too much and can't focus."

**Try:** "Emma is very social and enthusiastic. She does her best work when she can collaborate and express her creativity."



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

**Instead of:** "Marcus is too shy and never participates."

**Try:** "Marcus is thoughtful and observant. He prefers to process before speaking. He may be more comfortable sharing in writing or one-on-one."

**Instead of:** "Sarah is a perfectionist and anxious."

**Try:** "Sarah has high standards and values accuracy. She does best with clear expectations and advance notice of changes."

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**The goal isn't to change your students—it's to understand them so you can teach them more effectively.**

These four personality styles will walk through your classroom door every year, from preschool through graduation. When you speak to a student's personality "language," you unlock their potential. And that's what great teaching is all about.

**Remember:** An Eagle isn't trying to be difficult—they're wired to lead. A Parrot isn't trying to disrupt—they're wired to connect. A Dove isn't trying to be weak—they're wired to care. An Owl isn't trying to be slow—they're wired for precision.

**Your job is to help each bird learn to fly.**

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**SEE NEXT PAGE FOR RECOMMENDED READING AND EMPOWERU2BE  
CONTACT INFORMATION**



## PERSONALITIES IN THE CLASSROOM TEACHER RESOURCE

### Recommended Reading

These books by Merrick Rosenberg are great for helping you understand the “hidden patterns of behavioral styles” in a fun, engaging way. In Merrick’s latest book, **Personality Intelligence: Master the Art of Being You (For Your Sake and Everyone Else’s)**, he provides a glimpse of the neuroscience behind personality and human behavior and explains the four levels of personality intelligence!

#### **Merrick Rosenberg**

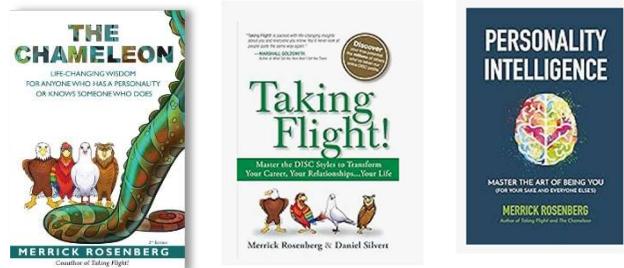
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**Contact EmpowerU2Be** for information on personality assessments/training for elementary, middle school and high school students!

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