

Team Building in the Business World Using Face Reading Skills

There is nothing more disturbing or exciting, depending on your perspective, than watching the showdowns in the boardroom on Donald Trump's, *The Apprentice*. When a team demonstrates chemistry, teamwork and respect for each other their project flows, productivity is high and personalities mesh. Quite the opposite is true when members of the team clash, disrespect each other and fail to meet expectations. It can be quite a catastrophe.



Building a productive team in the business world is not unlike creating a healthy personal relationship with family and friends. Different and often opposite personalities come together to get something accomplished in a timely manner.

An important facial structure to understand when putting a team together is the **shape of the face**. The person with a *long, narrow face* works in a *step-by-step fashion*. They need to complete one step before moving on to another.

Confidence, for them is learned, not innate. They require time to develop trust in themselves, especially when learning something new. They are the perfect people to design protocol, systems, manuals, teaching techniques or to see a project through from beginning to the end or to act in a supportive role.

The opposite facial structure is the *broad-shield face*, where you see more *width through the eyes*. It is the look of the lion and found in women 60% of the time. This person is innately self-confident. They assume that they can handle any situation and tend to face challenges head on and do what needs to be done. They are great trouble-shooters and they are direct and honest. This person is usually the one to volunteer even when she doesn't know what she is volunteering for!



With the understanding and respect for these opposing structures, a complete team can be assembled. The person with the broad-shield face would love to be done sooner than later and may miss important components of the project. The co-worker with a long, narrow face will keep everyone on track making sure that all the bases are covered. Each individual brings a talent and ability to the table. If everyone has a broad-shield face and wants things done immediately, important pieces of the puzzle may be left out and that will require going back and repeating the process. If everyone has a long, narrow face, the process may get hung up with all of the steps.

Along similar lines are the **eyelid structures**. The person with *exposed eyelids*, where you can see much of the actual eyelid, is the Nike ad: "**Just do it!**" They like direct action and they act swiftly and as effectively as possible once they see the whole picture.

The opposite trait is the *epicanthic fold*, which is the fold of flesh which covers the upper eyelid. The eyelid itself is not seen. This person is analytical and needs time to gather information, think and process, ask questions and justify their conclusion.



These extreme traits can cause conflict if not understood or respected. Together they are a complete team. The person with the exposed eyelids will cut through to the bottom line and keep things moving along while the individual with epicanthic folds contributes thoughtful, considered responses.

Opposites attract and opposites can create productive teams. Respect the differences. Look at individual traits as talents and abilities that each person brings to the table. Differences equal creative solutions to problems which equals increased productivity.

