

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Human Resource Department

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Dear Michelle,

It has been about a month since you completed training: "Revealing the Soul Needs of Personalities" training with Oneida Human Resources Department. Prior to the training, the department was suffering from low morale, feeling a hostile work environment, and a lack of team unity within the department. I want to share with you some of the positive things that employees have expressed, and behavior changes management has observed since the training, and changes I have personally seen.

In the training evaluations employee comments about the training included:

- Positive insight to learning what makes my co-workers tick
- There is so much negativity around us and it's nice to clear the air
- Can apply immediately with thoughts and feelings
- It really opened me to other ways of looking at things
- Blend of science and soul (most helpful part of training)

Since the training, the management team is trying to keep the training alive by each employee identifying for the whole team what their learning style and personality style is so that each of us can communicate more effectively with each other. We will be posting our styles in a common area in the department so that we can function as an effective team and accomplish our goals!

In addition to honoring our learning and personality styles, I have heard HRD team members say things like: "send it to the rice", and "quit taking it personally." I have been able to have direct discussions with my co-workers about my "intent" of a conversation. I have been more able to identify when someone is moving into their extreme personalities, and I am able to honor and openly discuss their style needs.

I want to thank you so much for helping Oneida Human Resources start a path upwards to improving interpersonal relationships and honoring our unique personalities so that we can focus on the important HR needs of the Oneida Tribe.

Sincerely,

Bald Kitch Training and Development Director