



Article from

Reinsurance News

July 2017
Issue 88

CONCLUSION

When people think of diversity, they may think first of ethnicity and race, and then of gender and age. However, diversity can be much broader than that, especially if behavioral and personality traits are incorporated into the mix. Understanding how best to relate to and work with each personality type can substantially ease the process of gelling as a group and working together effectively.

Next time you are in the elevator, see how your colleagues respond to a just-in-time entrant. If you believe you have determined your colleagues' dominant color or colors, the following recommendations are suggested to improve your one-on-one interactions with them:

- **Fiery Reds:** Focus your attention on the task at hand. Never, ever be late for a meeting or a deadline. Their motto: "be brief, be bright, be gone."
- **Sunshine Yellows:** Smile! Ask open-ended questions. Stay open to new ideas. Their motto: "Involve me."
- **Cool Blues:** Present your ideas clearly and with structure: Their motto: "Give me details."
- **Earth Greens:** Practice active listening. Give full attention to their need and concerns. Their motto: "Show me you care."



Increased diversity in the workplace also means that we have to consider adapting our communication styles and the manner in which we engage with others. As Dr. Robert Rohm author of *Positive Personality Profiles*, says "If I understand you, and you understand me, doesn't it make sense that we can work more effectively together?" ■



Ronald Poon-Affat, FSA, FIA, MAAA, CFA, is editor of the Society of Actuaries' *Reinsurance News* newsletter and is a recipient of a 2016 SOA Presidential Award. He can be contacted at rpoonaffat@rgare.com.

2017 Life and Annuity Reinsurance Seminar

By Timothy Paris

Following the success of last year's Advanced Reinsurance Seminar, and previous Introduction to Reinsurance Boot Camps, we are planning our 2017 Life and Annuity Reinsurance Seminar for August 14–15 in New York.

Attendees can expect an in-depth view of the important topics and fundamentals of life and annuity reinsurance, from

the perspective of a U.S. insurance company. Industry experts will present on the various types of reinsurance, treaty issues, financial implications and other considerations, and we expect ample time for attendees' Q&A and discussion. This seminar will also provide a great opportunity to network with peers and experts across the industry. Attendees will leave this seminar with a stronger understanding of current topics in life and annuity reinsurance.

For now, save the date! Agenda and speakers will be finalized soon. ■



Timothy Paris, FSA, MAAA, chief executive officer, Ruark Consulting, LLC. He can be contacted at timothyparis@ruark.co.