


Personalities In The Cockpit

Graduate Research Paper
Embry-Riddle Aeronautical
University

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Theodore Roosevelt

The most important single ingredient in the formula of success is knowing how to get along with people.

A stylized silhouette of a mountain range in shades of teal, located at the bottom right of the slide.

Introduction

- ◆ CRM defined as “the use of all available resources, information, equipment, and people, at achieve safe and efficient flight operations”
- ◆ Line Checklist evaluating CRM trained behaviors least adhered to

Behavior Indicators

- ◆ Crew stays 'ahead of curve'
- ◆ Captain coordinates flightdeck activities
- ◆ Briefings are operationally thorough
- ◆ Task distribution is clearly communicated and acknowledged

Assumptions Made

- ◆ The cockpit contains only two people
- ◆ The pilot sample was representative of the GA/corporate pilot population
- ◆ The pilots were honest in their selection of the words for the DiSC test

Review of Related Literature

- ◆ Two Aspects of Personality Tests
 - Preference
 - Temperament
- ◆ Personality Types
 - Myers Briggs Type Indicator
 - Enneagram
 - DiSC

Research Plan

- ◆ Survey of 28 sets of 4 words
- ◆ Minimal time involved
- ◆ Not a high level of privacy invasion
- ◆ Pilot could remain anonymous

Data Gathering

- ◆ Aviation companies that allowed access to their pilots
- ◆ Attempted to get a variety of pilot personalities
- ◆ Faxed and emailed the survey to aviation personnel to distribute, but had no further control as to who responded.

The Secret of Personalities

- ◆ Select one word in each row that best describes you in your work environment.
- ◆ Do not spent a lot of time thinking and contemplating - select the first word that you agree with.
- ◆ You may have two columns with the same Total numbers

Demanding

Captivating

Contented

Compliant

Competitive

Talkative

Accommodating

Precise

Risk Taker

Excitable

Consistent

Logical

Persuasive

Original

Gentle

Humble

Decisive

Optimistic

Patient

Restrained

Needs
Variety

Needs
Recognition

Needs
Steady Pace

Needs Time
To Assess

D: Dominance

- ◆ Emphasis on overcoming opposition
- ◆ Create actions for immediate results
- ◆ Environment free from controls and supervision
 - ◆ Needs difficult assignments
 - ◆ Lacking in people skills

I: Influence

- ◆ Emphasis on influencing or persuading others
- ◆ Enjoy interacting with others
 - ◆ Can easily motivate people
 - ◆ Not good with details
 - ◆ Needs variety

S: Steadiness

- ◆ Emphasis on cooperating with others
 - ◆ Willing listeners
 - ◆ Do not like change
 - ◆ Schedules are important
- ◆ Prefer reliable and conventional methods

C: Conscientious

- ◆ Emphasis on working carefully within existing circumstances
 - ◆ Very meticulous
 - ◆ Strong analytical thinkers
 - ◆ Use a systematic approach
- ◆ Need clearly defined goals and objectives

Graduate Research Paper Findings

- ◆ 71 surveys analyzed
- ◆ C: 56% Part 91 pilots
- ◆ S: 15% Part 91 pilots
- ◆ I: 20% Part 91 pilots
- ◆ D: 9% Part 91 pilots

Graduate Research Paper Findings

- ◆ 63% Part 91 Career
- ◆ 14% Part 135 Career
- ◆ 14% Part 91 Recreational
- ◆ 5% Other
- ◆ 4% Part 121 Career

Graduate Research Paper Findings

◆ Traits receiving the most responses

– Inspiring	53	I
– Easy going	53	S
– Logical	52	C
– Well disciplined	52	C
– Confident	51	I

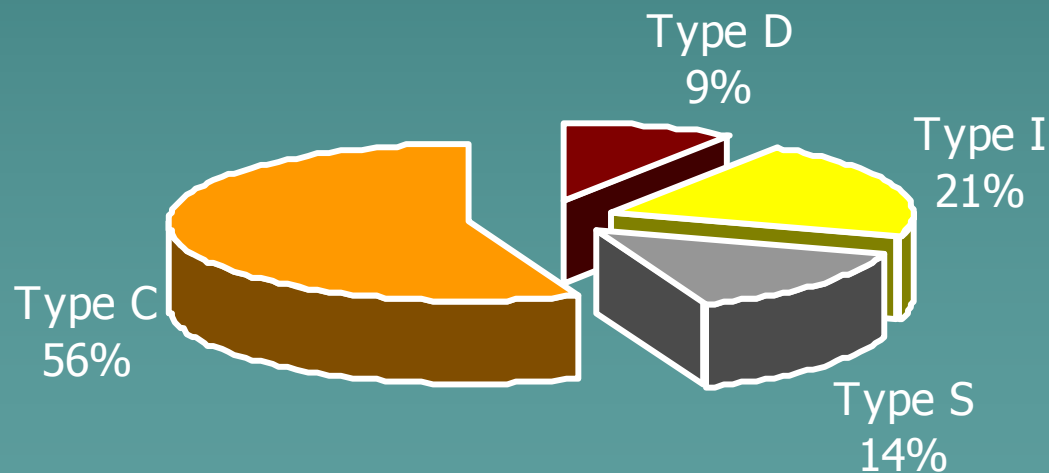
Graduate Research Paper Findings

◆ Traits receiving the least responses

– Daring	0	D
– Fearful	0	S
– Introverted	1	C
– Submissive	1	C
– Charming	1	I
– Light hearted	1	I

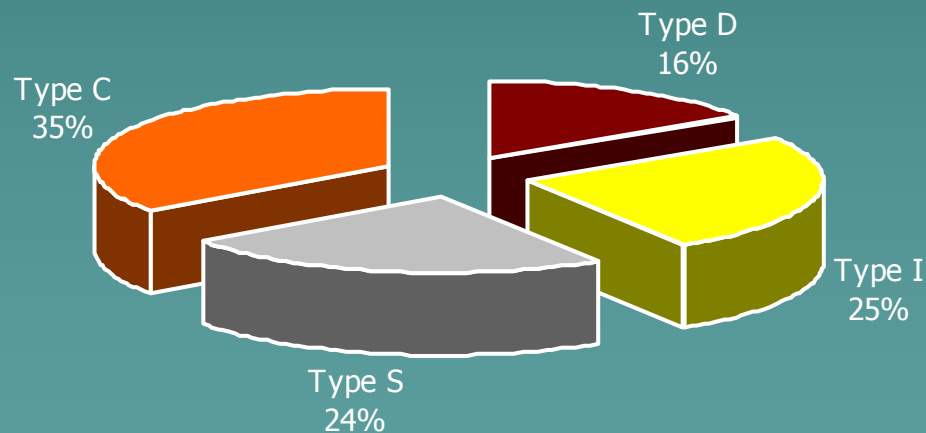
Overall Response by Type

- ◆ 56% fall into the "C" category;
- ◆ 14% fall into the "S" category,
- ◆ 21% fall into the "I" category and
- ◆ 9% fall into the "D" category.



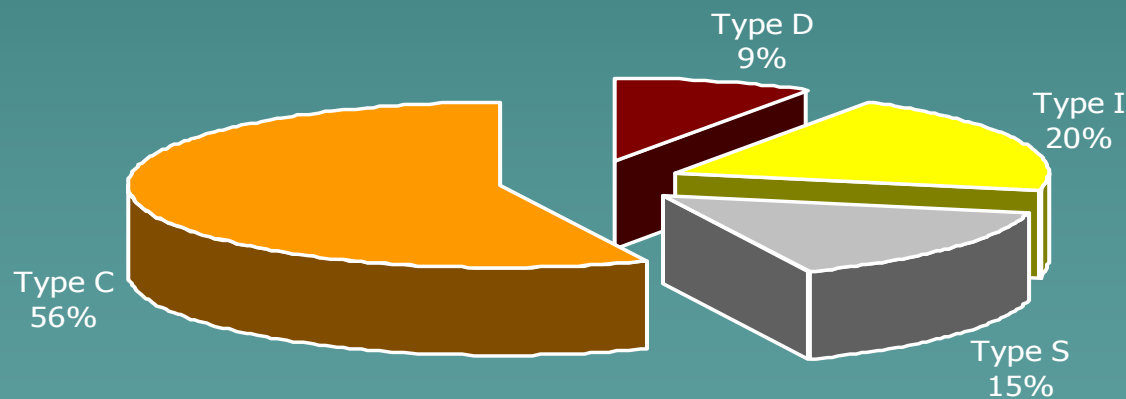
Individual Response by Type

- ◆ 35% fall into the "C" category;
- ◆ 24% fall into the "S" category,
- ◆ 25% fall into the "I" category and
- ◆ 16% fall into the "D" category.



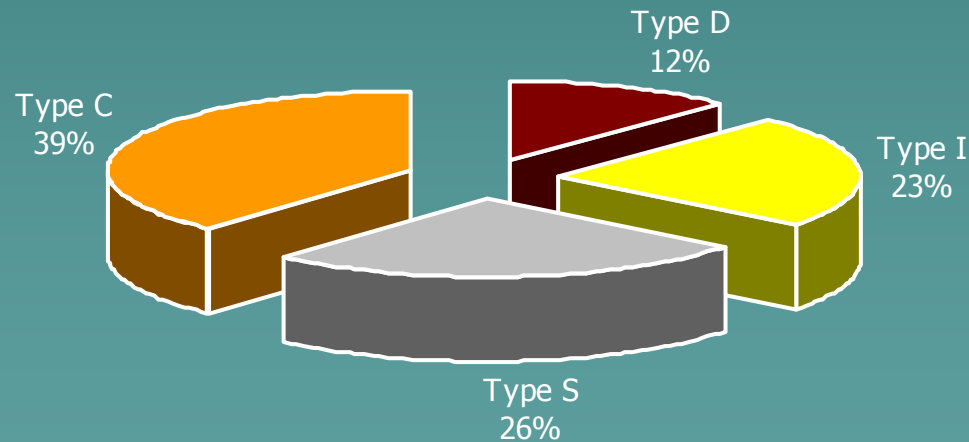
Part 91 Career Pilot Response by Type

- ◆ 56% fall into the "C" category;
- ◆ 15% fall into the "S" category,
- ◆ 20% fall into the "I" category and
- ◆ 9% fall into the "D" category.



Part 91 Career Pilot Individual Response by Type

- ◆ 39% fall into the "C" category;
- ◆ 26% fall into the "S" category,
- ◆ 23% fall into the "I" category and
- ◆ 12% fall into the "D" category.



Discussion

- ◆ Certain character traits lend themselves well to conventional pilot activities
 - Logical
 - Observant
 - Easy Going
 - Thorough
 - Well Disciplined
 - Considerate
- ◆ Some traits are a detriment
 - Daring
 - Fearful

Conclusions

- ◆ Part 91 pilots need to be able to:
 - Think fast and react even faster
 - Communicate in efficient, clear and concise manner
 - Be congenial, personable
 - Maintain respect and authority to maintain aircraft
- ◆ Inspiring, “I” most selected
- ◆ Many of top 18 traits were “C”

Recommendations

- ◆ Study be repeated with at least five hundred Part 91 Career pilots
- ◆ A second survey be given for the traits least applicable
- ◆ Tie in with pilot's ability; i.e. safety records, hours flown, etc. This may not be objective

Your Assistance, Please

Any pilot wishing to participate in this study is asked to email Shari at

Shari@CornerStoneStrategiesLLC.com

Thank you for your assistance!



Wrap Up

Questions?

Comments?

Thank You!

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