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LAMS Letters

A Newsletter of NCLA's
Library Administration & Management (LAMS) Section

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FROM the CHAIR:

By Laurence Gavin



What's your personality profile?

In the last two months I have been to several training workshops that have incorporated personality assessments.

Wired that way: the comprehensive personality plan
(Marita & Florence Littauer).

DiSC: Classic Personal Profile System 2800 (John Wiley & Sons Inc. 2001).
True Colors (True Colors International)

Each is designed to improve communication and facilitate trust amongst team members while also increasing individual self-awareness.

Personality assessments are a useful tool for library administrators. Determining who on your staff is creative, a list maker, detail oriented, or supportive is valuable information when putting together a productive team. In addition, at the hiring stage there are human resource management benefits, determining how well a candidate will meet the needs of the organization.

However, there are weaknesses. Personality assessments are self-analyzing and can therefore be considered completely unreliable at worst, or at best a measurement of one moment in time influenced by an infinite number of variables. An organization that relies too heavily on personality assessments could pigeonhole staff into a profile that limits their potential growth. As a result, the community served is adversely affected.

When administering personality assessments it is important to express that it is not a test. All profiles have positives and negatives and each plays a valuable role in the success of the organization. In my experience, the general atmosphere under which personality assessments were given has been light and positive, with emphasis on discovery. Participants are given the opportunity to share their findings and identify with others in the same profile. Communication between participants in the different profiles is fostered through task related activities or general discussion. The benefit is to the community, the organization, and the individual.



North Carolina
Library Association



State of the North Carolina Library Association 2014-2015

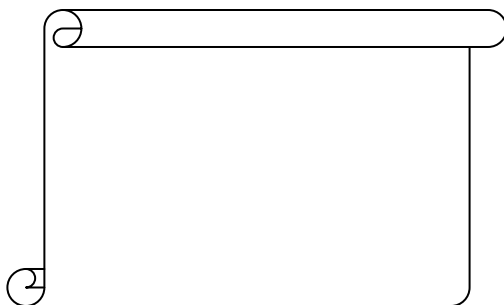
The Executive Board meeting for the North Carolina Library Association (NCLA), held in the High Point Public Library on January 23, 2015, marked the midpoint of the current biennium. Responsibility for the officers and newly appointed Executive Board was transferred at the final business session of the October 2013 conference and official duties began at the Board's first meeting in January 2014. It has been a busy exciting year for NCLA and much has been accomplished, especially when one considers that all NCLA activity is volunteer professional service.

In January 2014 after a brief orientation, the Board outlined a strategic plan for the biennium. The Plan included objectives and goals to reflect the new logo/slogan of the Association --- Informing, Supporting and Connecting the membership. In the first year of the biennium, nearly every Section and Roundtable of NCLA offered workshops, newsletters, webinars, forums, and symposia in support of this Plan. Hundreds of library staff throughout the State have learned and stretched through these efforts of the Sections and Roundtables.



Dale Cousins, NCLA President 2013-2015

Recently retired from Wake County Public Libraries as Senior Manager for Communications and Community Relations where she began her career in 1972. Over the years, she has worked in many of the Wake County library branches as a Library Assistant, Information and Referral Specialist, Reference Librarian, and Assistant Branch Manager. She was the Manager of the Cary Library in the mid-1980's, Adult Services Coordinator for the system in the early 1990's and the Regional Library Supervisor at the Cameron Village Regional Library since 1993.



As President, I wanted the Board to review its operations and organization. A Special Project Committee was formed to help define success and expectations for Committees, Sections and Roundtables. The agenda for Board meetings was revised and nearly every section was charged to edit its portion of the NCLA Handbook. The Finance Committee, working with the Treasurer and Treasurer-Elect, worked steadily to simplify and focus the financial reporting of the Association. The Constitution and Bylaws Committee will be working with me to complete the final revision of the Handbook. The hope is that by the beginning of the new biennium, a refreshed, edited, and “clean” slate will be available for the new Board and new President. NCLA has relied heavily on the memories of individuals for many years and that same leadership changes every two years, making for a bit of chaos and certainly much confusion. It is my hope that our written documentation, our policies and procedures, etc. accurately reflect our operations as we move forward. This is laborious work and not so glamorous, but it is necessary.

The Association sponsored the 2013 Leadership Institute in October. Twenty three emerging library leaders spent quality time with existing library leaders and peers from the LI class of 2011 over four days of facilitated learning. From this experience, special projects and conference involvement will influence these new leaders to assume responsibility both within NCLA and within their respective organizations.

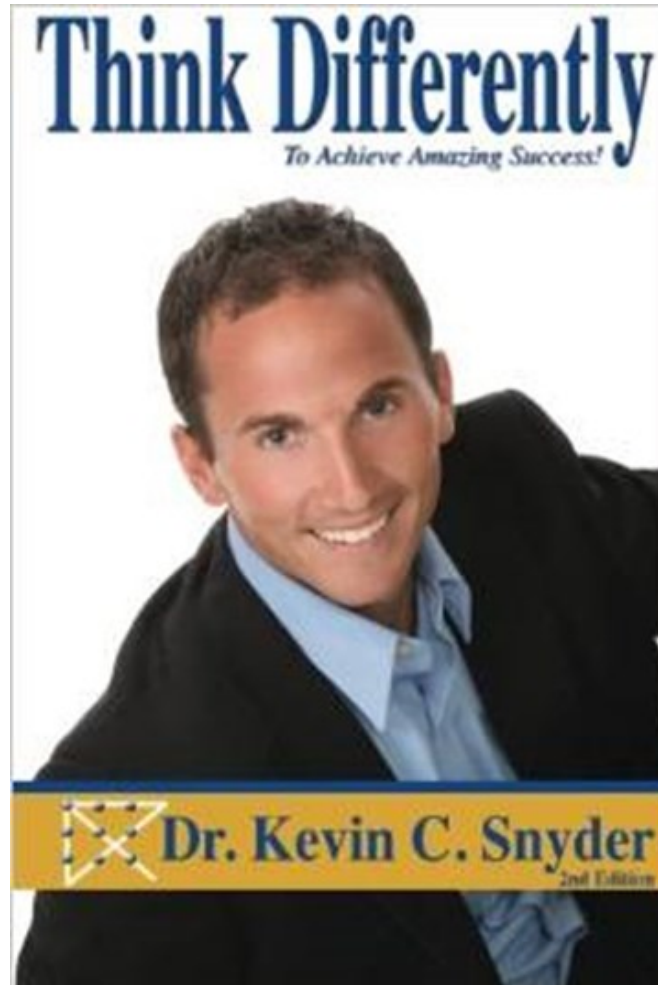
As a community service, NCLA donated \$5000 to open and furnish a library in Santa Ana, El Salvador. This library will serve young children who have no other library resource in their school. We hope to have leaders of ConTextos, the nonprofit group building the library, on hand at our conference to discuss the work.

In the second year of the biennium, equally exciting activity is occurring. Many of the Board members and Leadership Institute attendees are beginning to plan the 2015 NCLA Conference—Make it Matter! (October 20-23, 2015 in Greensboro at the Koury Center). In addition, the Finance Committee and the Treasurers are identifying companies to conduct an external audit of our finances, and work on the revision of the Handbook, Bylaws, and Constitution is continuing. Legislative Day in Washington for May 4-5 is being orchestrated as you read this. There will also be additional workshops and seminars from the sections in the spring.

The work of the Association occurs out of a dedication to the profession. Libraries matter because libraries make for informed and energized communities. NCLA is one of the best ways to learn new strategies and skills, to gage the library environment in the state and to network with peers and colleagues. I am grateful that so many faces, both experienced and new, are at the table with the energy and desire to continue to the work of NCLA. The future looks bright for libraries and librarianship and I am grateful for the good work of everyone to make it so!

Dale Cousins

Book Review!



In order to achieve unique, breakthrough results and to truly lead a fulfilling life and make a difference, you must think differently. Only then, will you experience life and accomplish the dreams and goals you aspire to achieve and have the full potential for. The way we think determines how we feel, and how we feel dictates how we act. Our thoughts manifest an outcome, and our actions and behaviors can be changed at any moment simply by recognizing the power of our thoughts.

This book, *Think Differently*, will help you achieve the dreams and results you have always wanted!

Snyder, Kevin C., *Dr. Think Differently: To Achieve Amazing Success*. 2nd ed. Charlotte: n.p., 2012. Print



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