Hey readers,

Thanks so much for reading *Reading People* with your book club! In doing so, you’re combining two of my favorite things: personality geekery and good bookish discussion. I hope you’ll find it to be an illuminating combination and one that’s tons of fun—especially in the company of your fellow readers. I think you’ll find lots to talk about in the pages of *Reading People*.

I’ve personally found that some of the very best conversations—bookish or otherwise—are unscripted or deviate from the script in ways I never anticipated. But when it comes to preparing for book club, I’m with Eisenhower, who said, “Plans are meaningless, but planning is everything.” My hope is that this guide helps you think through the countless directions your book club could take the conversation. And if you decide to ditch the script and run with the conversation, so much the better—unless you’re a “J” type. Or an Enneagram One. Then it might stress you out a little.

Some of these conversational prompts are about personality in general; some are about the seven specific frameworks explored in the pages of *Reading People*.

For an offbeat book club experience, don’t miss the reading personality quiz at http://readingpeoplebook.com/quiz. Which reading personalities are represented in your book club?

I can’t resist a good readerly discussion and would love to hear all about your book club! If I could experience the action vicariously through a good photo, that would be even better. Post on your favorite social media account using the hashtag #ReadingPeopleBook, and ping me on Twitter or Instagram @annebogel.

Happy reading, everyone!

Anne
Discussion Questions

1. In the book’s opening pages, Anne confesses that she can’t resist a personality quiz—even if it’s one of those silly BuzzFeed quizzes. Do you relate? What’s the strangest online quiz you’ve taken?

2. Before you opened Reading People, what was your experience with the seven frameworks in this book? Which did you understand? Were there any you had misunderstood or had never heard of?

3. Anne muses that “a big part of learning about personality is learning to make peace with who we are.” Has this been true for you? Has it been difficult?

4. Anne writes, “Knowing yourself is hard. It’s difficult to see yourself clearly for who you really are.” How have you found this to be true? What are some of the hard-earned discoveries you’ve made about yourself?

5. Has there been a time when understanding a key nugget about personality has made a big difference in your life, your own “aha!” moment? When was it, and what happened?

6. Have you ever mistyped your own personality? Tell about that experience. How did you realize you were mistaken?

7. Was there a framework in the book you found more helpful than the others? Can you articulate why you connected with it?

8. Anne writes, “Once you’ve caught a glimpse of the world through someone else’s eyes, you won’t soon forget that point of view. It changes you, and it changes the way you read others.” Can you tell of a time when understanding an aspect of personality helped you experience a new point of view?

INTROVERTS AND EXTROVERTS

9. In chapter 2, Anne explains key differences between introverts and extroverts. Which type do you identify as? Which world is your “real world”? Do you think your type is obvious to other people?

10. Were you surprised at the data Anne shared regarding introverts and caffeine? What’s your relationship to caffeine, and had you considered how this might relate to your personality?
11. If you’re an introvert, what’s your favorite way to recharge? If you’re an extrovert, what’s your favorite way to recharge?

12. Have you ever entered the Overtalked Introvert Danger Zone or witnessed an introvert you know do so? What did that look like? (If you’re an introvert, what are your personal warning signs that you’re entering this dangerous territory? How do you recover if you actually end up there?)

13. Had you previously considered that places can have personalities too? Tell us about a place you’ve encountered that has a strong personality.


**HIGHLY SENSITIVE PEOPLE**

15. What have your previous experiences been like with highly sensitive people? Are you one yourself? Did you grow up with one? Do you live or work with one now? What does your (or their) high sensitivity look like?

16. Anne is on the record as saying that if she ever gets an email that says, “What you wrote changed my life,” the odds are better than even that it has something to do with highly sensitive people. Did this chapter change your life in any way? Did it change your point of view?

17. Anne points out that high sensitivity has its upside. She writes, “High sensitivity has its perks, and I don’t think many HSPs would sacrifice them without a fight.” Do you agree? Disagree? Still wish you could trade your highly sensitive nature for a nonsensitive one, or vice versa?

**CHAPMAN’S FIVE LOVE LANGUAGES**

18. What did you know about the five love languages before beginning *Reading People*?

19. In the opening story of chapter 4, Anne confesses she has never been a card person. Are you a card person, or can you relate to her original sentiments regarding greeting cards?

20. What is your primary language? What about the people you interact with every day, such as a partner, child, friend, or co-worker? On a practical level, what does this look like?
21. Anne explains the kinds of massive communication breakdowns that can happen when we are unaware of the love languages of the people we love. Have you experienced such a breakdown in your life or perhaps a near-miss? What was the situation? How did you recover?

22. Have you seen the languages of appreciation at work in the workplace? What did that look like?

**KEIRSEY’S TEMPERAMENTS**

23. Had you heard of Keirsey’s temperaments before beginning *Reading People*? In what context? Which temperament best describes you?

24. To begin chapter 5, Anne shares a story about how she thought her child’s behavior needed to change because it wasn’t like hers. Have you ever made a similar mistake? What did that situation look like?

25. Anne admits, “The more I paid attention to the way we interacted, the clearer it became that the real thing that needed fixing was my point of view.” Has there ever been a time when that same sentiment described you? What was that situation like?

26. In chapter 5, Anne admits to flirting with a Pygmalion project. Have you ever done something similar? What happened then?

27. To close chapter 5, Anne says, “I no longer believe ‘goodness of fit’ is a roll of the dice. A good match isn’t something you’re given; it’s something you make.” Can you share a story about a time you made a good match, as opposed to being given one?

**THE MYERS-BRIGGS TYPE INDICATOR**

28. Before picking up *Reading People*, what was your experience with the Myers-Briggs Type Indicator? Did you know your type? Did your type identification change after reading this book?

29. At the beginning of chapter 6, Anne tells a story about how a friend’s offhand comment totally changed the way she perceived herself. Has this ever happened to you?

30. In chapter 6, Anne uses fictional characters to illustrate each MBTI type. Did you enjoy typing fictional characters?
31. In chapter 6, Anne details the “shocking amount of confusion” that exists concerning the MBTI framework. Has this incomplete or incorrect information tripped you up in the past?

32. Anne points out that each MBTI type has strengths and corresponding weaknesses. What are your own strengths and weaknesses? Does knowing your type help you play to your strengths and mitigate your weaknesses? What does this look like?

THE MBTI COGNITIVE FUNCTIONS

33. What did you know about the cognitive functions before picking up Reading People? Was this familiar information? Something you’d heard of but didn’t know much about? Brand-new?

34. Did Anne’s explanation of the cognitive functions change your understanding of the MBTI? How?

35. At the beginning of chapter 7, Anne shares a story about how her friend became sure of her MBTI type. Are you sure that you’ve identified your type correctly? Tell us about the moment when that happened.

36. Anne writes that the point of understanding your MBTI type isn’t to trap you in a box; instead, it’s “to organize your behavior in a way that makes sense and helps you understand how the pieces work together, how to find them when you need them, and how to put them to work in pursuit of your best self.” How has understanding your MBTI type benefited you? How has it helped you make sense of your behavior and move toward your best self?

THE CLIFTON STRENGTHSFINDER

37. What did you know about the Clifton StrengthsFinder before beginning Reading People? What was your experience with the framework?

38. In chapter 8, Anne says to think of your work as “the stuff you have to get done.” What do you have to get done?

39. Have you taken the StrengthsFinder assessment yet? What are your top five themes? Did these results surprise you?

40. Anne writes, “The StrengthsFinder can help us understand the dynamics at play in our relationships.” How have you experienced this in your own relationships?
41. What was your experience with the Enneagram prior to picking up *Reading People*?

42. Anne confesses she had a difficult time identifying her own Enneagram type. Do you know your Enneagram type? What is it? What did the process of discovering your type look like? If you still don’t know your type, what is holding you back from being certain?

43. Anne writes, “The Enneagram unmasks our weaknesses.” Is that how you felt as you explored your type? Share as much as you’re comfortable sharing about this process.

44. Have you ever implemented the VIM method or the 4As in your own life? Do you currently use a similar practice? How has it helped you?

45. In chapter 9, Anne shares an embarrassing story from her college days. If you have any similarly embarrassing stories to share, she is certain your book club would love to hear them.

46. What are the right questions for your type? Was this a surprise to you? If you have a reflection process in place, what does it look like?

**PARTING THOUGHTS**

47. How much do you think people can change? What do you base this on? Does this make you optimistic or something else?

48. Have you witnessed someone make a drastic change? What were the circumstances? To what do you attribute this change?

49. Anne writes, “I’ve found that understanding my personality helps me step out of the box I’m trapped in. When I understand myself, I can get out of my own way.” How have you seen this evidenced in your own life?

50. What frameworks and/or resources are you most excited about exploring next?