

PERSONALITY TYPES

If you're a control freak, aim for funky, not freaky

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Besides wealth and power, Donald Trump and Oprah Winfrey share another trait, according to Cheryl Cran: They're also "funky" control freaks.

But they should take that as a compliment - it's better than the other kind of control freak, which she calls "freaky."

Ms. Cran, a Vancouver-based speaker and coach, sets out the differences in her book *The Control Freak Revolution*.

Funky control freaks, she says, own up to their controlling tendencies and work hard to turn their maddening behaviours to their advantage.

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By knowing when to step back and when to exert positive control, she says, they can be strong, visionary leaders.

Their clarity of purpose and bluntness can be refreshing, even inspirational for workers, she adds.

Freaky control freaks, on the other hand, "are the ones we dread being called and the ones we dread working for. They are overbearing, inflexible, nitpicky, impatient perfectionists," Ms. Cran says.

What to do if you're stuck with a freaky control freak?

This requires "tremendous confidence, direct communication and a willingness to hold the freaky control freak accountable for the behaviour," Ms. Cran writes in her book.

You have two choices. You can stand up to them by asserting your position.

Or you swallow your pride and appeal to their ego by complimenting them on their great contributions, Ms. Cran says.

This, she says, can soften them up enough that they will be willing to listen to you.

Whether funky or freaky, the number of control freaks in the workplace is increasing, Ms. Cran maintains, because of external pressures.

"People are feeling more and more out of control. We are living in uncertain times with terrorism, the job climate and all the effects of aging baby boomers. Death is more prevalent in people's minds."

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