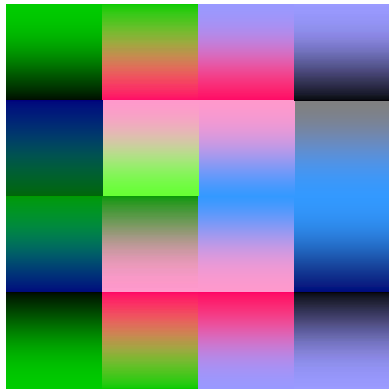




Personality Type in Teams

Type Personality Type Instruments Provide



- 16 basic patterns or codes
- A preference indicator
 - type, not trait



Personality Type Instruments indicate ways we...

- Focus our energy
- Take in information
- Make decisions
- Deal with outside world



Extravert vs. Introvert

Scale for Orientation of Energy

How do you recharge?

Extraversion



**Outer world of
people and things**

Introversion



**Inner world of thoughts
and reflections**

Needs and Expectations

Extraversion

- Outside world - people, activities, things
- Openness
- Energized by others
- Easy to know

Introversion

- Internal world – thoughts and reflections
- Privacy
- Energized by being alone
- Hard to know

Experience the Diversity - Exercise

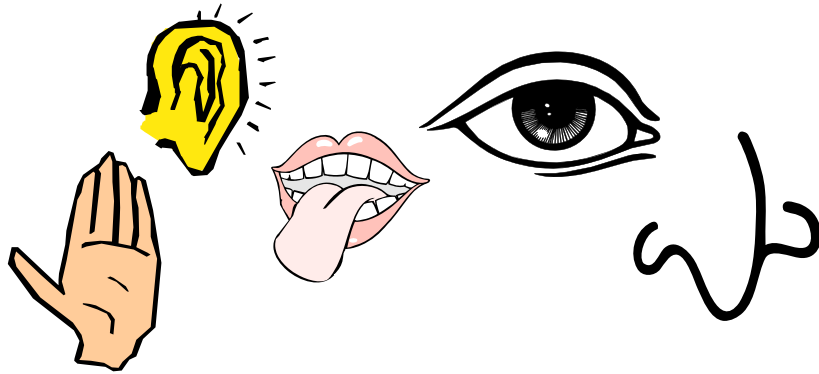
- You have been asked to plan a party for your friends. Who will you invite? What time will the party begin and end? What activities?



Sensing vs. Intuition

Scale for Gathering Data

Gathering Information

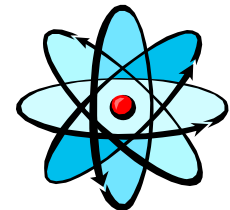
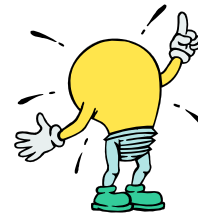


Sensing

All about “what is” by
using the five senses

iNtuiting

All about insights,
meanings, symbols,
possibilities and
connections



Gathering Information

Sensing

- Trust the 5 senses
- Down to earth
- Realistic, practical
- Work within norms
- Seek predictability
- Want to know *what is*

iNtuition

- Trust hunches, intuition, connections, patterns
- Lofty ideas
- Look for new views
- Desire change
- Want to know *what could be*



Thinking vs. Feeling

Scale for Making Decisions

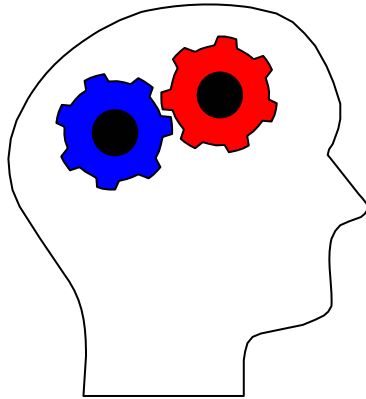
Needs and Expectations

Thinking

Reasonableness and
precision

“Truth” over tact

Cause and effect



Feeling



Personal relationships
and harmony

“Tact” over truth

Empathetic orientation

Making Decisions

Thinking

- Use logical analysis to reach conclusions
- Decide with head
- Firm, but fair
- Accept discord

Feeling

- Use values to reach conclusions
- Decide with heart
- Empathetic, make exceptions
- Prefer harmony



Experience the Diversity - Exercise

- Your team has won the right to play in the state championship. The rules allow 12 to play. There are 20 team members. How do you decide who gets to play.



Judging vs. Perceiving

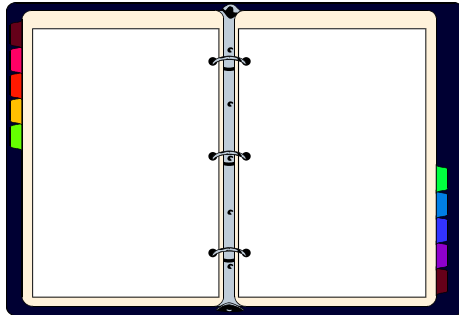
Dealing with the Outside World

Orientation to the Outer World

Judging



Organizes
outer world



Lets outer world emerge

Perceiving

Interacting with the world

Judging

- Make decision
- Closure important
- Finish before deadline
- Calendars and lists to control
- Work before play

Perceiving

- Open to possibilities
- Keep options open
- Finish *at* the deadline
- Calendars and lists to help think
- Play and work together

J's and P's

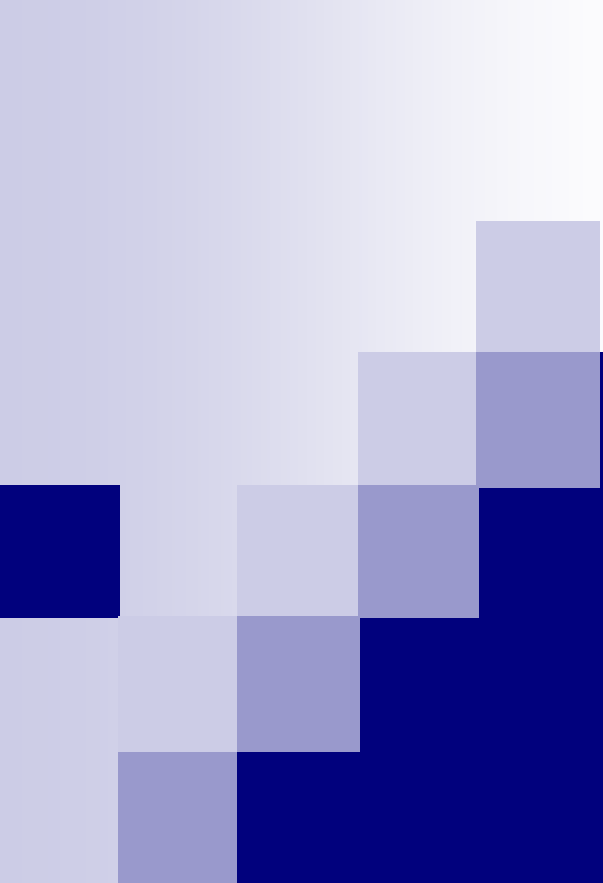
Thoughts about Js and Ps

- ❑ P's must generate alternatives. They often know what they don't want first.
- ❑ J's moan when faced with change. Use hit and run method.

Next Steps

Focus on understanding yourself first:

- Identify the behaviors that enhance your efforts
- Develop a plan to take advantage of your strengths and address your blind spots
- Avoid the tendency to pigeon hole



Using Type in the Real World

Communicating
with Opposite Types

Talking with Extraverts

- Show energy and enthusiasm.
- Respond quickly without long pauses to think.
- Allow talking out loud without definite conclusions.

Talking with Intraverts

- Do not assume an I is uninterested, they may just be taking time to process ideas.
- Don't expect immediate answers to questions. Use agendas before meetings.
- Include time for I's to get to know you.

Talking with Sensors

- Show facts, details and examples.
- Be practical and realistic.
- Be direct and orderly. Show the steps.
- Show how your suggestion is building on what is, and not a radical change.

Talking with iNtuitives

- Don't give lots of details unless asked.
- Show the aspects that are not routine.
- Be aware that work may come in bursts and spurts, not an even flow.
- Let N's dream, encourage imagination.

Talking with Feelers

- Be personable and friendly. Get to know the person before business.
- Show why the idea is valuable to people and how it will affect them.
- Pay attention to the process - the way you communicate is also important.



Talking with Thinkers

- Be brief and concise.
- List the pros and cons of each alternative.
- Present emotions and feelings as facts to be weighed in the decision.



Talking with Judgers

- Meet your deadlines.
- Don't surprise J's, give warning and updates of changes when possible.
- Take a stand. Don't be wishy-washy.



Talking with Perceivers

- Bring in new ideas and information.
- Allow for options and changes.
- Allow for things to flow, it may not match your time and action calendar.

Team Frustrations and Type

<p>ISTJ <i>Stop working so hard!</i> ----</p> <p>Projects get done when we pay attention to facts and to what needs to happen now. Play comes later.</p>	<p>ISFJ <i>Stop worrying about everyone!</i> ----</p> <p>Each team member matters. Attention to each person's needs and wants helps us function well.</p>	<p>INFJ <i>Stop staring off into space!</i> ----</p> <p>Thinking about the future and its implications for our team is vital to team productivity.</p>	<p>INTJ <i>Stop being so stubborn!</i> ----</p> <p>A team's vision that's well thought out is worth fighting for!</p>
<p>ISTP <i>Stop nit-picking!</i> ----</p> <p>Precision and accuracy of information allows our team to produce good work.</p>	<p>ISFP <i>Stop wearing your heart on your sleeve!</i> ----</p> <p>Caring for our team-mates displays our humanity and can translate into increased team involvement.</p>	<p>INFP <i>Stop feeling hurt!</i> ----</p> <p>Exploring our deeply held beliefs and values keeps this team on the right path.</p>	<p>INTP <i>Stop being so theoretical!</i> ----</p> <p>Teams need to develop models and carefully analyze concepts before they can begin effective work.</p>
<p>ESTP <i>Stop being so blunt!</i> ----</p> <p>Sometimes this team needs a jolt to get it back to work.</p>	<p>ESFP <i>Stop playing!</i> ----</p> <p>Life should be lived; work should be enjoyed. Happy people are productive people.</p>	<p>ENFP <i>Stop changing your mind and the team's direction!</i> ----</p> <p>This team needs to explore all the options as it gets down to work.</p>	<p>ENTP <i>Stop generating new actions!</i> ----</p> <p>Entrepreneurial teams keep business coming in.</p>
<p>ESTJ <i>Stop driving things so hard!</i> ----</p> <p>Some tough work needs to be done right now.</p>	<p>ESFJ <i>Stop socializing!</i> ----</p> <p>Friends and relationships keep people committed and loyal to the team.</p>	<p>ENFJ <i>Stop talking!</i> ----</p> <p>Knowing each team member well is one of the things that holds this team together.</p>	<p>ENTJ <i>Stop trying to manage us!</i> ----</p> <p>Someone needs to take charge.</p>

Working together, in type

- Whatever your type, talk to others in a way appropriate to *their* type
- Problem solve out of your own box
- Recognize and appreciate their type's strengths

*Teamwork means using your team members'
type strengths
to minimize your type's weaknesses*

Type Predictions about Teams

- More similar the types, sooner members understand each other
- High type similarity = quicker decisions – errors more likely due to lack of viewpoints
- “One-sided” teams can succeed if they use different types outside the team as resources
- Leadership roles may shift as tasks require skills of different types

References

- Adapted from an original presentation by Elizabeth Pou
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- <http://www.MBTI.com/>
- <http://www.keirseey.com/>
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- Pearman & Albritton, *I'm Not Crazy, I'm Just Not You*
- Kroeger, *Type Talk, Type Talk At Work*



**THE
END**