

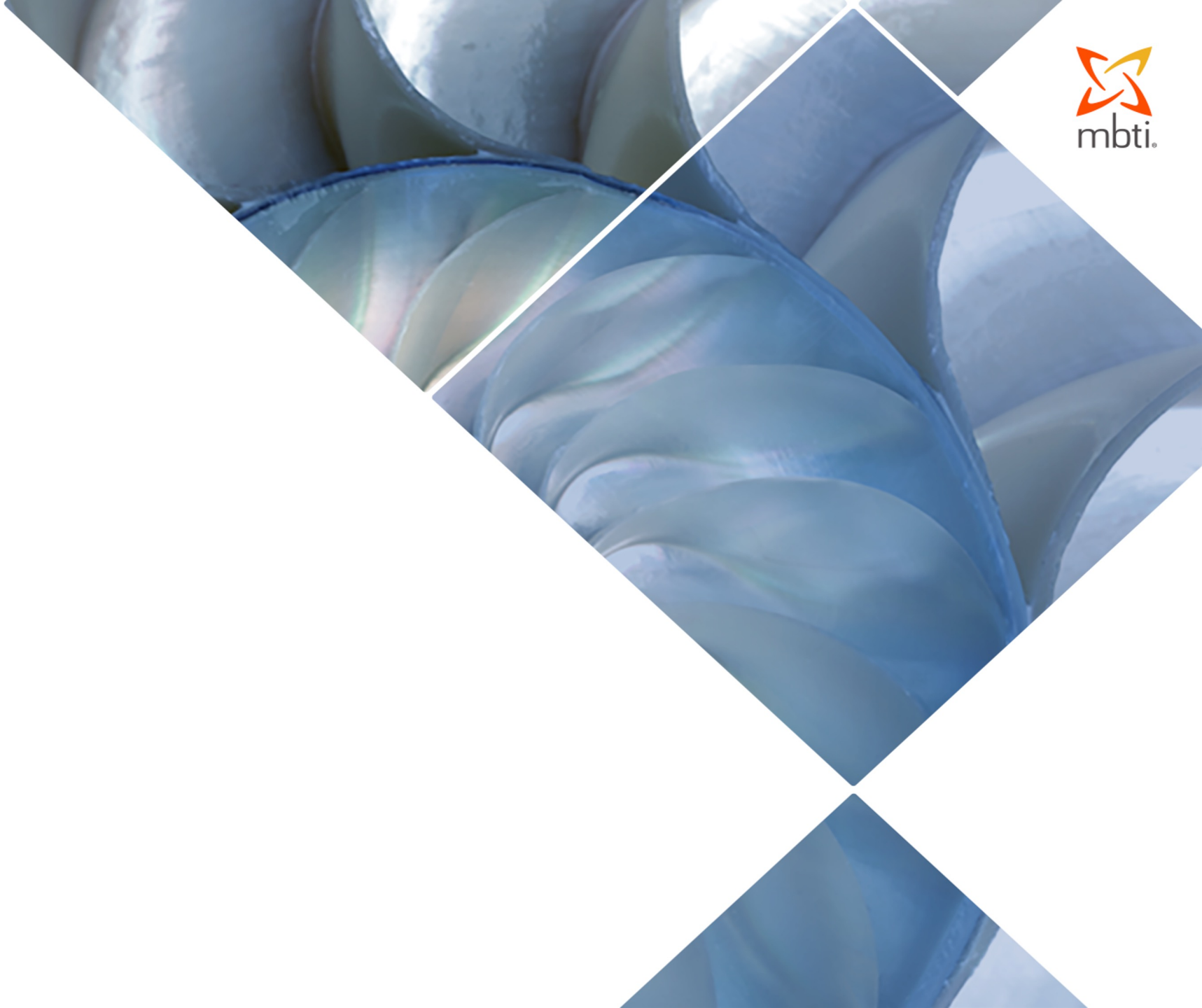


Appreciating Differences

PRESENTED BY

Katherine Gilliland

Kathy Green



Appreciating Differences



- Dichotomies or Preference Pairs
 - Extraversion / Introversion (E/I)
 - Sensing / Intuition (S/N)
 - Thinking / Feeling (T/F)
 - Judging / Perceiving (J/P)
- Observable Differences
- Implications

E-I: Extraversion and Introversion



- ◆ In breakout groups with people who share your preference for **Extraversion** or **Introversion**, prepare 3 questions that will help you understand the other group (*5 minutes*)
- ◆ Elect a recorder and spokesperson to ask your questions of the other group. (*5 minutes for each group*)

E-I: Observable Differences



- ◆ **Extraverts** are more talkative, energetic, and overtly enthusiastic about the task.
- ◆ **Introverts** are more reflective, may not show their enthusiasm outwardly.
- ◆ **Extraverts** answer questions immediately.
- ◆ **Introverts** are quiet when first asked a question.
- ◆ **Extraverts** interrupt one another.
- ◆ **Introverts** wait to see who will answer.
- ◆ **Extraverts** may sit closer to each other.
- ◆ **Introverts** may keep more physical distance.
- ◆ Some **Extraverts** may seem like Introverts
- ◆ Some **Introverts** may seem like Extraverts

E-I: Reflect and Consider



What are the implications and applications of this exercise?

- ◆ Communication breakdown
- ◆ Conflict between the two types

What could you do differently in your interactions with each other moving forward?

S-N: Sensing and Intuition



- ◆ Look at the following image in silence. Don't make any notes at this point.
- ◆ After the image is turned off go to the group based on your preference (S or N)
- ◆ Appoint someone to record and report out
- ◆ Discuss and record what you saw (5 minutes)



This slide
intentionally left
blank.

S-N: Observable Differences



- ◆ **Sensing types** will tend to describe the physical attributes of the picture (colors, shapes, etc.) and state specifics
 - ◆ **Sensing types** will then try to make sense of the shapes—object sense
 - ◆ **Sensing types** will focus on what's realistic
 - ◆ Others can usually agree with what **Sensing types** describe
-
- ◆ Intuiting types are engaged by imagination
 - ◆ Intuiting types often make up a story about the picture
 - ◆ Intuiting types interpret the picture, seeing possibilities and meanings that are highly personalized

S-N: Reflect and Consider



What are the implications and applications of this activity for your interactions?

- ◆ When we all look at the same image, we see different things
- ◆ We must remember that we all trust our own perceptions, while acknowledging that there are many other ways of seeing the same object or situation

What could you do differently when communicating with each other moving forward?

T-F: Thinking and Feeling



You are hiring someone for a job. One candidate had a near perfect resume and interview. The other candidate was not as outstanding as the first, however the second candidate is a single parent and really needs the job. You can only hire one person. Who do you hire and why? (*5 minutes*)

- ◆ Go to the breakout group for your type (T-F)
- ◆ Elect a spokesperson to record and present your decision and rationale.

T-F: Observable differences

- ◆ **Thinking types** make their decisions based on facts.
- ◆ **Feeling types** make their decisions based on principles and values.
- ◆ **Thinking types** judge situations and others based on logic.
- ◆ **Feeling types** judge situations and others based on feelings and extenuating circumstances.
- ◆ **Thinking types** like to find the basic truth or principle to be applied regardless of the specific situation involved.
- ◆ **Feeling types** make decisions by weighing what people care about and what is best for the people involved.

T-F: Reflect and Consider



- ◆ Which is the best approach?
- ◆ Where do you see examples of this in your personal life?

J-P: Judging and Perceiving



You are all friends. Plan a social picnic for your group. Assume all social distancing measures have been lifted and it is safe to congregate. (*5 minutes*)

- ◆ Go to the breakout group for your type (J-P)
- ◆ Elect a spokesperson to present your plan

J-P: Observable Differences

- ◆ **Judging types** plan everything to the nth degree, liking to cover every contingency.
- ◆ **Perceiving types** leave things open, desiring flexibility.
- ◆ **Judging types** work in a step-by-step, steady, ordered manner to complete a task
- ◆ **Perceiving types** work in an emergent, open-ended manner to complete a task
- ◆ **Judging types** may be frustrated by changes
- ◆ **Perceiving types** adapt flexibly to changes
- ◆ **Judging types** may feel stressed by last-minute time pressure
- ◆ **Perceiving types** may be energized by last-minute time pressure

Reflect and Consider



What are the implications and applications of this activity for your interactions?

- ◆ People who prefer Judging and Perceiving always have a plan but frustrate each other with the way they develop and implement their plans
- ◆ We need to negotiate what's decided and where there is flexibility
- ◆ We need to negotiate checkpoints and how to deal with midcourse corrections

What could you do differently in your interactions with each other moving forward?

Constructive use of difference



Isabel Myers' goal (and the Institute's) for type and the MBTI assessment

- ◆ Becoming aware of differences
- ◆ Acknowledging the value of differences
- ◆ Practicing new behaviors, seeking out others with differences
- ◆ Incorporating different perspectives into our own processes

Questions?

Thank you!