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ENTREPRENEURSHIP AND INNOVATION

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JTI-WORKSHOP PART II

Helle Meibom Færgemann

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AGENDA

» A few general remarks
» A JTI-experiment with LEGO
» Debrief on the experiment
» Break
» Sub-categories of JTI-profiles
» Z-model: What the JTI-profile says about problem solving

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THE JTI IS NOT THE FULL STORY

- Your JTI-profile does not say anything about:
  - IQ
  - Normality
  - Stress
  - Frustration threshold
  - Mental disorders
  - Maturity
  - Ability to learn
  - Effectiveness
  - Entrepreneurial skills

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ALSO REMEMBER:

» You decide how accurate the report is for you

» There are no superior types

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PURPOSE OF USING THE JTI-TOOL:

» Provide you with a common language in order for you to be able to talk about and understand preferences in relation to entrepreneurial processes

”Why are you SO different??”

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EXERCISE

» In some predefined groups you are to build a building that you would like to live in out of LEGO. There are no rules except that you are not allowed to take an excessive amount of LEGO-bricks to your building site.

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GROUPS

1. Benjamin Gudsø, Peter Holst, Thomas Lolk Schmidt
2. Nicolai Glud, Nikolas Bram, Katarina Ravn
3. Martin Jensen, Jonas Rasmussen, Niels Lauritzen
4. Drini Aliu, Casper Rasmussen, Kristian Mogensen
5. Mads Jensen, Lars Lunde, Rasmus Bækgaard
6. Georgian-Sorin Maxim, Kasper Saaby, Per Kristiansen
7. Jonas Lund Rebsdorf, Tai Loc Nguyen, Steffan Lildholdt
8. Jeppe Elkjær Jørgensen, Özlem Avci, Sisse Brøndum Berg
9. Mischa de Vries, Per Hygum Due, Frederik Dalby
10. Peter Gransgaard, Jacob Hansen, René Nilsson

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MORE GROUPS

11. Christoffer Mose, Anders Thidemann, Mariam Noor
12. Jakub Sedlacek, Simon Leminen Madsen, Jacob Haldrup
13. Iben Høgh-Pedersen, Brian Mølgaard, Martin Dawood
14. Mathias Bjerager, Lasse Brøsted Pedersen, Bhagat Banwait
15. Martin Manø, Mathilde Thysk Rasmussen, Milos Chabada
16. Ionut Adrian Hurmuz, Kasper Nielsen, Hanne Bjørn
17. Oliver Blome, Ivan Grujic, Line Aggerbo Johansen
18. Mattis Marian Reppmann, Ragnar Johannesen, Sara Hjelholt
19. Stefan Pandele, mostafa abdo hussien mohammed, Jacob Storm Kowalleck
20. Mads Schmidt, Matthijs Van Dijck, Mario Jajcevic

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EVEN MORE GROUPS

21. Rasmus Reimer, Kasper Nissen, Alexander Rasborg Knudsen
22. Seandean Harwood, Jonas Taborsky, Lars Nielsen
23. Jeppe Ibsen, Steven Peters, Nil Bacardit
24. Line Knøss, Dimitrios Karsinos, Tahmina Kohestani

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SORRY TO DISTURB YOU A BIT

- You now need to join forces with another group and agree on building one common building:
- 1 and 13
- 2 and 14
- 3 and 15
- 4 and 16
- 5 and 17
- 6 and 18
- 7 and 19
- 8 and 20
- 9 and 21
- 10 and 22
- 11 and 23
- 12 and 24

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GROUP REFLECTION

- Can you describe your working process through some core actions/sub-processes
- What did you think about not knowing how much time you had left
- What happened when you became a bigger group?
- Based on this exercise would you describe the group as primarily extrovert, primarily introvert or a mix?
- How much did you focus on the means/resources (LEGO-bricks) at hand?
- Did you create many “crazy” ideas?
- How did you make decisions, primarily based on logics or personal beliefs?
- How much did you plan the working process?

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ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

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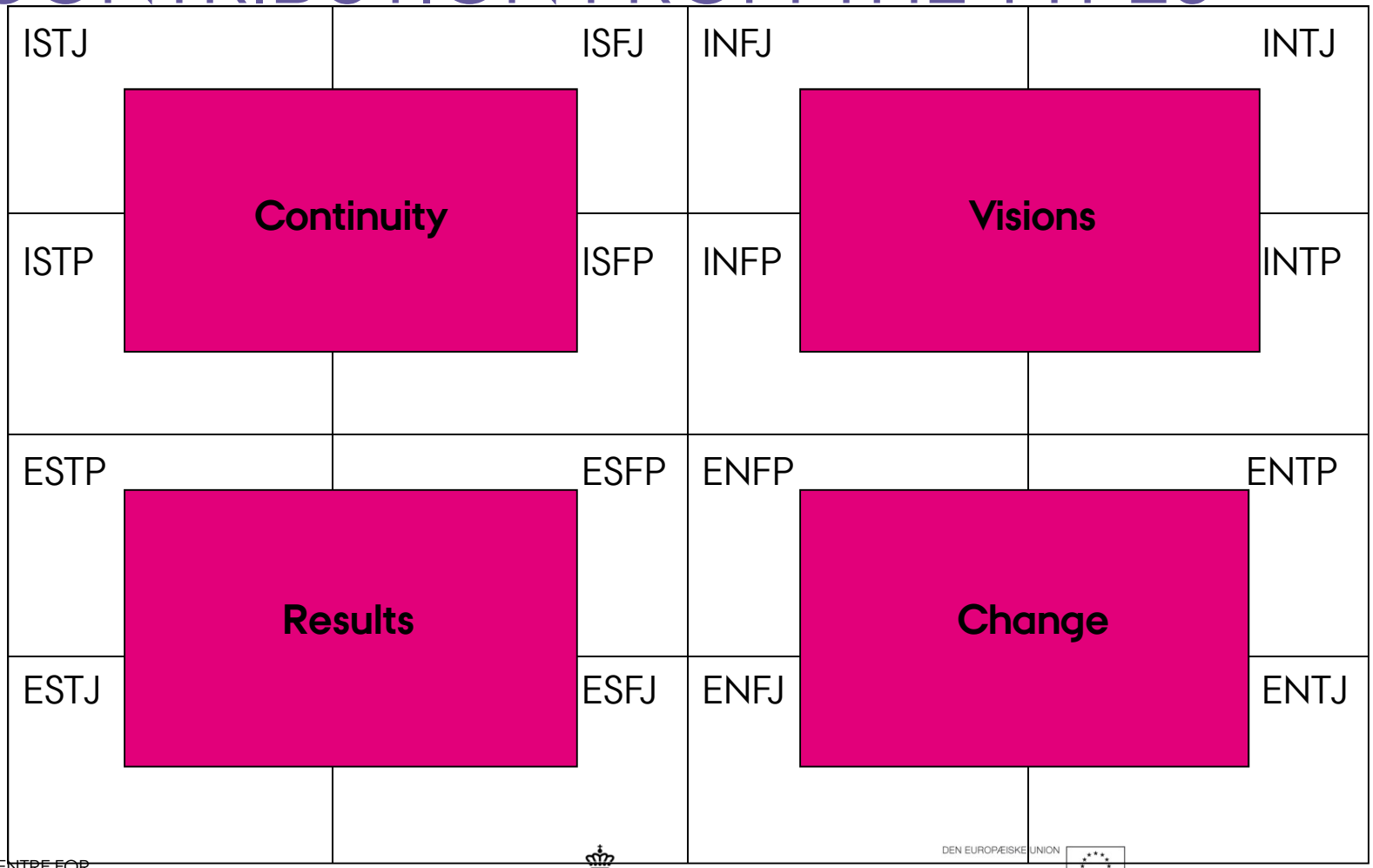
CONTRIBUTION FROM THE TYPES



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People with a preference for	ST	SF	NF	NT
Are focused on	Facts	Facts	Opportunities	Opportunities
Likes to	Combine facts and practical experience	Understand and fulfill people's needs	Understand people's reasons	Develop theoretical concepts
Typically find careers with a demand for	Handling data and complete concrete tasks	Service and support to people	Communication with and understanding of people	Development of technical or theoretical models
Solve problems by	Objective analysis of facts	Subjective analysis of facts	Subjective analysis of opportunities	Objective analysis of opportunities

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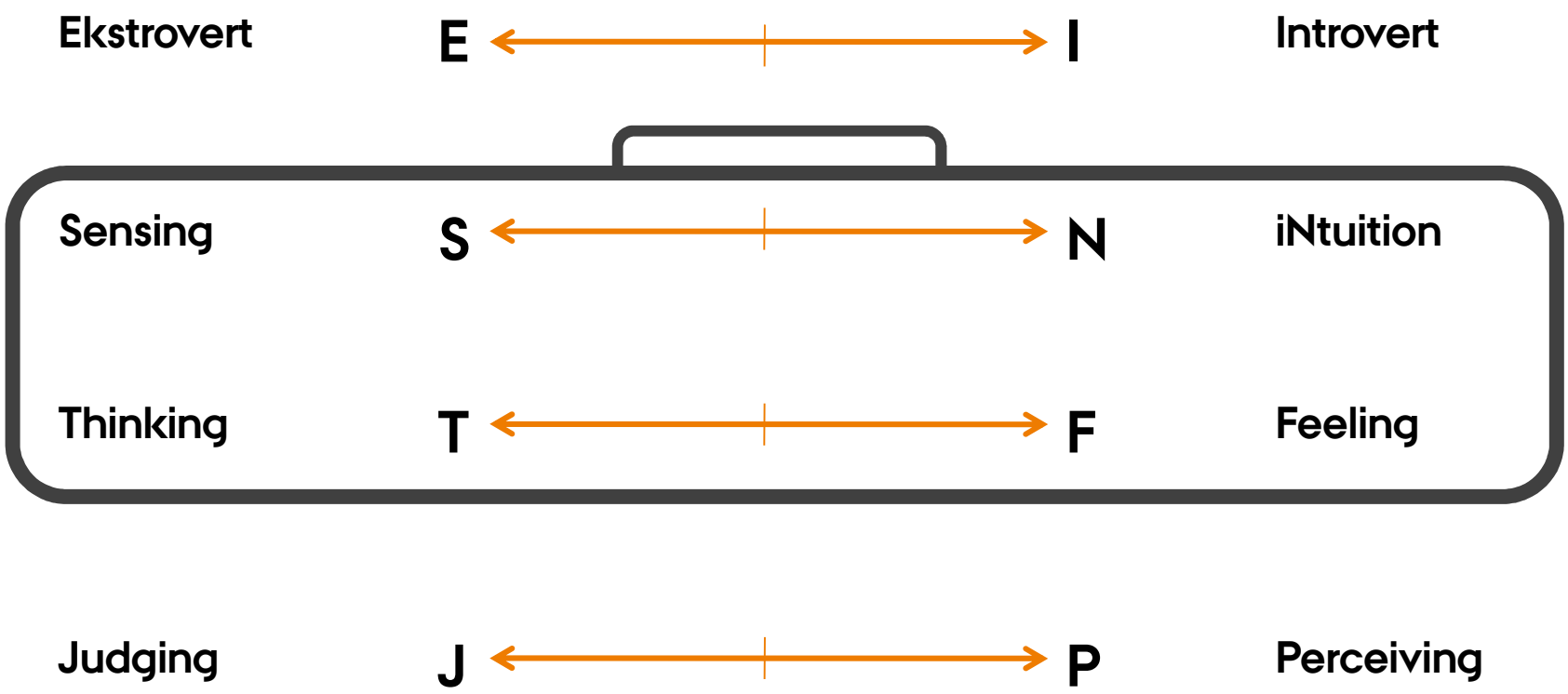
THE TOOL BOX



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PROBLEM SOLVING IN TEAMS (Z-MODEL)

S

Attending to facts of the situation here and now. Realistic observers with an eye for detail

N

Search for patterns, connections and opportunities

T

Objective, analytical and logical assessment of ideas.
Are we solving the problem? What are the consequences?

F

Process: Working to unite positions in arguments
Content: Contribute with personal inputs as well as moral and ethics

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Z-MODEL-ASSIGNMENT

Type	Dominant function X 8	Supporting function X 4	Tertiary function X 2	Inferior function X 1	S Sensing	N Intuition	T Thinking	F Feeling
ESTJ	8T	4S	2N	1F	4	2	8	1
ISTJ	8S	4T	2F	1N	8	1	4	2
INFP	8F	4N	2S	1T	2	4	1	8
Count of Team Activity Code					14	7	13	11