

MYERS BRIGGS

Chapter 4 – Teams Part 2
Working as team in Professional Environments

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PART 1: WHAT IS MYERS BRIGGS?

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A Short History

- “The purpose of the Myers-Briggs Type Indicator® (MBTI®) personality inventory is to make the theory of psychological types described by C. G. Jung understandable and useful in people's lives. The essence of the theory is that much seemingly random variation in the behavior is actually quite orderly and consistent, being due to basic differences in the ways individuals prefer to use their perception and judgment.” ~The Myers & Briggs Foundation <http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/home.htm?bhcp=1>

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Myers-Briggs Preferences

Extraversion – Introversion

Sensing – Intuitive

Thinking – Feeling

Judging - Perceiving

E – I

S – N

T – F

J - P

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Description

Extraverts

Outer directed
Energy & excitement
Love "people" action

Introverts

Inner directed
Quiet
People drain them

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Communication Style

Extraverts

- Fast & talkative
- Think out loud
- Ready, fire, aim

Introverts

- Slow & quiet
- Internally thoughtful
- Ready, ready, ready

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Working with them

Extraverts

- Small talk is ok
- Ask open-ended questions
- Impasse?

Change energy

Introverts

- Draw them out
- Give them time to think
- Send it in writing

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Tips for you (if happen to be..)

Extraverts

- Slow down & listen
- Warn them about you
- Get them to brainstorm

Introverts

- Be clear & forceful
- Once is not enough
- Smile

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How do we do it?

- A short personality test that helps you identify your tendencies about working with others, and evaluating thoughts/concepts/situations.

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PART 2: TIME TO TAKE THE EXAM!

We will be using a variation of the Myers Briggs, called 16 personalities.

Focus on the 1st four letters. Please visit this website to complete:

<https://www.16personalities.com/free-personality-test>

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PART 3: UNDERSTANDING MYERS & BRIGGS

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| | | | |
|--|--|--|---|
| ISTJ “Take Your Time and Do It Right” | ISFJ “On My Honor, to Do My Duty...” | INFJ “Catalyst for Positive Change” | INTJ “Competence + Independence = Perfection” |
| ISTP “Doing the Best I Can With What I’ve Got” | ISFP “It’s the Thought That Counts” | INFP “Still Waters Run Deep” | INTP “Ingenious Problem Solvers” |
| ESTP “Let’s Get Busy!” | ESFP “Don’t Worry, Be Happy” | ENFP “Anything’s Possible” | ENTP “Life’s Entrepreneurs” |
| ESTJ “Taking Care of Business” | ESFJ “What Can I Do For You?” | ENFJ “The Public Relations Specialist” | ENTJ “Everything’s Fine – I’m in Charge” |

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Distribution of MBTI Types -Total

| | | | |
|-----------------------|----------------------|---------------------|---------------------|
| ISTJ 11-14% | ISFJ 9-14% | INFJ 1-3% | INTJ 2-4% |
| ISTP 4-6% | ISFP 5-9% | INFP 4-5% | INTP 3-5% |
| ESTP 4-5% | ESFP 4-9% | ENFP 6-8% | ENTP 2-5% |
| ESTJ 8-12% | ESFJ 9-13% | ENFJ 2-5% | ENTJ 2-5% |

Source: Center of Applications of Psychological Type - 2006

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What do these letters mean?

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer

E

Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer

I

Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer

S

Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer

N

Intuition

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer

T

Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer

F

Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer

J

Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer

P

Perceiving

https://en.wikipedia.org/wiki/Myers%E2%80%93Briggs_Type_Indicator#/media/File:MyersBriggsTypes.png

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Google your Personality Type, and complete your “my Meyers & Briggs type”

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PART 4: DISCUSSION

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On Canvas Discussions

- Discuss your defined personality type or a random type:
 - #1) *What is the definition of this personality type?*
 - Strengths?
 - Weaknesses?
 - #2) *What resonates with you?*
 - #3) *What does not resonate with you?*
 - #4) *Did you find any really interesting information along the way?*
 - #5) *Can you use these findings to share your strengths in a job interview?*

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Find your “differents”

Pick a personality that is vastly different from you.

- #1) Share a brief description of this personality*
- #2) How can you use information on different personalities in the workplace to form a better team?*
- #3) When making teams, should everyone have the same/similar classifications, or should groups be a mix of personalities?*

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PART 5: “MORE OF THE REAL WORLD”

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What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

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Intuition

ISTJ
Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISFJ
Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ
Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ
Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP
Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP
Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP
Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

ESTP
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP
Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP
Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP
Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ
Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESFJ
Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ
Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

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Your Ideal Manager

- What personality will your ideal manager have??

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PART 6: WRAP UP

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THANKS!
HAVE A GREAT DAY!

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