

Working and Communicating with Different Personalities

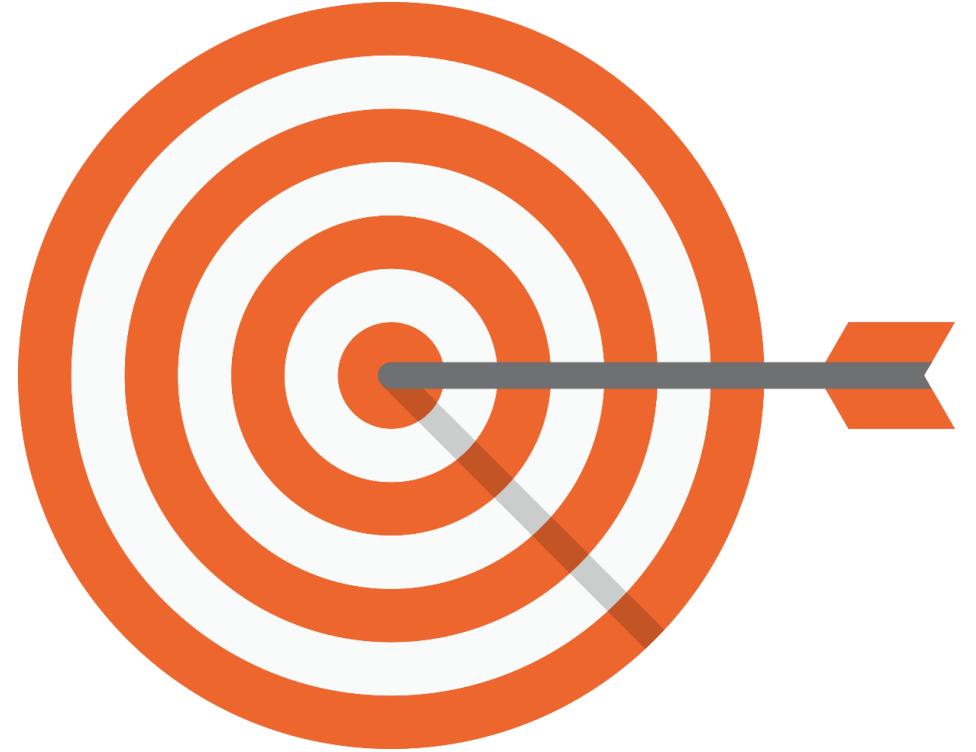
Introduction to the MBTI Assessment



Jason Alba

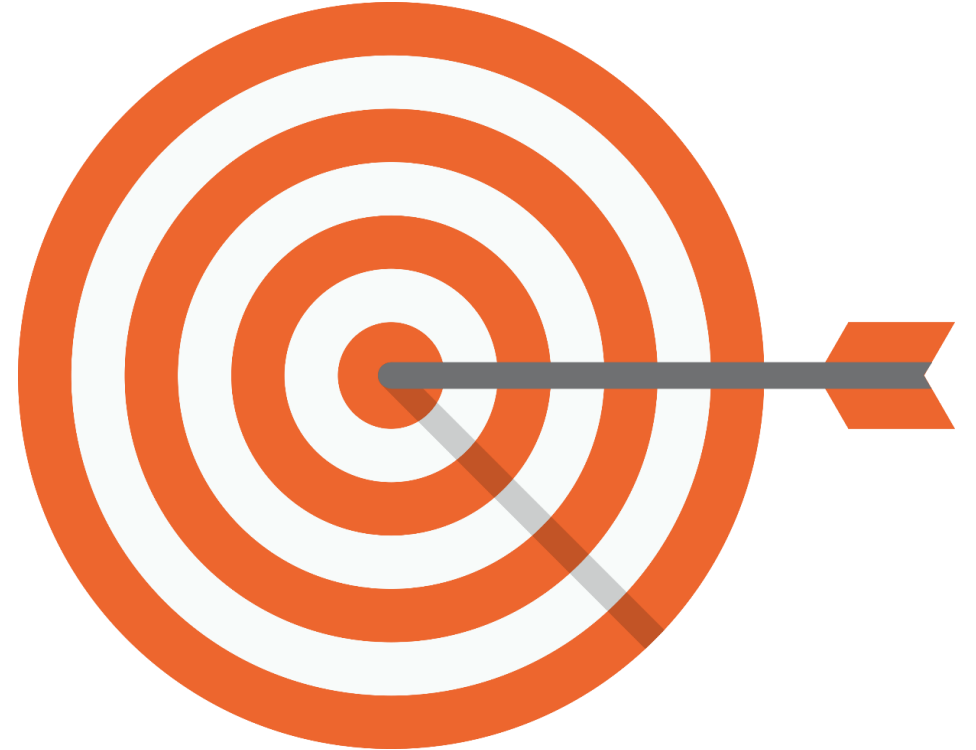
@jasonalba | www.JibberJobber.com

Working, Communicating, Persuading



Working, Communicating, Persuading

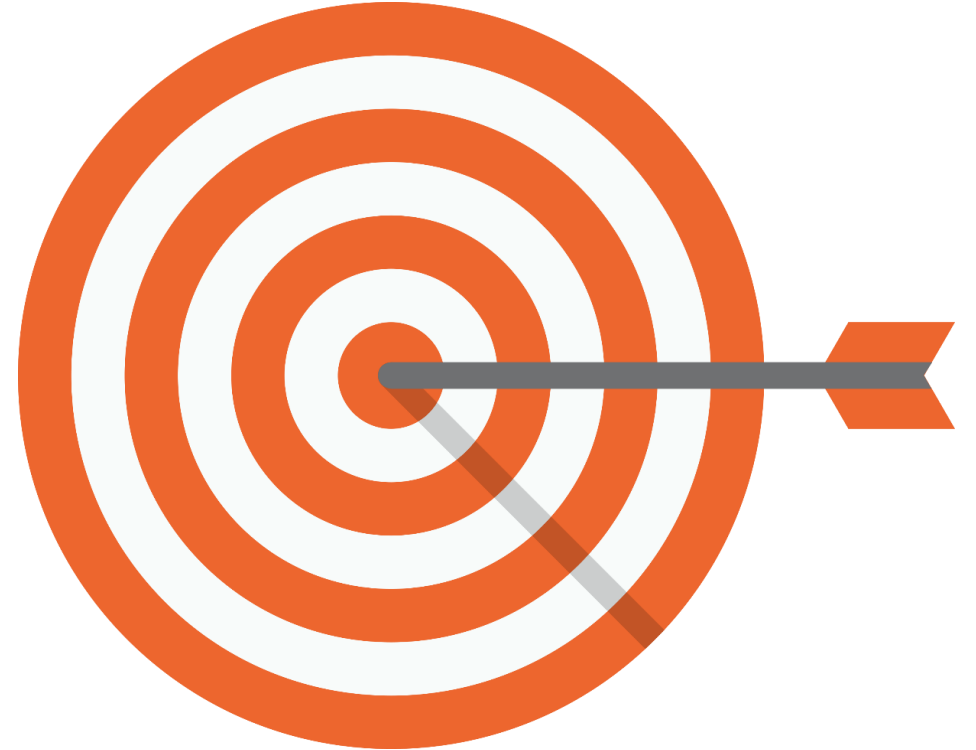
Do you ever work with others?



Working, Communicating, Persuading

Do you ever work with others?

Do you seem to get your way?

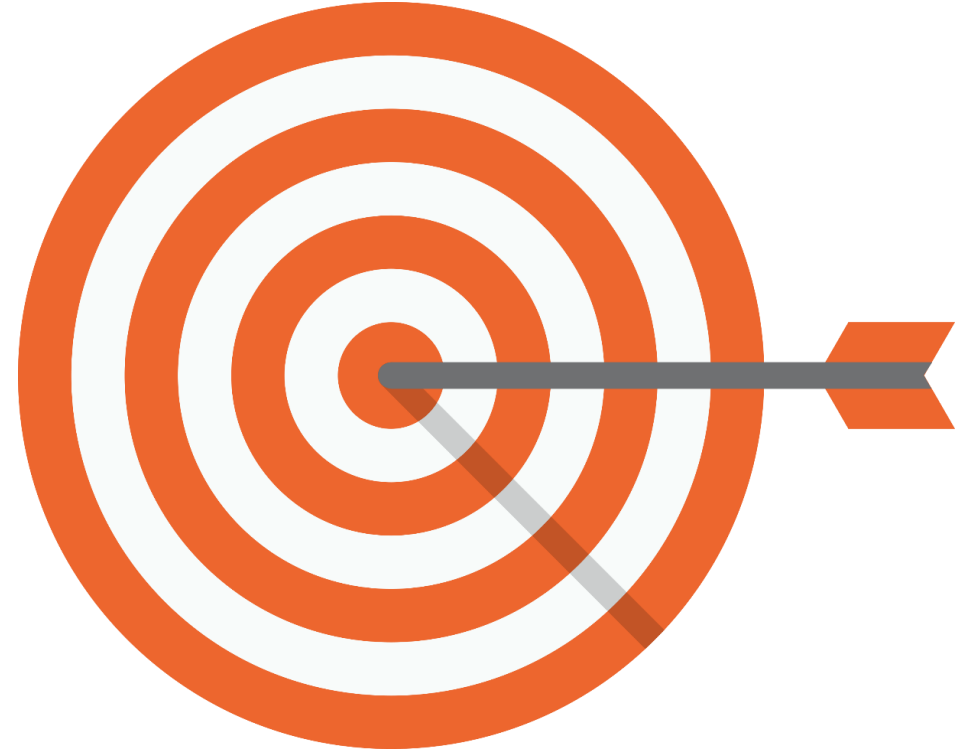


Working, Communicating, Persuading

Do you ever work with others?

Do you seem to get your way?

Do you enjoy interacting with others?



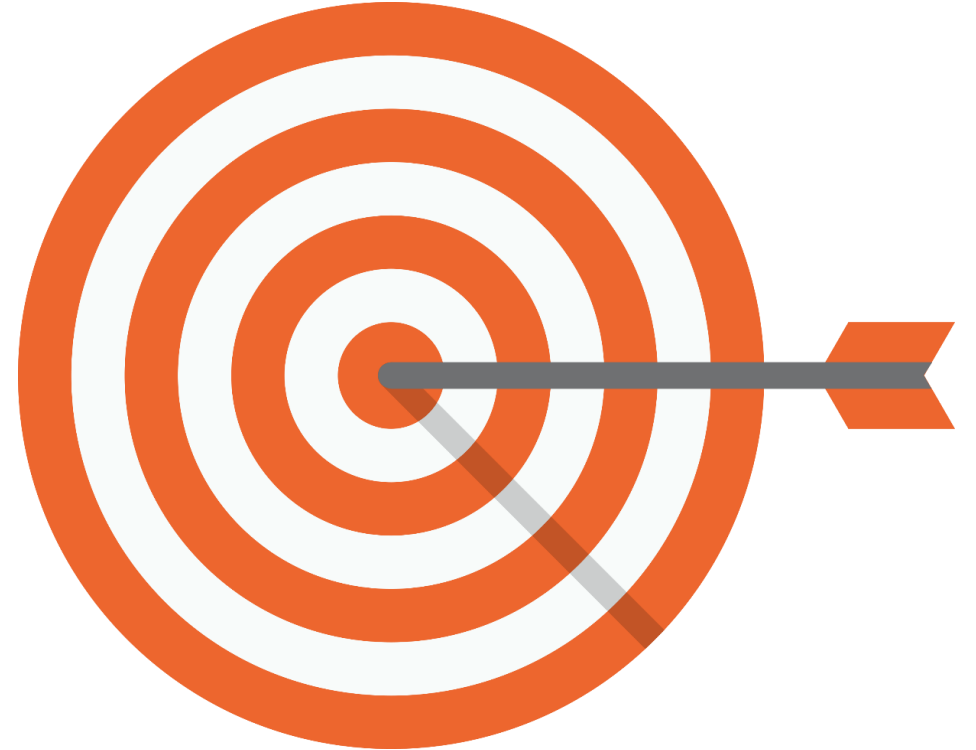
Working, Communicating, Persuading

Do you ever work with others?

Do you seem to get your way?

Do you enjoy interacting with others?

Would you be more successful if you had better relationships?



Working, Communicating, Persuading

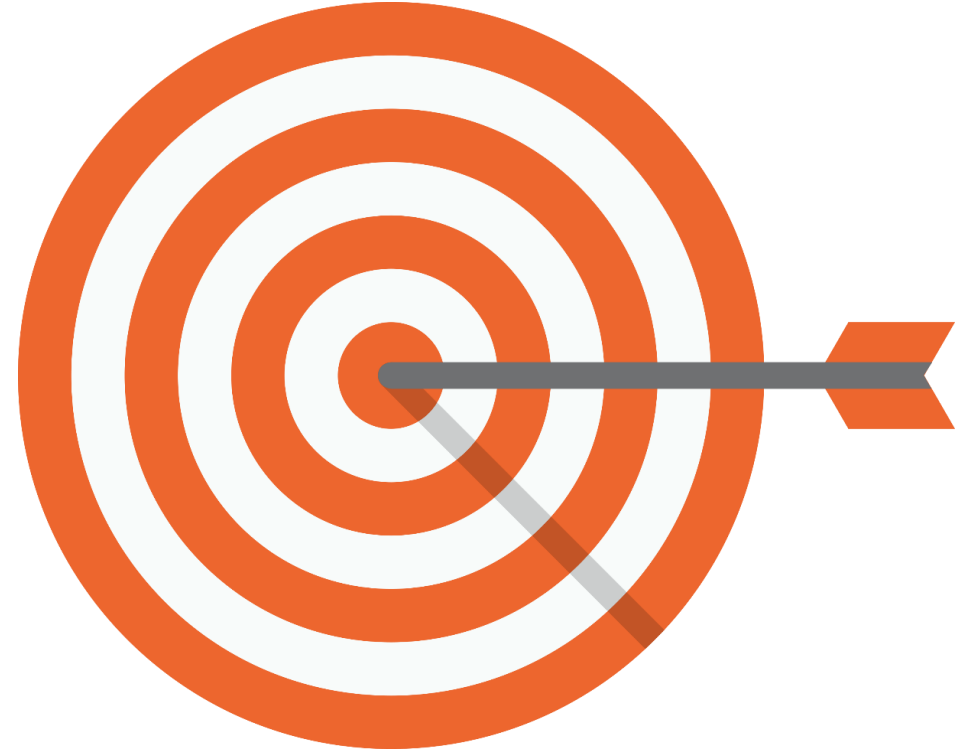
Do you ever work with others?

Do you seem to get your way?

Do you enjoy interacting with others?

Would you be more successful if you had better relationships?

Do other people bug you?



Working, Communicating, Persuading

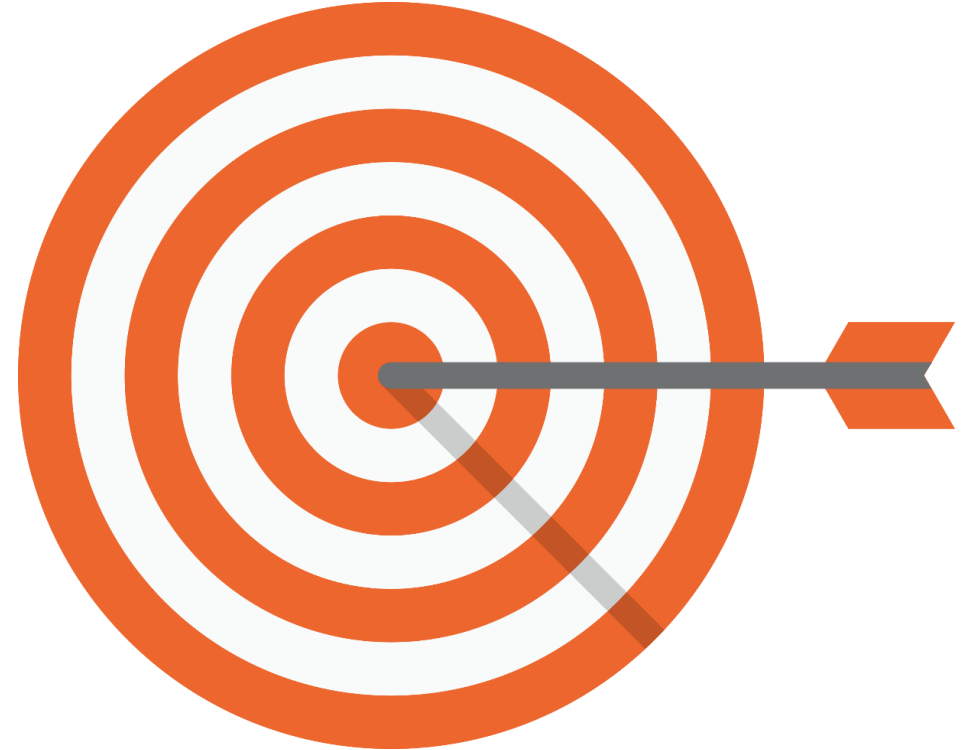
Do you ever **work with others?**

Do you seem to **get your way?**

Do you enjoy **interacting with others?**

Would you be more successful if you had **better relationships?**

Do **other people** bug you?



Real Life Examples

Working:



Real Life Examples

Working:

- Coworker seems lazy, but gets everything done



Real Life Examples

Working:

- Coworker seems lazy, but gets everything done
- Customer doesn't seem to want to talk to me



Real Life Examples

Working:

- Coworker seems lazy, but gets everything done
- Customer doesn't seem to want to talk to me
- **Boss never likes my proposals**



Real Life Examples

Communicating:



Real Life Examples

Communicating:

- Presenting career-changing information



Real Life Examples

Communicating:

- Presenting career-changing information
- Asking for help



Real Life Examples

Communicating:

- Presenting career-changing information
- Asking for help
- Group presentation with leader who doesn't like you



Real Life Examples

Persuading:



Real Life Examples

Persuading:

- Users who have all but given up



Real Life Examples

Persuading:

- Users who have all but given up
- Prospects who really should use your services/tools



Real Life Examples

Persuading:

- Users who have all but given up
- Prospects who really should use your services/tools
- Coworkers who need to spend extra time on project



Course Overview

Course Overview



MBTI

1

Course Overview



16 Types

2

MBTI

1

Course Overview



Other People

3

16 Types

2

MBTI

1

Course Overview



Yourself

4

Other People

3

16 Types

2

MBTI

1

Scenario: Why Are You Here?

Scenario: Why Are You Here?

New team

Scenario: Why Are You Here?

New team

Boss with a tough reputation

Scenario: Why Are You Here?

New team

Boss with a tough reputation

Team members who are said to be hard to work with

Scenario: Why Are You Here?

New team

Boss with a tough reputation

Team members who are said to be hard to work with

You aren't too happy about your reputation

Scenario: Why Are You Here?

New team

Boss with a tough reputation

Team members who are said to be hard to work with

You aren't too happy about your reputation

Project is going to be highly visible

Introducing the MBTI

Myers

Briggs

Type

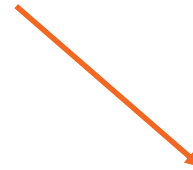
Indicator

Introducing the MBTI

Mother (B) Daughter (M) Team



Myers



Briggs

Type

Indicator

Introducing the MBTI

Mother (B) Daughter (M) Team

Myers

Based on Carl Jung's work

Briggs

Type

Indicator

Introducing the MBTI

Mother (B) Daughter (M) Team

Myers

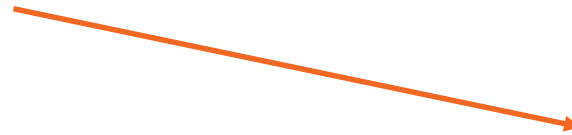
Based on Carl Jung's work

Briggs

Personality "type"

Type

Indicator



Introducing the MBTI

Mother (B) Daughter (M) Team

Myers

Based on Carl Jung's work

Briggs

Personality "type"

Type

How we "experience the world"

Indicator

Introducing the MBTI

Mother (B) Daughter (M) Team

Myers

Based on Carl Jung's work

Briggs

Personality "type"

Type

How we "experience the world"

Assessment, not test

Indicator

Introducing the MBTI

How do we experience the world?

- Sensation
- Intuition
- Feeling
- Thinking

Myers

Briggs

Type

Indicator

Introducing the MBTI

ISTJ

Myers

Briggs

Type

Indicator

Introducing the MBTI

Introversi

Extraversi

ISTJ

Myers

Briggs

Type

Indicator

Introducing the MBTI

Introversion

Extraversion

Sensing

iNtuition

ISTJ

Myers

Briggs

Type

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Feeling

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Introducing the MBTI

Introversion

Extraversion

Sensing

iNtuition

P

Myers

Briggs

Type

Indicator

ISTJ

Feeling

Thinking

J

Perception

Judging

Introducing the MBTI

ISTJ

M_yers

B_riggs

T_ype

I_ndicator

Introducing the MBTI

Attitude

Introvert
Extrovert



ISTJ

Myers

Briggs

Type

Indicator

Introducing the MBTI

Attitude

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Function

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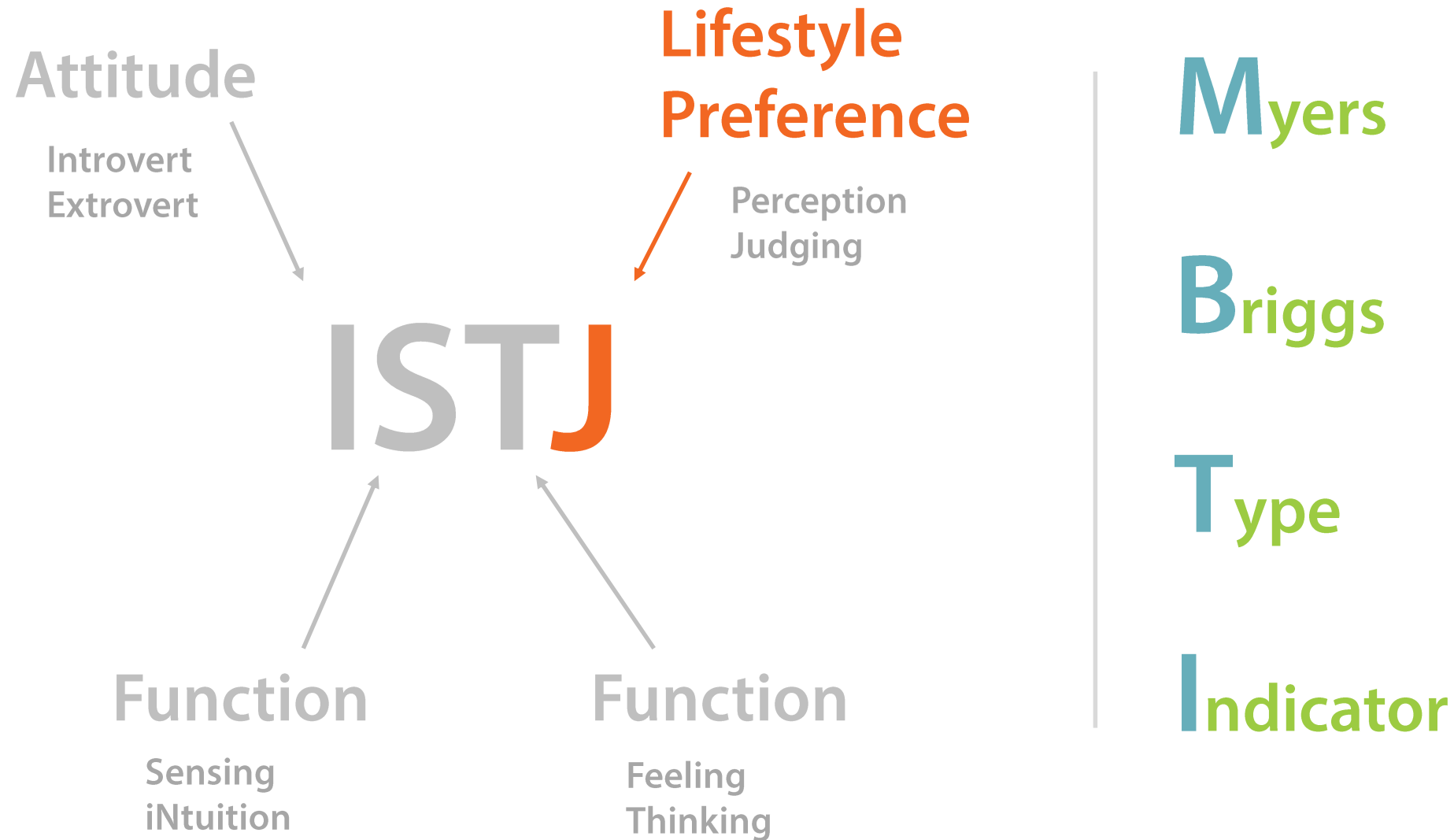
Myers

Briggs

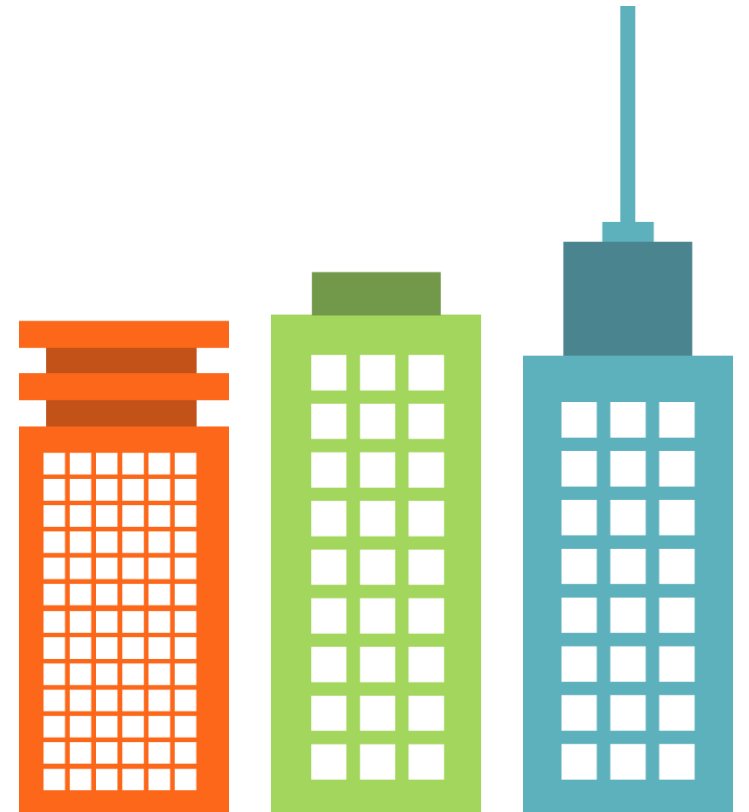
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Introducing the MBTI

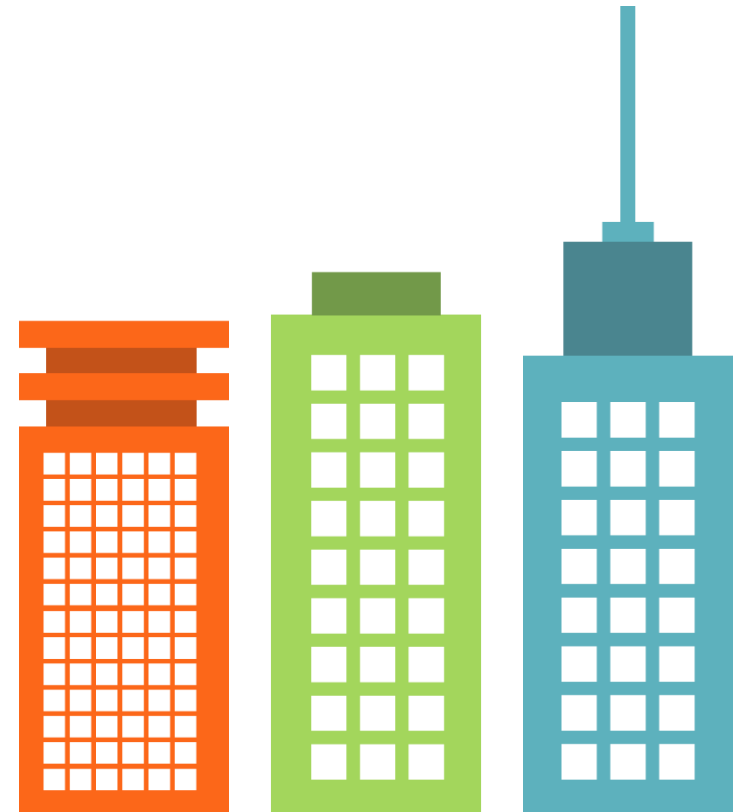


MBTI in Our World



MBTI in Our World

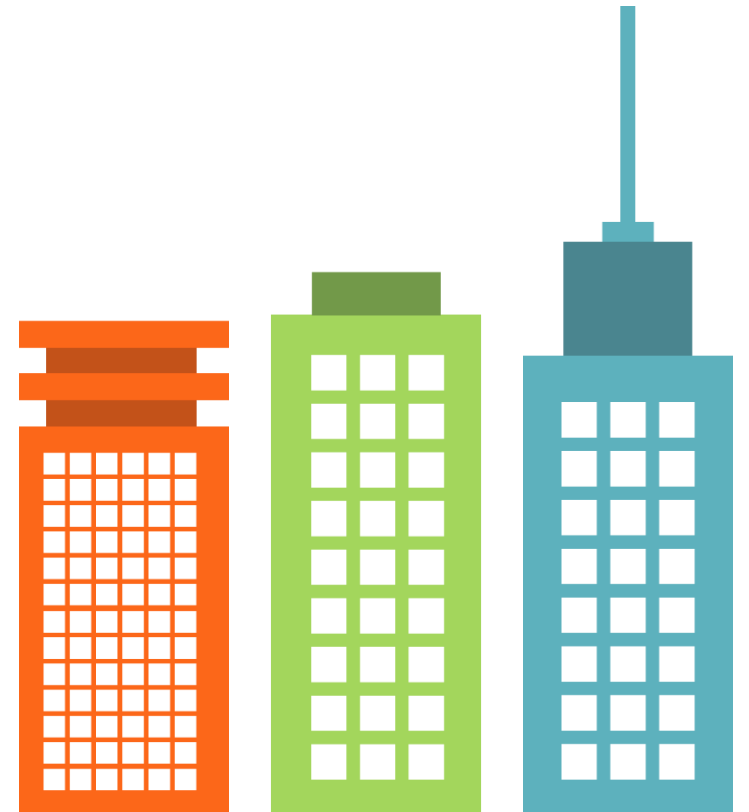
Job applications, cover letters



MBTI in Our World

Job applications, cover letters

Team building

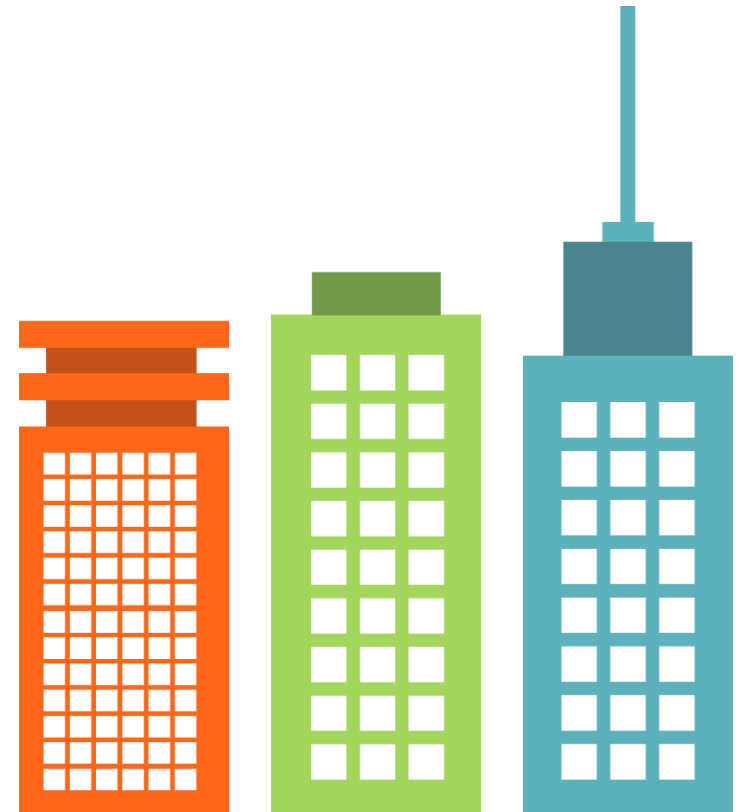


MBTI in Our World

Job applications, cover letters

Team building

Career counseling & coaching



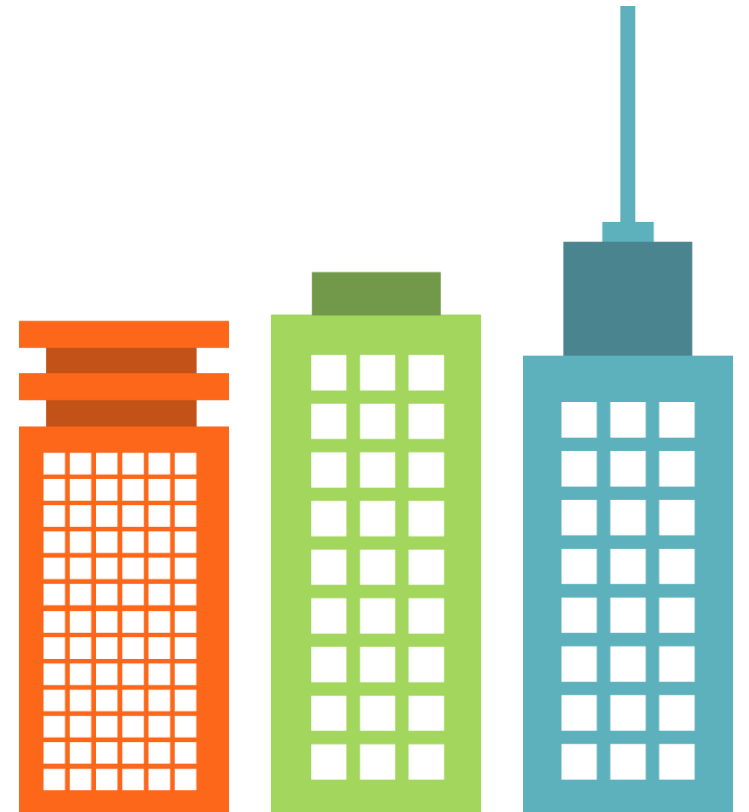
MBTI in Our World

Job applications, cover letters

Team building

Career counseling & coaching

Group interactions



MBTI in Our World

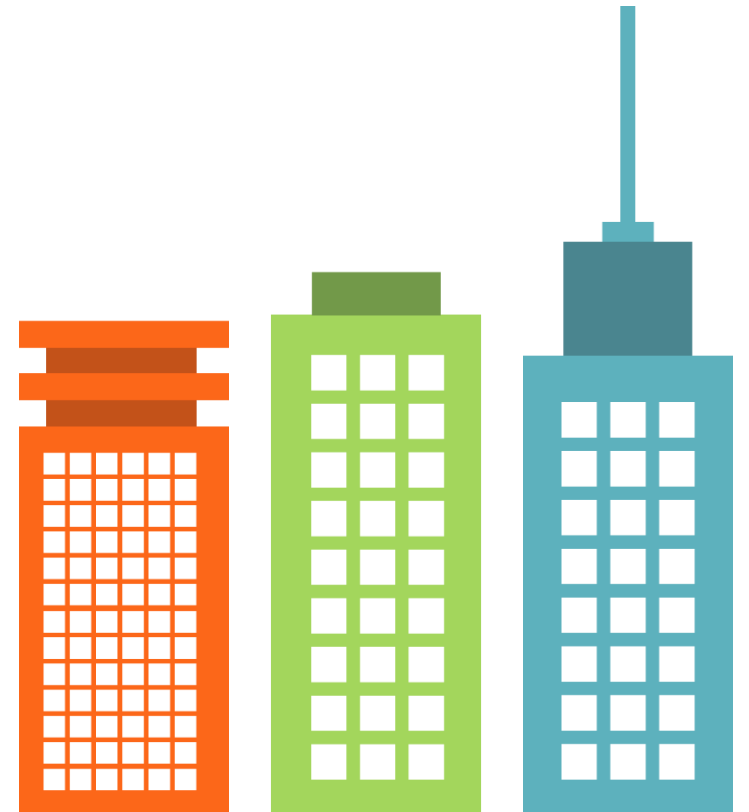
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Team building

Career counseling & coaching

Group interactions

Professional development



MBTI in Our World

Job applications, cover letters

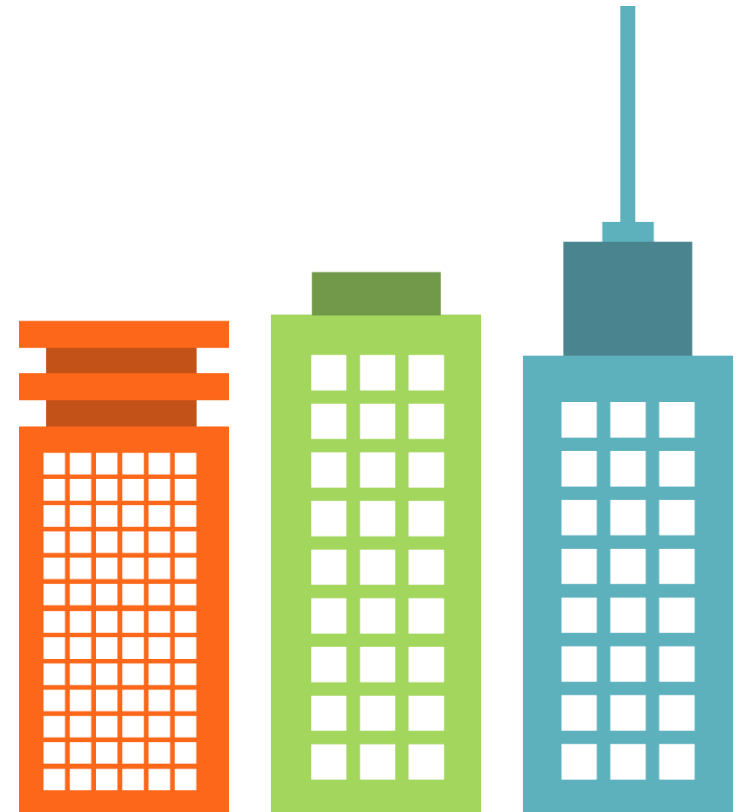
Team building

Career counseling & coaching

Group interactions

Professional development

... and marriage counseling!

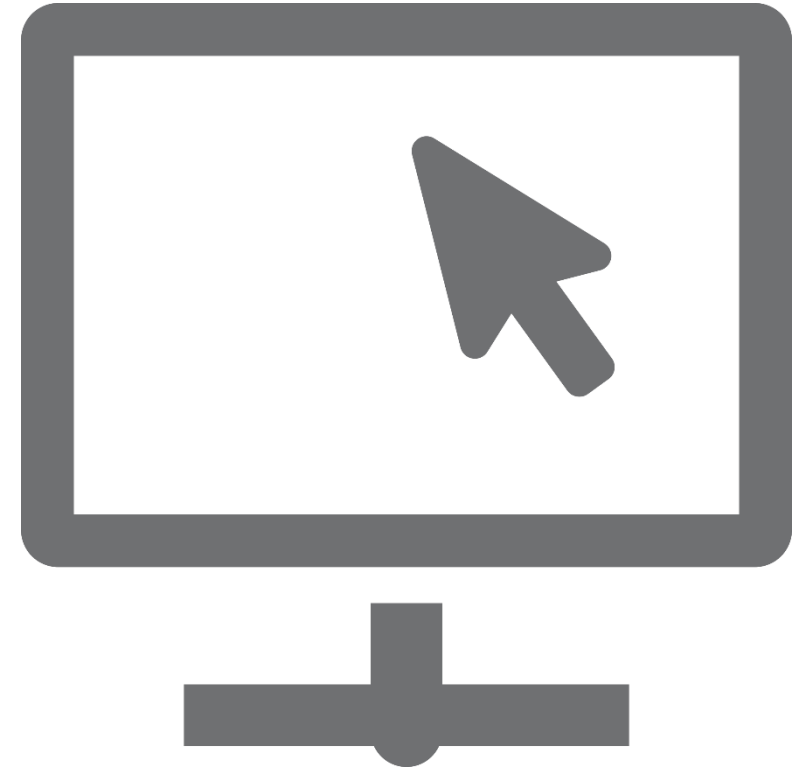


Get Your Own MBTI Results



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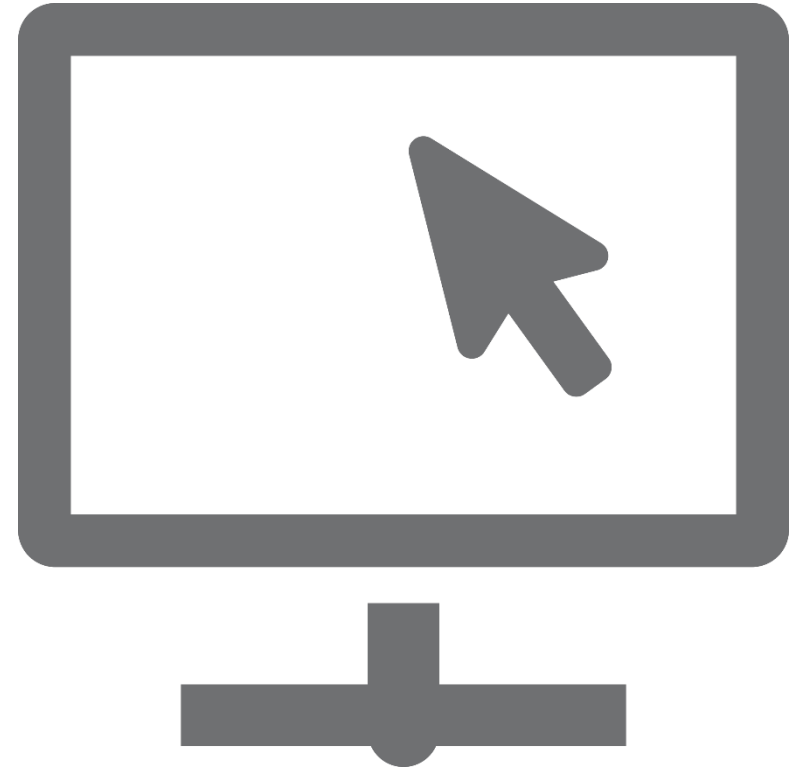
Paid (about \$50 USD) mbtionline.com



Get Your Own MBTI Results

Paid (about \$50 USD)

Free (different questions)

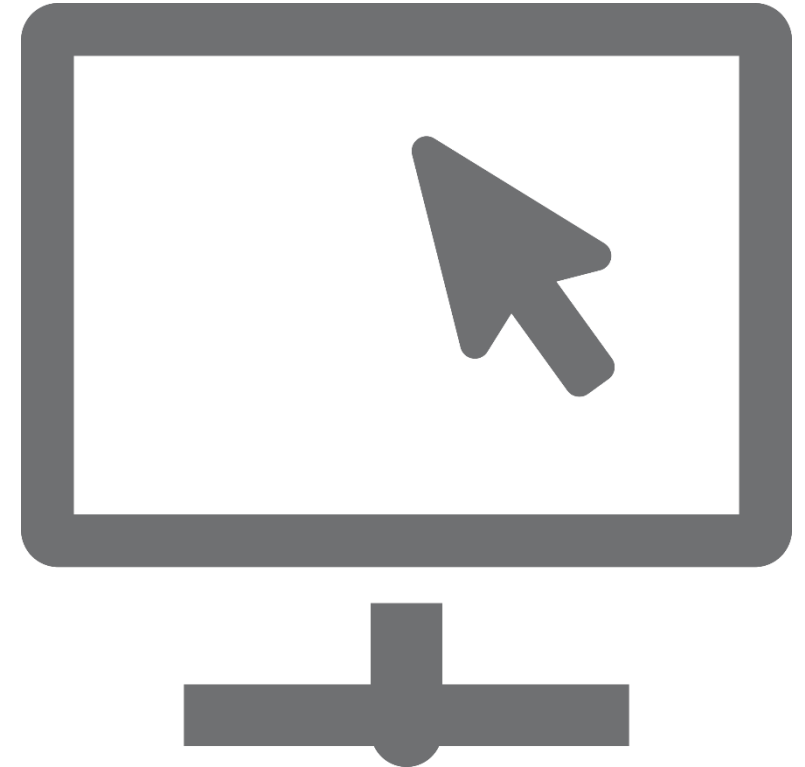


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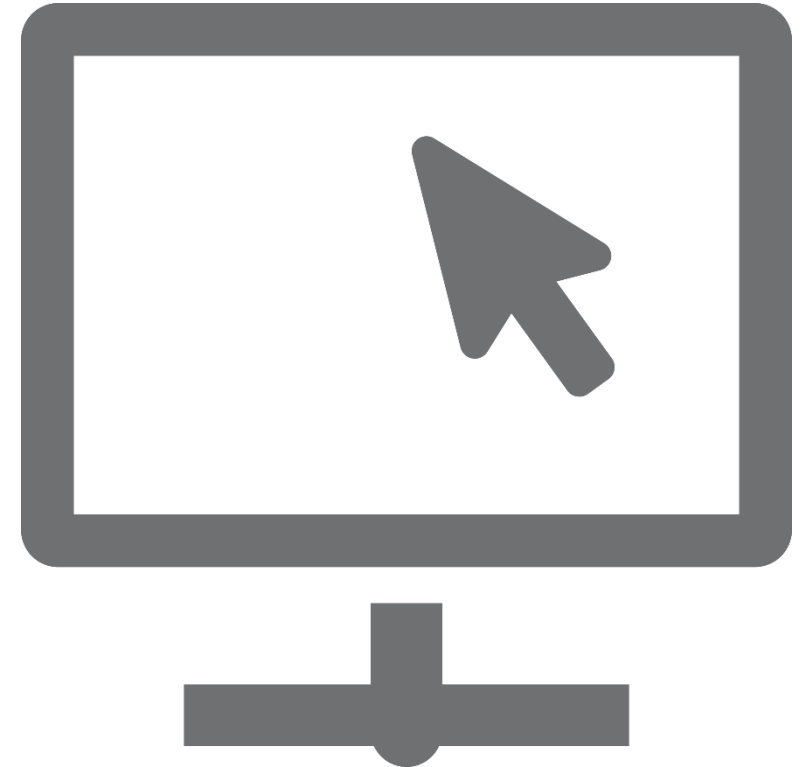
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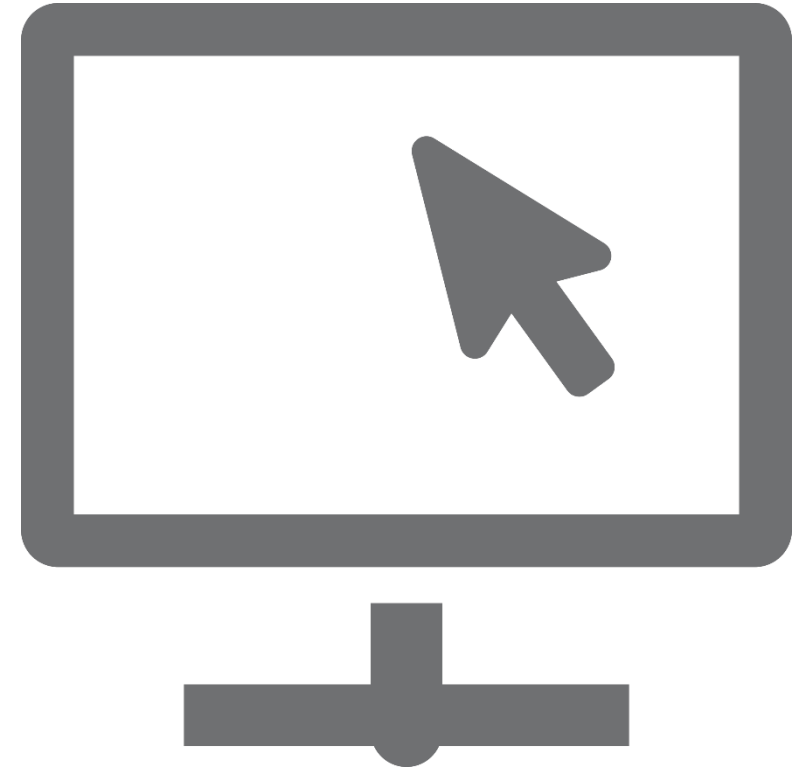
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Be honest (don't "game" questions)



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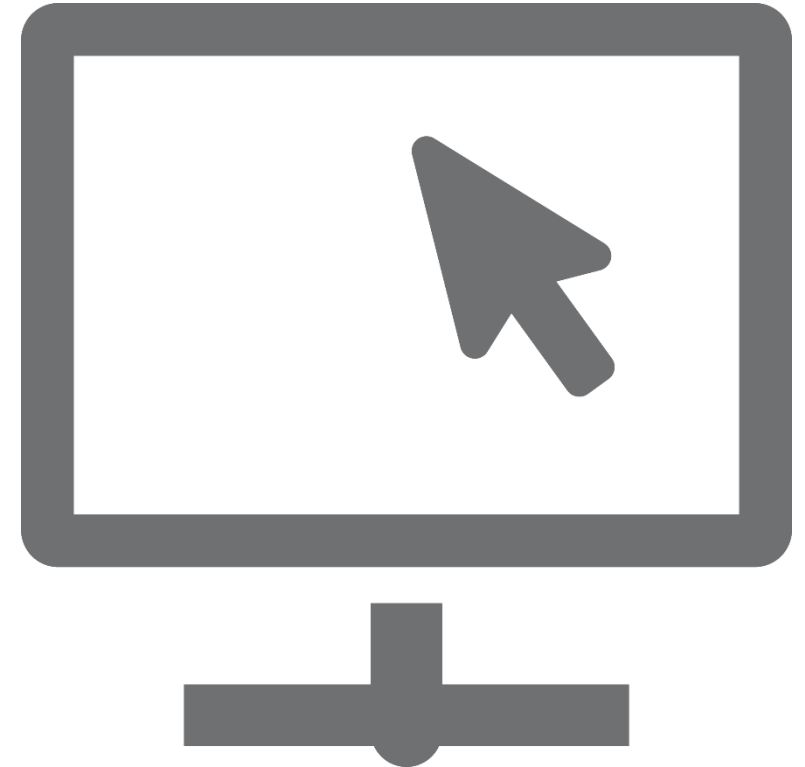
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U.S. and European versions

Be honest (don't "game" questions)

Take results with grain of salt



Get Your Own MBTI Results

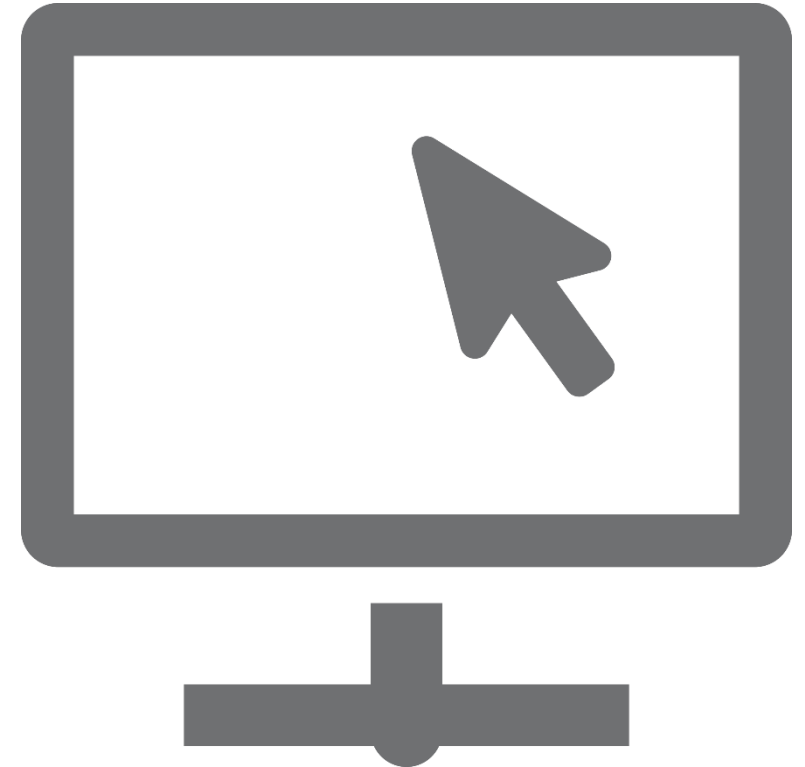
My results:

PersonalityPerfect.com E N T J

16Personalities.com E S F J

HumanMetrics.com E N T J

PsychCentral.com I S T J



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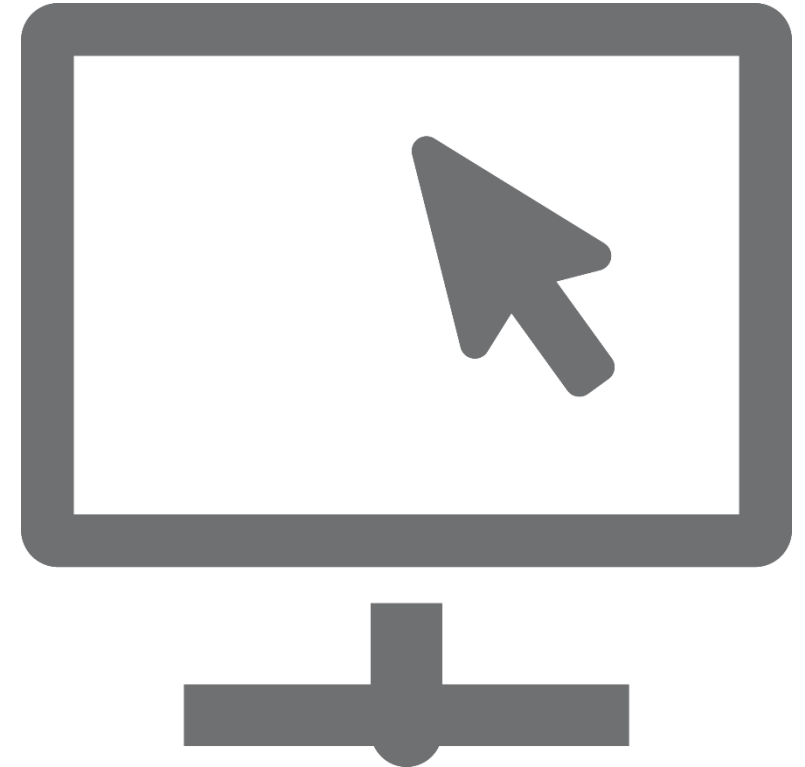
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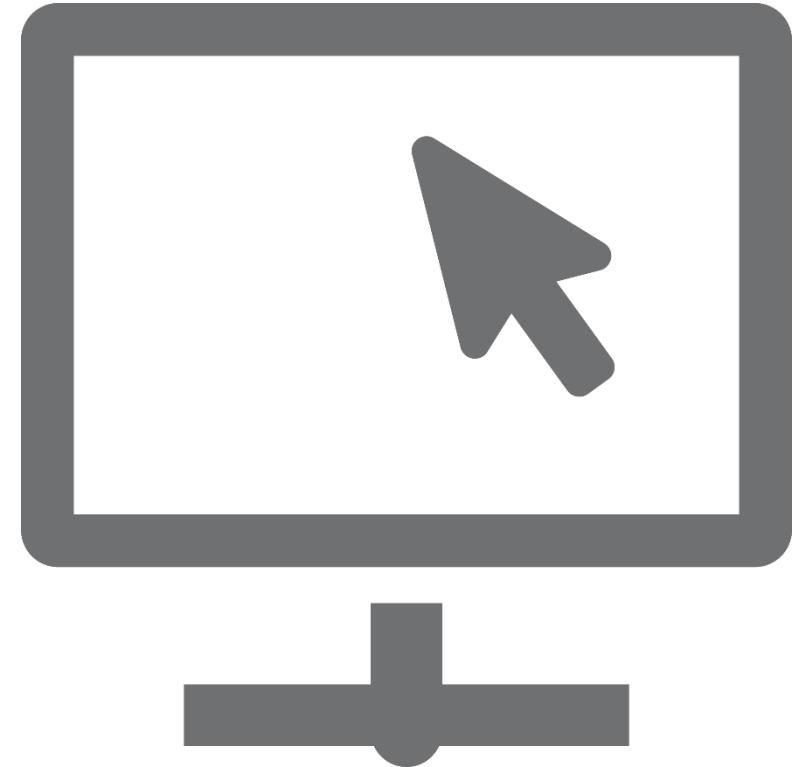
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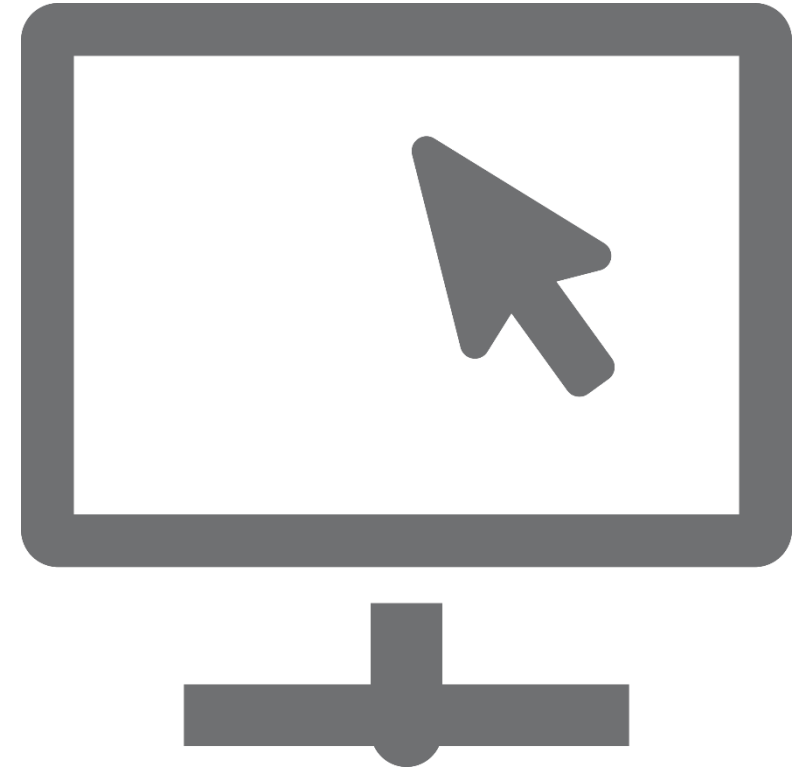
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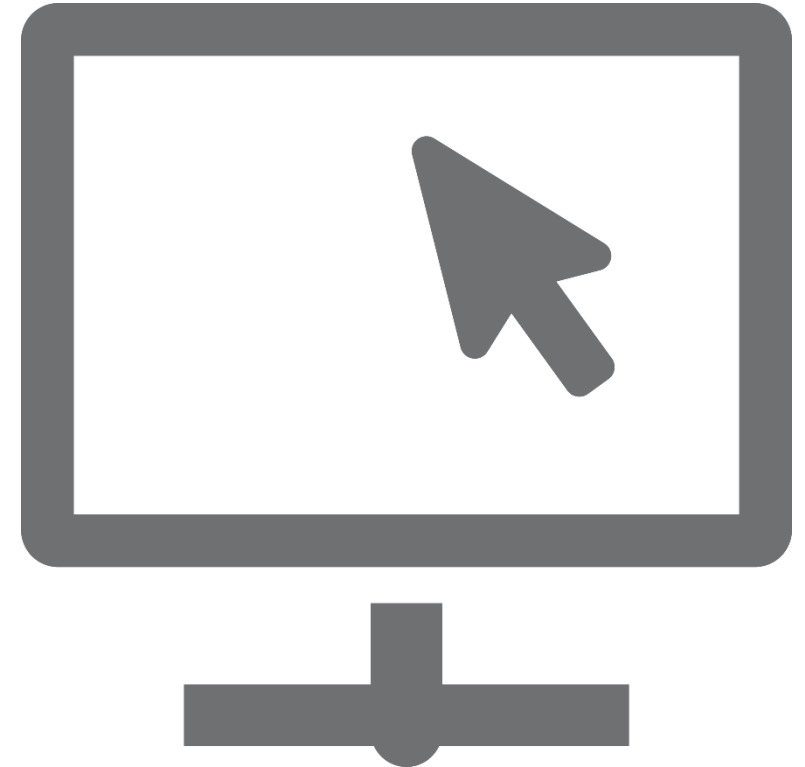
ESFJ

HumanMetrics.com

ENTJ

PsychCentral.com

ISTJ



Wisdom from a Career Therapist

“The Myers-Briggs Type Indicator is a legitimate tool.

I think it is one of the better ones.”

- Vern Cox, MS and Ph.D.

Wisdom from a Career Therapist

“The only think I don’t like about it, and most other assessments, is this:

If you score only one point different in one of the categories, you are completely in the category where your score is very slightly in that category.”

- Vern Cox, MS and Ph.D.

Wisdom from a Career Therapist

“You are then boxed in, rather than having a continuum that would indicate how different you are in each category.”

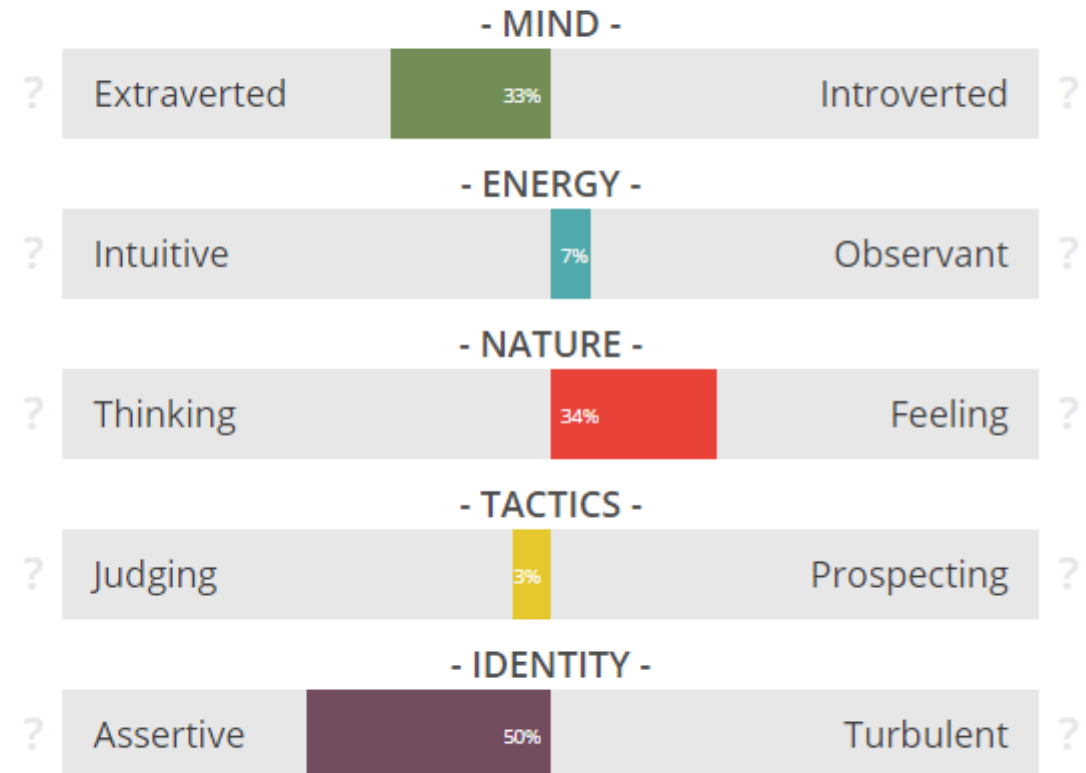
- Vern Cox, MS and Ph.D.

YOUR PERSONALITY TYPE IS:

CONSUL (ESFJ-A)



16Personalities.com



SEND RESULTS BY E-MAIL

Disclaimer: Generalizing is Stereotyping



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Generalizing is easy to do



Disclaimer: Generalizing is Stereotyping

Generalizing is easy to do

It helps us categorize things



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Generalizing is easy to do

It helps us categorize things

We all do it, in many parts of life



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Generalizing is easy to do

It helps us categorize things

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Generalizing isn't always fair

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Generalizing is easy to do

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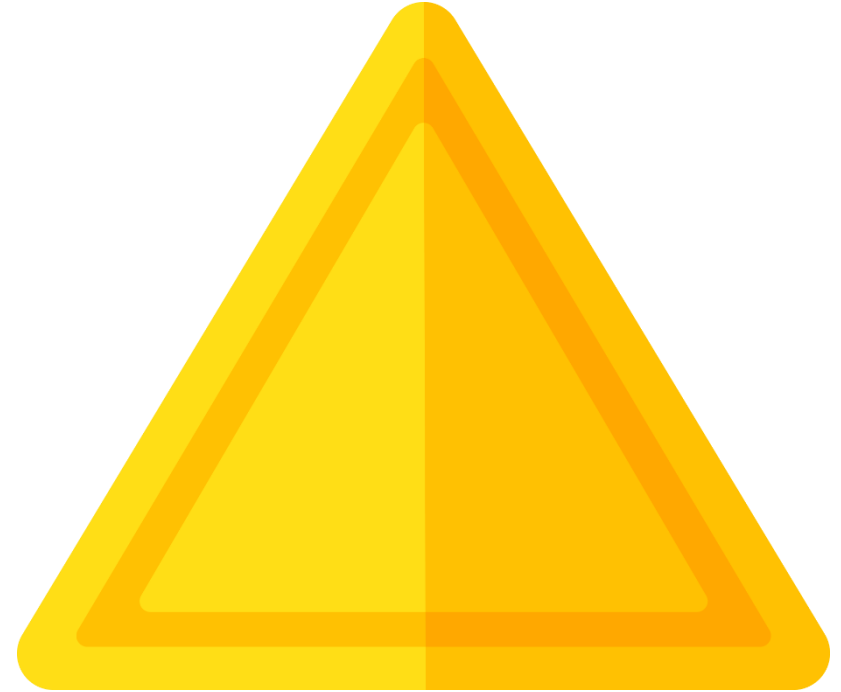
We all do it, in many parts of life

Generalizing isn't always fair

Generalizing can be sloppy

Generalizing can be erroneous

Disclaimer: Gaming the Assessment



Disclaimer: Gaming the Assessment

Answer based on your gut



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Answer based on your gut

Don't overthink the question



Disclaimer: Gaming the Assessment

Answer based on your gut

Don't overthink the question

Forgive poorly worded questions



Disclaimer: Gaming the Assessment

Answer based on your gut

Don't overthink the question

Forgive poorly worded questions

**Don't answer what you think is
"right"**



Disclaimer: Gaming the Assessment

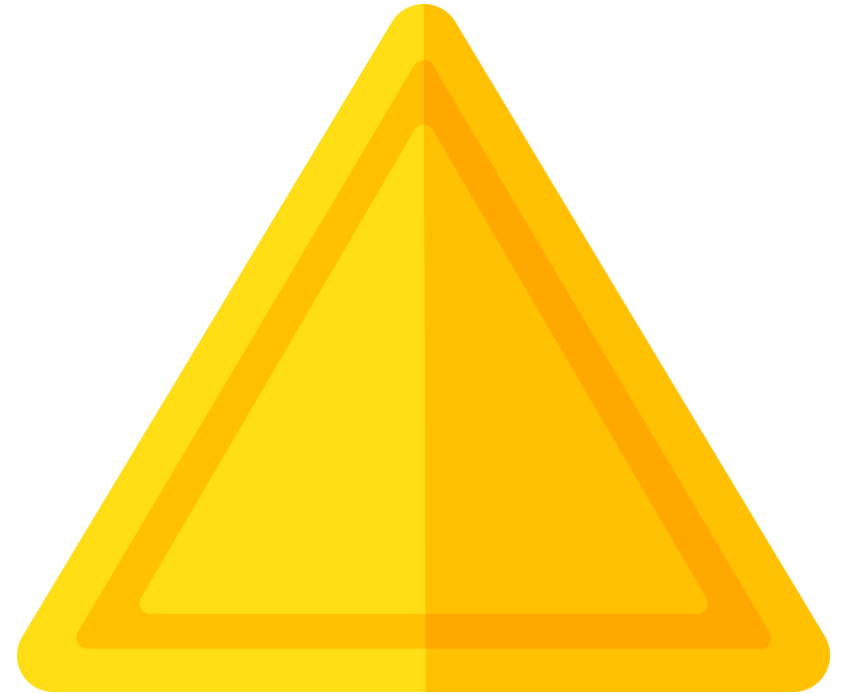
Answer based on your gut

Don't overthink the question

Forgive poorly worded questions

Don't answer what you think is
"right"

Don't answer what you want to be



Disclaimer: Mood and Circumstance



Disclaimer: Mood and Circumstance

Results could differ based on
your mood



Disclaimer: Mood and Circumstance

Results could differ based on
your mood

Life situations could change how
you respond



Disclaimer: Mood and Circumstance



Results could differ based on
your mood

Life situations could change how
you respond

**Take assessment each month,
perhaps with different results**

Disclaimer: Mood and Circumstance



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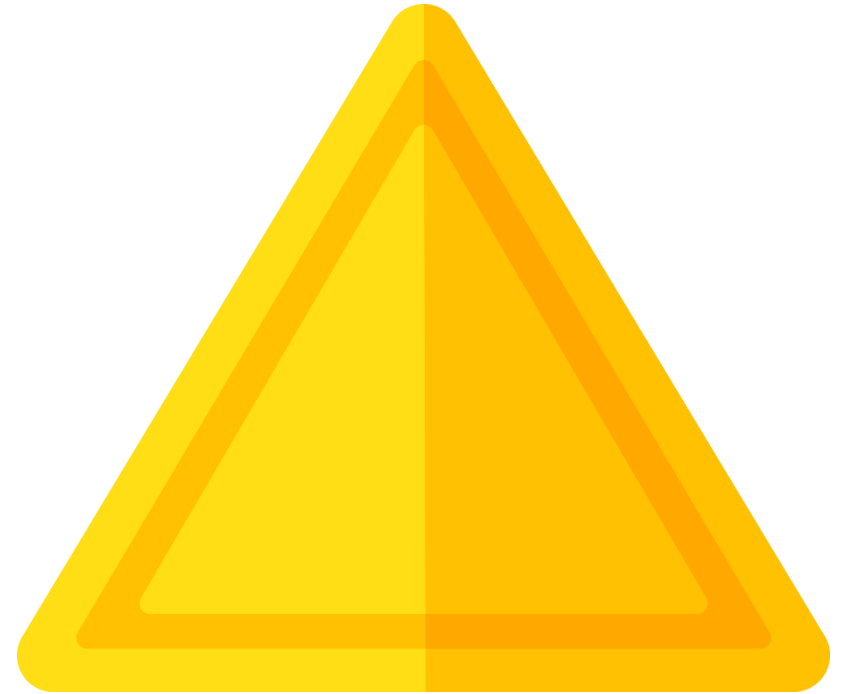
**Answer honestly, gut reaction for
today**

Disclaimer: Critics of the MBTI



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“Misleading, inaccurate, and unscientific”



Disclaimer: Critics of the MBTI

“Misleading, inaccurate, and unscientific”

“Pretty much meaningless”



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“Misleading, inaccurate, and unscientific”

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“Hogwash”



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“Misleading, inaccurate, and unscientific”

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“Pseudoscience”



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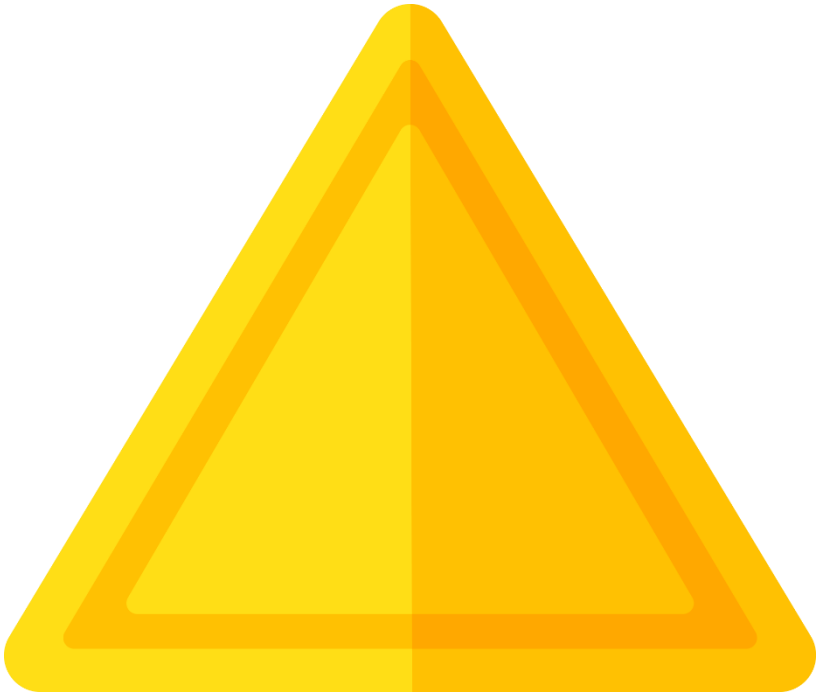
“Pseudoscience”

“Questionable”

“MBTI, the fad that won’t die”



Disclaimer: Not a Test



Disclaimer: Not a Test

There is no “right” answer



Disclaimer: Not a Test



There is no “right” answer

You can't fail (no “wrong” answer)

Disclaimer: Not a Test



There is no “right” answer

You can’t fail (no “wrong” answer)

Assessing your personality

Disclaimer: Not a Test



There is no “right” answer

You can’t fail (no “wrong” answer)

Assessing your personality

Subject to change

Disclaimer: Not a Test



There is no “right” answer

You can’t fail (no “wrong” answer)

Assessing your personality

Subject to change

Not a final categorization

Disclaimer: What You Are Today vs. Tomorrow



Disclaimer: What You Are Today vs. Tomorrow

Type is not permanent



Disclaimer: What You Are Today vs. Tomorrow

Type is not permanent

What do you want to become?



Disclaimer: What You Are Today vs. Tomorrow

Type is not permanent

What do you want to become?

How do you want to act?



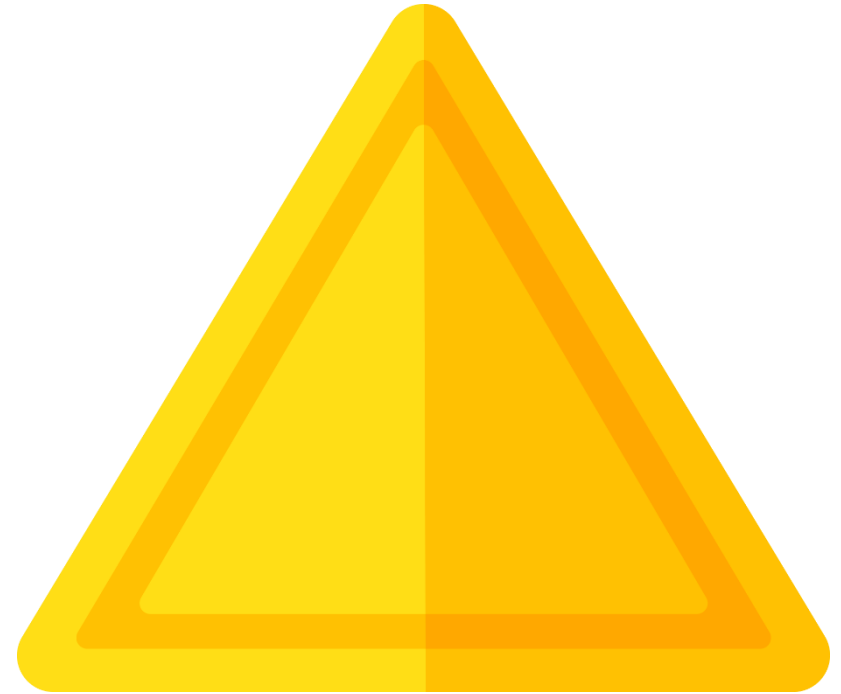
Disclaimer: What You Are Today vs. Tomorrow

Type is not permanent

What do you want to become?

How do you want to act?

You have hope!



Disclaimer: What You Are Today vs. Tomorrow

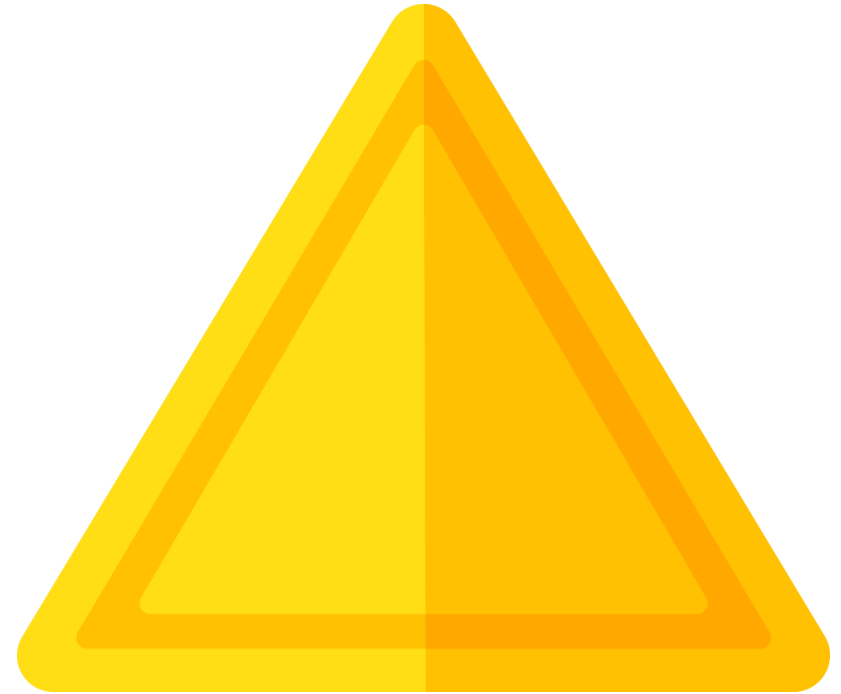
Type is not permanent

What do you want to become?

How do you want to act?

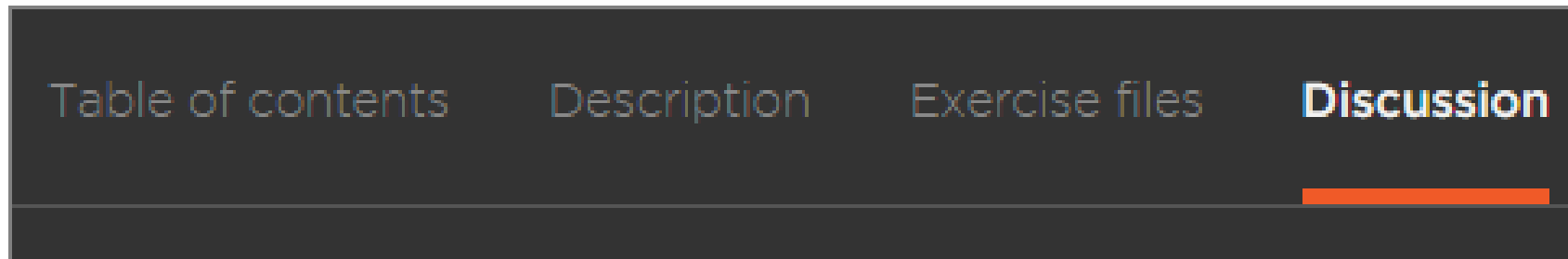
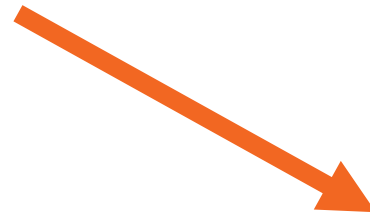
You have hope!

Hope for others!



What Did I Miss?

Add to the conversation



Wrap-up

Understanding the MBTI

- Goals of understanding personalities
- Examples and scenarios
- MBTI breakdown
- MBTI acceptance
- Getting your own results
- Disclaimers

Actionable Takeaways

Wrap-up

Understanding the MBTI

- Goals of understanding personalities
- Examples and scenarios
- MBTI breakdown
- MBTI acceptance
- Getting your own results
- Disclaimers

Actionable Takeaways

- List people you want to work better with
- List scenarios where this would help
- Get your own results

Wrap-up

What's Next?

16 MBTI Result Types