Benefits of MBTI

- Self knowledge for self management
- All types are necessary for good teamwork
- Knowledge of people is necessary for good leadership
- Tolerance and appreciation of people different than one’s self are necessary for working with and understanding others.
- The MBTI allows for the appreciation of the entire orchestra - which leads us to understand the richness and importance of our own part
MBTI Ethics

- Describes responses, does not prescribe actions
- All preferences are equal
- Personality type and character are not the same
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Extroversion - Introversion
The Source of Energy!

- Energized by Outer World
- Outward Focus
- Interaction
- Breadth of Interest
- Sociability
- Blurt It Out
- Talk - Think - Talk
- Involved w/People, Things

- Energized by Inner World
- Inward Focus
- Reflection
- Depth of Understanding
- Territoriality
- Keep It In
- Think - Talk - Think
- Involved w/Ideas, Thoughts

Monday, April 11, 2011
Party Time!

• Break up into two groups - Extroverts and Introverts

• Take a piece of poster paper and as a group, write the following:

• If money were not an object, what kind of party would you throw? Who would you invite, for how long, and what kind of food would you have and what kind of music would you have?

• Choose someone to debrief the exercise when we re-group
Sensing vs iNtuition

Where does the info come from?

• Present focus
  • Facts
  • Specifics
  • Perspiration
  • Details
  • Literal
  • Concrete
  • Uses established skill
  • Step-by-step
  • Practical

• Future focus
  • Possibilities
  • Generalizations
  • Inspiration
  • Patterns
  • Figurative
  • Abstract
  • Learns new skill
  • Leap Around
  • Theoretical
Describe Time

- Break up into two groups - Sensors and iNtuitors
- Each group take a piece of poster paper and get together.
- Follow the directions given.
- Choose a group member to debrief. If the group would like to debrief together, that is fine as well.
Thinking vs Feeling
How is the info seen?

- Objective
- Project oriented
- Firm and Fair
- Critique
- Laws
- Problem 1st, People 2nd
- Head
- Justice

- Subjective
- Person Oriented
- Compassionate and Fair
- Appreciate
- Circumstantial
- People 1st, Problem 2nd
- Heart
- Mercy
Saturday Afternoon Stroll

• Fishbowl exercise
Judging vs Perceiving
What do we do with the info?

- Closure
- Structured
- Schedule
- Decisive
- Scheduled
- Control Events
- Directive
- Endings
- Tend to be more serious
- Planned
- Options
- Open-ended
- Flexible
- Curious
- Flexible
- Experience Events
- Facilitative
- Beginnings
- Tend to be lighthearted
- Spontaneous

Monday, April 11, 2011
Putting those letters together!

- NF
  - Powerful people motivators
  - Empathic
  - Aware of other’s feelings
  - Powerful persuaders
  - Authority in the person

- Pitfalls
  - Carry/rescue people
  - Guilt ridden
  - Avoid conflict
  - Grudge carriers
  - Flounder when fails
Putting those letters together!

- NT
  - Powerful conceptualizers
  - System planners
  - Competent and consistent
  - Firm minded and fair
  - Authority in being competent

- Pitfalls
  - mental gymnastics
  - miss the immediate
  - complex and theoretical - no simple answers!
  - impersonal and aloof
  - define competence
Putting those letters together!

- SJ
  - Powerful administrators
  - Precise
  - Take charge
  - Hold subordinates accountable/system accountable
  - Don’t reward what is expected
  - Authority lies in the system

- Pitfalls
  - Nit pickers
  - Rigid
  - Do the wrong thing
  - See the negative
  - Upward accountability
Putting those letters together!

**SP**

- Powerful problem solvers
- Immediate/resourceful
- Grounded/hands-on
- Quick starters
- Authority is in the moment

**Pitfalls**

- Can create problems when there are none to solve
- Low interest beyond what is practical
- Gets bored easily
- Low follow through
- Vague definition of authority

Monday, April 11, 2011
How do we work on Teams?

- **IS** “Let’s keep it!” (protect, continuity, recalling, resisting, maintaining)
- **ES** “Let’s get it done!” (computing, making, developing, doing, getting results)
- **IN** “Let’s look at it another way!” (imagining, predicting, analyzing, questioning)
- **EN** “Let’s change it!” (confronting, vitalizing, stimulating, consulting, risking)
Couple (Team) Predictions

- The more similarity, the quicker understanding will be reached
- Similar members will reach decisions quickly, but may make more errors
- Team members choose tasks that fit their type
- Team members who are opposites on all fours may have difficulty achieving an understanding; members who share two preferences from each of the opposites may act as translators
Couple (Team) Predictions

• The person who is the ONLY representative of their preference may be seen as “different” from the other team members

• Successful team promote the development of the group by learning about and appreciating the gifts of other types

• Teams that are one sided are not as successful. They will succeed if:
  
  • a) they use different types from outside sources
  
  • b) they make an effort to use their own less-preferred preferences when required

Monday, April 11, 2011
Couple (Team) Predictions

- Extraverts may dominate discussions and decision making. Unless they make a special effort to involve Introverts, they lose an entire perspective.

- Feeling types will be concerned with the team effort.

- Thinking types will be more concerned with the task.

- Teams who honor and proactively include those types unlike the mean type are more successful although they must work harder to achieve their goals.
Good Decisions are made when.....

- The basic facts and realities have been taken into account (SENSING)
- When useful new possibilities have been opened up (INTUITION)
- When inconsistencies or consequences have been analyzed (THINKING)
- When important values have been considered (FEELING)
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Team Task Analysis

- Sensing \rightarrow iNuition
- Thinking \rightarrow Feeling

- What are our strengths as a work group?
- What are our weaknesses as a work group?
- How can each member contribute to the problem-solving model?