



I'm Not Crazy.
I'm Just Not You 😊

Understanding Style Differences Through Myers-Briggs



Getting to know...

- Name
- Role
- MBTI
- Surprise!

SAY: We'll get started by having everyone give their name, role, and one thing about themselves – a quality, skill, ambition or experience of theirs- that they think would surprise us.

DO: Amanda goes first and shares her own "surprise" as an example.

DEBRIEF: We are intricately complex beings and this exercise proves again that you can't always judge a book by its cover. The Myers Briggs Type indicator is just one of many ways we can gain insight into ourselves and others: like the DiSC profile you took last year or other types of assessments.

(Other options for ice breakers:

Fantasy Career – What would you be if you could be anything in the world? (Race car driver, groupie, astronaut...)

One thing – Tell us one thing about yourself we wouldn't guess by looking at you)

READ SLIDE



Workshop Goals

- Learn about MBTI "type"
- Discover the similarities and differences in our approaches
- Appreciate the unique value and the potential challenges of each type



Ground Rules

- Have fun
- Be open to new insights
- Jot questions down for ending Q&A
- Respect confidentiality
- Others?

SAY: We invite you to

-have fun

-be open to new insights about yourself and your colleagues

- to make the most of our time we'll take questions at the end – there is a TON of information about MBTI and we can point you in the right direction then.

-And respect everyone's right to confidentiality

- the actual MBTI results are yours to communicate or not.

-In this workshop we'll be using everyday situations to illustrate different approaches no matter what "type" people are.



Getting to know the MBTI...

- Myers Briggs Type Indicator
- "Indicator" points to a profile but YOU decide
- Pattern of mental processes
- Based on preference not skill, ability or intelligence
- There are no "good" or "bad" types

SAY: MBTI stands for Myers Briggs Type Indicator

It is called an Indicator because it points to or suggests – based on your responses – a profile of psychological type. You get the final say though.

Psychological type is simply a pattern of mental processes

These patterns are based on your personal preference.

They are not indicators of skill, ability, intelligence

And the patterns are neither good nor bad.



Getting to know the MBTI...

- Based on Carl Jung's work on psychological type
- Katherine Briggs and Isabel Briggs Myers
- Most popular type indicator used in organizations to improve decision making, team performance, career development, communication, & leadership
- Decades of research show studies on reliability and validity
- **Important: It's YOU who decides**

-SAY: In his research in psychology, Carl Jung identified mental processes that he categorized into patterns.

-Katherine and Isabel Briggs (mother and daughter) developed the MBTI as a way to make Jung's theories accessible to the general public

-MBTI is now the most popular type indicator used today

-A great deal of research has been published on the reliability and validity of the indicator.

– The important thing to know is **that it is you who decides what type fits best.**

Good to know...

- Forced choice (between two “goods”)
- No right/wrong, good/bad
- Each type has inherent strengths & “blind spots”
- People of the same type are both similar & different in many ways
- **You decide** – via Indicator, this class, reading, ongoing learning

SAY:

Taking the indicator can be frustrating because you're forced to choose between two “goods”.

There is never a “right” choice

Also, the MBTI measures preference...

Which means that for each question asked, you may be ABLE to do both, but the indicator asks you to pick ONE. Hence “forced choice”.

Each type has inherent strengths and “blind spots”

People of the same type are similar and different in many ways. Again – we are complex beings and one instrument isn't going to sum as all up.

Finally, throughout the exercises we'll uncover differences in our approaches,

you'll have a chance to choose a type for yourself based on the exercises

At the end of the class, you'll each receive your MBTI type and will receive a workbook to guide additional learning.

Today's workshop is about uncovering and appreciating differences as a team

Exercise: Your John Hancock



DO: Ask participants to sign their name on a piece of paper

Your John Hancock



DO: Ask participants to sign their name again, this time with their other hand.

DEBRIEF:

Could you do it?

How did it feel?

What was the outcome?

Is it bad to be left/right handed? (No Neutral – they get the job done, just differently)

Since you're not so good with your non-dominant hand, should we cut it off? (Of course not, you use both, you just PREFER one)



What's Your Preference?

Preferences

- No/little effort
- Feels "natural"
- Often unaware
- Easy/little effort to do well

Non-Preferences

- Requires effort/energy/concentration
- May feel awkward
- May require practice
- "Fish out of water"

READ SLIDE (first one column then the other)

SAY: The basic premise of MBTI is: we all have natural preferences, but are often unaware of them until asked to use non-preferences (our "other" hand). We can successfully use non-preferences, but may require more work/concentration/energy.

•The 3 key goals for today will be:

- Understand and be aware of our own preferences,
- Know that we can develop our non-preferred sides (either consciously or unconsciously – so much so that others may be surprised at our true type/preferences)
- Appreciate others through better understanding of type



MBTI & Preferences

MBTI Looks at Four Scales

1. How we get **Energy**
2. How we take in **Information**
3. How we make **Decisions**
4. Our **Orientation** to the external world

READ SLIDE

SAY: MBTI "Type" is a combination of 4 preferences within 4 mental processes or "scales" which combine together into 1 type profile

•We'll go thru each scale to learn about each one and start to uncover your preference within each

•DO: PASS OUT Handout 1 where they can fill in their preference on each scale



Exercise: A Day to Yourself

If you could do anything...
what would you do
on the weekend
to recharge
after a loooong hard week?

READ SLIDE

DO: Have participants consider and write down what he/she would do - if they could anything - on a weekend to recharge after a long week. Have participants share plans.

DEBRIEF:

What differences did you see?

What does that mean in terms of what "recharges" or "energizes" people?



Scale 1: Attention and Energy

- Attuned to external environment
 - Prefer to communicate by talking
 - Learn best by doing or discussing
 - Breadth of interests
 - Speak first, reflect later
 - Sociable & expressive
 - Interaction
- OR**
- Drawn to inner world
 - Prefer to communicate by writing
 - Learn best by reflection/reading
 - Depth of interest
 - Reflect before speaking
 - Private & contained
 - Concentration

SAY: First scale focuses on what energizes us. All of us can do both, but we're talking about which you NATURALLY prefer

READ SELECTIONS FROM SLIDE alternating Left/right to compare

SAY: On your worksheet, check the column that seems most like you

PROMPT:

•It's not what you CAN do, or are ASKED TO, but rather: Which describes the "true you"?

•You may behave differently in different environments; when in doubt, think of how you are on vacation



Characteristic/Key Words for E / I

Extraversion

- Active
- Outward
- Breadth
- People
- External happenings
- Multiplicity of relationships
- Expressive

Introversion

- Reflective
- Inward
- Depth
- Self
- Internal reactions
- Limited relationships
- Reserved

SAY: MBTI calls this preference set: Extroversion and Introversion

The MBTI definitions are different than the traditional definitions of these words.

MBTI Extroversion means you have a natural preference for attending to and getting energized from people and things around you

MBTI Introversion means you have a natural preference for attending to and getting energized from thoughts and ideas in your mind

READ SELECTIONS FROM SLIDE characteristics alternately Left/Right

DO: Have participants consider the columns and, based on their self identification, write an E or an I for their self selected type on their worksheet



Implications for the workplace

- Why we need E's
- Why we need I's

DO: Split group in half (mixed)

•Have them "race" with flip charts

•One group answers why we need E's and one group answers why we need I's

•Group with most items wins (candy, scratch ticket, etc.)

PROMPTS:

•E's are energized by people, input, external happenings (ie working with others outside the department, getting input, fielding questions)

•I's are energized by focused, concentrated work

Exercise: What Do You See?

DO: Ask participants to "describe what you see" – writing down their thoughts on a piece of paper
 •Click to the picture



DO: Ask for volunteers to read what they wrote
 -
 REMIND, if necessary, no right or wrong, good or bad, just different

DEBRIEF: Note differences in what participants recorded

•EXAMPLES:

- Some noted # of circles, the actual colors, relative size and shape...
- Some more conceptual interpretation, relationships, meaning

Scale 2: Taking in information

- | | |
|--|---|
| <ul style="list-style-type: none"> • What's real & actual • Information through 5 senses • Value practical applications • Factual & concrete, notice details • See & remember sequentially OR • Present-oriented • Want information step-by-step • Trust experience | <ul style="list-style-type: none"> • "Big picture" possibilities • Information through 6th sense • Value imaginative insight • Abstract & theoretical • See patterns & meaning in facts • Future-oriented • Jump around, leap in anywhere • Trust inspiration |
|--|---|

SAY: Second scale focuses on how we take in information. All of us can do both, but which do you NATURALLY prefer?
 READ SLIDE alternating Left/right

SAY: On your worksheet, check the column that seems most like you

PROMPT:

- It's not what you CAN do, or are ASKED TO, but rather: Which describes the "true you"?
- You may behave differently in different environments; when in doubt, think of how you are on vacation

Characteristic/Key Words for S / N

Sensing

- Details
- Experience
- Present
- Realistic
- Actual
- No-nonsense
- Practical

INtuition

- Patterns
- Hunches
- Future
- Speculative
- Possible
- Fantasy
- Ingenious

SAY: MBTI calls this preference set: Sensing and INtuition

The MBTI definitions are different than the traditional definitions of these words.

MBTI Sensing means you have a natural interest in what is real: can be seen, heard, felt and touched.

MBTI Intuition means you have a natural interest in what can be imagined; seen with the mind's eye

READ SLIDE characteristics alternately Left/Right

DO: Have the participants consider both columns and, based on their self identification, write an S or an N on their worksheet

Implications for the workplace

- Why we need S's
- Why we need N's

DO: Split group in half (mixed)

•Have them "race" with flip charts

•One group answers why we need S's and one group answers why we need N's

•Group with most items wins (candy, scratch ticket, etc.)

•PROMPTS/EXAMPLES:

•Describe typical conversation between 2 "but you said...." – S can recount every single word, N ascribes overall meaning

•Scene of an accident – S will remember every detail, N will remember what it felt like

•Western vs. Eastern medicine

•Ways we react when walking into a room of people:

•Ss will notice details of what people wearing, if their brow furrowed or eye twitching

•Ns will have a general sense of everyone wearing blue, or general sense of tension (although they couldn't tell you if people had furrowed brow or frown)

Space Pioneers



DO:

- Form two groups (in this case, each group will have 4 T's and 1 F). Pick one T (the clearest T?) in each group to be an observer.

-Read (or distribute) the story.

-Give them flip chart to write their choices on.

-Tell them they have 5 mins. to decide on which 5 people they will bring.

•Ask each group to report back not just their nominees, but what was some of discussion. Even if group seemed in sync and didn't have too much dissention, make sure to have them articulate thought/decision making processes.

•DEBRIEF along T/F criteria, noting similarities, differences, and using language but NOT drawing actual T/F difference until they self-select in next slide

•(ie so you used fair criteria, OR so there was a relationship you wanted to preserve...)

Space Pioneers

A new planet has been discovered in a near by solar system whose characteristics are very similar to those here on earth, except that there are no human beings. Your group has been selected to be the first group of pioneers to inhabit the planet. Another group of people has been identified to join your group. Your group is responsible for choosing five people from this group to begin life on this new planet.

Joanne Friday	32	Police Officer	Awarded for bravery
Susan W. Oates	41	Farmer	Suspected of child abuse
Carl Kettle	34	Cook	Served 10 years for armed robbery
Dr. Bud Flowers	27	Botanist	Antisocial
Woody Hammer	65	Carpenter	Boy Scout leader
Floyd Nightengale	37	Registered Nurse	Will not go without his child
Betty Betchel	57	Engineer	Volunteers at nursing homes
Bea Minor	29	Musician	Won an Emmy
Re. Earl Leaf	45	Minister	Gay
Elizabeth Fruitcup	59	Politician	Loves gardening
Nate Hailstorm	24	Teacher	Major in the National Guard
Prof. Marion Ginger	25	Scientist	Owes thousands in child support
Dr. Pierce Hawkeye	35	Doctor	Alcoholic

Scale 3: Making decisions

- Analytical
- Logical problem-solvers
- Cause & effect reasoning
- "Tough minded" **OR**
- Objective truth
- Reasonable
- Fair
- Criteria
- Sympathetic
- Assess impact on people
- Guided by personal values
- "Tender hearted"
- Harmony/validation
- Compassionate
- Accepting
- Circumstances

SAY: Third scale focuses on how we make decisions. All of us can do both, but which do you NATURALLY prefer?

READ SLIDE alternating Left/right

-DO: Ask participants to consider which column is a better fit for them

SAY: On your worksheet, check the column that seems most like you

PROMPT:

•It's not what you CAN do, or are ASKED TO, but rather: Which describes the "true you"?

•You may behave differently in different environments; when in doubt, think of how you are on vacation

Characteristic/Key Words for T / F

Thinking

- Objective
- Policy
- Firmness
- Justice
- Standards
- Critique
- Head

Feeling

- Subjective
- Values
- Persuasion
- Humane
- Harmony
- Appreciate
- Heart

SAY: MBTI calls this preference set: Thinking and Feeling

The MBTI definitions are different than the traditional definitions of these words.

MBTI Thinking means you have a natural interest in what is logical or cause and effect. Numbers and data.

MBTI Feeling means you have a natural interest in knowing what is important and valuable

REMIND: these terms don't equate to common use: thinkers do feel and feelers do think

READ SLIDE characteristics alternately Left/Right

DO: Have the participants consider both columns and, based on their self identification, write an T or an F on their worksheet

Implications for the workplace

- Why we need T's
- Why we need F's

DO: Split group in half (can use same groups as Space Pioneer exercise)

•Have them "race" with flip charts

•One group answers why we need T's and one group answers why we need F's

•Group with most items wins (candy, scratch ticket, etc.)

PROMPTS/EXAMPLES

•T = spontaneously finds flaws, criticizes (devil's advocate, good for avoiding pitfalls),

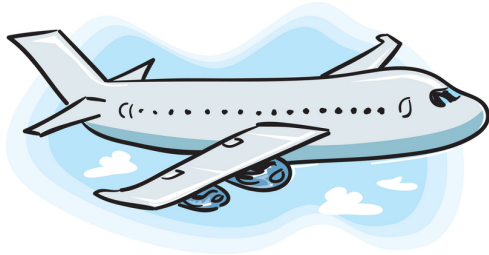
•F = spontaneously looks for ways to connect, appreciates (good for relationships)

•T = good at analyzing plans, F = good at understanding people

•T = tends to be questioning – "why?", F = tends to be accommodating – "how"

•T = pull themselves out of a situation (objective), Fs put themselves into the equation/scenario (empathic)

Where Do You Stand?



DO:

Ask participants to place themselves along a continuum according to how strongly they would prefer to plan a vacation by:

On one end: knowing in advance exactly how you'll spend each day vs.

On the other end: getting on a plane and seeing where it will take you

Facilitator walks from one end of the room to the other and participants raise their hands to indicate their comfort zone.

DEBRIEF:

why they placed themselves where they did, both in terms of which option they chose, and then how strongly they felt about that choice. Then probe what each might think of the other.

Scale 4: World Orientation

- | | |
|------------------------------------|------------------------------|
| • Planned & organized | • Spontaneous & flexible |
| • Scheduled | • Open-ended |
| • Systematic | • Flexible |
| • Closure/things decided OR | • Loose/open to change |
| • Regulate & control life | • Integrate/ let life happen |
| • Avoid last-minute | • Energized by last minute |
| • Control life | • Experience life |
| • Change can be stressful | • Open to change |

SAY: The final scale focuses on how we orient ourselves to the world. This scale shows that no matter where we get energy, how we take in info, and how we make decisions, we all in one way or another have to operate in the world, and this scale focuses on how we prefer to do that. All of us can do both, but which do you NATURALLY prefer?

READ SLIDE alternating Left/right

SAY: On your worksheet, check the column that seems most like you

PROMPT:

•It's not what you CAN do, or are ASKED TO, but rather: Which describes the "true you"?

•You may behave differently in different environments; when in doubt, think of how you are on vacation

NOTE:

•Tell participants that this can be a tricky one since our work environment can demand the development of non-preferences

•if they're struggling between the two they should think about how they are when they're on vacation,

Characteristic/Key Words for J / P

Judging

- Organized
- Control
- Decisive
- Closure
- Plan ahead
- Scheduled
- Urgency
- Deadlines

Perceiving

- Pending
- Experience
- Discovery
- Gather more data
- Go with the flow
- Spontaneous
- Plenty of time
- Guidelines

SAY: MBTI calls this preference set: Judging and Perceiving
 The MBTI definitions are different than the traditional definitions of these words.
 MBTI Judging means you have a natural interest in acting by organizing, planning, deciding
 MBTI Perceiving means you have a natural interest in acting by watching, trying out, adapting

READ SLIDE characteristics alternately Left/Right

DO: Have the participants consider both columns and, based on their self identification, write an J or an P on their worksheet

NOTE:

- inherently in work world we are asked to use many J traits (i.e. schedule meetings, plan deadlines, try to minimize unknowns)
- This is one preference scale where people may repeatedly choose their non-preferred because they see the positive aspects of the other (i.e. "organized" or "flexible") –

Implications for the workplace

- Why we need J's
- Why we need P's

DO: Split group in half

- Have them "race" with flip charts
- One group answers why we need J's and one group answers why we need P's
- Group with most items wins (candy, scratch ticket, etc.)

•EXAMPLES:

•i.e. Ps may think Js' traits are way to be for world of work (organized, planning ahead, on time), and that's what they strive for, vice versa

•Ps can deal well with unknown, ambiguity, changes, while Js work to minimize those occurrences

The 16 Types

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

•We've now gone thru all 4 scales, and you've self self-selected each of 4 and thus have self-selected 1 of 16 types.

•Have participants share their self selected type and mark it on this grid on a flip chart (Make the flip chart grid before the workshop)

SAY: Teams that have complex tasks need the talents of different types of people. Here are some examples of how each preference contributes.
READ SLIDE



Team Talents

- Introversion: Conceptualizing the problem and looking deeply into issues
- Extraversion: Knowing situational variables, making necessary social contacts

•READ SLIDE



Team Talents

- Sensing: knowing the facts and realities in the planning stage and working out details in the implementation stage
- Intuition: seeing the big picture, forging into new areas, innovation

•READ SLIDE



Team Talents

- Thinking: spotting flaws and inconsistencies of a plan
- Feeling: seeing the human side and for influencing others

•READ SLIDE



Team Talents

- Judging: for system, organization and decisiveness
- Perceiving: change management, adaptability and flexibility when the system breaks down

•READ SLIDE



Team Blindspots

- Consider the impact of having many of one type and few or non of another
- What is the team missing?
- How might the quality of work, team work or team satisfaction be impacted?



Insights and Wishes

DO: Have Participants share:

- One insight they got from the workshop
- One quality they wish they had less of
- One quality they wish they had more of

DEBRIEF:

SAY: Preferences and non-preferences can be developed. Appreciating and drawing from other's strengths contribute to team success.



Applying Type to Work

- Identify & reduce sources of conflict
- Recognize strengths and blind spots of teams
- Gain value from diversity
- Better understand our customers
- Provide framework for improving communication
-

SAY: Here are some ways you can apply what you've learned to the workplace.

I'm going to hand out your MBTI results along with a workbook that will help you learn more about determining your "true" type.

If you'd like any guidance interpreting the results, just give me a call.



THANK YOU!
