RARE AmeriCorps

Knowledge of Self and Others

George A. Letchworth, Ph.D.
Personality and Applications

- WORKSHOP OVERVIEW
  - GOAL-Understand self and others>Apply
  - Homework: Self-report and Initial Type
  - Caveat 1: Behavior = f(PXS) Power of setting
  - Caveat 2: Lake analogy Sample of you
  - 16 Room House: initial sign-in
  - Verification of Type: MAJOR FOCUS
  - Applications for you and RARE settings
Personality refers to individual differences in characteristic patterns of thinking, feeling and behaving.
Personality and Setting

- Caveat 1: Behavior is more than personality
- Kurt Lewin  \[ \text{Behavior} = f(\text{PersonXSetting}) \]
- Fundamental Attribution Error (Bias)
  - Attributing the cause of behavior to the person rather than the setting.

- Take away - Personality is one aspect of behavior the setting is also a powerful influence.
- Which can you directly influence in a group, personality or setting?
Multiple Aspects of Personality

- Caveat 2: Sampling aspects of a person

  - Lake, stream and setting analogy
  - 64 question assessment is ONE sample
  - Other possible samples:
    - Big Five: OCEAN
    - Time Horizon
    - Risk Tolerance
Multiple Aspects of Behavior

- Motivation: GRIT
- Values: Rokeach; Allport, Vernon, Lindsay
- Decision making: Barry Schwartz
- Many other influences

- Take away: Personality Type is one sample
- You may wish to continue to explore yourself.
16-Room House

Put your initials or symbol in the room of your INITIAL Type

MBTI Certification Program

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### Estimated Frequencies of the Types in the USA Population

Comparisons:

1. What dichotomies are most represented, which are least represented in the population?

2. What “rooms”/Types are most represented in the population, which are least represented?

3. How does the RARE 16 Room House compare to the USA 16 Room House? What are the implications for working in communities?

4. What rooms do your supervisors occupy? What are the implications for communication, planning, etc?

<table>
<thead>
<tr>
<th>TOTAL</th>
<th>ISTJ 11-14%</th>
<th>ISFJ 9-14%</th>
<th>INFJ 1-3%</th>
<th>INTJ 2-4%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ISTP  4-6%</td>
<td>ISFP 5-9%</td>
<td>INFP 4-5%</td>
<td>INTP 3-5%</td>
<td></td>
</tr>
<tr>
<td>ESTP  4-5%</td>
<td>ESFP 4-9%</td>
<td>ENFP 6-8%</td>
<td>ENTP 2-5%</td>
<td></td>
</tr>
<tr>
<td>ISTJ  8-12%</td>
<td>ISFJ 9-13%</td>
<td>INFJ 2-5%</td>
<td>INTJ 2-5%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>E 45-53%</th>
<th>I 47-55%</th>
</tr>
</thead>
<tbody>
<tr>
<td>S 66-74%</td>
<td>N 26-34%</td>
</tr>
<tr>
<td>T 40-50%</td>
<td>F 50-60%</td>
</tr>
<tr>
<td>J 54-60%</td>
<td>P 40-46%</td>
</tr>
</tbody>
</table>
Verification of Personality Type

Prior to the MBTI presentation:
  Complete the Jung Typology assessment
  Complete the Personality Checklist
Verification of Type: You are the best judge

During verification you will:
  Explore each dichotomy of Type
  Verification conclusion: assess confidence in your “true Type”
Carl G. Jung

Carl Gustav Jung (1875–1961), a Swiss psychiatrist, developed a theory of personality: Differences between people are not random. Instead they form patterns—types.

*Psychological Types* (published 1921, translated into English 1923)
Knowledge of Self and Others

“Everything that irritates us about others can lead us to an understanding of ourselves.”

Carl Jung
Katharine C. Briggs
(1875–1968), an American, read Jung’s *Psychological Types* in 1923.

She spent the next 20 years studying, developing, and applying Jung’s theory.
Isabel Briggs Myers
(1897–1980) developed Jung’s theory in partnership with Briggs.

Beginning in 1943, she developed questions that became the *Myers-Briggs Type Indicator*® instrument.
Jung’s Personality Theory

- Every person carries out two kinds of mental processes:
  - We take in information
  - Then we make decisions about the information

- Everyone has preferred ways of using these mental processes
Jung’s Personality Theory (cont.)

- Jung observed that we all live in two worlds:
  - The **outer world** of things, people, and events
  - The **inner world** of contemplation and reflection

- Each person has preferences for either the outer world or the inner world
Jung’s Personality Theory (cont.)

- Jung believed that preferences are innate—genetic

- He also recognized that how they are expressed is shaped by environmental influences such as family, culture, socio-economics and education

- **Type** = profound, enduring patterns, how our brains are organized and wired, natural, comfortable, least amt. of energy
“Handedness” Activity

To illustrate this—let’s do an activity.

- Write your name in the air
- Now write your name in the air again — using the other hand
- Call out some words that describe the experience of writing the first signature
- Now, some words to describe writing the second signature
“Handedness” Activity (cont.)

- Where do we get our preference for using one hand over the other?
- How does the environment influence our preference for using one hand over the other?

**Note:** We all can and do use both hands; for writing, one is natural, comfortable, automatic
The MBTI® Dichotomies

The MBTI® instrument indicates preferences on four pairs of opposites, called *dichotomies*:

- **Extraversion** (E) or **Introversion** (I)
- **Sensing** (S) or **Intuition** (N)
- **Thinking** (T) or **Feeling** (F)
- **Judging** (J) or **Perceiving** (P)
MBTI® Theory

- Four pairs of opposites—like our right and left hands. We all use both sides of each pair, but one is our natural preference.

- The MBTI® instrument is designed to indicate those inborn preferences.

- The MBTI instrument is not designed to measure skills or effects of environment.
Extraversion (E) or Introversion (I)

Where we focus our attention and get energy

E–I Differences

People who prefer Extraversion:

- Direct their energy and attention outward
- Focus on the outer world of people and activity

People who prefer Introversion:

- Direct their energy and attention inward
- Focus on their inner world of contemplation and reflection

We all use both preferences, but usually not with equal comfort.

Where People Focus Their Attention

People who prefer Extraversion (E)
- Are energized by interacting with others
- Are sociable and expressive
- Prefer to communicate face-to-face
- Work out ideas by talking them through

People who prefer Introversion (I)
- Are energized by opportunity to reflect
- Are private and contained
- Prefer to communicate by writing
- Work out ideas by thinking them through

Where People Focus Their Attention (cont.)

People who prefer Extraversion (E)
- Have broad interests in many things
- Learn best through doing or discussing
- Readily take initiative in work and relationships

People who prefer Introversion (I)
- Focus in depth on their interests
- Learn best by reflection, mental “practice”
- Take initiative when the situation or issue is very important to them

Key Words Associated with E–I

Extraversion  Introversion
Action Reflection
Outward Inward
People Privacy
Interaction Concentration
Many Few
Expressive Quiet
Do-Think-Do Think-Do-Think
We Have a Preference

We all do **Extraverted** and **Introverted** things.

But we usually do *not* do them with equal comfort.

Most of us have a **preference** for one or the other.
E–I Self-Assessment

Given the choice, which do you prefer:

Extraversion or Introversion?

☑️ your self-assessment
Personality Introduction

Place an X on the scale to show your degree of preference for each dimension of personality.

How we interact with the world and where we place our energy

(E) Extraversion | Introversion (I)

The kind of information we naturally notice and remember

(S) Sensing | Intuition (N)

How we make decisions

(T) Thinking | Feeling (F)

Whether we prefer to live in a more structured or in a more spontaneous way

(J) Judging | Perceiving (P)

Write some key words or phrases to describe each preference:

Introvert
Extravert
Sensing
Intuitive
Thinking
Feeling
Judging
Perceptive

From Collegescope/College and Career Success by Dr. Marsha Frelick
E-I Exercise: Ideal Work Environment

- Divide into E and I Types
- Uncertain? Observe
- Go to flip charts
- Discuss and Draw your ideal work environment: setting for most productivity
- Debrief: One spokesperson from each group summarizes
- What was said and how was it said?
Sensing (S) or Intuition (N)

The way we take in information and the kind of information we like and trust

S–N Differences

People who prefer Sensing:
- Focus on present realities, verifiable facts, and experience

People who prefer Intuition:
- Focus on future possibilities, the big picture, and insights

We all use both ways of perceiving, but we typically prefer and trust one of them more.

How People Take In Information

People who prefer Sensing (S)
- Focus on what is real and actual
- Observe and remember specifics
- Are factual, concrete, and sequential

People who prefer Intuition (N)
- Focus on patterns and meanings
- Remember specifics when they relate to a pattern
- Are abstract and imaginative

How People Take In Information (cont.)

People who prefer Sensing (S)
- Build carefully and thoroughly toward conclusions
- Understand ideas and theories through practical applications
- Are specific and literal
- Trust experience

People who prefer Intuition (N)
- Move quickly to conclusions, follow hunches
- Generate ideas and theories; application is secondary
- Use metaphors and analogies
- Trust insight

Key Words Associated with S–N

<table>
<thead>
<tr>
<th>Sensing</th>
<th>Intuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facts</td>
<td>Ideas</td>
</tr>
<tr>
<td>Realistic</td>
<td>Imaginative</td>
</tr>
<tr>
<td>Specific</td>
<td>General</td>
</tr>
<tr>
<td>Present</td>
<td>Future</td>
</tr>
<tr>
<td>Maintain</td>
<td>Innovate</td>
</tr>
<tr>
<td>Practical</td>
<td>Theoretical</td>
</tr>
<tr>
<td>What is</td>
<td>What could be</td>
</tr>
</tbody>
</table>
We Have a Preference

We all use Sensing and Intuition when making our observations about the world.

But we usually do not use them with equal trust.

Most of us have a preference for one or the other.
S–N Self-Assessment

Given the choice, which do you prefer: Sensing or Intuition?
☑️ your self-assessment
<table>
<thead>
<tr>
<th>Sensing (S)</th>
<th>Intuitive (N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>_Trust what is certain and concrete</td>
<td>_Trust inspiration and inference</td>
</tr>
<tr>
<td>_Prefer specific answers to questions</td>
<td>_Prefer general answers which leave room for interpretation</td>
</tr>
<tr>
<td>_Like new ideas if they have practical applications (if you can use them)</td>
<td>_Like new ideas for their own sake (you don't need a practical use for them)</td>
</tr>
<tr>
<td>_Value realism and common sense</td>
<td>_Value imagination and innovation</td>
</tr>
<tr>
<td>_Think about things one at a time and step-by-step</td>
<td>_Think about many ideas at once as they come to you</td>
</tr>
<tr>
<td>_Like to improve and use skills learned before</td>
<td>_Like to learn new skills and get bored using the same skills</td>
</tr>
<tr>
<td>_More focused on the present</td>
<td>_More focused on the future</td>
</tr>
<tr>
<td>_Concentrate on what you are doing at the moment</td>
<td>_Wonder what is next</td>
</tr>
<tr>
<td>_Do something</td>
<td>_Think about doing something</td>
</tr>
<tr>
<td>_See tangible results</td>
<td>_Focus on possibilities</td>
</tr>
<tr>
<td>_If it isn't broken, don't fix it</td>
<td>_There is always a better way to do it</td>
</tr>
<tr>
<td>_Prefer working with facts and figures</td>
<td>_ Prefer working with ideas and theories</td>
</tr>
<tr>
<td>_Focus on reality</td>
<td>_Use fantasy</td>
</tr>
<tr>
<td>_&quot;Seeing is believing&quot;</td>
<td>_&quot;Anything is possible&quot;</td>
</tr>
<tr>
<td>_Tend to be specific and literal (say what you mean)</td>
<td>_Tend to be general and figurative (use comparisons and analogies)</td>
</tr>
<tr>
<td>_See what is here and now</td>
<td>_See the big picture</td>
</tr>
<tr>
<td>_Work with known facts</td>
<td>_Explore new ideas and approaches</td>
</tr>
<tr>
<td>_Focus on practical benefits</td>
<td>_Use imagination and be original</td>
</tr>
<tr>
<td>_Learn through experience</td>
<td>_Freedom to follow your inspiration</td>
</tr>
<tr>
<td>_Work step-by-step</td>
<td>_Work in bursts of energy</td>
</tr>
</tbody>
</table>

_Total Sensing                  Total Intuitive
 Personality Introduction

Place an X on the scale to show your degree of preference for each dimension of personality.

How we interact with the world and where we place our energy
(E) extraversion | (I) introversion

The kind of information we naturally notice and remember
(S) sensing | (N) intuition

How we make decisions
(T) thinking | (F) feeling

Whether we prefer to live in a more structured or in a more spontaneous way
(J) judging | (P) perceiving

Write some key words or phrases to describe each preference:

Introvert
Extravert
Sensing
Intuitive
Thinking
Feeling
Judging
Perceptive

From CollegeScope/College and Career Success by Dr. Marzhe Fralick
Exercise S-N: Taking in Information

- Divide into two groups, S & N
- See a picture for 10 seconds
- Groups discuss what they saw, one notetaker/spokesperson
What do you see?  10 seconds
Exercise S-N: Taking in Information

- Debrief: What did the S group see, what did the N group see
- What differences did you hear from the two groups?
- What are the implications for RARE work assignments and projects?
Thinking (T) or Feeling (F)

The way we make decisions

T–F Differences

People who prefer Thinking:
- Make their decisions based on impersonal, objective logic

People who prefer Feeling:
- Make their decisions based on personal priorities and relationships - values

Both processes are rational and we use both, but usually not with equal ease.

How People Make Decisions

People who prefer Thinking (T)

- Step back to get an objective view
- Analyze
- Use cause-and-effect reasoning
- Solve problems with logic

People who prefer Feeling (F)

- Step in to identify with those involved
- Empathize
- Are guided by personal and group values
- Assess impacts of decisions on people

How People Make Decisions (cont.)

People who prefer Thinking (T)
- Strive for a rigorous standard of truth
- Are analytical
- Can be “tough-minded”
- Are fair—want everyone to be treated equally

People who prefer Feeling (F)
- Strive for harmony and positive interactions
- Are compassionate
- May appear “tenderhearted”
- Are fair—want everyone to be treated as an individual

### Key Words Associated with T–F

<table>
<thead>
<tr>
<th>Thinking</th>
<th>Feeling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head</td>
<td>Heart</td>
</tr>
<tr>
<td>Detached</td>
<td>Personal</td>
</tr>
<tr>
<td>Things</td>
<td>People</td>
</tr>
<tr>
<td>Objective</td>
<td>Subjective</td>
</tr>
<tr>
<td>Critique</td>
<td>Praise</td>
</tr>
<tr>
<td>Analyze</td>
<td>Understand</td>
</tr>
<tr>
<td>Firm but fair</td>
<td>Merciful</td>
</tr>
</tbody>
</table>
We Have a Preference

We all use both Thinking and Feeling when making decisions.

But we usually do not use them with equal ease.

Most of us have a preference for one or the other.
T–F Self-Assessment

Given the choice, which do you prefer:

Thinking or Feeling?

☐ your self-assessment
<table>
<thead>
<tr>
<th><strong>Thinking (T)</strong></th>
<th><strong>Feeling (F)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><em>Apply impersonal analysis to problems</em></td>
<td><em>Consider the effect on others</em></td>
</tr>
<tr>
<td><em>Value logic and justice</em></td>
<td><em>Value empathy and harmony</em></td>
</tr>
<tr>
<td><em>Fairness is important</em></td>
<td><em>There are exceptions to every rule</em></td>
</tr>
<tr>
<td><em>Truth is more important than tact</em></td>
<td><em>Tact is more important than truth</em></td>
</tr>
<tr>
<td><em>Motivated by achievement and accomplishment</em></td>
<td><em>Motivated by being appreciated by others</em></td>
</tr>
<tr>
<td><em>Feelings are valid if they are logical</em></td>
<td><em>Feelings are valid whether they make sense or not</em></td>
</tr>
<tr>
<td><em>Good decisions are logical</em></td>
<td><em>Good decisions take others’ feelings into account</em></td>
</tr>
<tr>
<td><em>Described as cool, calm and objective</em></td>
<td><em>Described as caring and emotional</em></td>
</tr>
<tr>
<td><em>Love can be analyzed</em></td>
<td><em>Love cannot be defined</em></td>
</tr>
<tr>
<td><em>Are firm-minded</em></td>
<td><em>Are gentle-hearted</em></td>
</tr>
<tr>
<td><em>More important to be right</em></td>
<td><em>More important to be liked</em></td>
</tr>
<tr>
<td><em>Remember numbers and figures</em></td>
<td><em>Remember faces and names</em></td>
</tr>
<tr>
<td><em>Prefer clarity</em></td>
<td><em>Prefer harmony</em></td>
</tr>
<tr>
<td><em>Find flaws and critique</em></td>
<td><em>Look for the good and compliment</em></td>
</tr>
<tr>
<td><em>Prefer firmness</em></td>
<td><em>Prefer persuasion</em></td>
</tr>
<tr>
<td><em>Maintain business environment</em></td>
<td><em>Close personal relationships</em></td>
</tr>
<tr>
<td><em>Be treated fairly</em></td>
<td><em>Work matches personal values</em></td>
</tr>
<tr>
<td><em>Fair evaluations</em></td>
<td><em>Appreciation for good work</em></td>
</tr>
<tr>
<td><em>Solve problems</em></td>
<td><em>Make a personal contribution</em></td>
</tr>
<tr>
<td><em>Challenging work</em></td>
<td><em>Harmonious work situation</em></td>
</tr>
<tr>
<td><strong>Total Thinking</strong></td>
<td><strong>Total Feeling</strong></td>
</tr>
</tbody>
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From Collegescope/College and Career Success by Dr. Marsha Fralick
Personality Introduction

Place an X on the scale to show your degree of preference for each dimension of personality.

How we interact with the world and where we place our energy

(E) Extraversion | (I) Introversion

The kind of information we naturally notice and remember

(S) Sensing | (N) Intuition

How we make decisions

(T) Thinking | (F) Feeling

Whether we prefer to live in a more structured or in a more spontaneous way

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Write some key words or phrases to describe each preference:

Introvert
Extravert
Sensing
Intuitive
Thinking
Feeling
Judging
Perceptive

From Collegescope/College and Career Success by Dr. Marsha Prelick
Exercise T-F: Defining Conflict

- Divide into T group
- Divide into F group
- Identify one notetaker and one spokesperson per group
- Questions: 1) How do you define conflict?
- 2) When faced with conflict, how do you handle it when: a) You are not personally involved? b) When you are personally involved?
Exercise T-F: Defining Conflict

- Debrief: 1) Question one- Define conflict
  - T-F differences?

- 2) Question two- Group Reports
  - Question 2a Not personally involved
    - T-F differences?
  - Question 2b Personally involved
    - T-F differences
T-F and Conflict: Take-a-ways

- What are the applications of T-F and/or M/F differences in conflict to your work as a RARE participant?
Judging (J) or Perceiving (P)

Our attitude toward the external world and how we orient ourselves to it

J–P Differences

People who prefer Judging (also could be called Organizing):
- Want the external world to be organized and orderly
- Look at the world and see decisions that need to be made

People who prefer Perceiving (also could be called Adapting):
- Seek to experience the world, not organize it
- Look at the world and see options that need to be explored

We all use both attitudes, but usually not with equal comfort.

J–P Illustration

**JUDGING**

A PLANNED APPROACH TO MEETING THE DEADLINE IN A SCHEDULED WAY

**PERCEIVING**

A SPONTANEOUS APPROACH TO MEETING THE DEADLINE WITH A RUSH OF ACTIVITY

Source: *Introduction to Type® and Change*, N. J. Barger & L. K. Kirby, p. 5.
How People Approach Life

People who prefer Judging (J)
- Organized
- Systematic
- Methodical
- Make short- and long-term plans, and then follow them

People who prefer Perceiving (P)
- Adaptable and curious
- Casual
- Open-ended
- Adjust flexibly to new information and changes

How People Approach Life (cont.)

People who prefer Judging (J)

- Like to have things decided
- Resist reopening decisions
- Try to avoid last-minute stresses

People who prefer Perceiving (P)

- Like to explore options
- Resist cutting off options, making decisions too soon
- Feel energized by last-minute pressures

<table>
<thead>
<tr>
<th>Key Words Associated with J–P</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>J</strong></td>
</tr>
<tr>
<td>Judging</td>
</tr>
<tr>
<td>Organized</td>
</tr>
<tr>
<td>Decision</td>
</tr>
<tr>
<td>Control</td>
</tr>
<tr>
<td>Now</td>
</tr>
<tr>
<td>Closure</td>
</tr>
<tr>
<td>Deliberate</td>
</tr>
<tr>
<td>Plan</td>
</tr>
</tbody>
</table>
We Have a Preference

We all use **Judging** and **Perceiving** as part of our lifestyle.

But we usually do *not* use them with equal comfort.

Most of us have a **preference** for one or the other.
J–P Self-Assessment

Given the choice, which do you prefer:
Judging or Perceiving?
✓ your self-assessment
<table>
<thead>
<tr>
<th>Judging (J)</th>
<th>Perceptive (P)</th>
</tr>
</thead>
<tbody>
<tr>
<td>___Happy when the decisions are made and finished</td>
<td>___Happy when the options are left open—something better may come along</td>
</tr>
<tr>
<td>___Work first, play later</td>
<td>___Play first, do the work later</td>
</tr>
<tr>
<td>___It is important to be on time</td>
<td>___Time is relative</td>
</tr>
<tr>
<td>___Feel comfortable with routine</td>
<td>___Dislike routine</td>
</tr>
<tr>
<td>___Generally keep things in order</td>
<td>___Prefer creative disorder</td>
</tr>
<tr>
<td>___Set goals and work toward them</td>
<td>___Change goals as new opportunities arise</td>
</tr>
<tr>
<td>___Emphasize completing the task</td>
<td>___Emphasize how the task is done</td>
</tr>
<tr>
<td>___Like to finish projects</td>
<td>___Like to start projects</td>
</tr>
<tr>
<td>___Meet deadlines</td>
<td>___What deadline?</td>
</tr>
<tr>
<td>___Know what they are getting into</td>
<td>___Like new possibilities and situations</td>
</tr>
<tr>
<td>___Relax when things are organized</td>
<td>___Relax when necessary</td>
</tr>
<tr>
<td>___Follow a routine</td>
<td>___Explore the unknown</td>
</tr>
<tr>
<td>___Work steadily</td>
<td>___Work in spurts of energy</td>
</tr>
<tr>
<td>___Follow a schedule</td>
<td>___Be spontaneous</td>
</tr>
<tr>
<td>___Clear directions</td>
<td>___Minimal rules and structure</td>
</tr>
<tr>
<td>___Organized work</td>
<td>___Flexible</td>
</tr>
<tr>
<td>___Logical order</td>
<td>___Many changes</td>
</tr>
<tr>
<td>___Stability and security</td>
<td>___Take risks and be adventurous</td>
</tr>
<tr>
<td>___Work on one project until done</td>
<td>___Juggle many projects</td>
</tr>
<tr>
<td>___Like having high responsibility</td>
<td>___Like having interesting work</td>
</tr>
</tbody>
</table>

___Total Judging ___Total Perceptive

From CollegeScope/College and Career Success by Dr. Marsha Pralick.
Personality Introduction

Place an X on the scale to show your degree of preference for each dimension of personality.

How we interact with the world and where we place our energy
(E) Extraversion (I) Introversion

The kind of information we naturally notice and remember
(S) Sensing (N) Intuition

How we make decisions
(T) Thinking (F) Feeling

Whether we prefer to live in a more structured or in a more spontaneous way
(J) Judging (P) Perceiving

Write some key words or phrases to describe each preference:
- Introvert
- Extravert
- Sensing
- Intuitive
- Thinking
- Feeling
- Judging
- Perceptive

From CollegeScope/College and Career Success by Dr. Marsha Frelick
Exercise J-P (aka Z-A)

- Divide into J and P groups
- Identify notetaker/spokesperson to report
- Write on the flip chart “Why are plans and planning extremely important?”
- Each group generates their responses
Exercise J-P Debrief

- J group what are your answers?
- P group what are your answers?
- What differences in answers did you hear from the J and the P groups?
- Was the question biased toward one group?
- What are the applications to RARE work?
Personality Type

When combined, your preferences indicate your personality type.

E or I
S or N
T or F
J or P
16 Personality Types

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

- As a result of learning about the eight preferences and deciding which four you prefer, you have completed a self-estimate of your type.

- Your reported type is based on how you responded to the 64 items.
Tied Scores for Reported Type

A tied score results when your responses are equally split between the two sides of a dichotomy:

E = 10  I = 10

We use a tie-breaking formula:

I slight
N slight
F slight
P slight

Why?
Why?

- E, S, T, and J are the cultural norms in the United States—I, N, F, and P are less preferred
- If a person’s scores are close or tied, there is probably some environmental pressure from the cultural norms
- Something is pulling the person in the direction that is opposite to the cultural norms—his or her innate preferences
Reported and Self-Estimated Type

- If these are the same:
  Read the one-page description posted and decide: Does it fit your understanding of yourself?

- If they are different:
  Read descriptions for both your self-estimated and reported types posted and decide which one fits best.
Levels of Confidence

“Best-fit” type

Reported type

Self-estimated type

True type—innate predispositions
16 Type Posters

- Read the poster describing your Type

- If you are debating on a preference read the poster that reflects both preferences
Our Type Table

When you are clear about your “best-fit” type:

- Circle your name in your best-fit type space
- Then we’ll look at the class type distribution and how that may affect team dynamics
16-Room House
RARE Applications

- Does this group reflect the distribution of personalities in a rural community? What are the implications for practice?
- Does each personality possess strengths and challenges? What are the implications for practice?
- Will the Type of my RARE supervisor influence our communication and relationship?
Time Permitting: Additional

Exercises

- Organizational Change
- Problem Solving
Organizational Change: Applications

- What Type dichotomies are reflected in each of the questions below?

  1. Why are some people excited about change while others find it overwhelming and draining?

  2. Why do some people want to jump into implementation while others want to reflect and think it through first?
3. Why do some people want to know the details, specifics, and steps involved in the change while others want only the big picture and long-term goal?

4. Why do some people focus on the tasks to be done while others focus on the effects on and needs of the people involved?

5. Why do some people want plans with time lines while other want flexibility and fun?
RARE AmeriCorps and Change
Posters of Type and Change
Read your Type and opposite of your Type
Type in Change and Transition
  • Needs during change
  • Dealing with loss
  • Transition
  • Start-phase
What did you learn?
Problem Solving and Type

“Z” Model for Problem Solving

“S”
Gathers Information
WHAT?
Are the facts (situation)?
Has been done?
Am I/others doing?

“N”
Looks at the Possibilities
WHAT?
Are other ways?
Are implications? (beyond facts)
Does the data imply?

“T”
Logical Analysis
What?
Are the pro’s/con’s?
Are the logical consequences?
Are the costs?

“F”
Looks at the Human Consequences
How?
Much do I care about impacts on me others?
Will others react?
Will outcome impact individuals and or groups?
Suggested Resources

- Site for professors of personality
  [http://personalitypedagogy.arcadia.edu/pmwiki/pmwiki.php](http://personalitypedagogy.arcadia.edu/pmwiki/pmwiki.php)
- Books and Materials applying the MBTI: [www.cpp.com](http://www.cpp.com)
- MBTI and Career Decision Making: Do What You Are, Tieger & Barron-Tieger
- Introversion: Quiet by Susan Cain, [ThePowerofIntroverts.com](http://ThePowerofIntroverts.com)
- Decision making: The Paradox of Choice by Barry Schwartz (Quiz on Maximizers and Satisficers) Decision making styles
- Thomas-Kilman Conflict Mode Instrument
- P.M. Forni “Choosing Civility”; The Thinking Life
- Site for more self–administering assessments