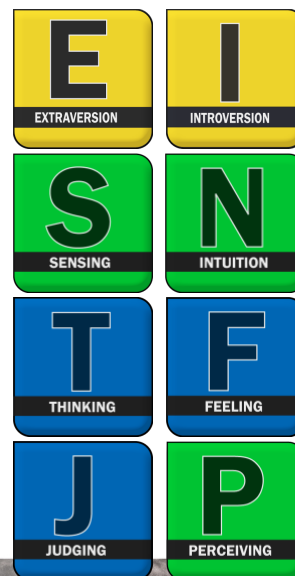


What is Your Preference?

Like handedness, type theory suggests we have hard-wired preferences for the elements of psychological type

1. The first objective of this training is to help you determine your preference within each of the pairs to the right.
2. As the training unfolds, select the preference within each dichotomy that speaks more to you and your life—not your role or your job description, but the *you* beneath all of those expectations.
3. Remember that preference does not equal skill, nor does a non-preference indicate a lack of ability.



Experiment

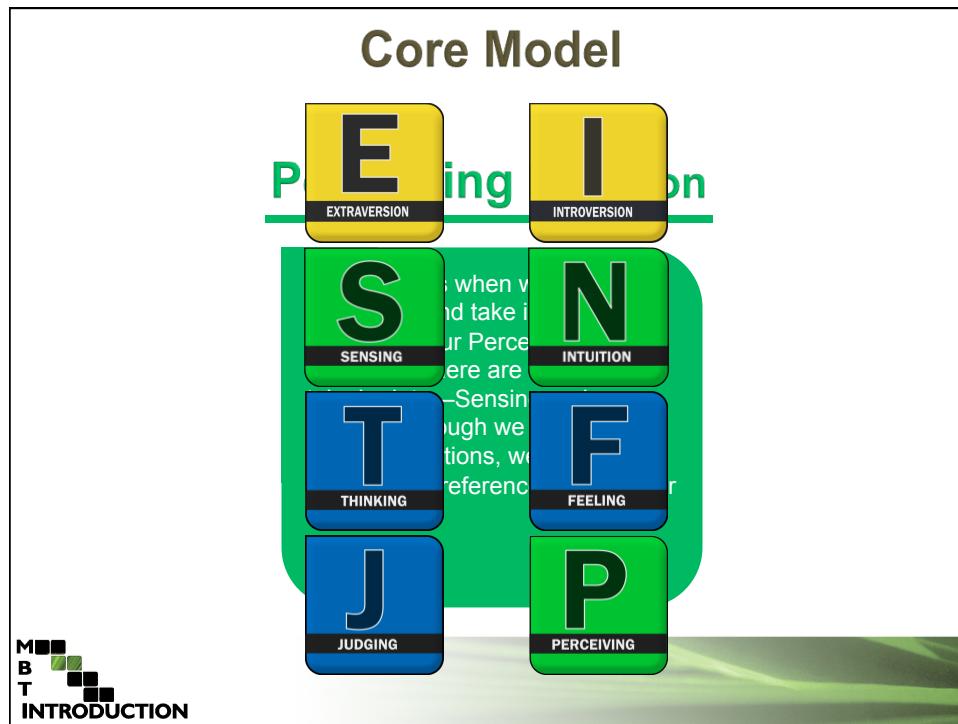
**Describe what you
have been given**

S

- 2 chairs
- Empty
- Facing each other
- Slightly angled
- Implies conversation
- Centered in the front of the room
- Blue
- Comfortable
- Only one chair has a notepad & pen
- Black ink pen
- Lined notepad with blank sheets

N

- 2 chairs facing each other
- Conversation
- Interview
- Feedback session
- Someone will be taking notes
- More casual setting for an interview



S/N Descriptive Words

Sensing

- ◇ Present/Past Focus
- ◇ Here-and-now
- ◇ Specifics
- ◇ Details
- ◇ Literal
- ◇ Actual
- ◇ Sequential
- ◇ 5 Senses

iNtuition

- ◇ Future Focus
- ◇ Possibilities
- ◇ Generalities
- ◇ Patterns
- ◇ Figurative
- ◇ Theoretical
- ◇ Random
- ◇ 6th Sense

Experiment

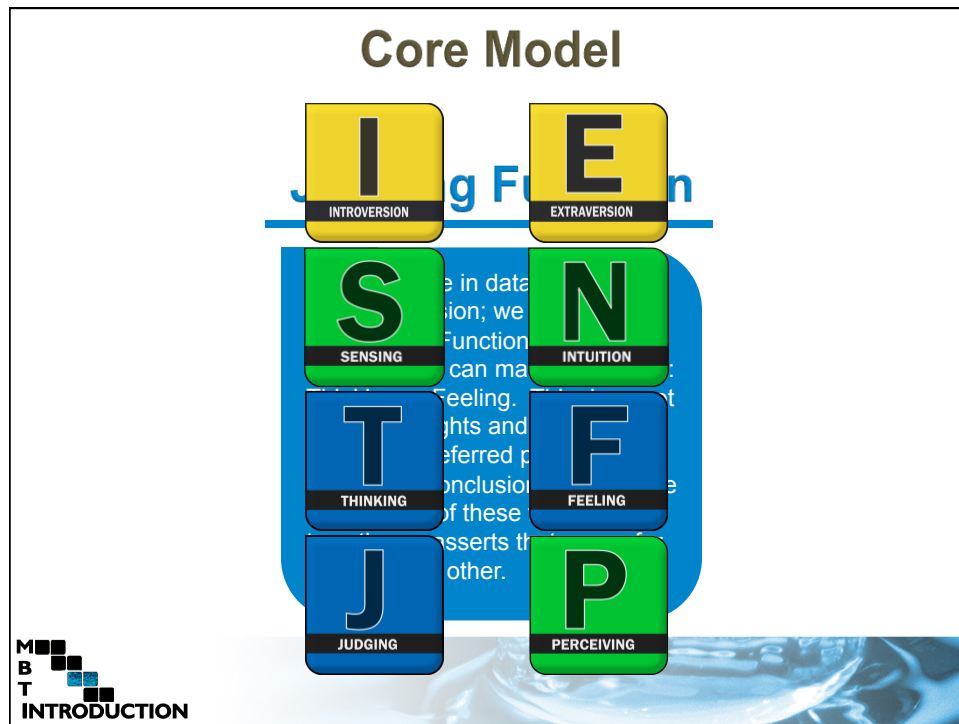
**Define conflict and
your reaction to it.**

T

1. Disagreement between two sources. Two entities opposing each other. Two opposite views that may result in a dispute.
2. Beating conflict is fun when we win. Killing/tackling the problem.
 - Attempt to manage.
 - Weigh pros and cons.
 - Want to analyze the situation after collecting all the data.

F

1. Two people disagreeing. Not getting along or seeing eye-to-eye. A difference in values.
2. Avoid the conflict. Stressful.
 - Do they still like me?
 - What is the solution?
 - What did I do wrong?
 - Attempt to resolve.
 - Discomfort, avoid, unsafe, and lots of discussion that acknowledges common grounds.



T/F Description Words

Thinking

- ◆ Objective
- ◆ Cause-effect Logic
- ◆ Clarity
- ◆ Analytical
- ◆ Problem 1st
 People 2nd
- ◆ Critique
- ◆ Justice

Feeling

- ◆ Subjective
- ◆ Person-centered Values
- ◆ Harmony
- ◆ Circumstantial
- ◆ People 1st
 Problem 2nd
- ◆ Appreciate
- ◆ Mercy

Experiment

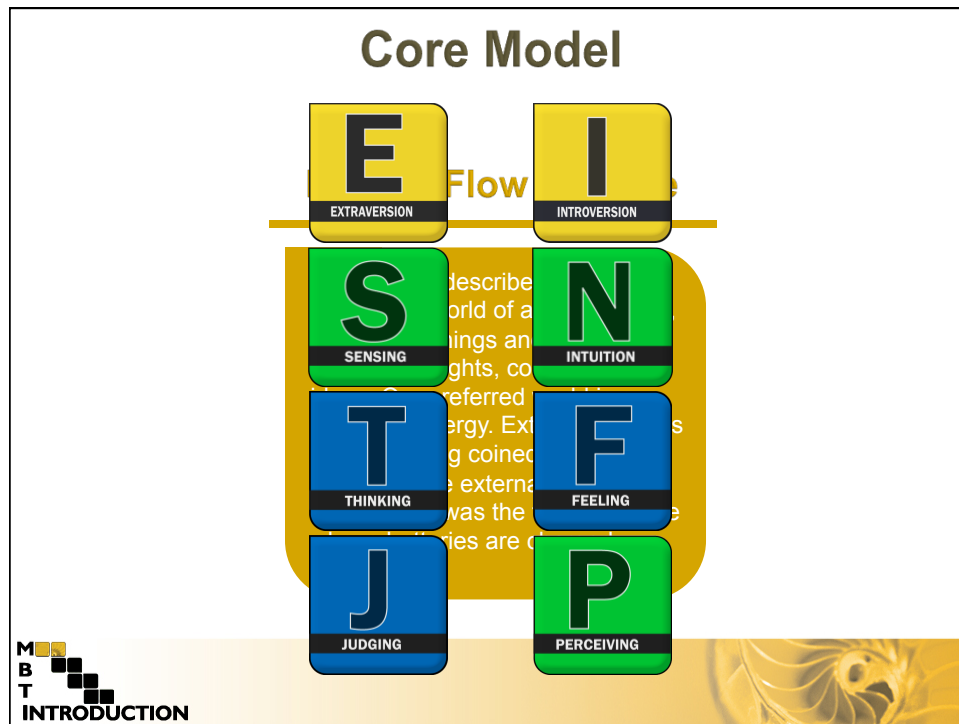
What elements of a party do you most enjoy?

E

- Lots of “new” people
- Let your hair down
- Lots of talking
- Dancing
- Games
- Drinking
- Last a long time
- Multiple parties
- Bar hopping
- Laughing, fun, joking

I

- Drinks
- Scenery
- Music
- Food
- Close friends or people I know
- People watching
- The ride home
- Be the designated driver to be able to recharge away from everyone



E/I Words

Extraversion

- ◇ Externally Directed
Toward people, places
and things
- ◇ Action
- ◇ Gregarious
- ◇ Expressive
- ◇ Publicly Disclosing
- ◇ Speak-to-think
- ◇ Breadth

Introversion

- ◇ Internally Directed
Toward ideas, thoughts
and concepts
- ◇ Reflection
- ◇ Reserved
- ◇ Contained
- ◇ Publicly Guarded
- ◇ Think-to-speak
- ◇ Depth

Experiment

How do you make
a trip happen?

J

- Plan destination/itinerary
- Route
- Budget
- Print out maps
- Plan all stops
- Cancel newspaper
- Mow grass
- Put timer on lights
- Get vehicle checked
- Make list of items to pack
- Tell neighbors you will be leaving
- When are we leaving? Come home?
- Who all is going?

P

Just go

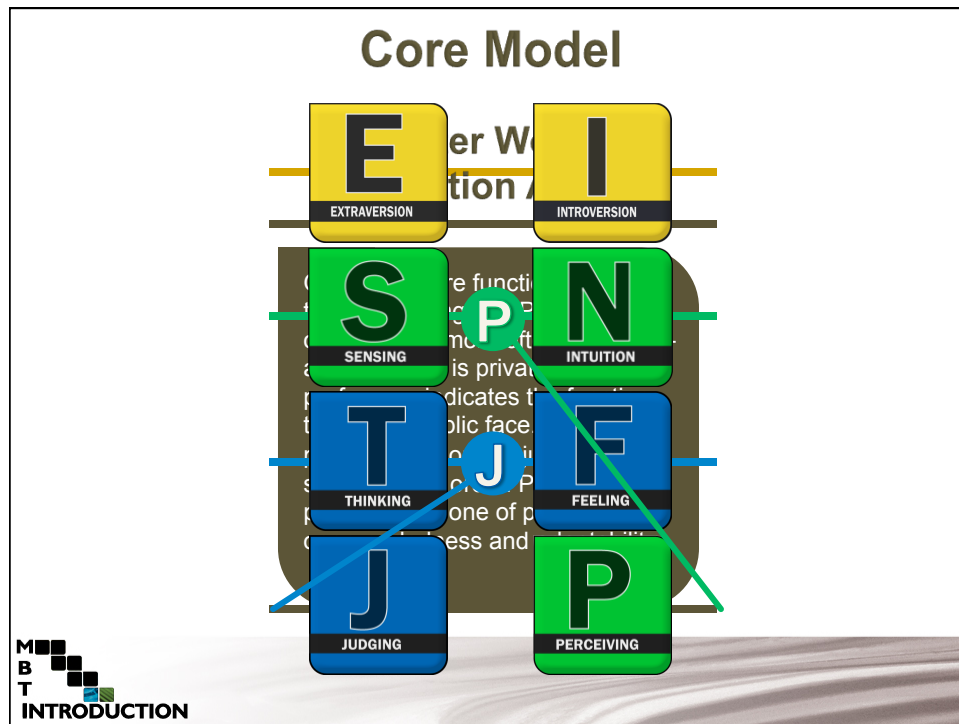
pack buy it there

no schedule

unplanned

spontaneous

plan as you go



J/P Descriptive Words

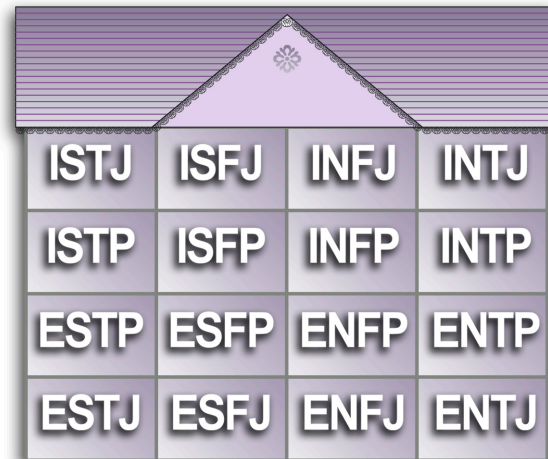
Judging

- ◆ Closure
- ◆ Structured
- ◆ Ordered
- ◆ Decisive
- ◆ Scheduled
- ◆ Control
- ◆ Directive

Perceiving

- ◆ Options
- ◆ Open-ended
- ◆ Go-with-the-flow
- ◆ Tentative
- ◆ Flexible
- ◆ Adapt
- ◆ Non-directive/
Facilitative

16-Room House



**M
B
T**
INTRODUCTION

Validating Your Type

1. Determine both your self-assessed type and your reported type
2. Read type profiles of all types you are considering
3. Highlight points of agreement and mark Xs beside points of disagreement
4. Count and compare points of agreement and disagreement to reveal tighter fits
5. Give marked up profiles to colleagues for their input and feedback
6. Give marked up profiles to family and friends for their input and feedback
7. For some, validating type takes time and consideration.

**M
B
T**
INTRODUCTION

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About OKA



OKA

www.typetalk.com
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Founded in 1977, OKA is a training and consulting small business specializing in leadership and team development. Expert in a variety of psychological instruments and group processes, OKA offers high-impact leadership and team development programs and a variety of instrument qualification workshops. We have been teaching and using type and temperament since for over thirty years. We are based in Fairfax, Virginia with Associates across the U.S.

We are changing the way the world lives and works - one person at a time.

