


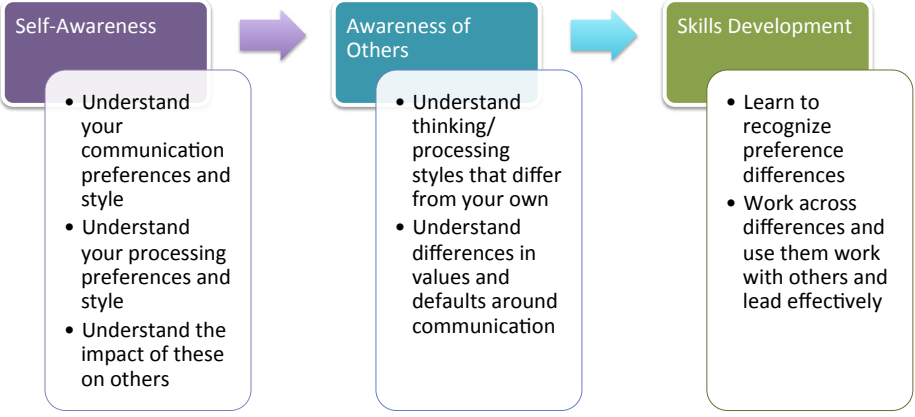
# Know Thyself

## Self-Awareness Using the TypeCoach MBTI Tool

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## Our Objectives



```
graph LR; A[Self-Awareness] --> B[Awareness of Others]; B --> C[Skills Development]
```


- Self-Awareness**
  - Understand your communication preferences and style
  - Understand your processing preferences and style
  - Understand the impact of these on others
- Awareness of Others**
  - Understand thinking/processing styles that differ from your own
  - Understand differences in values and defaults around communication
- Skills Development**
  - Learn to recognize preference differences
  - Work across differences and use them work with others and lead effectively




**TypeCoach** LCLD Pathfinders-Indianapolis 2016  
Created on: Mar 31, 2016

<b>ESTJ</b> Aparna Yenamandra Alexis Early Renee Garcia William Hudson Stanley Ball Ashleigh Wilson O. Hanna Badmus	<b>ESTP</b> Austin Leach Allan Williams Bindu Palapura Katherine Pappas	<b>ENTJ</b> Sofia Jeong Brandon Fenn Barrett Anderson Derrick Lam Jenny Warshafsky	<b>ENFJ</b>
<b>ISTJ</b> Linda Young Roy Frather Mysha Lubke Jesse Nevarez Cody Gillians Patrina Ozurumba Will Huynh Simone Randolph Anneke Cronje Hannah Choi Matthew Gibbons Ronnell Robinzine	<b>ISTP</b> Alex Lutch Stefan Ellis	<b>INTJ</b> Neelima Teerdhala Louis Klapp	<b>INFJ</b> Pramila Kamath
<b>ESFJ</b> Sirisha Bendapudi Stacie Linguist	<b>ESFP</b> Pakapon Phinyowattanachip	<b>ENTP</b>	<b>ENFP</b> Daniel Enriquez
<b>ISFJ</b> Andras Sung Jihan Williams Christine Weller Jeemin Chung Kette Townley Samantha Lee Jaclyn Martinez Resly Nakimuli Primer Christine Chou	<b>ISFP</b> John-Paul Ovadia	<b>INTP</b> Tanya Abrams	<b>INFP</b> Flora Go Daniel Sox Charlene Chen



3



## Exercise: Your Results



Resonates,  
Sounds Accurate

Surprising,  
A Lesson

## MBTI Background

### Authors

- Built upon the work of Carl Jung – a practical tool
- Katherine Briggs and Isabel Briggs Myers, observers of human behavior differences

### Patterns

- Predictable and differing patterns of normal behavior
- Due to the way that people gather and process information

### Wide Use:

- Used worldwide for more than 50 years
- 3 million tests administered in U.S. annually



## Context for Using MBTI



## Context for Using MBTI

No right or wrong answers

Not a measure of intelligence, maturity, motivation or mental health

Ok to have some skepticism

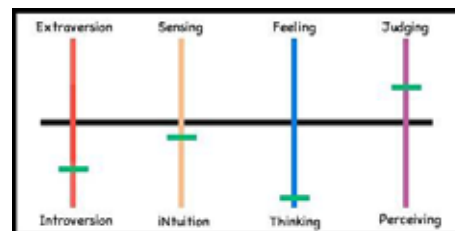
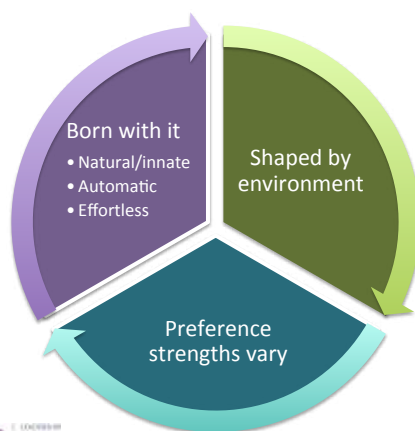
Beware of stereotyping, labeling -- type indicates preferences, NOT skills or abilities

Don't use as an excuse to underperform on a team

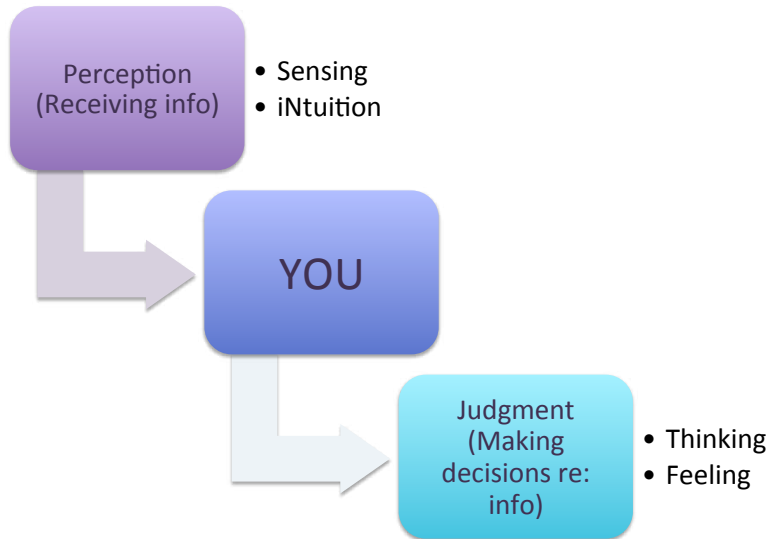
Mostly consistent over time, but people do adapt



## Understanding Preference

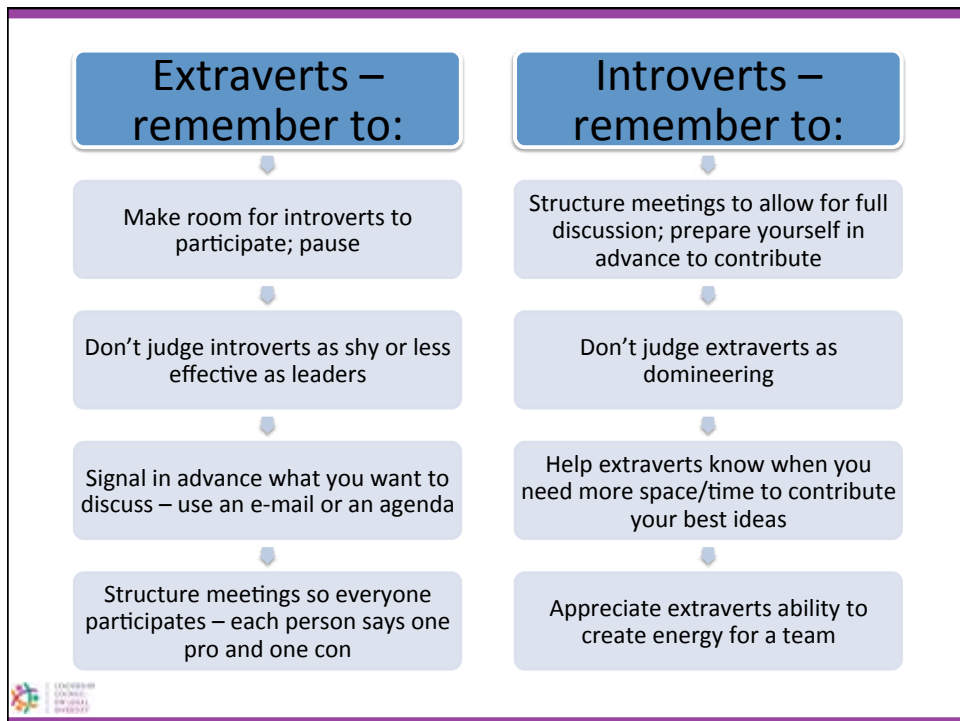
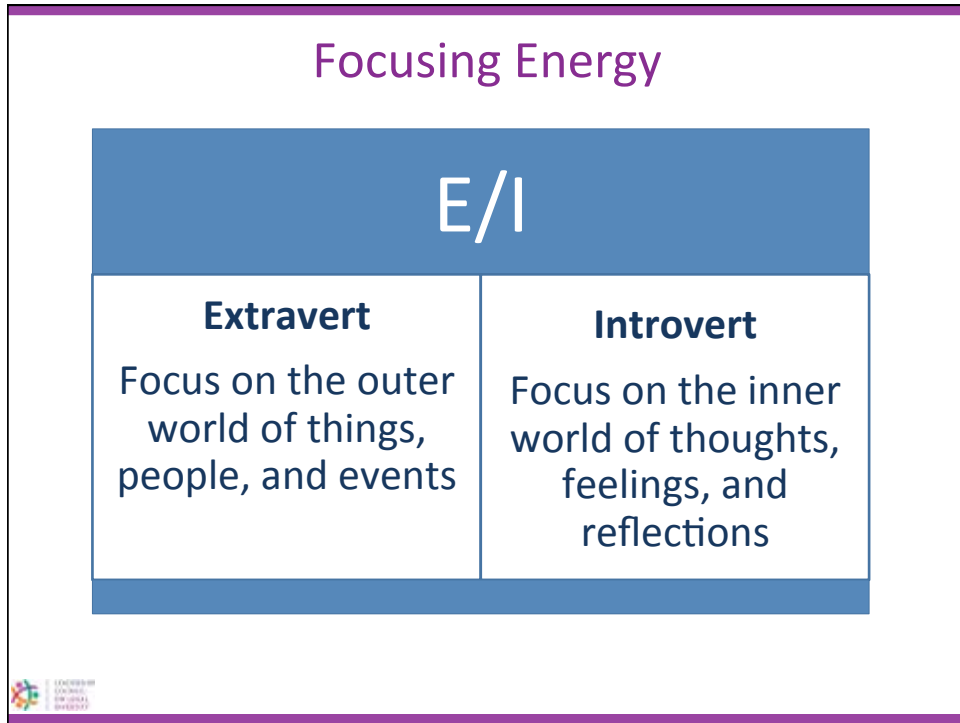


## Receiving & Using Information



## Focusing Energy







## Exercise: Receiving Information



Describe what you see.



## Receiving Information



## Receiving Information

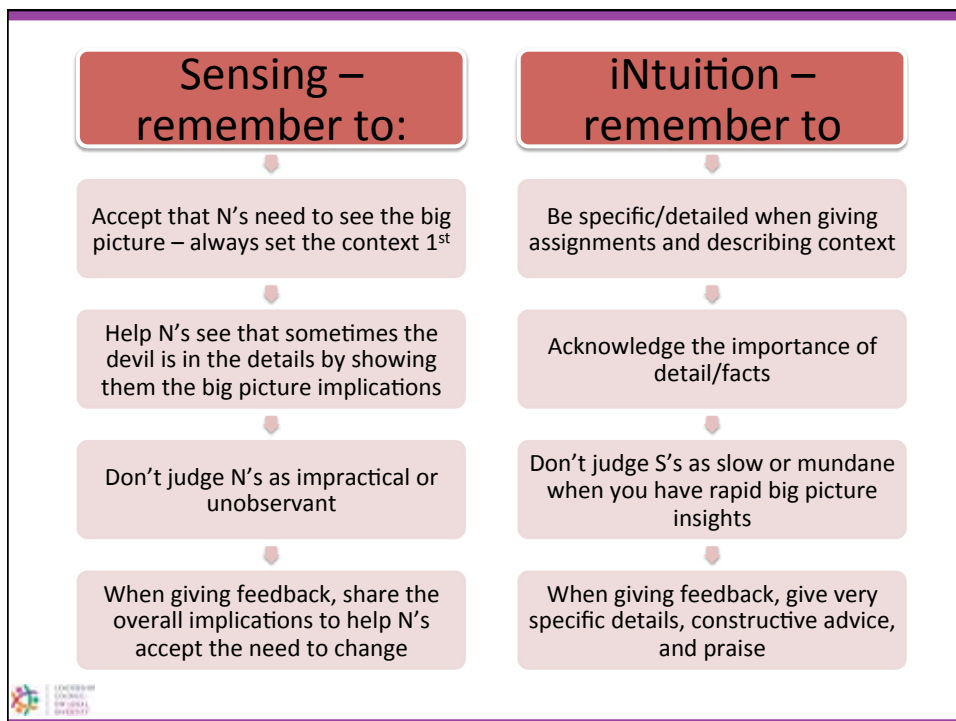
S/N

### Sensing

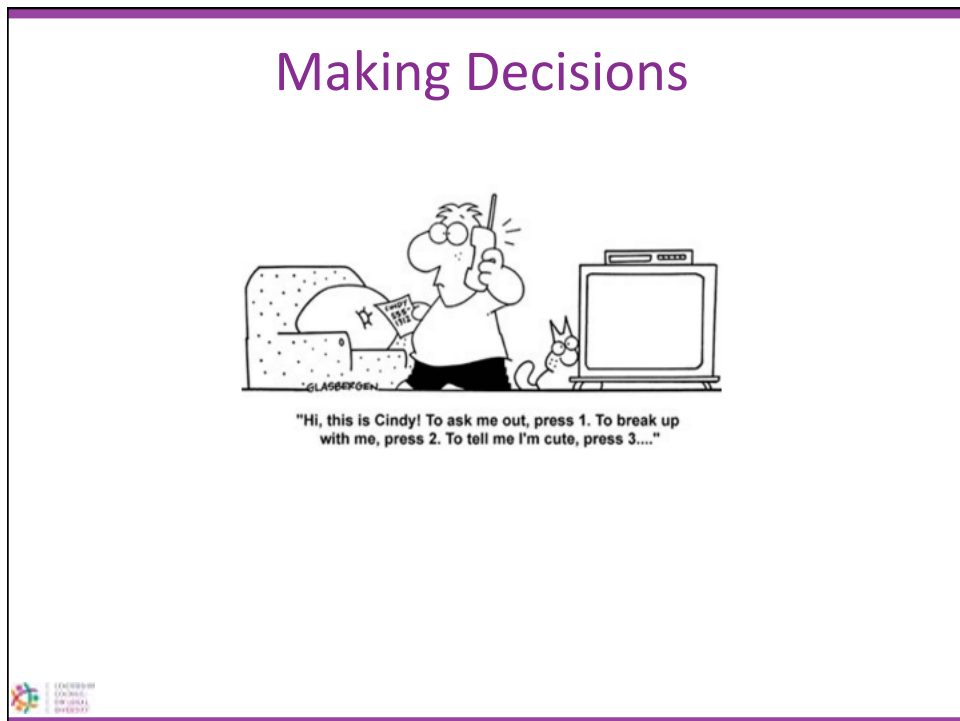
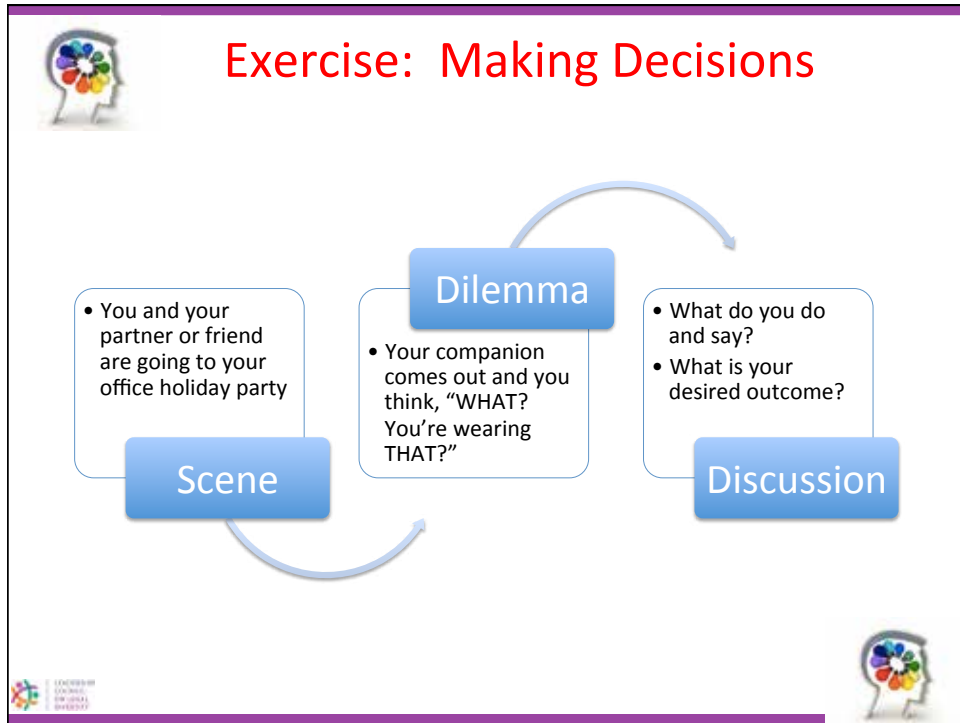
Prefer to take in info via the five senses – sight, sound, feel, smell, and taste

### iNtuition

Focus on meaning, associations, and relationships; add to info that is real/concrete







## Making Decisions

T/F

### Thinking

Make decisions based on – and have trust for – impersonal, objective, logic methods

### Feeling

Make decisions with person-centered, value-based process



### Thinking – remember to

Engage in small talk/personal interactions with F's to gain their cooperation

Avoid being dismissive of discussions about how a decision will "make people feel"

Pay attention to interpersonal dynamics or find people to help advise you on them

Leverage Fs to build team morale

### Feeling – remember to

Accept that there are trade-offs between "fair" and "right" approaches

Appeal to T's logical approach to convince them to change behaviors to work more effectively with people

Be less defensive about feedback from T's – it's not personal, it's business

Don't overdo team bonding around personal issues



## Interacting with the Outer World



## Interacting with the Outer World

J/P

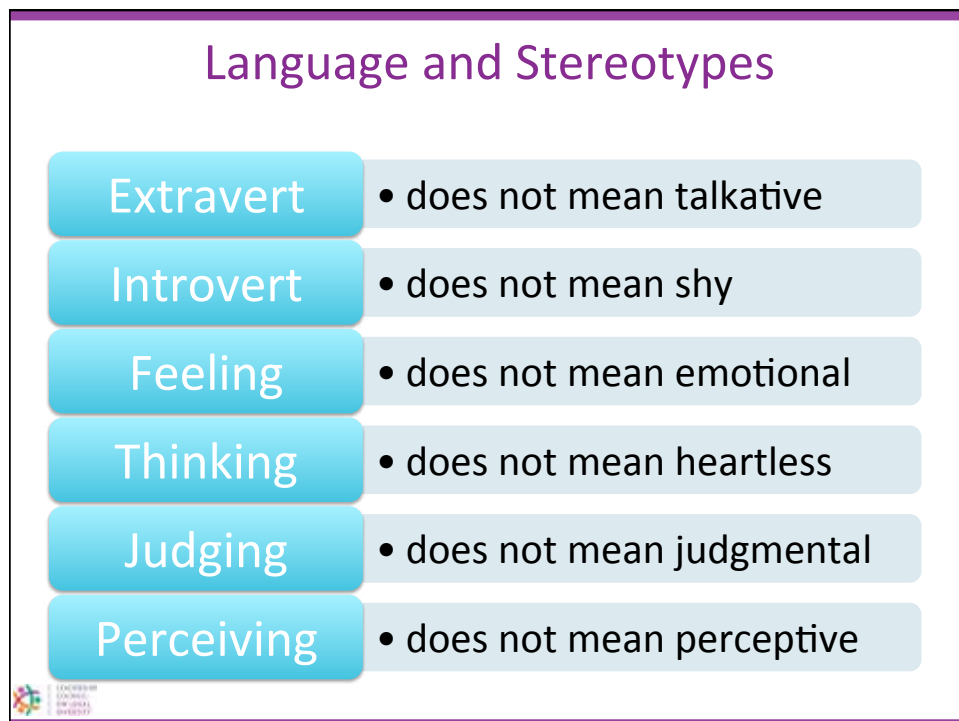
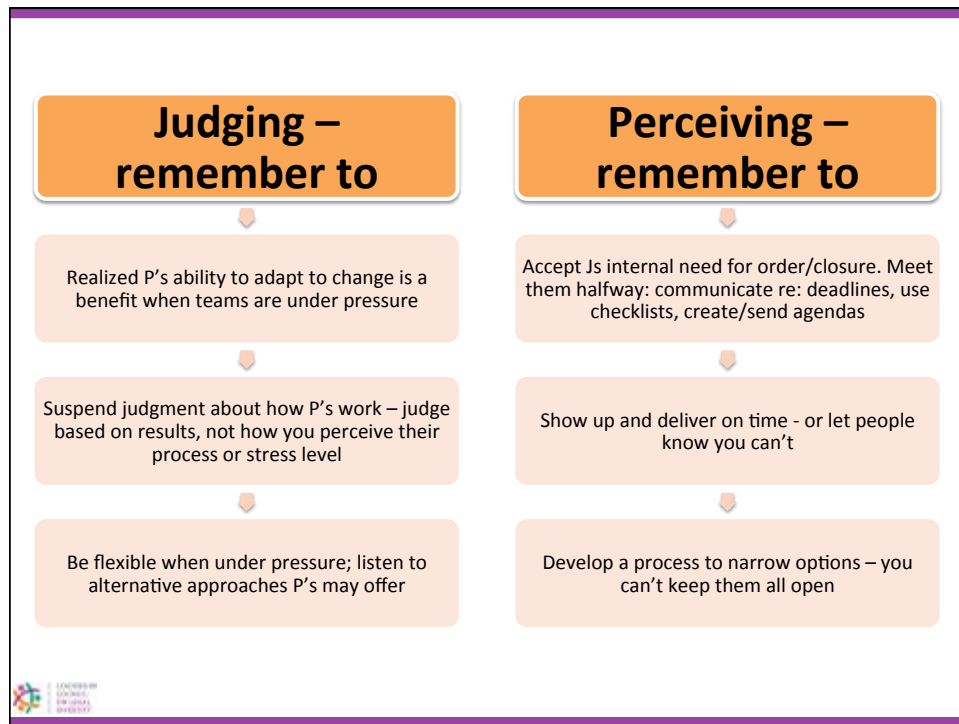
### Judging

Prefer external world to be organized/orderly and view it through this lens; see decisions that need to be made

### Perceiving

Seek to experience the world, not organize it; see options that need to be explored





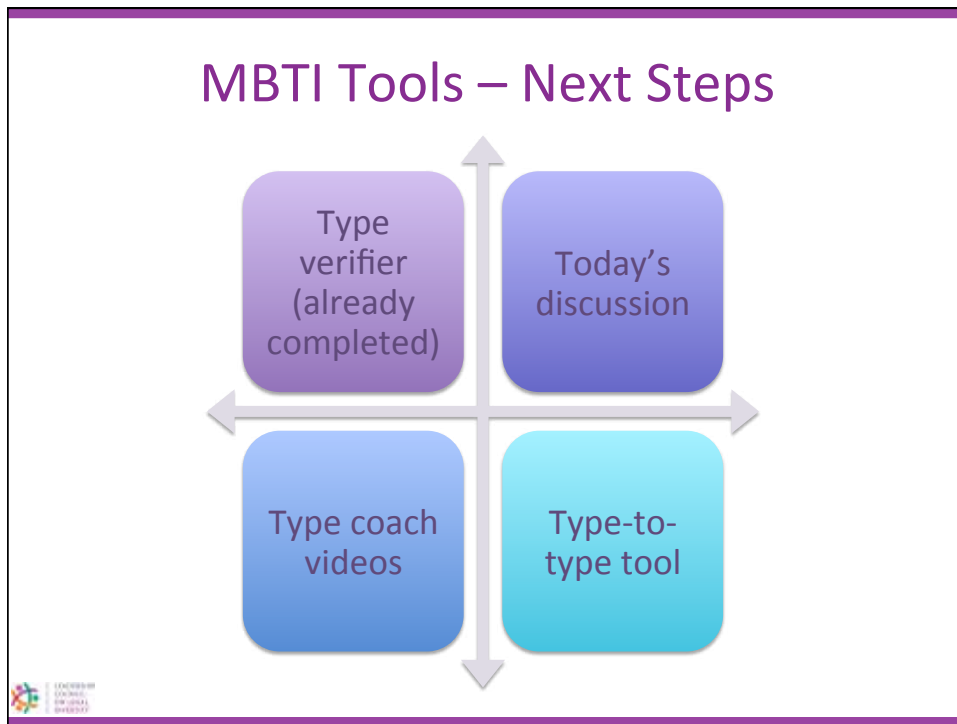
## Exercise: Strengths & Development Areas



## Type Distribution

<u>US General Population</u>	<u>Your Group</u>	<u>US Lawyers</u>
E: 49%	40%	44%
I: 51%	60%	56%
S: 73%	76%	44%
N: 27%	24%	56%
T: 40%	64%	76%
F: 60%	36%	24%
J: 54%	74%	37%
P: 46%	26%	63%





## The Type-to-Type Resource

type-to-type

Select a type box below to see how you can best work with someone of that type.

Theoreticalists (INTJ)	Experimenters (ISTP)	Conceptualists (INTJ)	Idealists (INFJ)
ESTJ	Kara Mulder Isaac Franco	ENTJ	Brooks Adams
ISTJ	ISTP	INTJ	Ta-Mia Kramer
Thomas Gargan Barbara Justice			


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## Type-to-Type Example: ISTP to INFP

top ten tips for ISTPs working with INFPs


Description:

**TREAD LIGHTLY**  
There is no need to be overly-direct or blunt with this type. As one of the more sensitive and "in tune" types, they will often take feedback personally if you are too direct or critical. If you are, it often has a counter-productive impact on their motivation and productivity.



**KEEP CRITICISM TO AN ABSOLUTE MINIMUM**  
People of this type are typically more upset than you are if they've let you down. It isn't necessary to share every ounce of "constructive" feedback. Stick with feedback that is essential, use a light touch, and in general aim to have your compliments significantly outnumber your suggestions.

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 **Exercise: Reflection**

How do these differences cause challenges for EACH of you?

Think of someone with a different style from yours

How might you work better together?

Turn to your neighbor and discuss

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## On a Lighter Note ... Some Predictions

- If you want to read the power point and think about it some more,  
*you're an I*
- If you're bursting to see what others think of this stuff,  
*you're an E*
- If you want more statistics on distribution of MBTI types,  
*you're an S*
- If you want to know more about the theory behind MBTI,  
*you're an N*
- If you think like this assessment because it feels right,  
*you're an F*
- If you are close on some dimension and find it amusing,  
*you're a P*
- If it's driving you crazy that you're "on the line" between dimensions,  
*you're a J*

