

Personality Differences and Work Styles

Today's Class

- Turn in Homework
- Compare Class Personality Types (5 min)
- Listen to presentation on differences in personality (5 min)
- Work in teams to identify personality differences (20 min)
- Share results with the class (20 min)

Class Personality Types

- What type is the most prevalent in the class?
- What type is the least prevalent?
- What do you think is a "typical" personality type for:
 - engineers?
 - salespeople?
 - managers?

Personality Differences

adapted from –Judd Adams, Team Training Consultant

- We all have different personalities.
- Conflict can occur between personalities.
- More people get fired because of personality conflicts than deficiencies in technical ability.
- Understand your work style and those of your co-workers to minimize personality conflicts.

Personality Tests

- Myers-Briggs personality Type Indicator (MBTI) is the most popular
- It identifies our general preferences for relating to people on four scales

MBTI Identifies:

- Where we get our energy
 - outer world of people and things (**Extraverts**)
 - inner world of ideas (**Introverts**)
- Our orientation to information
 - Practical **Sensors**
 - Visionary **iNtuitives**
- Approach to making decisions
 - Dispassionate **Thinkers**
 - Warm and friendly **Feelers**
- How we structure our lives
 - Very orderly **Judgers**
 - Spontaneous **Perceivers**

Example:

of how to use your knowledge of work styles

- You want to discuss an idea with your supervisor
- What's an effective way to do this?
- If your supervisor is an:
 - Introvert, then write a memo and request a follow-up meeting
 - Extrovert, then request a meeting and follow up with a memo confirming the results

Team Exercise

- Find a team corresponding to one of your MBTI types (E, I, S, N, T, F, J or P).
- Chose a recorder.
- List characteristics that you like about your team type. Refer to you homework. **(5 min)**
- List characteristics that you don't like about the opposite type (e.g. "I" for the "E" team). **(5 min)**

Team Exercise –cont'd

- Combine with the team corresponding to your opposite MBTI types (E with I, S with N, T with F, J with P).
- Chose one recorder.
- List possible conflicts between the teammates with opposite MBTI types. **(5 min)**
- List strategies for preventing the conflicts. **(5 min)**

Share Results

- Team "E" shares results on likes and dislikes. (1 min)
- Team "I" shares results on likes and dislikes. (1 min)
- Team "E-I" share results on possible conflicts between E's and I's. (2 min)
- Repeat for S, N; T, F; J, P