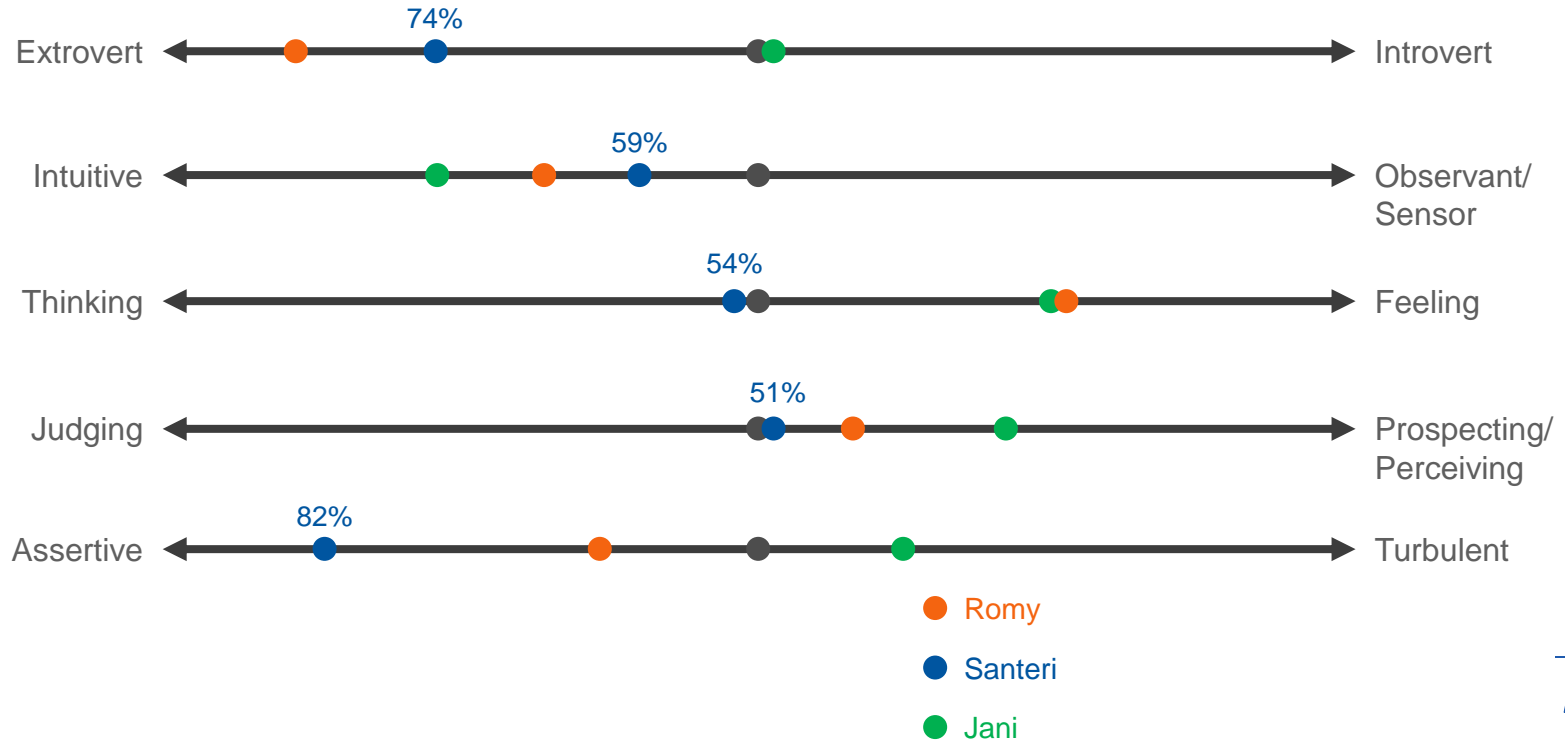


Workshop instructions

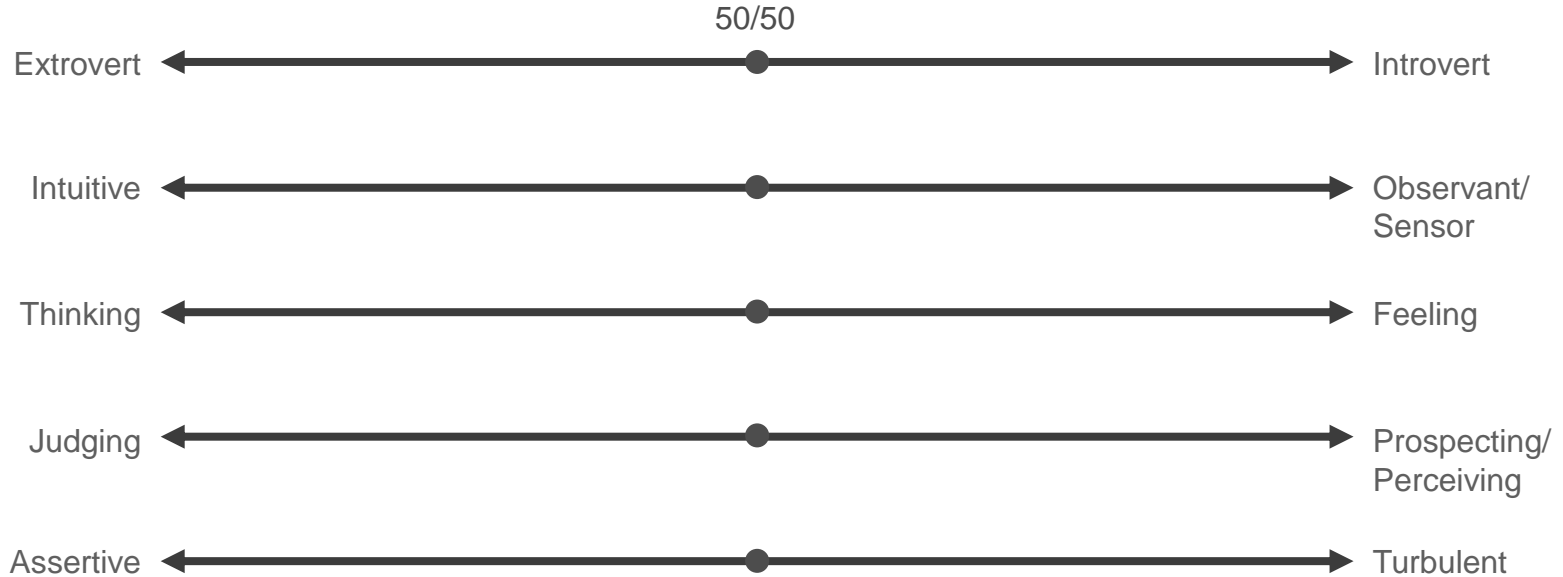
- Complete the self-assessment at <https://www.16personalities.com/free-personality-test> (20min)
- Email yourself your results
- Once everyone is ready, fill in the Team MBTI template (5min)
- General discussion (30min)
- Discussion in groups



My personality type: ENTP-A (Debater)



Team MBTI – Team:



Myers-Briggs Type Indicator (MBTI)

- Pseudo-scientific – to be taken with a grain of salt



Myers-Briggs Type Indicator (MBTI)

- Pseudo-scientific – to be taken with a grain of salt
- Controversial – your work-me might not be like your leisure-me

Me listening to songs about selling drugs and killing people on my way to a regular 9-5 job



Myers-Briggs Type Indicator (MBTI)

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“Despite it’s controversies, the MBTI test is a good tool to support discussion on team dynamics”



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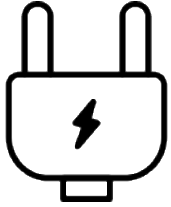
“Despite it’s controversies, the MBTI test is a good tool to support discussion on team dynamics”

- Santeri Palomäki



Idea^s

The four dimensions of personality



Extroverts ←————→ Introverts

Energy

Depicts how one gains energy – from external or internal sources

Extroverts tend to think out loud, prefer to work in groups, brainstorm

Introverts tend to prefer thinking through things on their own first, then discuss their ideas with others

→ Consider using methods like *Me*, *We*, *Us* in team work



Idea^s

The four dimensions of personality



Sensors ←————→ Intuitives

Cognitive

Depicts the ways in which one thinks – practical vs. abstract

Sensors like to focus on facts and details, and tend to favor hands-on work to theories, ideas and concepts

Intuitives look for brand-new ideas and the “big picture” and concepts

→ Different types of thinking might excel in different type of tasks



Idea^s

The four dimensions of personality



Values

Thinkers ←————→ Feelers

Whether person values objectivity & logic or empathy & relationships

Thinkers prefer objectivity and focus on the task, but can seem distant and over-analytic

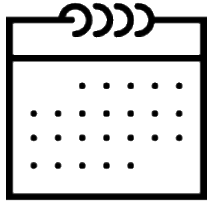
Feelers might prefer building a strong team over focusing on the task

→ Social activities can help bring different types of people together



Idea^s

The four dimensions of personality



Judgers ←————→ Perceivers

Self-management

Depicts whether one prefers to be organized or spontaneous

Judgers like to plan ahead and prefer not to change course

Perceivers appreciate flexibility and may have trouble meeting deadlines, but are more adaptive to sudden changes

→ Judgers are good at managing deadlines, perceivers at pivots



Idea^s

Empathy – builds teams and designs better products

- Learn to understand yourself – and why others are different



Idea^s

Empathy – builds teams and designs better products

- Learn to understand yourself – and why others are different
- Learn to hate (some) people less



Empathy – builds teams and designs better products

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- Learn to work better as a team



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- Learn to work better as a team
- Learn to communicate to different types of people



Empathy – builds teams and designs better products

- Learn to understand yourself – and why others are different
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BE EXCELLENT TO EACH OTHER.



Idea^s

Self-reflection & group discussion

- Take a moment to read through the pseudo-scientific kitchen psychology analysis of yourself. Reflect on it.
- Go into groups and discuss the results you received, as well as the template. Guiding topics and questions:
 - I like being thanked for... what I've done/how I do things
 - I am... organized/unorganized
 - I feel... comfortable/uncomfortable in social situations
 - I need... social interaction/time to my self to re-energize
 - I like to work... in groups/by myself
 - I like/dislike presenting in front of a crowd
 - I like/dislike taking care of meeting deadlines

