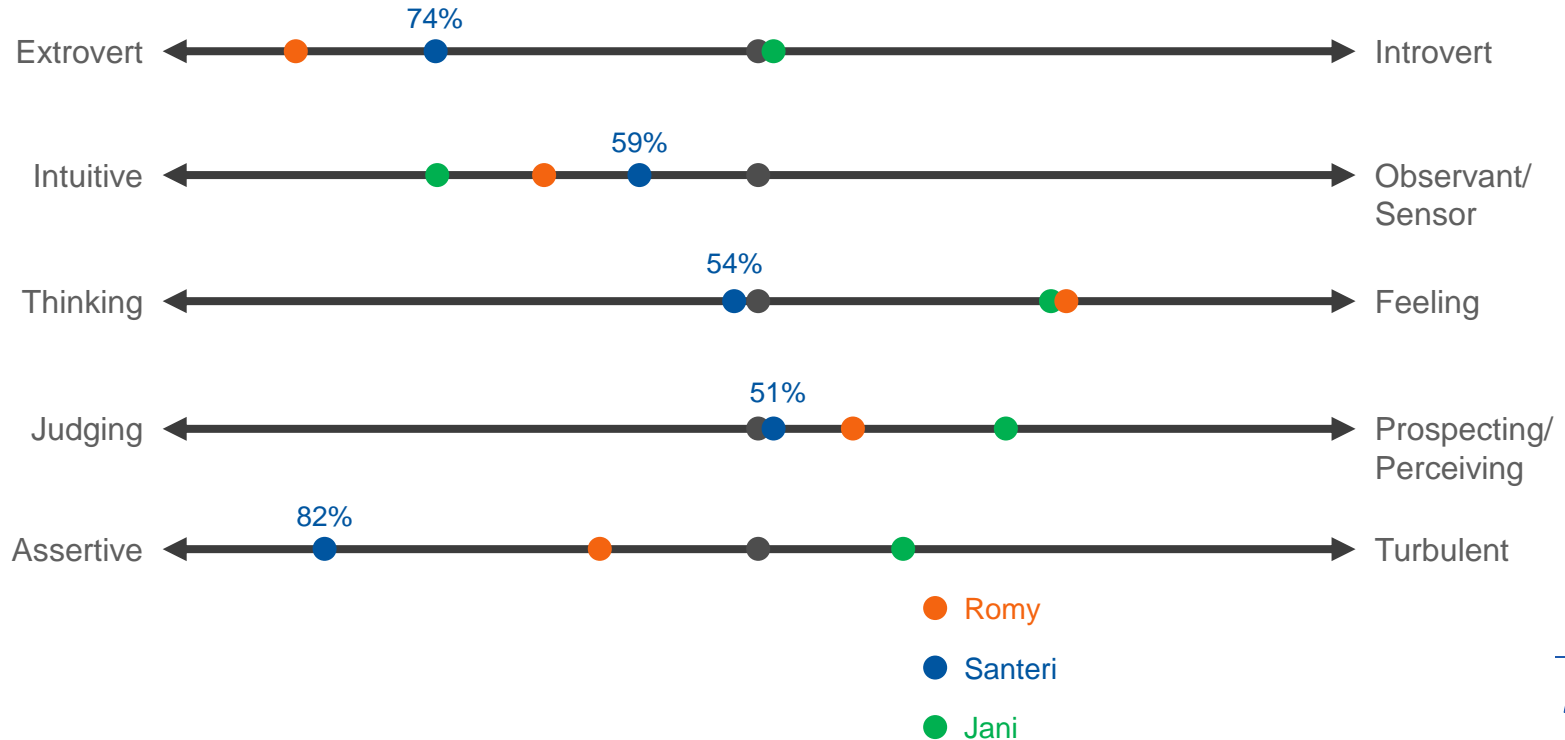


Workshop instructions

- 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)



Myers-Briggs Type Indicator (MBTI)

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



Myers-Briggs Type Indicator (MBTI)

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- 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



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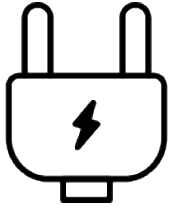
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“Despite it’s controversies, the MBTI test is a good tool to support discussion on team dynamics”

- Santeri Palomäki (not a psychology major)



The four dimensions of personality



Extraversion ←————→ Introversiion

Energy

Depicts how one gains energy – from external or internal sources

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

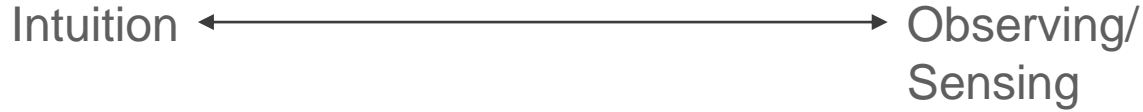
Introverts tend to prefer thinking through things on their own first, then discuss their ideas with others

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

The four dimensions of personality



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

→ Intuitive types drive inventiveness, sensing types feasibility

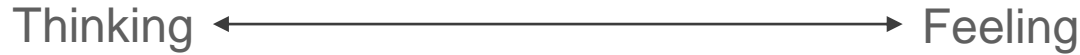


Idea^s

The four dimensions of personality



Values



Whether person values objectivity & logic or empathy & relationships

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

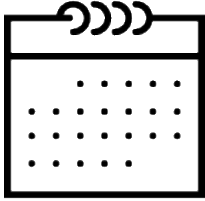
Feelers might prefer building a strong team over focusing on the task

→ Social activities can help bring different types of people together



Idea^s

The four dimensions of personality



Judging ←————→ Perceiving

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

But wait - THERE'S MORE!



Assertive ←————→ Turbulent

Identity

Depicts how confident we are in our abilities and decisions

Assertive people are self-assured and more resistant to stress

Turbulent individuals tend to be perfectionistic and self-conscious

→ Turbulent types can push a team to superior results, whereas assertive types can act better under pressure



Idea^s

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

