

**Teams and Preference**  
 Judicial Executive Seminar  
 Donna Warner, October 2015

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**Why this, why now?**

1. Help you understand and manage yourself
2. Acknowledge differences
3. Respect each other
4. Improve and embrace different forms of communication
5. Encourage the strengths of each distinct personality type
6. Provide a common vocabulary


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**Johari Window**

	YOUR AWARENESS		
	Know		Don't Know
Know	OPEN	FEEDBACK	BLIND SPOT
OTHER'S AWARENESS	SHARING	DISCOVERY	
Don't Know	HIDDEN		MYSTERY

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**Preference**



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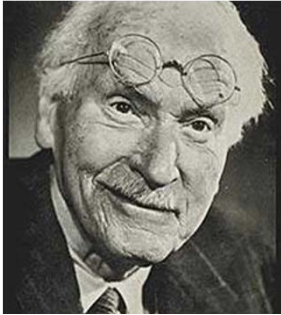
## MYERS-BRIGGS TYPE INDICATOR

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### History of MBTI


- Based on Carl Jung's psychological theory
- Developed by Isabel Briggs Myers and Katharine Briggs
- Looks at innate preferences on four dichotomous scales



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### What the MBTI Does

- Provides insights through psychological type theory
- Explains personal preferences on
  - two mental functions and
  - two attitudes

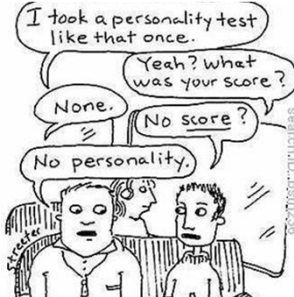


Katharine Briggs    Isabel Briggs-Myers

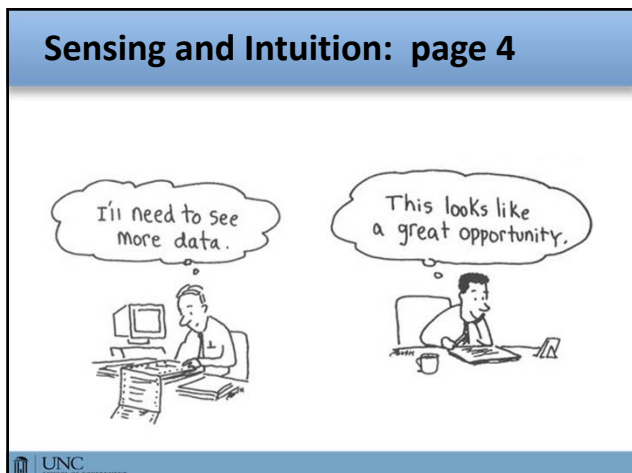
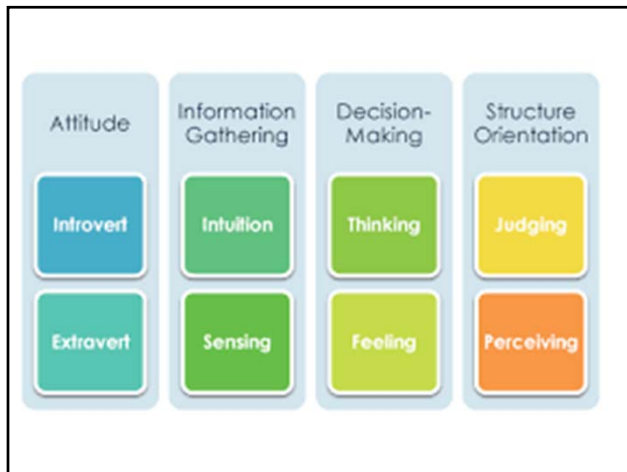
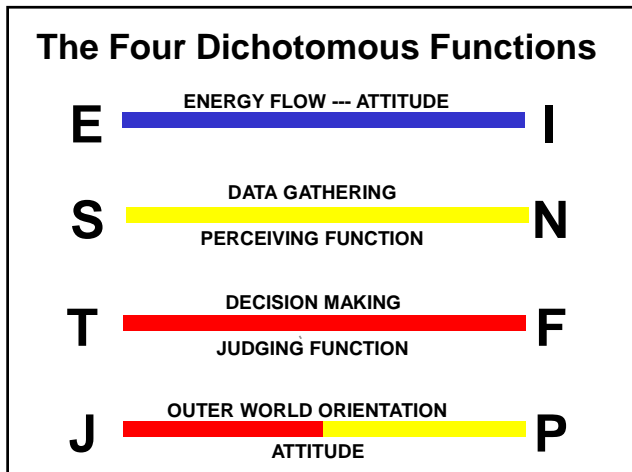
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### What the MBTI Does *Not* Do

- Explain *how well* a person uses their preference
- Describe *more or less* of a preference
- Tell you *what your preferences are*
- Suggest people sharing the *same type will act in the same way*



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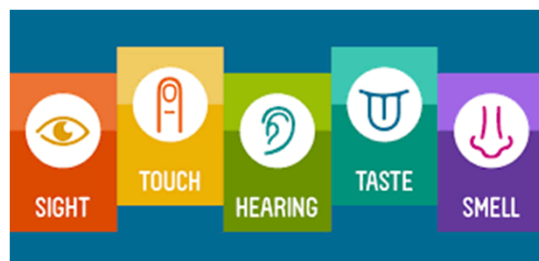
### S-N Functions (data gathering or perception)

<u>Sensing (S)</u>	<u>Intuition (N)</u>
Focusing mainly on what can be perceived by the five senses	Focusing mainly on perceiving patterns and interrelationships
Facts	Meanings
Data	Associations
Detail	Possibilities
Reality-based	Hunches, speculations
Actuality	Theoretical
Here and now	Future
Utility	Fantasy

### What time is it?



### Five vs. Sixth Sense



### Sixth sense



### Thinking and Feeling – page 6



### T-F Functions (decision-making or judging)

**Thinking (T)**

Basing conclusions on logical analysis with a focus on objectivity and detachment

- Analysis
- Objective
- Logic
- Impersonal
- Critique
- Reason
- Criteria

**Feeling (F)**

Basing conclusions on personal or social values with a focus on understanding and harmony

- Sympathy
- Subjective
- Humane
- Personal
- Appreciate
- Values
- Circumstances

### Making decisions: Thinking



“ Is this logical?”

“ Let’s look at the pros and cons.”

### Making decisions: Feeling



- “Will feelings be hurt?”
- “I like them.”

### Extroversion and Introversion: pg. 8




## Energy Flow

*Processing*

Introverts reflect on new information at length and react relatively slowly.

Extraverts are geared more for action, so they reflect and react almost at the same time.




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## E-I Attitudes (orientation toward energy)

Extroversion (E)	Introversion (I)
Directing energy mainly toward the outer world of people and objects	Directing energy mainly toward the inner world of experience and ideas
Energized by outer world Focus on people, things Active Breadth of interest Live it, then understand it Interaction Outgoing	Energized by inner world Focus on thoughts, concepts Reflective Depth of interest Understand it before live it Concentration Inwardly directed

**yes, i am  
an introvert.  
no, i am not  
shy.**

## Judging and Perceiving: page 10



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## J-P Attitudes (orientation toward the world)

### Judging (J)

Preferring decisiveness and closure dealing with the outer world using one of the judging processes

- Organized
- Settled
- Planned
- Decisive
- Control one's life
- Set goals
- Systematic


### Perceiving (P)

Preferring flexibility and spontaneity dealing with the outer world using one of the perceiving processes


- Pending
- Flexible
- Spontaneous
- Tentative
- Let life happen
- Undaunted by surprise
- Open to change

Judging (J)
Perceiving (P)


Timeline →



Deadline



→



Just in time!

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**The Neighborhood**  
by Jerry Van Amerongen



## Authenticity

“The privilege of a lifetime is to become who you truly are.”

C.G. Jung



### Validating type – page 12

- Review materials and write down what you think you are
- This is a snapshot in time
- Reflects you generally in your life
- Share with a colleague or family member



### Group Activity



### Full descriptions on pages 13-29



**YOUR REPORT**



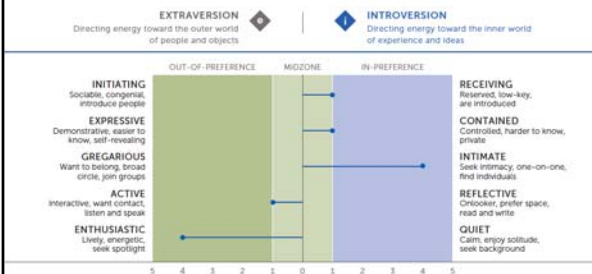


## Your Reported Type: page 2

CLARITY OF YOUR PREFERENCES: ISTJ

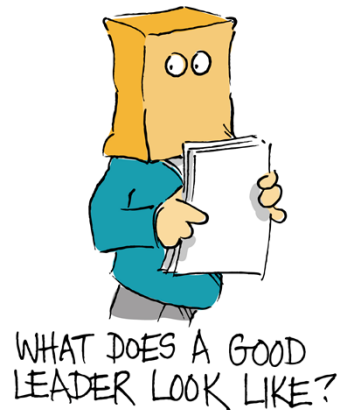


## Your Facet Results: pages 3 and 4



## Applying Your Results: page 35

- Communication
  - Decision Making
  - Managing Change
  - Managing Conflict
- 
1. Sensing → 2. iNtuition → 4. Feeling → 3. Thinking



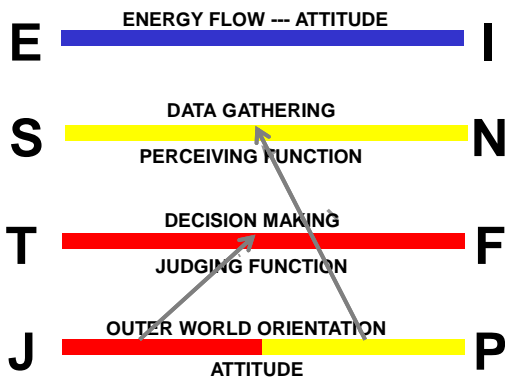
### Horseshoe exercise



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### The Dynamics of Type



## Working together: page 30-31

1. Write your name in the box with your type on page 31
2. Write the names of your group in their type boxes. Determine your group type. #2
3. Look at the various distributions and determine what it means for the group.

## Self reflection

1. How will working with this group be easy for you?
2. How will it be more challenging?
3. List some situations where your preference has worked for/against you.
4. Are there specific behaviors that you think should be modified or that you have already modified for you to be effective in the group?

## Working as a group- page 31

1. What are your team's strengths?
2. What are your team's weaknesses?
3. What are the implications for the way you do your work?

## IN SUMMARY

- MBTI is the most widely used personality instrument in the world
- Most researched personality instrument
- The MBTI does **not** solve or explain every interpersonal dynamic

