

Know Your Cast: Leading More Effectively by Using the Myers-Briggs Type Indicator

Heather LaPerle, M.A.

Heather LaPerle

- Peer Advisor Coordinator & Academic Advisor
 - College of Business Administration, SDSU
- 7 Years of Professional Academic Advising Experience
 - General Academic Advising Center
- 5 Years of Student Management Experience
 - Student Success Advisor, Compact Scholars Program
- 5 Years of Student Organization Advisor Experience
 - Scholars for Success
 - Associated Business Student Council
- Undergraduate & Graduate Degree from SDSU
 - Focused in Leadership

San Diego State University

- Large Urban University
- 35,000 Students
- San Diego, California
- Mission Statement

*“provide well-balanced, high quality education for undergraduate and graduate students and to **contribute to knowledge and the solution of problems through excellence and distinction in teaching, research, and service.**”*

-SDSU Website



College of Business Administration

- AACSB Accredited
- Business Administration is Top 3 Major at SDSU
- 4,500 Students
- 10 Major Programs
 - Accounting
 - Marketing
 - Marketing-IMC
 - Real Estate
 - Finance
 - Information System
 - Financial Services
 - Management
 - Management-ENT
 - Management-HRM
- 7 Minor Programs
 - Accounting
 - Management
 - Business Administration
 - Real Estate
 - Finance
 - Marketing
 - Information Systems
- 53+ Study Abroad Programs

Business Advising Center (BAC)

- Centralized Advising for All Business Major and Minor Programs
- 2 Staff Advisors and 5 Peer Advisors
- Assistant Dean and Study Abroad Director
- Open all Academic Year
- BAC is Responsible for Other SDSU Events
 - Advisement of Associated Business Student Council
 - Orientation
 - Commencement
 - Explore SDSU (Campus Wide Open House)
- Vision Statement and Shared Values

College of Business Business Advising Center

Our Vision



Our Mission

To provide exceptional advising, referral, and recruiting service for current and prospective students in support of the undergraduate and graduate business programs

Our Values

Trust	Integrity
Respect	Humor

Undergraduate Info

- EBA 448, 619-594-5828
- M-W 9-5, TH 10-5, F 9-1
- businfo@mail.sdsu.edu

Graduate Info

- EBA 448, 619-594-8073
- M-TH 10-6, F 10-2
- GradBusiness@sdsu.edu

Our Team



BAC Peer Advisors



My Myers-Briggs Experience

- 1st: Undergraduate student in Recreation course
 - I learned so much about myself as a leader
 - I have used throughout my leadership experiences
- 2nd: Participant
 - BAC Staff Retreat
- 3rd: Facilitator
 - BAC Peer Advisor LEAD Retreat
- 4th: Presenter
 - 2012 and 2013 Leadership Summits presented Know Yourself: Using the Myers-Briggs Type Indicator to Strengthen Your Leadership Abilities
 - 2013 NACADA Regional Pre-conference

Your Myers-Briggs Experience

- What is your experience with it?
- What made you sign up for this presentation?
- What do you hope to get out of this presentation?

Myers-Briggs Learning Outcomes

- 1st: Learn your Myers-Briggs personality type
- 2nd: Learn about each of the eight personality types (E, I, S, N, T, F, J and P)
- 3rd: Gain a greater understanding of how similarities and differences in personality types can improve group functions and collaboration
- 4th: Learn how to use the Myers-Briggs type indicator in staff meetings, staff retreats and with paraprofessionals as a tool to better understand their work environment

Myers-Briggs Basics

- Purpose: Make the theory of psychological types described by C. G. Jung understandable and useful in people's lives.
- Theory: Seemingly random variation in the behavior is actually quite orderly and consistent, being due to basic differences in the ways individuals prefer to use their perception and judgment.

Development

- In developing the MBTI [instrument], the aim of Isabel Briggs Myers, and her mother, Katharine Briggs, was to make the insights of type theory accessible to individuals and groups.
- They addressed the two related goals in the developments and application of the MBTI instrument:
 - 1) The identification of basic preferences of each of the four dichotomies specified or implicit in Jung's theory.
 - 2) The identification and description of the 16 distinctive personality types that result from the interactions among the preferences."

Take the MBTI

Categories

- **Favorite world:** Do you prefer to focus on the outer world or on your own inner world? This is called Extraversion (E) or Introversion (I).
- **Information:** Do you prefer to focus on the basic information you take in or do you prefer to interpret and add meaning? This is called Sensing (S) or Intuition (N).
- **Decisions:** When making decisions, do you prefer to first look at logic and consistency or first look at the people and special circumstances? This is called Thinking (T) or Feeling (F).
- **Structure:** In dealing with the outside world, do you prefer to get things decided or do you prefer to stay open to new information and options? This is called Judging (J) or Perceiving (P).

All Types Are Equal

- The goal of knowing about personality type is to **understand and appreciate differences** between people.
- As all types are equal, there is **no best type**.

Your Personality Type

- When you decide on your preference in each category, you have your own personality type, which can be expressed as a code with four letters.
- The 16 personality types of the Myers-Briggs Type Indicator® instrument are listed here as they are often shown in what is called a “type table.”

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

What Personality
Type are You?

Myers-Briggs Exercise

- Part One: Individual
 - You will write on post-it notes descriptions (words or short sentence) of each of your letters
 - Put the post-it note under the letter
- Part Two: Group
 - Each personality type (ex. E or I) will group together to look over the comments made on the post-it and then present the themes about their type
 - Get into groups with 1-2 attendees with the same personality type and 1-2 attendees with the opposite personality type to discuss their personality type as a small group
 - Small groups will share with the large group what was discussed and/or learned

What Each Preference Can Offer

Extraversion

Outwardly directed energy needed to move into action

Responsiveness to what is going on in the environment

A natural inclination to converse and to network

Sensing

A mastery of the facts

Knowledge of what materials and resources are available

Appreciation of knowing and doing what works

Thinking

Analysis of the pros and cons of situations, even when they have a personal stake

An ability to analyze and solve problems

Want to discover the “truth” and naturally notice logical inconsistencies

Judging

Organization, planning, and follow through on projects

Push to get things settled and decided

Appreciation of well-organized efficiency

Introversion

Inwardly directed energy needed for focused reflection

Stability from attending to enduring ideas

A natural tendency to think and work alone

Intuition

Insight and attention to meanings

A grasp of what is possible and what the trends are

Appreciation of doing what hasn't been tried before

Feeling

Knowledge of what is important to people and adhere to that in the face of opposition

The ability to build relationships and to be persuasive

Desire to uncover the greatest good in a situation and notice when people may be harmed

Perceiving

Quickly and flexibly responding to the needs of the moment

Strive to keep things open so new information may be gathered

Appreciation of the need for spontaneity and exploration

Suggested Ways to Use MBTI

- Staff Retreats
 - Find a facilitator
 - Continue to use the assessment in team meetings
- Wear Your “MBTI Colored Glasses”
 - Use your knowledge of the types to assess situations and relations
- Find Ways to Use MBTI on Campus
 - Leadership Activities
 - Work with Student Life Offices/Student Affairs
- Use Other Assessments
 - Continue to build on your knowledge of your coworkers
 - Looking at the same people in different ways
 - Great tools to talk about work issues by being direct or indirect

Peer LEAD Retreat: Leadership

Leadership



1. Group Activity Lead by Travis
2. Debrief Group Activities
3. Myers-Briggs Workshop
4. Debrief Myers-Briggs Workshop
5. Complete Feedback Forms
6. "You're Terrific" Peer Recognition Presentation

Peer Leadership Education And Development
Friday, November 18th

Peer Advisor MBTI Feedback

- What did you liked about the Peer LEAD Retreat and why?
 - It was **great team building event** and I feel like I learned a lot about myself as a person and as a Peer Advisor
 - I really enjoyed getting to know about everyone
 - I liked the Myers-Briggs activity because I like to know my personality and strengths better
 - I liked the activities. It's a much **better way to relate** to each other than just talking
 - **I enjoyed learning about the different personality styles. These types of activities definitely help explain why certain people act the way they do.**

Peer Advisor MBTI Feedback

- What would you like to get out of future Peer LEAD Retreats?
 - Getting to know the other Peers and understanding their strengths/not-so-strengths to better understand and work together
 - In future retreats, I would like there to be the same kind of “get to know you” activities or any activities that are bonding
 - More leadership activities
 - **Learning about my co-workers! Learning about my style vs other peoples styles**
 - Improvement on communication skills since I felt this is an area we all noticed that we would benefit from improving on

Peer Advisor MBTI Feedback

- What did you learn from the Peer LEAD Retreat?
 - I learned diversity of our Peers and where I fall on the map. **I learned how others work vs. how I work and became more aware of others.**
 - I learned a lot about my personality as well as the other peers and staff in the office
 - **I learned that everyone in the BAC needs to help each other out in order for the office to run smoothly**
 - I learned a lot about me. For example, I can't expect someone else to stand-up and take lead (like in the game) when I didn't even step-up
 - From this Peer LEAD Retreat, I learned a great deal about myself and **I learned that there are others who think and act the way I do. This is helpful because it allows me to understand why I am the way I am and why certain people respond to me the way they do.**

Peer Advisor MBTI Feedback

- Did you find the Peer LEAD Retreat beneficial to you as a Peer Advisor and why?
 - Yes, I believe the Peer LEAD Retreat was a great benefit because I believe it **strengthened us as a group as well as individually**. It was a great way to get to know our new Peers as well.
 - **Yes, knowing what I know now about myself and others is extremely beneficial to be able to be a great advisor and a great team member**
 - Yes, I realized to always ask if they understand everything clearly and to ask if they had any more questions
 - Absolutely. **It helped me see that everyone has a different teaching and learning style and that doesn't mean it's wrong.**
 - The Peer LEAD Retreat was beneficial to me as a peer advisor because it allowed me to better understand why a student may act a certain way based on their personality. **If as a peer I understand the student's way of being I can better cater to their needs.**

Peer Advisor MBTI Feedback

- Did you find the Peer LEAD Retreat beneficial to you as a student leader and why?
 - **Yes, I gained the skill set of stepping back and analyzing a situation from a different perspective.** I may be a big picture girl but that doesn't mean the rest of the world is.
 - **Yes, knowing more about the other peers was a great way to feel like a team because we all had at least one personality trait as another**
 - Yes, I realized to never bite your tongue in a group and SPEAK UP!
 - Yes, I realized that even though I am the listener and the observer type it's ok to speak up (like the game) when I have an idea.

The Four Temperaments

- David Keirsey
 - He has completed some of the most important recent work in Personality Typing
 - He created the theory of temperament associated with type
- He combines two of the four sets of preferences, into four distinct temperament categories
 - The sixteen personality types fits into one of the temperaments categories
 - **SJ - "The Guardians"**
 - **SP - "The Artisans"**
 - **NT - "The Rationals"**
 - **NF - "The Idealists"**

The Four Temperaments

- **Guardians** speak mostly of their duties and responsibilities, of what they can keep an eye on and take good care of, and they're careful to obey the laws, follow the rules, and respect the rights of others.
- **Idealists** speak mostly of what they hope for and imagine might be possible for people, and they want to act in good conscience, always trying to reach their goals without compromising their personal code of ethics.
- **Artisans** speak mostly about what they see right in front of them, about what they can get their hands on, and they will do whatever works, whatever gives them a quick, effective payoff, even if they have to bend the rules.
- **Rationals** speak mostly of what new problems intrigue them and what new solutions they envision, and always pragmatic, they act as efficiently as possible to achieve their objectives, ignoring arbitrary rules and conventions if need be.

SJ - "The Guardians"

- Primary objective is "Security Seeking"
- ESTJ - "The Supervisors"
- ISTJ - "The Inspectors"
- ESFJ - "The Providers"
- ISFJ - "The Protectors"

SP - "The Artisans"

- Primary objective is "Sensation Seeking"
- ESTP - "The Promoters"
- ISTP - "The Crafters"
- ESFP - "The Performers"
- ISFP - "The Composers"

NT - "The Rationals"

- Primary objective is "Knowledge Seeking"
- ENTJ - "The Fieldmarshals"
- INTJ - "The Masterminds"
- ENTP - "The Inventors"
- INTP - "The Architects"

NF - "The Idealists"

- Primary objective is "Identity Seeking"
- ENFJ - "The Teachers"
- INFJ - "The Counselors"
- ENFP - "The Champions"
- INFP - "The Healers"

What are Your
Thoughts?

How can You Use
MBTI in Your Office
or on Your Campus?



ENTJ
KING OF THE JUNGLE.



INTJ
SOLITARY HUNTER.



ENTP
CHARMING AND CLEVER.



INTP
WISE AND CALM.



ESTJ
STRICT AND AGGRESSIVE.



ISTJ
SLOW, BUT TOUGH.



ESTP
SUBTLE AND OPPORTUNISTIC.



ISTP
SECRETIVE AND UNPREDICTABLE.



ENFJ
LOYAL AND AFFECTIONATE.



INFJ
RARE AND FASCINATING.



ENFP
SPONTANEOUS AND CREATIVE.



INFP
FREE-SPIRITED AND KIND.



ESFJ
GENTLE AND CARING.



ISFJ
TERRITORIAL AND PROTECTIVE.



ESFP
FUN AND ENTERTAINING.



ISFP
HARMLESS AND SENSITIVE.

“Whatever the circumstances of your life,
the understanding of type can make your
perceptions clearer, your judgments sounder,
and your life closer to your heart’s desire.”

ISABEL BRIGGS MYERS

Thank You for Attending Know Your Cast!

Using the MyersBriggs Type Indicator as a Tool to Better Understand Your
Work Environment

For questions, please feel free to contact

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619-594-5219

References

- Myers-Briggs Type Indicator
 - <http://www.myersbriggs.org>
- Four Temperaments
 - <http://www.keirsey.com>
 - <http://www.personalitypage.com/html/info.html>