

Personality Traits

The Emerging Leader Series is a semester -long seminar series on a specific topic.

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Transcript

[V. Mech-Hester] We are going to talk a little bit about the Myers-Briggs Type Indicator. The first preference is the "E" and the "I," and that continuum - and you have that on the back page - that continuum is basically where you get your energy. The "E" person gets the energy from being around a bunch of people. So you go out to party, and you come back home, and you just talk. And you want to talk more and just to have a good time, and you got a lot of energy. If you are an "I" person and you go to a big party, you go home and you're tired - ok? - because you get your energy internally. You love to reflect.

Second continuum. What we naturally notice. Do we notice details? Are we in the present in the here and now? Or do we notice kind of big picture, future things? "S" is more the details, sensing. "N" is for intuition - and we use "N" instead of "I" because we've already used "I" for introvert - is more of the big picture.

The third continuum is how we make decisions. We need to be careful about this one because the words used don't really mean that you're judgmental, and that's the fourth continuum. Thinking or feeling is the third. The thinking means that we make decisions with our head. It means that we make decisions based on logic, based on facts. The feeling means that we make decisions by our hearts - the impact we have on people. We know that the best decisions are a combination of both thinking and feeling.

And last but not least is the continuum that sometimes drives my husband and me crazy, which is the "J" and the "P." The "P" person is a perceiver and always thinks that there might be another opportunity out there, always thinks that there might be another option, always wants to wait until in the morning to see what I feel like doing instead of having a schedule. And even if I have a schedule, I want to change it if I so feel moved to wanting to change it. The "J" people are able to make decisions quickly - I mean they have a lot of good talents and good gifts, just different. Ok, so we've got four continuums, eight letters and a total of sixteen different types.

Recognition of type differences helps us diffuse conflict because it helps us understand that it's just natural to this person. It isn't that they like or dislike us. It's just natural. All of it's about respect. All of it's about respect, and all types are needed.