

## Class Output: Using Type with Leaders and Managers

In the class, Using Type with Leaders and Managers, participants self-selected into groups representing one of the four MBTI dichotomies (E/I, S/N, T/F, J/P). In these groups, participants were given the following instruction:

In your groups, hone the data given you into the “Top 5” selling points for each function or attitude (10 total).

The following data are the responses from this exercise.

### E/I

#### E:

- Transparency, open, sharing (viewed as an “open book”)
- Provides enthusiastic energy
- Can read (is focused on and attentive to) the environment and connected to the outside world (external focus)
- Gets groups started—opens discussion
- Spokesperson

#### I:

- Reflection
- Initiates thought (models the “pause and reflect” ability)
- Provides calm energy
- Observes and listens
- Filters—thinking before speaking

### S/N

#### S:

- Details
- Practical
- “Show me”
- Present and past focused
- Tangible—sensory data that is what it is

#### N:

- Concepts
- Imagination
- Big Picture
- Innovation
- Vision
- Future focus

## T/F

### T:

- Task and process oriented
- Keep focus on “bottom-line” results
- Use logical rules and pure rationality
- Thought and analysis are basic judgments
- Objectivity
- This function calculates the objective conclusion and decides whether something is true or false.

### F:

- Don't forget to keep in mind the effect of change, project pressures, et cetera on people involved
- “Values” of organization and the people
- Understand that feelings affect decisions
- Listen to the people
- Promotes cohesive, effective teamwork
- This function assigns values and decides whether something is good or bad.
- Loyalty, passion and liking/loving your work come from this function also.

## J/P

### J:

- Order
- Drive
- Focus
- Closure
- Motivated toward accomplishment and completion

### P:

- Spontaneity
- Flexibility and Adaptability
- Openness
- Process-oriented
- Wealth of information