

DISCCRS VI

Communication Training Myers-Briggs Type Indicator

Chris Olex



The Point

Overview

- What's Communication Skills Training got to do with Scientists?
 - Work with diverse individuals, teams
 - Manage a lab/department
- Goals for Communication Skills Training
 - Increase your self-awareness
 - Recognize others think and process differently
 - Enhance our Working Groups this week

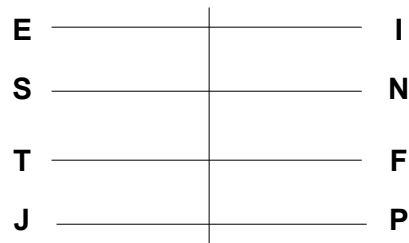
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Myers-Briggs Type Indicator

- Indicator, not an Assessment
- Carl Jung and some history
- What is a preference?

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MBTI Results



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Extraversion & Introversion

E

- Get energy from others and things outside
- Participates for understanding
- Talk and think out loud
- Prefers face-to-face over written
- Prefers variety and action

I

- Get energy from own ideas, thoughts
- Reflects for understanding
- Carefully craft thoughts before speaking
- Prefers written over face-to-face
- Prefers quiet

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Extraversion & Introversion

■ Potentials for Misunderstanding

- Louder vs. quieter
- Interrupting vs. not speaking
- Follow flow vs. staying on track

■ What happens under stress?

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Sensing & INTuition

S

- Five Senses – Experience
- Details, Practicality, Reality, Present
- Ask “What” and “How”
- Live life as it is
- Enjoy applying what they have learned

N

- “Sixth sense” – Possibilities
- Patterns, Innovation, Expectation, Future
- Ask “Why”
- Change, rearrange life
- Enjoy learning a new skill more than using it

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Sensing & Intuition

• Examples

- Give directions
- “This can’t be done!”

• Potentials Challenges

- S’ s – Resistance to change, Skeptical
- N’ s – Over-promising, Not so practical

• What does our work demand most? Why?

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Thinking & Feeling

T

- Logic, Truth, Principles
- Fairness
- Appear to be testing
- Brief, businesslike, uses policy
- Uses problem-solving to show they care

F

- Human values, People
- Kindness
- Appear to be consoling
- Friendly, personal, works to meet individual needs
- Uses empathy to show they care

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Thinking & Feeling

- Examples
 - Buying a Car
- How to help
 - T's – Put "people" on list of empirical data to consider
 - F's – Realize the most humane thing to do is to be fair
- Does this really matter in science?

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Judging & Perceiving

J

- Decisive, Planful, Order, Exacting
- Prefer to complete tasks, make decisions quickly
- Dislikes surprises
- Expect others to follow through
- Start early, finish on time

P

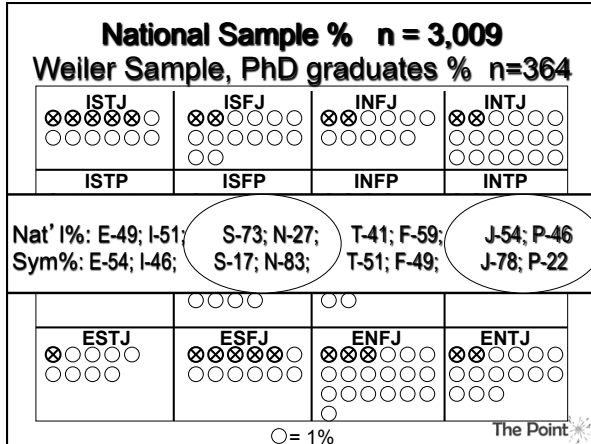
- Curious, Spontaneous, Flexible, Adaptable
- Prefer to start tasks, postpone decisions
- Enjoys surprises and last-minute decisions
- Expect others to adapt to changes
- Procrastinate

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Judging & Perceiving

- Examples
 - Preparing for a Presentation
 - Lists
- Why do we come to a meeting?
- Do we value the product?

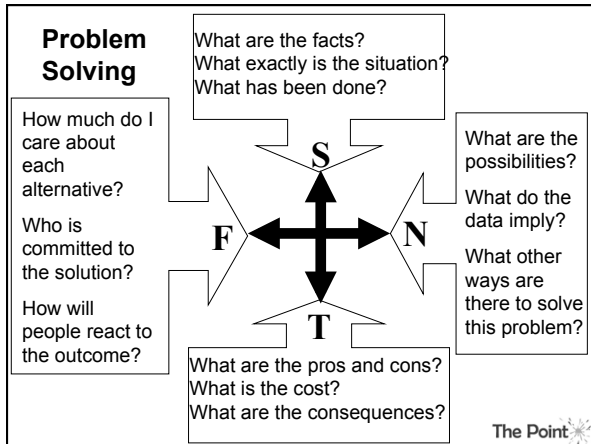
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Scientist Preferences

- Are you surprised by your Group composite? Why or why not?
- How can this information benefit you in your work?
- How can this information be used and/or misused?
- What tips would you give to someone talking to a scientist?
- What can we remember to help make our week more effective?

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Thank you!

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