DISCCRS VI
communication training
Myers-Briggs Type Indicator
Chris Olex

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

Myers-Briggs Type Indicator

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

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?
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

• 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?

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

• Examples
  – Preparing for a Presentation
  – Lists

• Why do we come to a meeting?

• Do we value the product?
Weiler Sample, 364 PhD graduates

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Males: E-48; I-52; S-15; N-85; T-62; F-38; J-72; P-28
Female: E-60; I-40; S-19; N-81; T-42; F-58; J-53; P-17

National Sample % n = 3,009

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Weiler Sample, PhD graduates % n = 364

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National Sample %: E-49; I-51; S-73; N-27; T-41; F-59; J-54; P-46
Sym%: E-54; I-46; S-17; N-83; T-51; F-49; J-78; P-22

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?

Problem Solving

- What are the facts?
- What exactly is the situation?
- What has been done?
- What are the possibilities?
- What do the data imply?
- What other ways are there to solve this problem?

Thank you!