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
- E ________ I
- S ________ N
- T ________ F
- J ________ P
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

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

What happens under stress?

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

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

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

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

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

Famous quotes
- J’s – “You can count on us!”
- P’s – “I finished in just the nick of time!”
Weiler Sample, 332 PhD graduates

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National Sample % n = 3,009

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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?

Problem Solving

What are the facts? What exactly is the situation? What has been done?
How much do I care about each alternative? Who is committed to the solution? How will people react to the outcome?
What are the pros and cons? What is the cost? What are the consequences?

What are the possibilities? What do the data imply? What other ways are there to solve this problem?
Thank you!

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