

# DISCCRS V

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

The Point

## Extraversion & Introversion

- Potentials for Misunderstanding
  - Louder vs. quieter
  - Interrupting vs. not speaking
  - Follow flow vs. staying on track
- What happens under stress?

The Point

## 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

The Point

## 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

The Point

## 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

The Point

## Thinking & Feeling

### ■ 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

The Point

## 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

The Point

## Judging & Perceiving

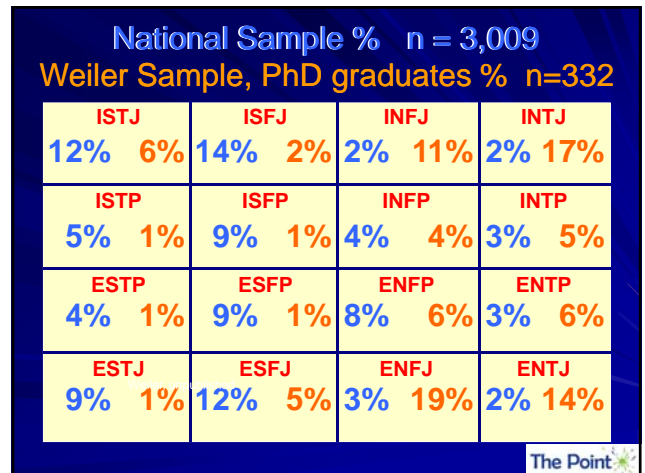
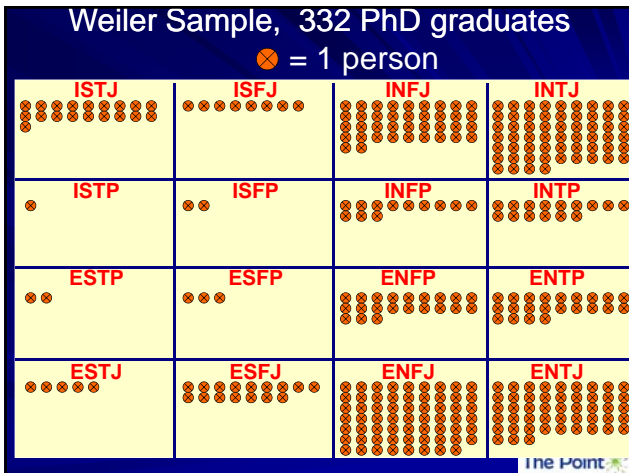
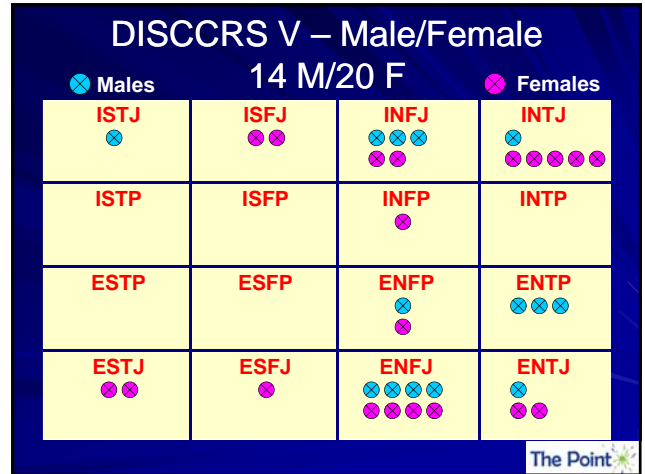
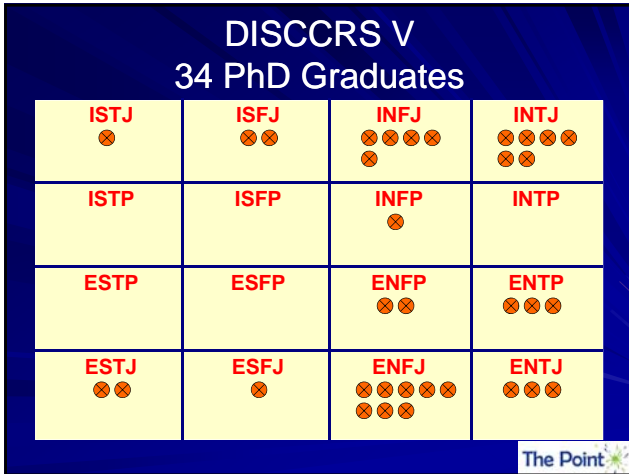
### ■ Examples

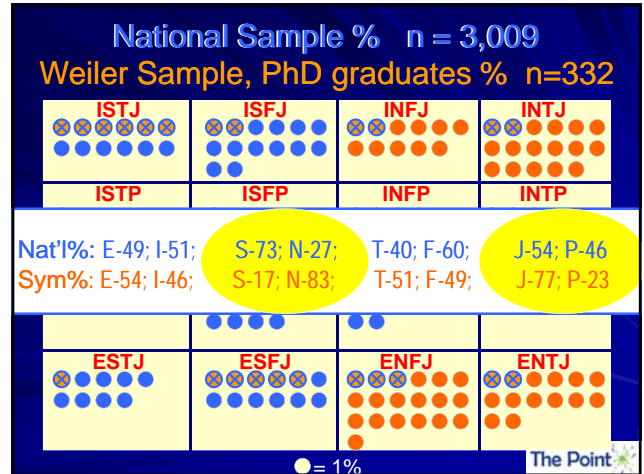
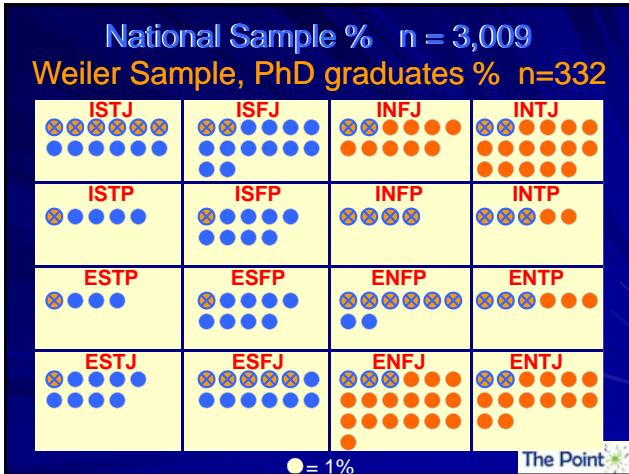
- Preparing for a Presentation
- Lists

### ■ Famous quotes

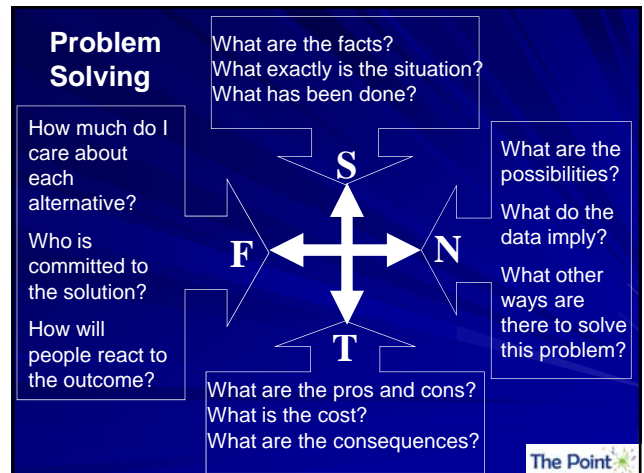
- J's – "You can count on us!"
- P's – "I finished in just the nick of time!"

The Point





- ## 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?
- The Point



Thank you!

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