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Your Vibe Attracts Your Tribe

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Your Vibe Attracts Your Tribe

Sometimes what you say is not what people hear or interpreted as what you meant.

And vice-versa.

Agenda

- A super fast explanation of the MBTI
- Communication concepts between types
- Exercises

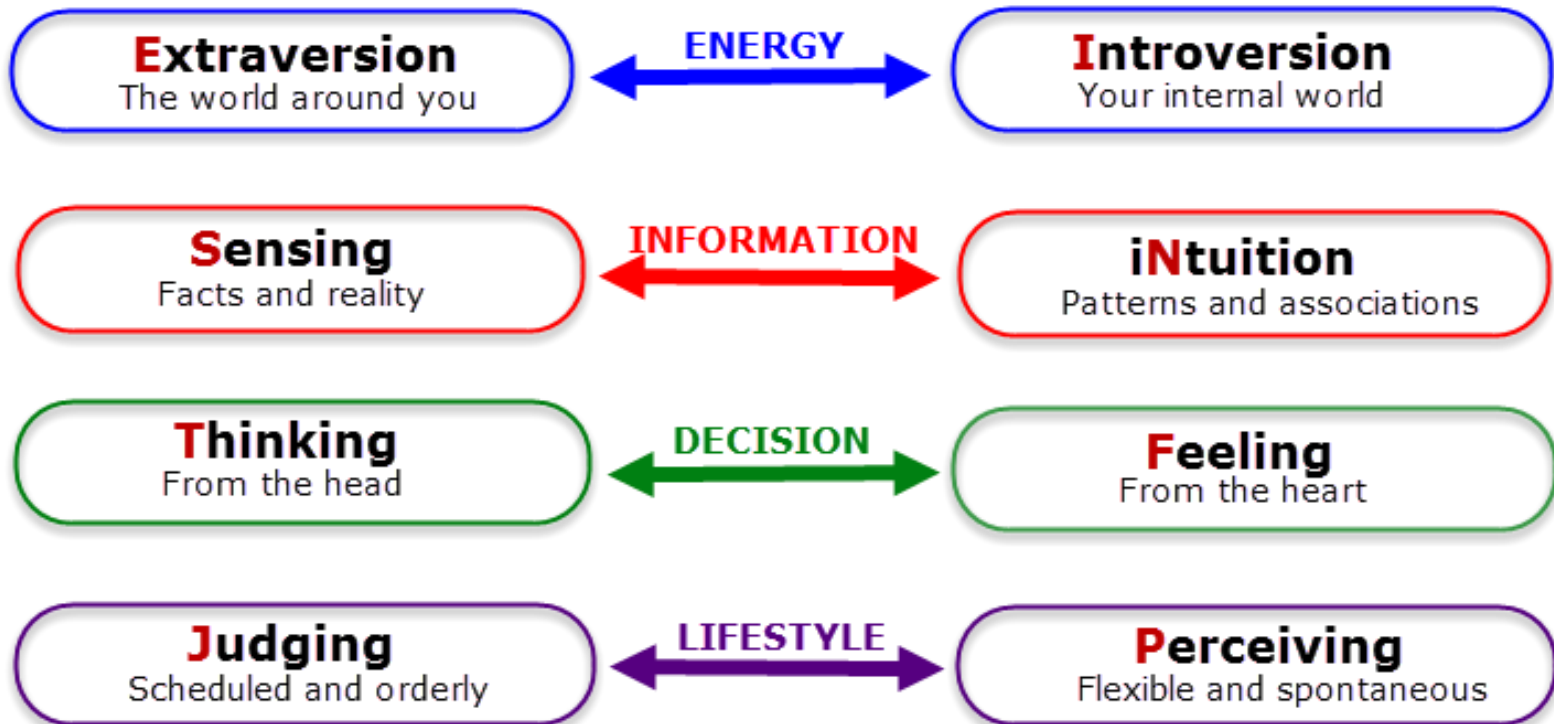


MBTI Personality Types



MBTI Overview

Type theory suggests we have opposing preferences for....



MBTI Overview

<ul style="list-style-type: none">▪ If you prefer Extraversion, you focus on the outside world to get energy through interacting with people and/or doing things.	<ul style="list-style-type: none">▪ If you prefer Introversion, you focus on the inner world and get energy through reflecting on information, ideas, and/or concepts.
<ul style="list-style-type: none">▪ If you prefer Sensing, you notice and trust facts, details, and present realities.	<ul style="list-style-type: none">▪ If you prefer Intuition, you attend to and trust interrelationships, theories, and future possibilities.
<ul style="list-style-type: none">▪ If you prefer Thinking, you make decisions using logical, objective analysis.	<ul style="list-style-type: none">▪ If you prefer Feeling, you make decisions to create harmony by applying person-centered values.
<ul style="list-style-type: none">▪ If you prefer Judging, you tend to be organized and orderly and to make decisions quickly.	<ul style="list-style-type: none">▪ If you prefer Perceiving, you tend to be flexible and adaptable and to keep your options open as long as possible.

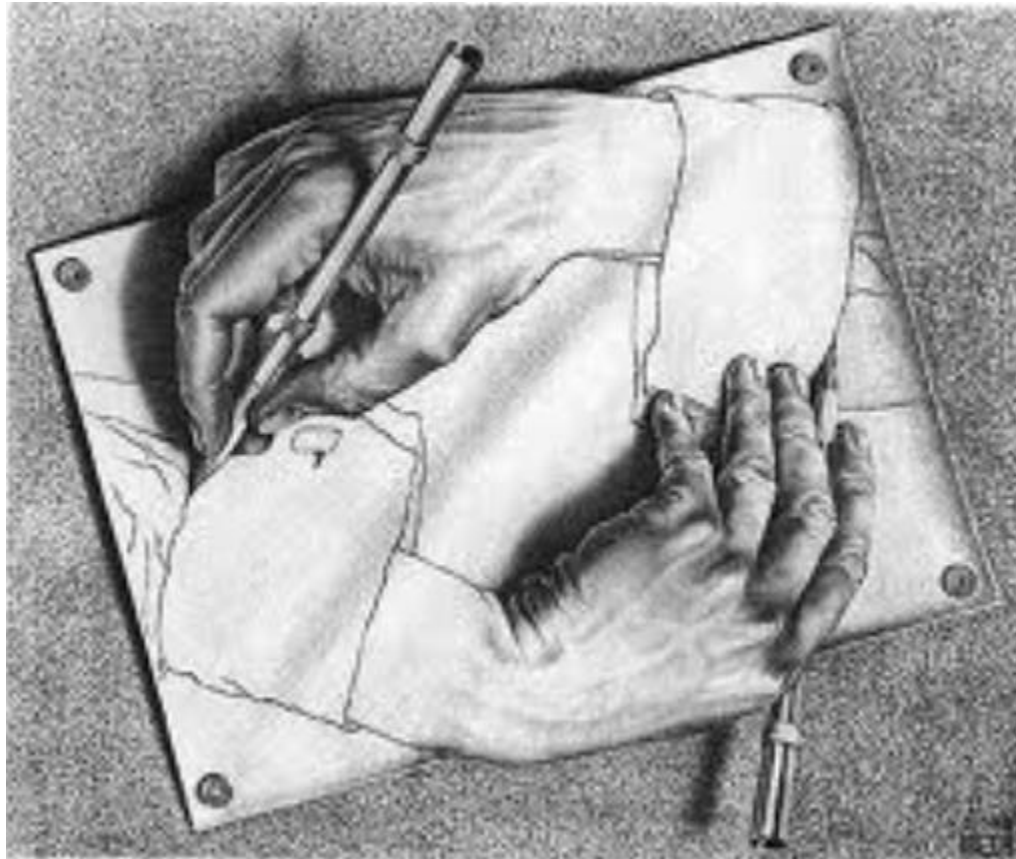
Excerpt from the MBTI Step II Interpretative Report

Preferences Disclaimer



- The MBTI is a measurement of preference, not knowledge, skills, abilities, intelligence or aptitude
- Generally, it's what comes naturally
- Even in the extreme, everyone has both
- Practice makes perfect

Preference Exercise



Type Disclaimer

- You're born with it, but it's not genetic
- All types are created equal
- It is not a predictor of performance



Pop Quiz!

Which is which?

- Upon extended exposure to other people: Do you find you have more energy **or** feel the need to seek privacy and downtime? **E/I**
- What would you prize more in yourself: A strong sense of reality **or** a vivid imagination? **S/N**
- Which is worse: To be unjust **or** merciless? **T/F**
- Which is more desirable: Self-discipline, decisiveness and closure **or** curiosity, adaptability and endless possibilities? **J/P**

16 Possible Combinations

ISTJ Doing what should be done	ISFJ A high sense of duty	INFJ An inspiration to others	INTJ Everything has room for improvement
ISTP Ready to try anything once	ISFP Sees much but shares little	INFP Performing noble service to aid society	INTP A love of problem solving
ESTP The ultimate realists	ESFP You only go around once in life	ENFP Giving life an extra squeeze	ENTP One exciting challenge after another
ESTJ Life's administrators	ESFJ Hosts and hostesses of the world	ENFJ Smooth talking persuaders	ENTJ Life's natural leaders

Exercise

Extraversion vs. Introversion



Extraversion/Introversion Exercise

Valuing Differences

- What do you really admire about the other group?
- What baffles you about the other group?
- What question(s) do you have for the other group?
- Present your findings!

What does any of this have to do with COMMUNICATION?

- Extraverts
 - Avoid too many questions
 - Provide advance notice
 - Don't interrupt!
 - Don't expect an immediate answer!
- Introverts...
 - Show enthusiasm
 - Offer facial clues
 - Think out loud
 - Be willing to act!
 - Be willing to share!

*Knowing what you know now,
what might you do differently?*

Communication Across Types

Sensing vs Intuition

Too much (N) / Not enough detail (S)

Too long (N) / Too short on 'facts' (S)

Thinking vs Feeling

It's not personal! (T) / Yes it is! (F)

Consensus strongly preferred (F). / Why? (T)

Judging vs Perceiving

Deadlines are important!(J) / Not necessarily...(P)

Let's move on! (J) / Wait, not so fast! (P)

Function Pairs & Communication

Sensing Thinking

Fact based. No emotion. Clarify!

Sensing Feeling

All opinions matter. Find consensus. Respect!

INTuitive Feeling

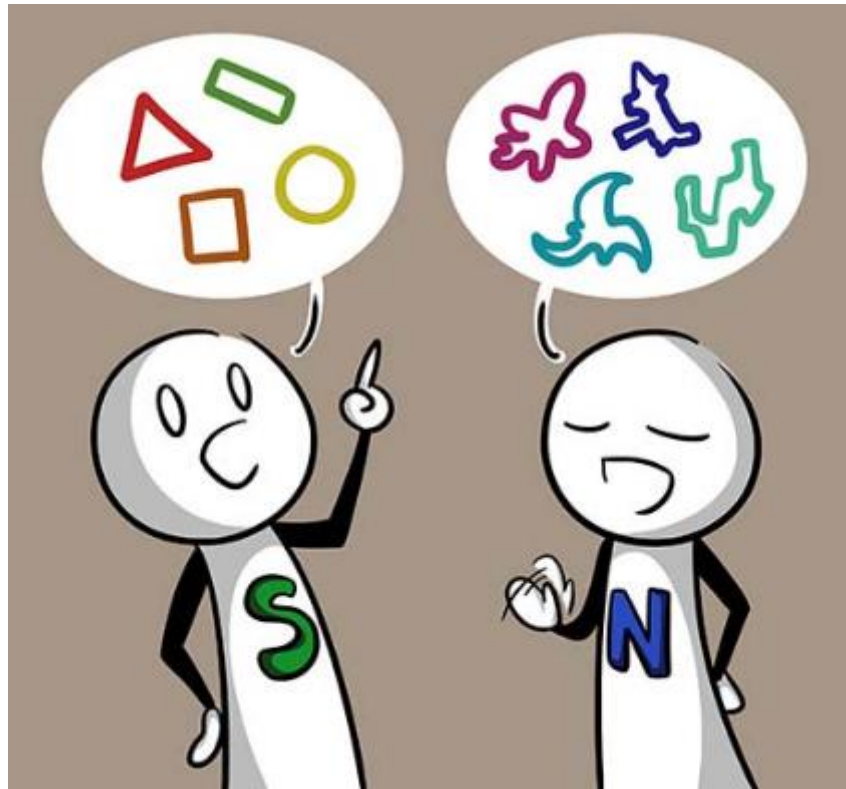
Shared vision. Everyone contributes. Be nice!

INTuitive Thinking

No drama please. Respect is a given. Be concise!

Exercise

Sensing vs. Intuition



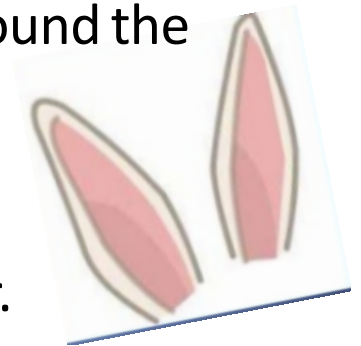
Sensing/INtuition Exercise

Sensing

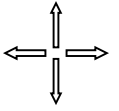
- Put your socks on your feet.
- Put your shoes on your feet.
- Cross your laces then take one of your ends and put it through the hole then tighten it.
- Take 1 lace and fold it into a bunny ear.
- Take your lace that is not in a bunny ear and wrap it around the bunny ear once.

Intuitive

- Fold each end of the lace into a single “bunny ear.” ...
- Cross the bunny ears so that they form an “X” in the air.
- Loop the bottom bunny ear over and through the top bunny ear. ...
- Pull the bunny ears out to the side away from the shoe.



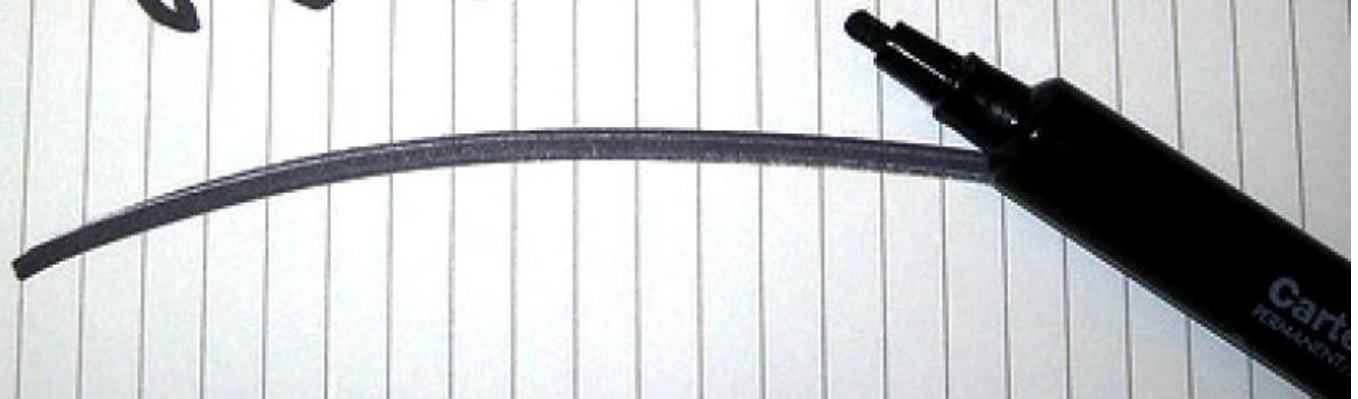
Avoid the Gap!



Be mindful that a communication gap will always inherently exist, no matter what.

- Sensing types value accuracy and background
- Intuitive types value the future state
- Sensing types appreciate information in step by step order
- Intuitive types are more likely to skip back and forth as they deem necessary

Questions?



Thank you for your participation!

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