

Understanding Peer and Personal Style and Strengths to Improve Quality of Team Interaction



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Session Objectives

A person is standing in a field, holding a kite string. The background is a sunset or sunrise over a body of water, with a cloudy sky. The person is in the center-right of the frame, and the kite string is visible against the sky.

- Enhance self-awareness
- Enhance awareness about team members
- Enhance team work by leveraging interpersonal differences as strengths, not roadblocks

Myers-Briggs *Type* Indicator

*The Myers-Briggs Type Indicator
helps us appreciate our differences...
as **Gifts**...*



Handwriting Exercise

- o Sign your name
- o Switch hands and sign with the other hand



Understanding Preferences

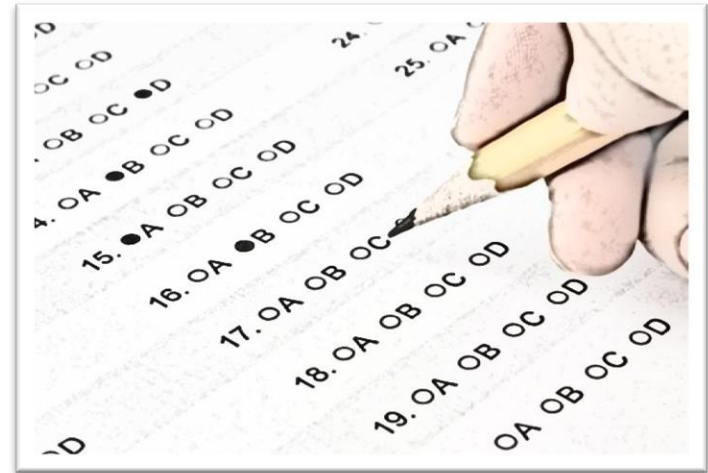
This session identifies some of our key:

- o Preferences
- o Tendencies
- o Characteristics



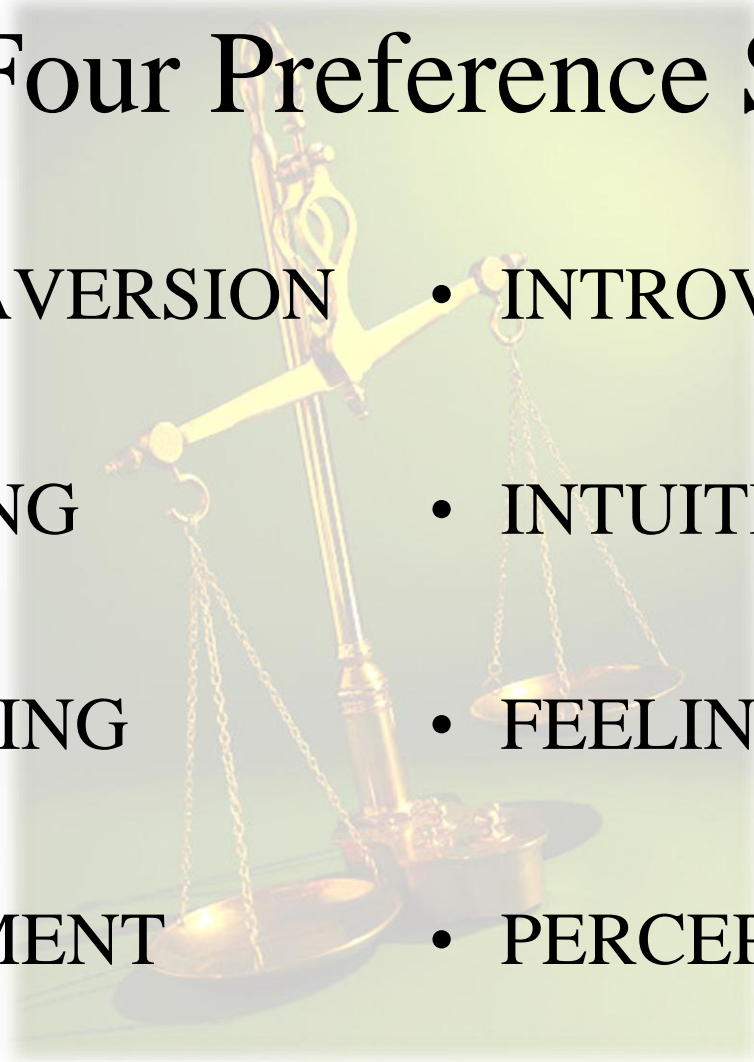
This Exercise Does Not Measure:

- o *Psychiatric Disturbances*
- o *Physical Fitness*
- o *Stress*
- o *Learning Ability*
- o *Affluence*
- o *Intelligence*
- o *Driving Ability*



The Four Preference Scales

- EXTRAVERSION
- SENSING
- THINKING
- JUDGMENT
- INTROVERSION
- INTUITION
- FEELING
- PERCEPTION




Extraversion

Introversion

Where you draw your Energy?

Key Ideas

- 
- Active
 - Outer world
 - Sociable
 - Energized by people
 - Talk it out
 - Face-to-face
 - Expressive
 - Act first; think later
- Reflective
 - Inner world
 - Reserved
 - Energized alone
 - Think it through
 - Memos, e-mail
 - Quiet
 - Think first; act later

Extraversion/Introversion

How do you like to spend your Friday nights?

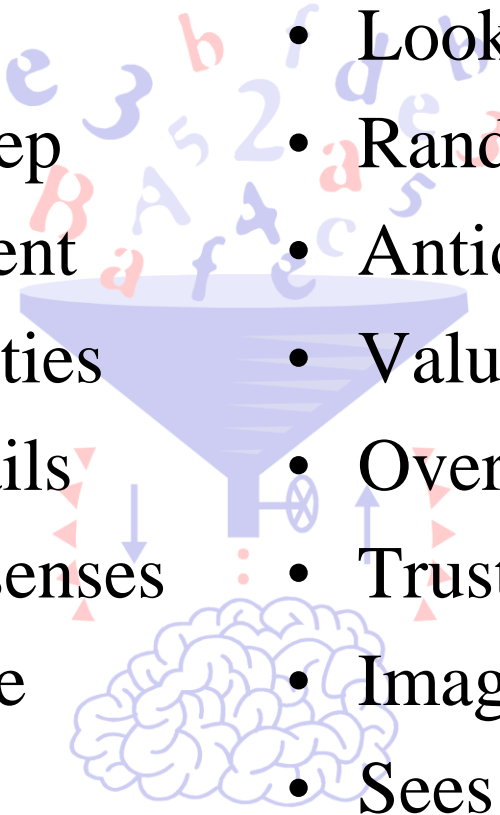


Sensing

Intuition

How do you take in information?

Key Ideas

- 
- Looks at facts
 - Likes step by step
 - Enjoys the present
 - Avoids generalities
 - Focuses on details
 - Trusts the five senses
 - Accurate/precise
 - Sees the trees
 - Looks at patterns
 - Random
 - Anticipates the future
 - Values insight/analogy
 - Overlooks details
 - Trust the sixth sense
 - Imagines/Inspires
 - Sees the forest

Sensing/Intuition

What do you see?





What did you see?

Sensing/Intuition

Describe what was given to you

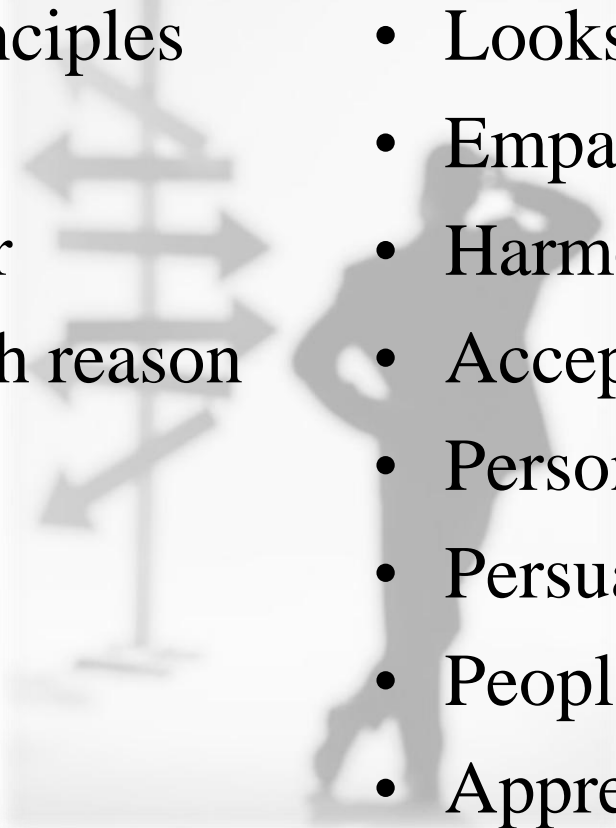


Thinking

Feeling

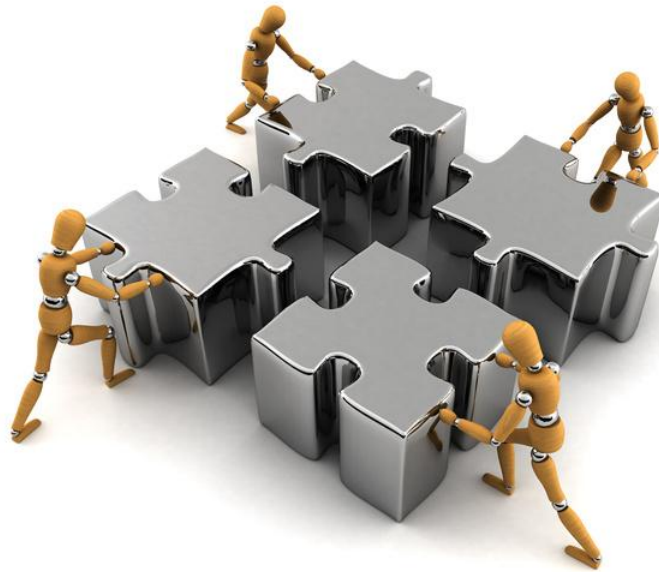
How do you make decisions

Key Ideas

- Looks at principles
 - Logic
 - Firm, but fair
 - Truth through reason
 - Data/facts
 - Impartial
 - Precise
 - Critical
- 
- Looks at Values
 - Empathetic
 - Harmony
 - Acceptance/tolerance
 - Personal
 - Persuasive
 - People
 - Appreciative

Thinking/Feeling


Layoff Exercise



Judgment

Perception

Key Ideas

- 
- Organized
 - Steady effort
 - Control/Schedule
 - Decisive
 - Closure/Finish
 - Plans ahead
 - Deadlines/Tasks
 - Deliberate
 - Flexible
 - Last minute
 - Experience
 - Curious
 - Openness/Process
 - Wait
 - Discoveries/Options
 - Spontaneous

Judgment/Perception

Plan your vacation



Session Debrief

- Reflections
- Aha Moments
- Most Important Takeaway

