MBTI & Team Development at Salemtowne
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Sylva Leduc, MED, MPEC
SAGE LEADERS

NOTES:

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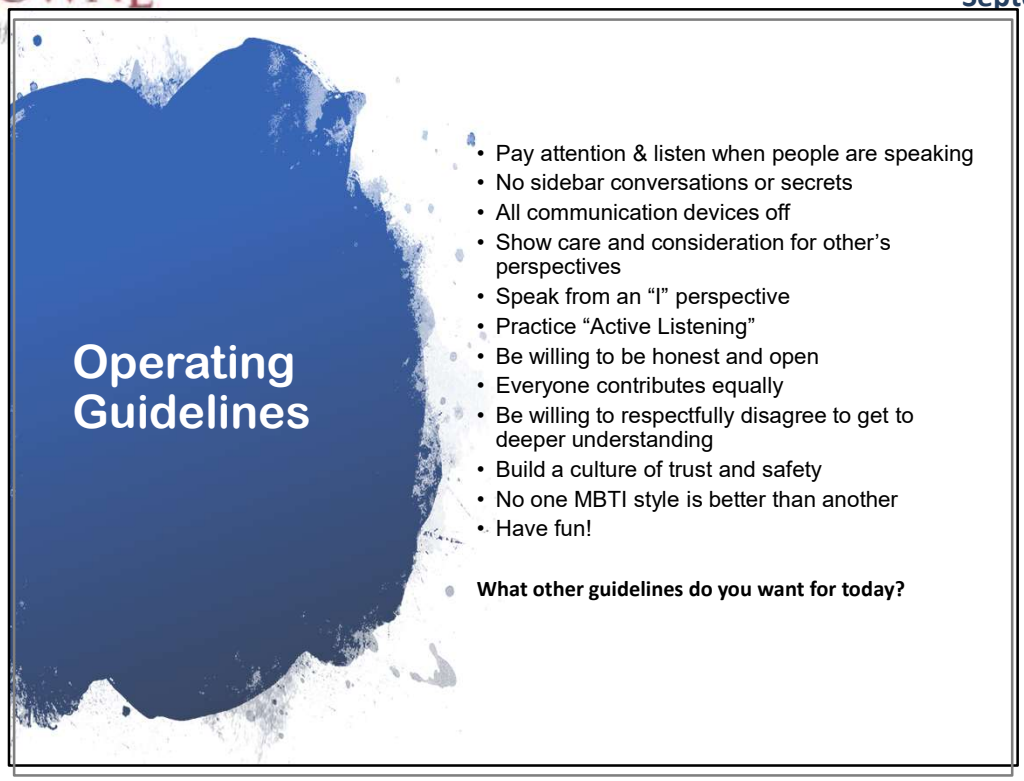
Sage Leadership Strategies © 2016



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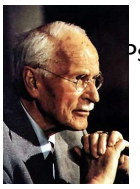
Brief History



Jung publishes Psychological Types in 1921

Katharine Briggs Isabel Briggs-Myers
1962

Consulting Psychologists Press CPP - 1975

mbti.

Neris Analytics releases in 2011

16 Personalities

CPP buys OPP to become Myers Briggs Company in 2016

The Myers-Briggs Company

NOTES:

The Myers-Briggs Company
16Personalities
16 PERSONALITIES TEST
Myers Briggs Type Indicator (MBTI) vs 16Personalities

NOTES:

Building the Foundation for
a High Performing Executive Team
at Salemtowne using the
MBTI
16 Personalities

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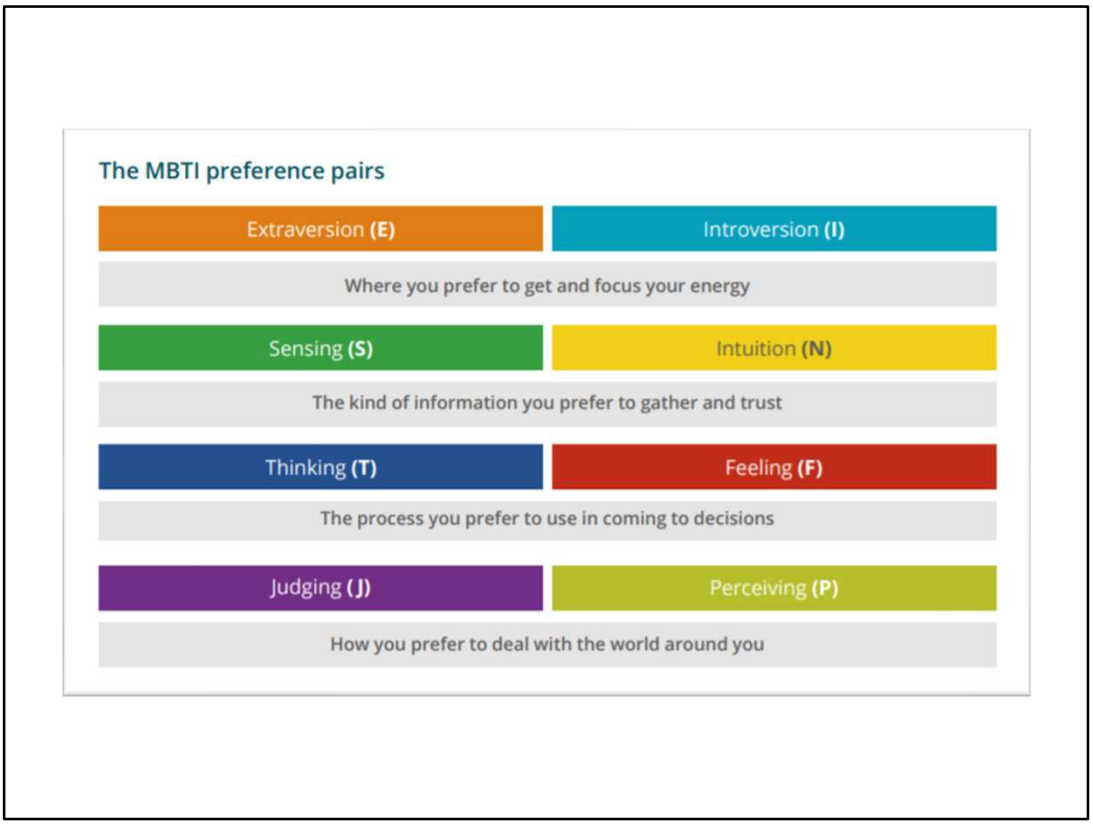
The MBTI preference pairs
Extraversion (E)
Introversion (I)
Where you prefer to get and focus your energy
Sensing (S)
Intuition (N)
The kind of information you prefer to gather and trust
Thinking (T)
Feeling (F)
The process you prefer to use in coming to decisions
Judging (J)
Perceiving (P)
How you prefer to deal with the world around you

NOTES:

Extrovert	Ambivert	Introvert
Enjoys spending time with others	Enjoys others, but needs alone time	Enjoys spending time alone
Is outgoing	Can be outgoing in the right context	Is reserved
Prefers to work on teams	Can be on teams after working independently	Prefers to work independently
Likes to talk things out with others	Can process outloud or internally	Likes to process internally

NOTES:

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Caution: MBTI® Word Usage

Words used to describe preferences in psychology do not mean the same thing as they do in everyday life

- **Extravert** does not mean talkative or loud
- **Introvert** does not mean shy or inhibited
- **Sensing** does not mean well-developed senses
- **Intuitive** does not mean better intuitions
- **Thinking** does not mean more intellectual
- **Feeling** does not mean more emotional
- **Judging** does not mean judgmental
- **Perceiving** does not mean perceptive

NOTES:

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Type Focus & Demographics

ISTJ Natural Organizer 12%	**ISFJ** Commit to Getting Job Done 4%	**INFJ** Inspiring Leader & Follower 2%	**INTJ** Independent Thinker 2%
ISTP Just Do It! 5%	**ISFP** Action Speaks Louder Than Words 9%	**INFP** Makes Life Kinder & Gentler 4%	**INTP** Problem Solver 3%
ESTP Make Most of Moment 4%	**ESFP** Let's Make Work Fun 8 %	**ENFP** People are the Product 8%	**ENTP** Progress is the Product 3%
ESTJ Natural Administrator 9%	**ESFJ** Everyone's Trusted Friend 12 %	**ENFJ** Smooth-Talking Persuader 2 %	**ENTJ** Natural Leader 2%

NOTES:

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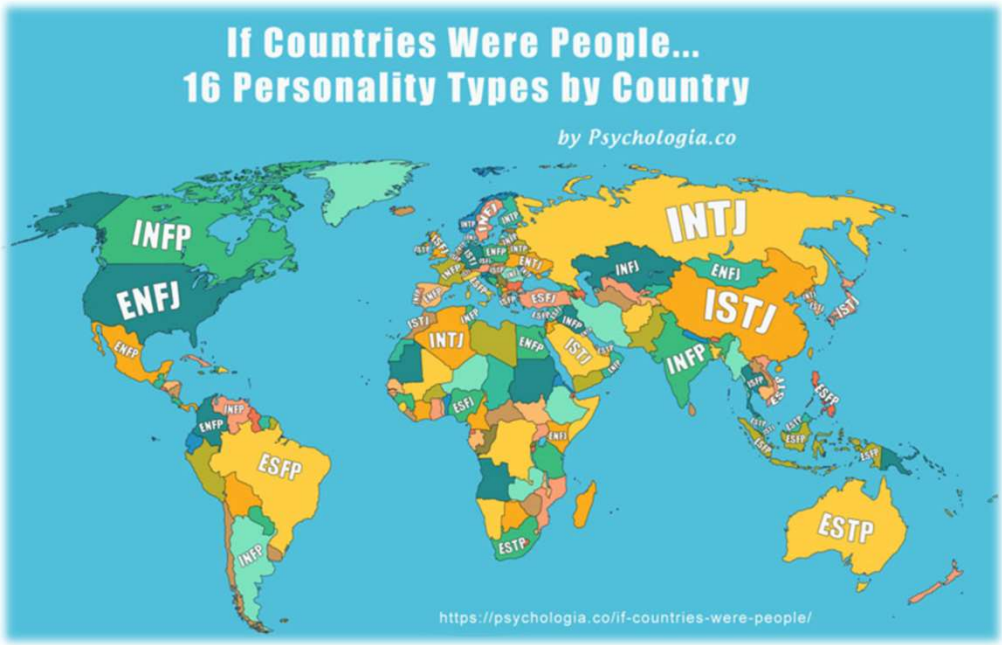
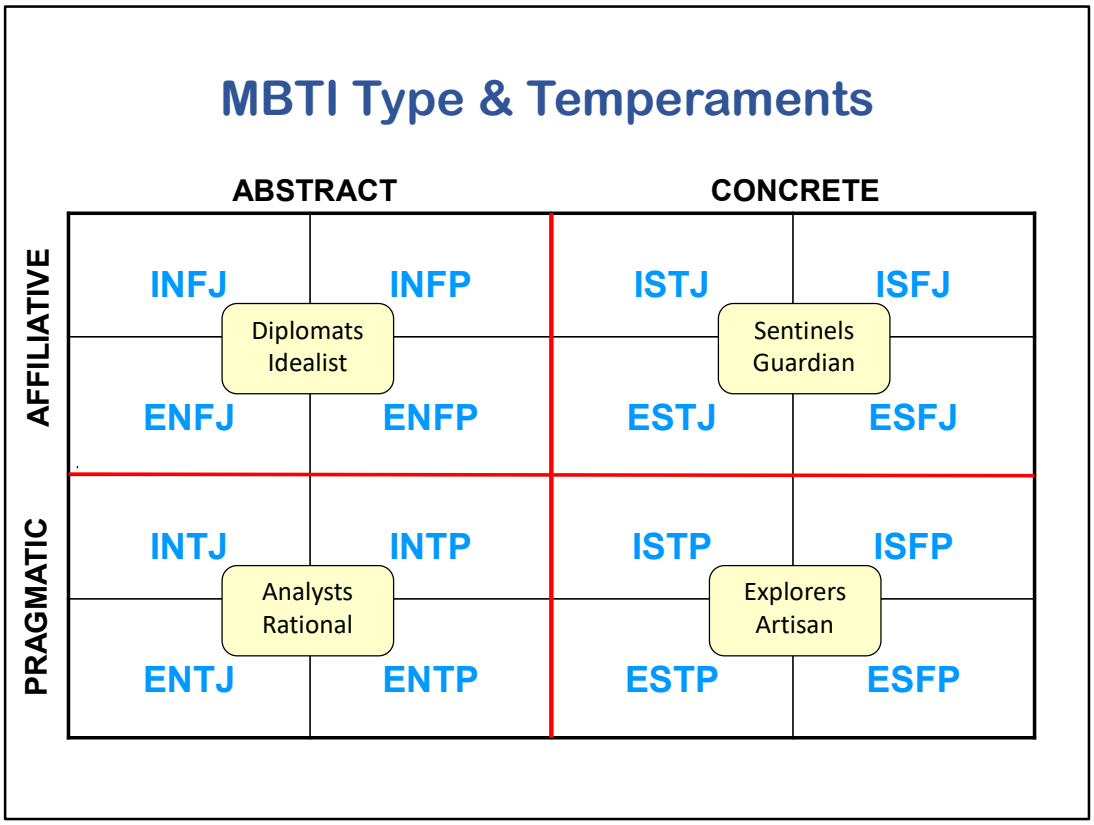
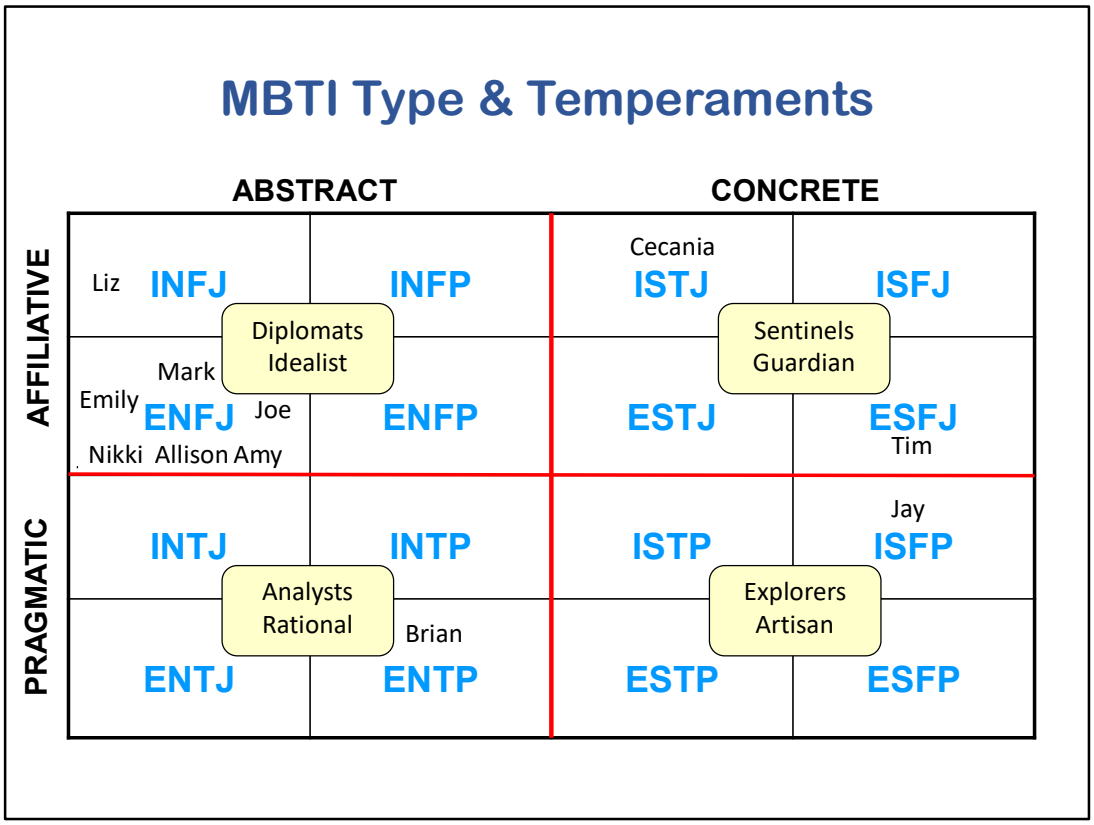

If Countries Were People...
16 Personality Types by Country
by Psychologia.co
INFP
ENFJ
INTJ
ISTJ
INFP
ESFP
ESTP
https://psychologia.co/if-countries-were-people/

NOTES:


MBTI Type & Temperaments
ABSTRACT
CONCRETE
AFFILIATIVE
PRAGMATIC
INFJ
INFP
ISTJ
ISFJ
Diplomats
Idealist
Sentinels
Guardian
ENFJ
ENFP
ESTJ
ESFJ
INTJ
INTP
ISTP
ISFP
Analysts
Rational
Explorers
Artisan
ENTJ
ENTP
ESTP
ESFP

NOTES:


MBTI Type & Temperaments
ABSTRACT
CONCRETE
AFFILIATIVE
PRAGMATIC
Liz
INFJ
INFP
Cecania
ISTJ
ISFJ
Diplomats
Idealist
Sentinels
Guardian
Mark
Emily
ENFJ
Joe
ENFP
ESTJ
ESFJ
Tim
Nikki
Allison
Amy
Jay
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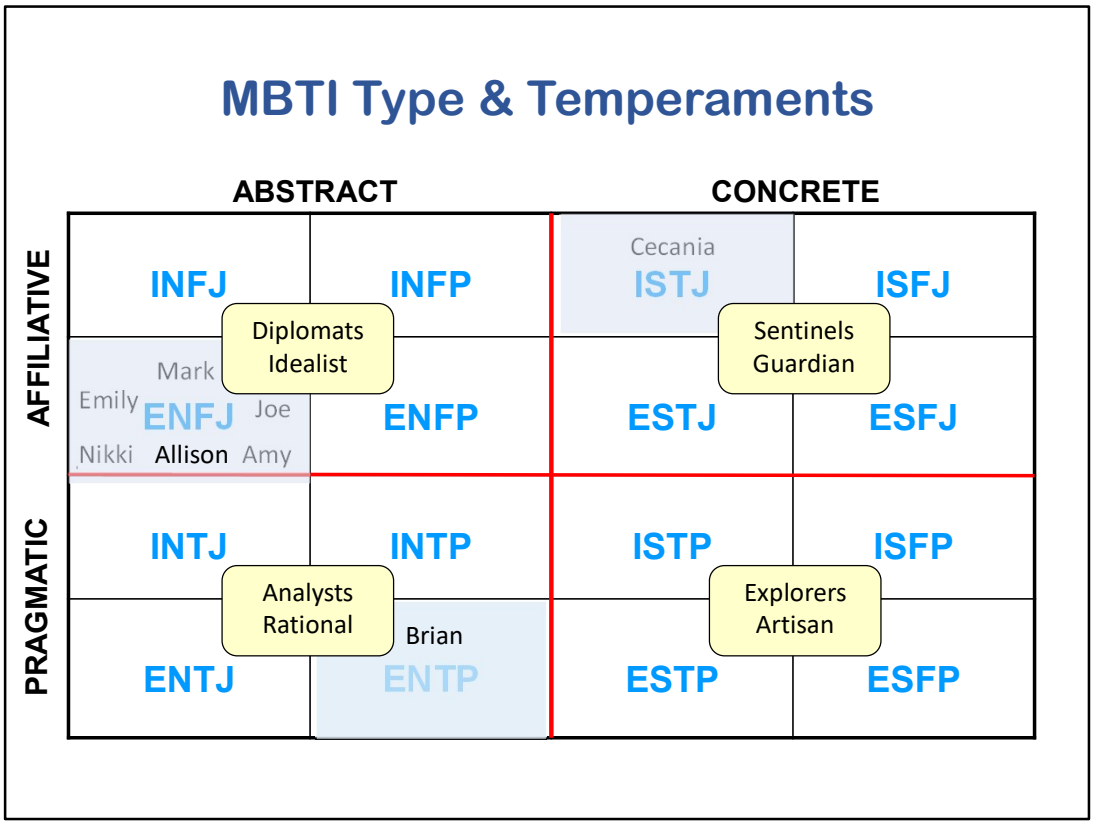
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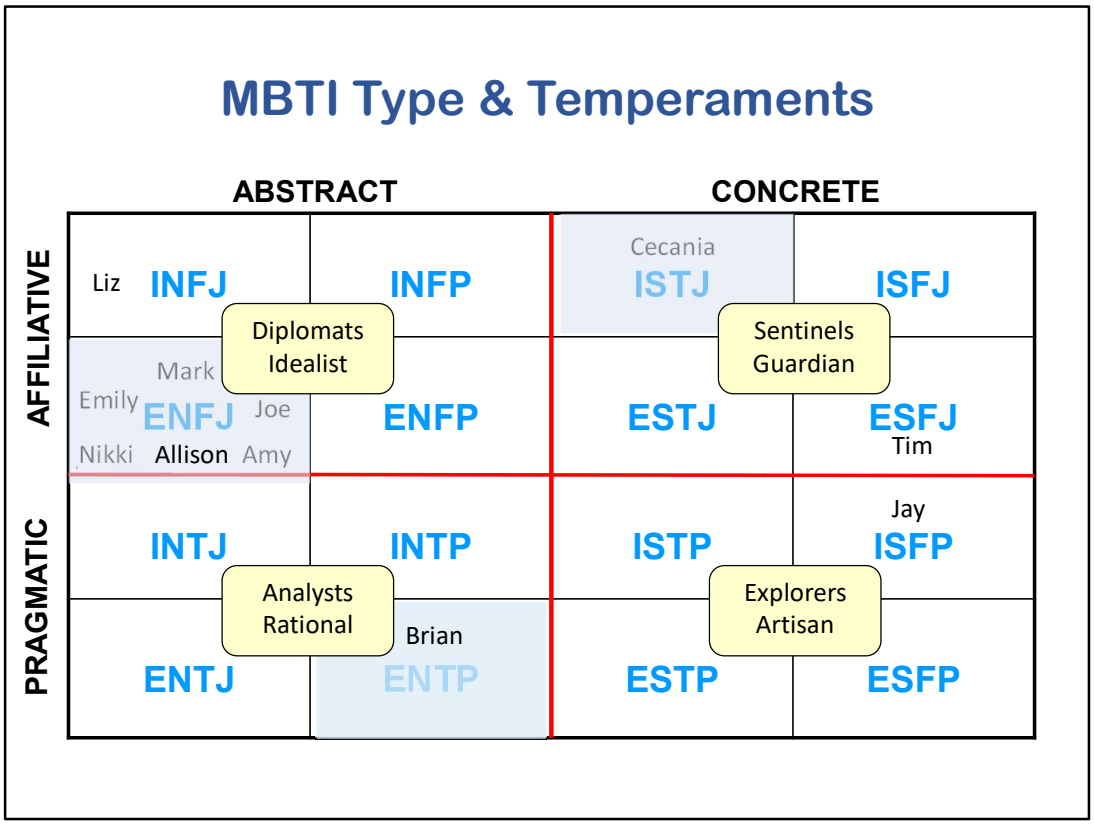
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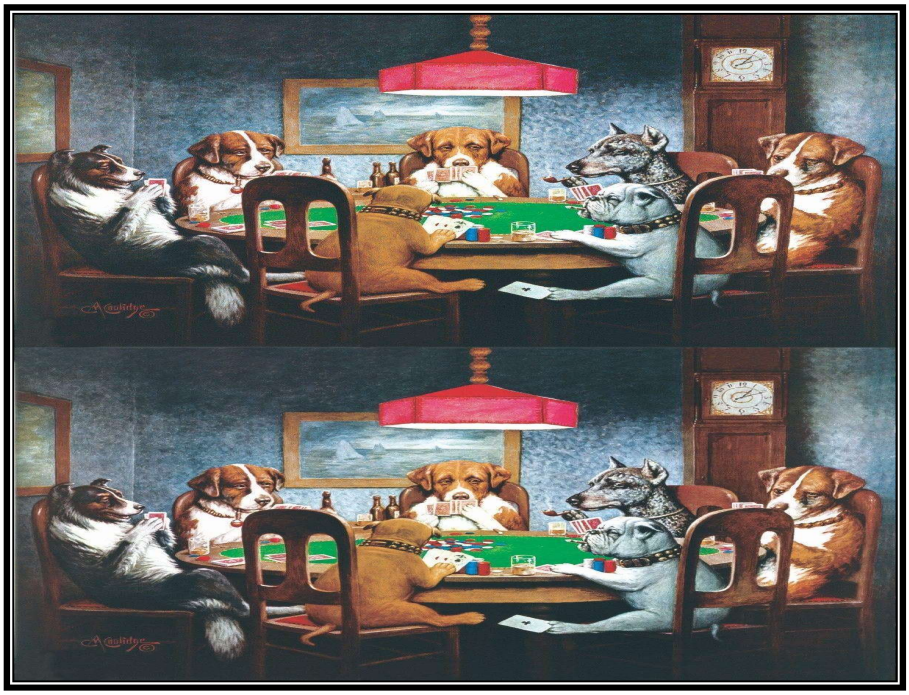
NOTES:

What Do You See? S vs N



NOTES:

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Decision Making: T vs F

NOTES:

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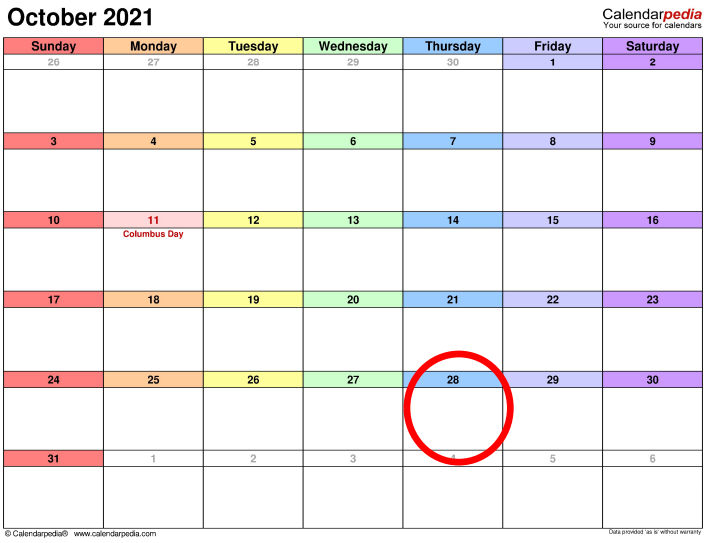
The Project: J-P



NOTES:

The exercise was simple. We told everyone that they had a project to complete and it would be due 30 days from today. It would take <24 hours to complete. Everyone was to line up on day 1-30 in terms of when they'd start the project. Think about that… where would you line up? I was in the middle of all my colleagues at about day 20 or 10 days before it was due.

Differences: Assertive & Turbulent

Assertive (**-A**) individuals are self-assured, even-tempered and resistant to stress. They refuse to worry too much and do not push themselves too hard when it comes to achieving goals.

Turbulent (**-T**) individuals are self-conscious and sensitive to stress. They are likely to experience a wide range of emotions and to be success-driven, perfectionistic and eager to improve.

NOTES:

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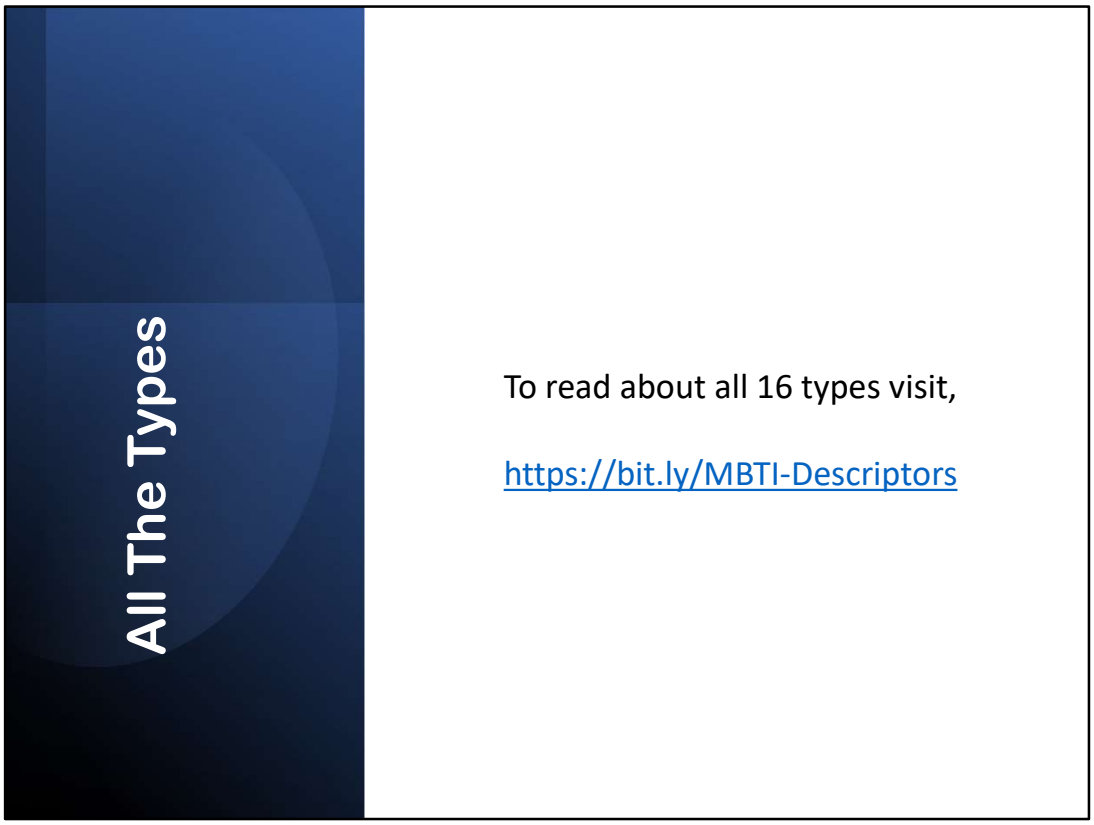
Salemtowne's Leadership Team Types

NOTES:

Salemtowne's
Leadership
Team Types

NOTES:



NOTES:

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The Salemtowne Leadership Team's Combined Character
trustworthy
SOCIABLE gracious
imaginative VERBAL
encourage self-expression
responsible CONGENIAL
ENFJ WARM
enthusiastic
concerned
inspire PEOPLE-ORIENTED
leadership PERSUASIVE
responsive diplomatic
facilitate others
energetic EXPRESSIVE
organized inspire change
COMPASSIONATE
LOYAL supportive
idealistic
CURIOUS help others
PERSONABLE
mbti

NOTES:

Stressors for an ENFJ

NOTES:

Stressors for an ENTP

NOTES:

Stressors for an ISTJ
challenging my bottom-line approach
ABANDONING / DEVIATING FROM ROUTINE being rushed
disregarding my established rules and regulations
noise
MESS / DISORDER
BROAD INFORMATION
ISTJ
change
UNCERTAINTY
DENYING PERSONAL NEEDS
dismissing my logical decisions
mbti.

NOTES:

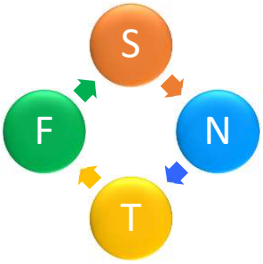
Best Practice for Decision-Making Using Types

RECOGNIZE HOW GROUP MEMBERS MAY COMPLEMENT OR CONTRAST EACH OTHER

ON THE OTHER HAND, WATCH OUT FOR GROUPTHINK!

FOCUS ON RESPECTFUL DEBATE AND COMPROMISE

APPRECIATE THE UNIQUE VALUE OF EACH PERSON'S VIEWPOINT AND INPUT



Facts - sensing perception (S)
Possibilities - intuitive perception (N)
Consequences - thinking judgment (T)
Values - feeling judgment (F)

NOTES:

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MBTI & Leadership

The Ideal Leader Is…

Action-oriented	→	Extravert
Contemplative	→	Introvert
Pragmatic	→	Sensing
Visionary	→	Intuitive
Logical	→	Thinking
Compassionate	→	Feeling
Planful	→	Judging
Adaptable	→	Perceiving

Source: From *Teambuilding Program (2nd Edition)*,
E. Hirsh, K. W. Hirsh, S. Krebs Hirsh, 2003, CPP, Inc.

NOTES:

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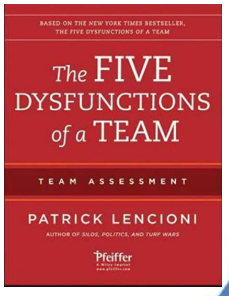
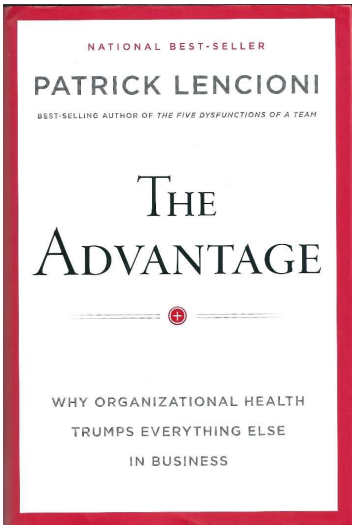
Lencioni's Five Dysfunctions of a Team



NOTES:

Where Are You in Your Reading?



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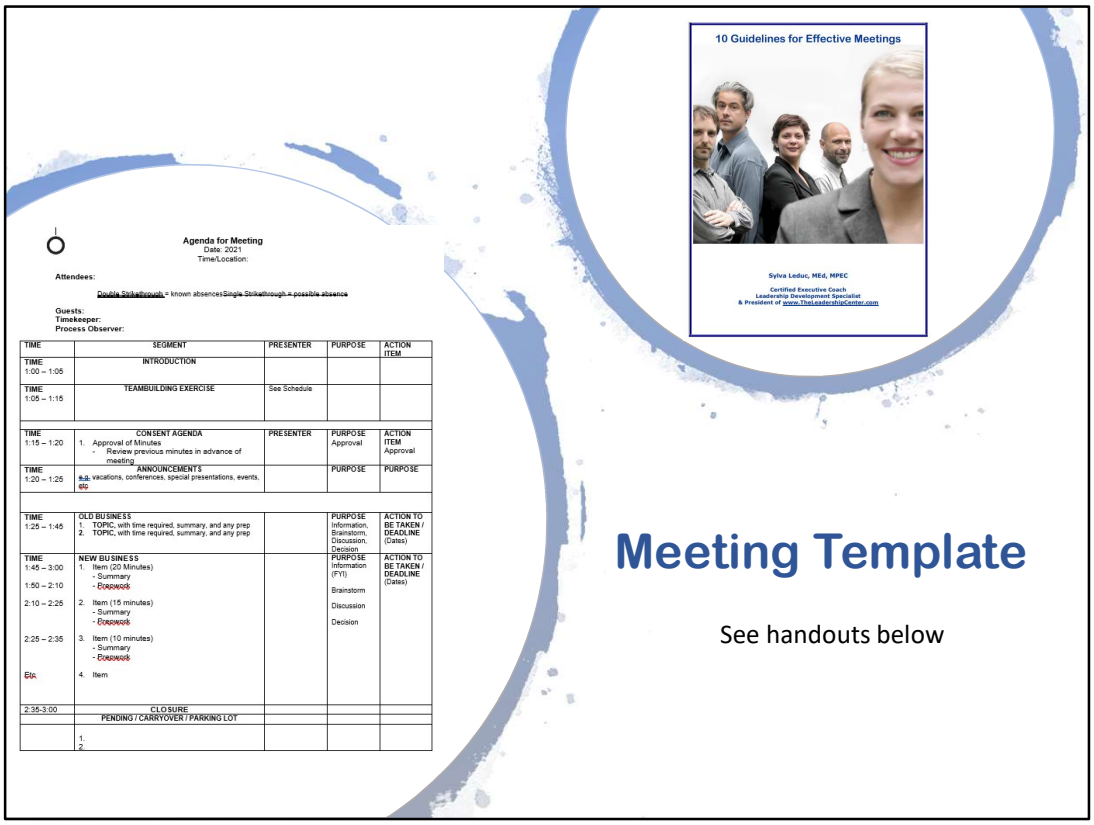


Agenda for Meeting
Date: 2021
Time/Location:

Attendees:

~~Double Strikethrough~~ = known absences Single Strikethrough = possible absence

Guests:
Timekeeper:
Process Observer:

TIME	SEGMENT	PRESENTER	PURPOSE	ACTION ITEM
TIME 1:00 – 1:05	INTRODUCTION			
TIME 1:05 – 1:15	TEAMBUILDING EXERCISE	See Schedule		
TIME 1:15 – 1:20	CONSENT AGENDA 1. Approval of Minutes - Review previous minutes in advance of meeting	PRESENTER	PURPOSE Approval	ACTION ITEM Approval
TIME 1:20 – 1:25	ANNOUNCEMENTS ~~e.g.~~ vacations, conferences, special presentations, events, ~~etc~~		PURPOSE	PURPOSE
TIME 1:25 – 1:45	OLD BUSINESS 1. TOPIC, with time required, summary, and any prep 2. TOPIC, with time required, summary, and any prep		PURPOSE Information, Brainstorm, Discussion, Decision	ACTION TO BE TAKEN / DEADLINE (Dates)
TIME 1:45 – 3:00 1:50 – 2:10 2:10 – 2:25 2:25 – 2:35 ~~Etc~~	NEW BUSINESS 1. Item (20 Minutes) - Summary - ~~Paperwork~~ 2. Item (15 minutes) - Summary - ~~Paperwork~~ 3. Item (10 minutes) - Summary - ~~Paperwork~~ 4. Item		PURPOSE Information (FYI) Brainstorm Discussion Decision	ACTION TO BE TAKEN / DEADLINE (Dates)
2:35-3:00	CLOSURE			
	PENDING / CARRYOVER / PARKING LOT			
	1. 2.			

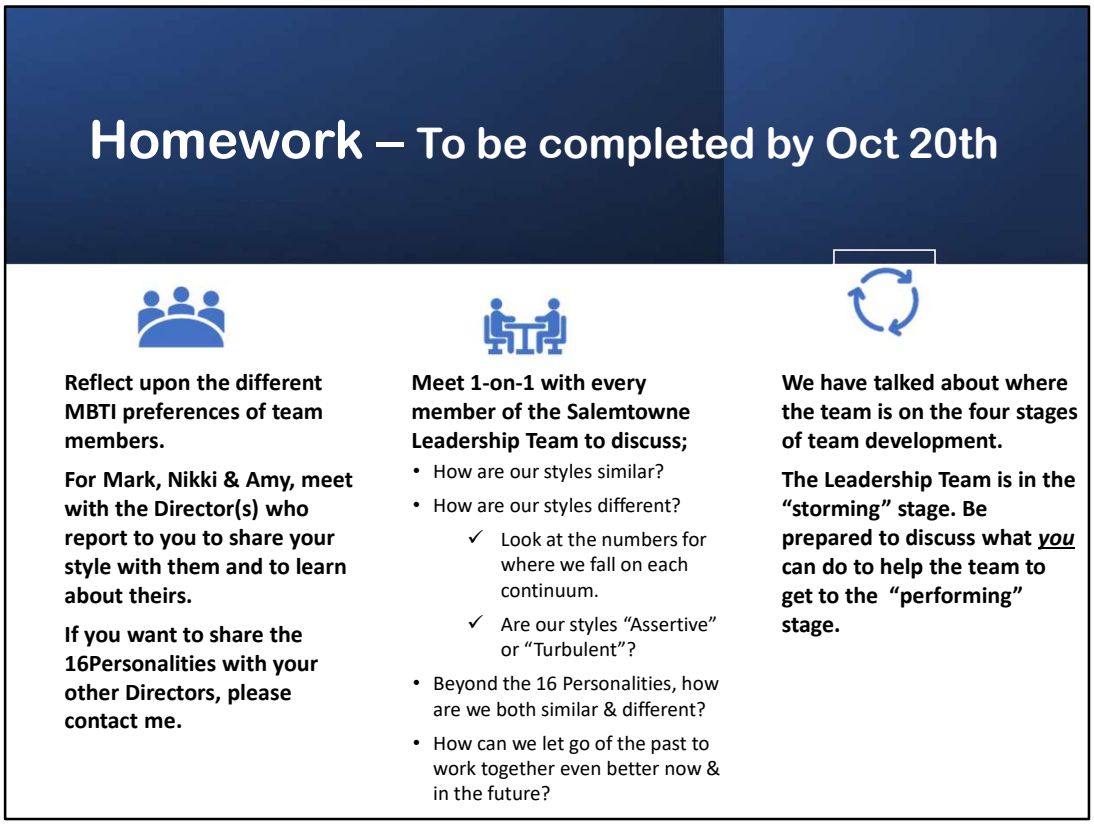
10 Guidelines for Effective Meetings

Sylva Leduc, MEd, MPEC
Certified Executive Coach
Leadership Development Specialist
& President of www.TheLeadershipCenter.com

Meeting Template

See handouts below

NOTES:


Homework – To be completed by Oct 20th
Reflect upon the different MBTI preferences of team members.
For Mark, Nikki & Amy, meet with the Director(s) who report to you to share your style with them and to learn about theirs.
If you want to share the 16Personalities with your other Directors, please contact me.
Meet 1-on-1 with every member of the Salemtowne Leadership Team to discuss;
• How are our styles similar?
• How are our styles different?
✓ Look at the numbers for where we fall on each continuum.
✓ Are our styles "Assertive" or "Turbulent"?
• Beyond the 16 Personalities, how are we both similar & different?
• How can we let go of the past to work together even better now & in the future?
We have talked about where the team is on the four stages of team development.
The Leadership Team is in the "storming" stage. Be prepared to discuss what you can do to help the team to get to the "performing" stage.

NOTES: