**Using MBTI Type information to work together better**

**Team MBTI Types:**

Wi: ESFJ

Guy: ISTP

Mona: ENFP

Mind: INFP

Sri: ISTJ

Arm: INTJ

**Ways of working to help team based on type**

**ST**: **Practical and analytical**. Focuses on facts to come up with objective practical analysis for work **( Guy, See)**

**NT: Logical and Analytical**. Focuses on possibilities. Uses insights to help develop technical framework for work. **(Arm)**

**SF: Sympathetic and friendly**.Focuses on facts to determine practical ways to help people work **(Wi)**

**NF: Insightful and Enthusiastic**. Focuses on possibilities. Uses insights to help encourage other people to develop their potentials. **(Mona, Mind)**

**Temperaments based in MBTI type**

**NF: Idealist** Focus on developing potential in others and bridging differences. Like to use intuition, creativity and imagination. Value harmony and authentic, meaningful relationships. **(Mind, Mona)**

**NT: Rationalist** Focus on strategies and long range goals. Like to use logic and reason. Value competence and knowledge. **(Arm)**

**SP: Artisan** Focus on practical ways to help others and get desired results. Like variation in work and freedom to choose tasks. Value action and spontaneity. **(Guy)**

**SJ: Guardian:** Focus on logistics to support people, maintain systems and achieve objectives. Like security, stability, and having a sense of belonging. Value past traditions and experiences. **(See, Wi)**

**Accompaniment and Working Styles**

**ST**: Like precise step-by step instructions, logical, practical reasons for doing something. Learn best by hands-on activities. Can be done alone or with other people. Like to be treated fairly. Like to know practical information about work. (**Guy, See)**

**SF:** Like precise step-by step instructions, frequent and friendly mentoring and approval. Learn best by hands-on activities with other people. Like sympathetic support and individual recognition. Work well in a friendly people oriented environment that has orderly structure. **(Wi)**

**NF:** General instruction with freedom to do it in their own creative way. Like positive practical feedback and individual recognition. Learn best when can have time to reflect, explore possibilities and use creativity. Work well with humor, warmth and enthusiasm. **(Mind, Mona)**

**NT:** Like to be given a intellectual challenges to solve and like to be allowed to work it out in their own way. Like to know the theories and explanations about the work and why things are done the way they are. Works well when treated with respect and when they value the supervisor’s competency and fairness. **(Arm)**

**Innovator versus Realist approach in work**

**IS: Thoughtful Realists** Use information to know the details involved in the work. **(Guy, See)**

**ES: Action-Oriented Realists** Uses information to know the practical issues involved for the work. **(Wi)**

**IN Thoughtful innovators** Uses information to help understand the bigger picture of the work. **(Mind, Arm)**

**EN: Action-Oriented Innovators** Uses information to help read the overall reality of the work. **(Mona)**

**Work Setting Preferences:**

**E:** like to discuss, share ideas

 Enjoys variety of tasks and likes to take action

 Prefers working with people. **(Mona, Wi)**

**I:** likes quiet work area, needs time to reflect before sharing

 Prefers working alone. **(Mind, Guy, See)**

**S:** Likes to have clear work standards, likes details to help clarify work to be done, prefers to discuss ideas that have clear practical outcomes, uses past experiences to help make decisions. Sometimes finds it hard to consider new ideas. **(See, Guy, Wi)**

**N:** Likes to problem solve, prefers knowing the big picture for working together, likes to try out creative new ideas. Does not always consider practicality of ideas. **(Mona, Mind, Arm)**

**F:** Focuses on creating harmony in team works, needs clear personal values for how team members treat each other. **(Wi, Mona, Mind)**

**T:** Likes fairness in how work is distributed, likes clear job descriptions and roles, needs clear principles for how team works together. **(Guy, See, Arm)**

**J:** Results oriented. Likes a clear work plan. Likes decisions to be made quickly and work tasks completed on time. Likes team members to be punctual. Finds it frustrating when plans change. Can have challenges with dealing with unexpected changes. Can be rigid in accepting changes or giving time to make decisions **(Arm, Wi, See)**

**P:** Process oriented. Likes to allow time and flexibility in achieving goals and making decisions. Is willing to change plans as needed. Can be spontaneous and is open to new ways to achieve goals. Can have challenges with time management and making decisions quickly. **(Mona, Mind, Guy)**

**Adaptability to Make Changes in Work**

**Decisive Introvert**

**IJ:** Uses their taking in information function (S/N) to help clarify issues before making changes. **If the change agrees with S details or N big picture analysis they will want to make the change right away.** If the change does not agree with their S/N analysis then they will oppose the change. **(Arm, See)**

**Decisive Extravert**

**EJ:** Will ask questions out loud to seek more information before making changes. **Will want to move ahead quickly if questions get answered satisfactorily,** but if questions are not answered then will oppose the change. **(Wi)**

**Adaptable Introvert**

**IP:** Needs to take time to look at all angles and check the decision against their values or logic. Uses decision making function F/T to help clarify issues before making any change. **If change agrees with F values or T logic then will easily accept the change**. If goes against F values or T logic will oppose change. **(Mind, Guy)**

**Adaptable Extrovert**

**EP:** Will want to talk to other people to help clarify issues before making a change. **If find the majority want the change they will support the change easily** and encourage others to support it. If they find few want the change they will oppose the change and encourage others to also not accept the change. **(Mona)**

**Leadership and Follower styles based on type**

**TJ: Logical Decision Makers** Effective follower if feel that leader is fair and just. Good at making rational decisions based on work principles and systems. As leader can be tough-minded and help to implement difficult decisions. **(Arm, See)**

**FJ: Value Based Decision Makers** Loyal follower if feel that leader respects their values. As leader can help to inspire and build harmony and consensus in team. **(Wi)**

**TP: Adaptable Problem Solvers** Effective follower if interested in work and problem solving abilities respected.Leads by example and technical expertise. Creates consistent and orderly work framework. **(Guy)**

**FP: Supportive Coaches** Energetic follower if they feel leader treats them with respect. As a leader can be flexible and support individual work styles. Will encourage staff by involving them in decision making. **(Mona, Mind)**

**Problem Solving Challenges for Types:**

**S:** May overly rely on past experiences and how things have been done in the past, forgetting to look for new options and wider implications. **(Wi, Guy, See)**

**N:** May find a new theory so exciting that they forget to consider past experience and neglect realities of the resources available. **(Mona, Mind, Arm)**

**T:** May focus so exclusively on the logical, efficient solution that they forget to consider the impacts on individual people and assessment in terms of values. **(See, Arm, Guy)**

**F:** May be so caught up in empathizing with people and their own personal values that they forget to look at logical consequences or find it difficult to make hard but necessary decisions**.(Wi, Mona, Mind)**

**Using Different Type Questions to Solve Problems.**

1. **Define the problem:**

**Use S questions: (Wi, Guy, See)**

* What are the facts?
* What has worked or not worked before?
* What resources are available?
1. **Consider all possibilities:**
* **Use N Questions: (Mona, Mind, Arm)**
* What other ways are there to look at this?
* What are the connections to other people?
* What theories address this kind of problem?
* What are all the possible ways to approach the problem?
1. **Weigh the consequences of each course of action:**
* **Use T Questions: (See, Arm, Guy)**
* What are the pros and cons of each option?
* What are the logical consequences of each?
* What are the consequences of not deciding and acting?
* What impact would deciding on each option have on the other priorities?
* Would this option apply equally and fairly to everyone?
1. **Weigh the alternatives:**
* **Use F Questions: (Wi, Mona, Mind)**
* How does each alternative fit with my values?
* How will the people involved be affected?
* How will each option contribute to harmony and positive interactions?
* How can I support people with this decision?