

Recognize and Appreciate Different Personalities

Unit: World of Work Skills

Problem Area: Acknowledge Diversity

Lesson: Recognize and Appreciate Different Personalities

- **Student Learning Objectives.** Instruction in this lesson should result in students achieving the following objectives:

- 1 Describe different personality types.**
- 2 Explain the strengths of each personality type.**

- **Resources.** The following resources may be useful in teaching this lesson:

Dunning, Donna. *What's Your Type of Career?* Consulting Psychologists Press, 2001.

Glazov, Sheila N. *What Color Is Your Brain?* Slack, 2008.

"Information About Personality Types," *The Personality Page*. Accessed May 1, 2009. <<http://www.personalitypage.com/info.html>>.

Kroeger, Otto, Janet M. Thuesen, and Hile Rutledge. *Type Talk at Work*. Dell, 2002.



■ **Equipment, Tools, Supplies, and Facilities.**

- ✓ Overhead or PowerPoint projector
- ✓ Visual(s) from accompanying master(s)
- ✓ Copies of sample test and/or other items designed for duplication
- ✓ Materials listed on duplicated items
- ✓ Computers with printers and Internet access
- ✓ Classroom resource and reference materials

■ **Key Terms.** The following terms are presented in this lesson (shown in bold italics):

- ▶ extroverts
- ▶ introverts
- ▶ intuitives
- ▶ judgers
- ▶ Myers-Briggs Type Indicator
- ▶ perceivers
- ▶ sensors

■ **Interest Approach.** Use an interest approach that will prepare the students for the lesson. Teachers often develop approaches for their unique class and student situation. A possible approach is included here.

Ask the students the following general questions about their preferences. Explain that there is no right or wrong answer. Tell them that most people are a combination of the answers, but that you are looking for the dominant factor. Ask the students to keep track of their answers.

- 1. Introduce the concept of inspiration, the sense of feeling recharged, and the feeling of being motivated. Then ask the students if they believe they are motivated more by external (E) or internal (I) sources.*
- 2. Introduce the concept of taking in information. Ask the students if they would prefer to use their five senses (S) or their instincts (N) for taking in information.*
- 3. Introduce the concept of decision making. Ask the students if they prefer to make decisions based on logic (T) or personal value systems/situations (F).*
- 4. The final category is the way we manage our daily lives. Ask the students if they prefer organization and schedules (J) or flexibility and casual situations (P).*

Have the students create their own four letter “personality type.” Tell them to save this information.

SUMMARY OF CONTENT AND TEACHING STRATEGIES

Objective 1: Describe different personality types.

Anticipated Problem: What personality types exist?

- I. Personality indicators—Successful people learn to recognize, appreciate, and complement other personality types. Many personality indicator tests are available, such as Merrill-Reid, D.E.S.A., “What’s My Style?,” ARRAY, 4MAT, Merrill/Wilson, True Colors, Who Moved My Cheese?, and the Keirsey Temperament Sorter. The most widely accepted and recognized personality indicator test in the educational and corporate world is the **Myers-Briggs Type Indicator**© (MBTI).
 - A. History of MBTI
 1. C.G. Jung, a Swiss-born psychiatrist, believed that human behavior was not random; he claimed it was based on personal preferences.
 - a. Independently of Jung, Katharine Briggs began classifying people’s differences in styles. She was later joined in study by her daughter, Isabel Briggs Myers.
 - b. Eventually, Katharine Briggs and Isabel Briggs Myers worked with Jung.
 - c. Later, the Myers-Briggs Type Indicator© was produced.
 2. The MBTI has four main quadrants or categories of questions where preferences are key. Generally, a person favors one indicator over the other, but most people are a blend of both of the indicators within each quadrant or category.
 - B. Extrovert or introvert
 1. **Extroverts** are typically social and highly interactive people who focus outward, have a range of knowledge, enjoy multiple friends, have high energy, are talkative, and often speak and then think.
 2. **Introverts** turn or direct their focus inward. They are typically deep thinkers who enjoy concentrating on a single topic and mastering it. These people have fewer but deeper relationships, are reflective, prefer to rehearse and not to give quick answers, and typically think before speaking.
 - C. Sensing or intuitive
 1. **Sensors** are often very direct people who operate in the present tense. They are realistic, down-to-earth, fact-driven, practical, and specific.
 2. **Intuitives** use their immediate cognition or knowing without using rational processes (insight). They are often somewhat random people who operate in the future. Intuitive people are conceptual, inspirational, and theoretical. They typically are creators who enjoy fantasy and generalities.

- D. Thinking or feeling
1. Thinkers typically are objective and steadfast people who prefer to know the rules. They are just. In addition, thinkers want and demand clarity. They are policy-driven and analytical people who can be detached.
 2. Feelers are subjective and tenderhearted people who prefer to have circumstances dictate outcomes. They can be persuasive. In addition, feelers like harmony, are appreciative, are aware of social values, and enjoy being involved.
- E. Judging or perceiving
1. **Judgers** are resolved people who make decisions easily. They like control and closure. Because they are structured, they enjoy making and sticking with the plan. These definite people appreciate and respect deadlines.
 2. **Perceivers** are observant people who understand things via their senses. They are flexible people who appreciate the changing nature of things. Perceivers like to wait and see. They are open and tentative people who can be spontaneous, so they often find deadlines restrictive.

Use VM–A to help students confirm their approximate type. Later, they can go online to complete a more formal survey.

Objective 2: Explain the strengths of each personality type.

Anticipated Problem: What value does each personality type possess?

- II. The 16 profiles—In determining personality types, the preferences from each of the above four quadrants is charted or listed. Each type presents valuable personality contributions. No type is better or worse than another. However, certain jobs are more appropriate for certain personality types. In addition, the best teams, managers, and colleagues are aware of their strengths and those of others.
- A. ISTJ: Typically serious and quiet; thorough and responsible; natural organizers
 - B. ISTP: Reserved and practical; interested in the how and why of mechanical things
 - C. ISFJ: Kind and thoughtful; stable and others-oriented
 - D. ISFP: Quiet and kind; prefer harmony; open-minded; enjoy the present
 - E. INFJ: Original and tenacious; strong value system; individualistic
 - F. INFP: Reflective, service-oriented, loyal, and interested in helping people
 - G. INTJ: Independent, analytical, and determined; value competence; natural leaders
 - H. INTP: Logical and creative thinkers; value competence; reserved
 - I. ESTP: Friendly and adaptable; focused on results and on the present
 - J. ESTJ: Practical, traditional, and organized; athletic, loyal, and hard-working; value peace

- K. ESFP: People-centered and fun-loving; enjoy new experiences; dislike theory and analysis
- L. ESFJ: Warm-hearted, popular, and conscientious; sense of duty to others; enjoy positive reinforcement
- M. ENFP: Enthusiastic and creative; great people skills; bored with details but strong desire to follow inner values; open-minded
- N. ENFJ: Popular and sensitive; great people skills; focused on how others think and feel; dislike being alone; view life from the human angle; good manager of people issues
- O. ENTP: Creative, intellectual, outspoken, and assertive; excel at understanding concepts and applying logical solutions
- P. ENTJ: Assertive and intelligent leaders; excel at public speaking; impatient with inefficiency

Use VM–B and VM–C to reinforce the four-letter type of the students. Each personality type should feel positively reinforced and encouraged as all the descriptions are positive.

- **Review/Summary.** Use the student learning objectives to summarize the lesson. Have students explain the content associated with each objective. Student responses can be used in determining which objectives need to be reviewed or taught from a different angle. Questions at the end of chapters in the textbook may also be used in the review/summary.
- **Application.** Use the included visual masters to apply the information presented in the lesson.
- **Evaluation.** Evaluation should focus on student achievement of the objectives for the lesson. Various techniques can be used, such as student performance on the application activities. A sample written test is provided.

■ **Answers to Sample Test:**

Part One: Matching

1. d
2. e
3. b
4. c
5. a

Part Two: Short Answer

1. Answers will vary but should include two of the following for each category:

- ◆ INTJ strengths: independent, analytical, and determined; value competence; natural leaders; introverted and intuitive thinkers; decided, driven, and fixed
 - ◆ INTJ potential weak spots: impatient, detached, overly driven, and rigid
2. Answers will vary but should include two of the following for each category:
- ◆ ESFP strengths: people-centered and fun-loving; enjoy new experiences; dislike theory and analysis; in touch with reality; in the present; sensitive to others; possess common sense
 - ◆ ESFP potential weak spots: unscheduled, disorganized, self-centered, and disrespect for deadlines and the schedules of others

Part Three: True/False

1. T
2. T
3. F
4. F
5. T

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► Part One: Matching

Instructions: Match the term with the correct definition.

- a. introverts
- b. intuitives
- c. judgers
- d. perceivers
- e. sensors

- ____ 1. People who observe and understand things via their senses
- ____ 2. People who are often very direct, realistic, and practical
- ____ 3. People who use their immediate cognition without using rational processes
- ____ 4. People who make decisions easily and like control and closure
- ____ 5. People who turn or direct their focus inward

► Part Two: Short Answer

Instructions: Answer the following.

1. Describe the INTJ personality type. Make sure to include two strengths and two potential weak spots.



2. Describe the ESFP personality type. Make sure to include two strengths and two potential weak spots.

▶ Part Three: True/False

Instructions: Write *T* for true or *F* for false.

- ___ 1. Extroverts get motivated by being with others.
- ___ 2. Introverts get recharged by being alone.
- ___ 3. The MBTI locks you into a specific behavior style for your life.
- ___ 4. Judging means you are judgmental.
- ___ 5. Insight is used by intuitives.

THE FOUR PERSONALITY CATEGORIES

The MBTI has four main quadrants where preferences are key. Generally, a person favors one indicator over the other. However, most people are a blend of both of the indicators within each quadrant or category.

Extrovert or Introvert

1. Extroverts are typically social and highly interactive people who focus outward. They have a range of knowledge, enjoy multiple friends, have high energy, are talkative, and often speak first and then think.
2. Introverts turn or direct their focus inward. They are typically deep thinkers who enjoy concentrating on a single topic and mastering it. They have fewer but deeper relationships, are reflective, prefer to rehearse and not give quick answers, and typically think before speaking.



Sensing or Intuitive

1. Sensors are often very direct people who operate in the present tense; they are realistic, down-to-earth, fact-driven, practical, and specific.
2. Intuitives use their immediate cognition or knowing without using rational processes (insight). They are often somewhat random people who operate in the future. Intuitives are conceptual, inspirational, and theoretical people. They are creators who enjoy fantasy and generalities.

Thinking or Feeling

1. Thinkers typically are objective and steadfast people who prefer to know the rules. They are just people who want and demand clarity. They are policy-driven and analytical people who can be detached.
2. Feelers are subjective and tenderhearted people who prefer to have circumstances dictate outcomes. They can be persuasive. In addition, they like harmony, are appreciative, are aware of social values, and enjoy being involved.

Judging or Perceiving

1. Judgers are resolved people who make decisions easily. They like control and closure. These structured people enjoy making and sticking with the plan. They are definite and appreciate and respect deadlines.
2. Perceivers are observant people who understand things via their senses. They are flexible people who appreciate the changing nature of things. They like to wait and see. Perceivers are open people who enjoy the flow and are tentative. They can be spontaneous and often find deadlines restrictive.

16 PERSONALITY TYPES

- ◆ ISTJ—Typically serious and quiet; thorough and responsible; natural organizers
- ◆ ISTP—Reserved and practical; interested in the how and why of mechanical things
- ◆ ISFJ—Kind and thoughtful; stable and others-oriented
- ◆ ISFP—Quiet and kind; prefer harmony; open-minded; enjoy the present
- ◆ INFJ—Original and tenacious; strong value system; individualistic
- ◆ INFP—Reflective, service-oriented, loyal, and interested in helping people
- ◆ INTJ—Independent, analytical, and determined; value competence; natural leaders



- ◆ INTP—Logical and creative thinkers; value competence; reserved
- ◆ ESTP—Friendly and adaptable; focused on results; focused on the present
- ◆ ESTJ—Practical, traditional, and organized; athletic, loyal, and hard-working; value peace
- ◆ ESFP—People-centered and fun-loving; enjoy new experiences; dislike theory and analysis
- ◆ ESFJ—Warm-hearted, popular, and conscientious; sense of duty to others; enjoy positive reinforcement
- ◆ ENFP—Enthusiastic and creative; great people skills; bored with details; strong desire to follow inner values; open-minded
- ◆ ENFJ—Popular and sensitive; great people skills; focused on how others think and feel; dislike being alone; view life from the human angle; good manager of people issues
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PERSONALITY GROUPINGS AND SURVEY

Have the students team up in groups of four or five. Have them share their types and the associated strengths. Have the students then discuss what may be the weaknesses of their own type.

Have them discuss how each of the group members' styles is an asset to the overall team. Then discuss these strengths and weaknesses as a class.

Students who desire to know more about their type can visit the following link and complete a thorough survey:
<http://www.keirsey.com/sorter/register.aspx>.

