

## Where do you receive your energy?

<i>Extraversion (the external world)</i>	<i>Introversion (the internal world)</i>
<ul style="list-style-type: none"> <li>• Action</li> <li>• Outward</li> <li>• People</li> <li>• Interaction</li> <li>• Expressive</li> <li>• Breadth</li> <li>• Many acquaintances</li> </ul>	<ul style="list-style-type: none"> <li>• Reflection</li> <li>• Inward</li> <li>• Privacy</li> <li>• Concentration</li> <li>• Quiet</li> <li>• Depth</li> <li>• Few close friends</li> </ul>
<p><u>Dysfunctional collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Extraverts dismiss the “quiet”, “boring”, “unenthusiastic” introverts.</li> <li>• Introverts interpret extraverts’ expressed ideas as commitments to action; frustration looms.</li> <li>• Extraverts get impatient with the length of time an agenda item receives.</li> <li>• Introverts are annoyed by extraverts’ frequent chatter.</li> </ul>	
<p><u>Harmonious collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Extraverts push forward in meetings, ensuring all topics receive some coverage.</li> <li>• Introverts drill into detail on key agenda items.</li> <li>• Extraverts push the organization out into the limelight.</li> <li>• Introverts think through items thoroughly before committing too soon.</li> </ul>	

## How do you gather information?

<i>Sensing (using the five senses)</i>	<i>iNtuition (intuiting meaning)</i>
<ul style="list-style-type: none"> <li>• Facts</li> <li>• Realistic</li> <li>• Present</li> <li>• Literal</li> <li>• Practical</li> <li>• Experience</li> <li>• Tactics</li> </ul>	<ul style="list-style-type: none"> <li>• Ideas</li> <li>• Imaginative</li> <li>• Future</li> <li>• Symbolic</li> <li>• Theoretical</li> <li>• Possibilities</li> <li>• Strategy</li> </ul>
<p><u>Dysfunctional collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Sensors dismiss ideas from the intuitives who have their “heads in the clouds.”</li> <li>• Intuitives get defensive, thinking the sensors hate them and their ideas.</li> <li>• Sensors just want to do what they did last time.</li> <li>• Intuitives push forward with bold plans that don’t work—frustrating the group.</li> </ul>	
<p><u>Harmonious collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Sensors mold intuitives’ imaginative ideas into workable plans.</li> <li>• Intuitives boldly share new ideas and appreciate the refinement the sensors offer.</li> <li>• Sensors bring history and facts to bear, wisely affirming or vetoing schemes.</li> <li>• Intuitives integrate an overwhelming number of individual pieces into manageable blocks of focus.</li> </ul>	

## How do you make decisions?

<i>Thinking (logical consequences)</i>	<i>Feeling (values-based reasoning)</i>
<ul style="list-style-type: none"> <li>• Head</li> <li>• Processes</li> <li>• Analyze</li> <li>• Justice</li> <li>• Laws</li> <li>• Candor</li> <li>• Logical</li> </ul>	<ul style="list-style-type: none"> <li>• Heart</li> <li>• People</li> <li>• Understand</li> <li>• Mercy</li> <li>• Values</li> <li>• Harmony</li> <li>• Caring</li> </ul>
<p><u>Dysfunctional collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Thinkers gloss over deep-seeded human issues and just add another rule or process.</li> <li>• Feelers make disciplinary exceptions, upsetting everyone.</li> <li>• Thinkers bulldoze opposition, not wanting to take time for that “touchy-feely stuff.”</li> <li>• Feelers avoid conflict and holding each other accountable.</li> </ul>	
<p><u>Harmonious collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Thinkers communicate the unvarnished truth, building trust among members.</li> <li>• Feelers gain buy-in from individual members to ensure they feel included and committed.</li> <li>• Thinkers ensure policies and processes maintain integrity and functionality.</li> <li>• Feelers provide encouragement and cheerleading amid frustrations and challenges.</li> </ul>	

## How do you approach your responsibilities?

<i>Judging (ordered in advance)</i>	<i>Perceiving (spontaneously)</i>
<ul style="list-style-type: none"> <li>• Organized</li> <li>• Decided</li> <li>• Now</li> <li>• Closure</li> <li>• Plan</li> <li>• Agendas</li> <li>• Result-oriented</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible</li> <li>• Open-ended</li> <li>• Later</li> <li>• Options</li> <li>• Improvise</li> <li>• Free-flowing</li> <li>• Process-oriented</li> </ul>
<p><u>Dysfunctional collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Judges plan the tiniest details of everything, minimizing the ownership delegates experience.</li> <li>• Perceivers procrastinate to the last minute, creating a scramble and poor results.</li> <li>• Judges panic when something is four minutes behind schedule, stressing out everyone.</li> <li>• Perceivers forget the critical sequencing required for complicated projects to succeed.</li> </ul>	
<p><u>Harmonious collaboration examples</u></p> <ul style="list-style-type: none"> <li>• Judges establish upfront guidelines and specific goals keeping people moving in the same direction.</li> <li>• Perceivers flexibly adjust to new information and factors.</li> <li>• Judges ensure that deadlines are met and nothing slips through the cracks.</li> <li>• Perceivers create a fun, open-ended environment for members.</li> </ul>	