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Type - so what?





Getting/Giving Feedback

You are about to see a meeting between a PhD student and their supervisor.

The PhD student has requested this meeting as it's sometimes quite hard to pin the supervisor down (because she is so busy). Often things are dealt with via email. With the end of year review coming up he is keen to find out just what the supervisor thinks of his work this year as sometimes it is hard to tell by email.

The supervisor wondered why, when this meeting was requested that it could not be dealt with via email so assumed there is a problem and that it is too large/complex a problem/issue to be dealt with via email. She will unfortunately have to curtail the meeting due to a clash with another meeting that she must attend.

Meeting begins...





Post Meeting Discussion

Was the meeting effective?

Did the PhD student achieve what he set out to achieve?

How could he have done it better?

What do you think the supervisor was thinking/feeling?

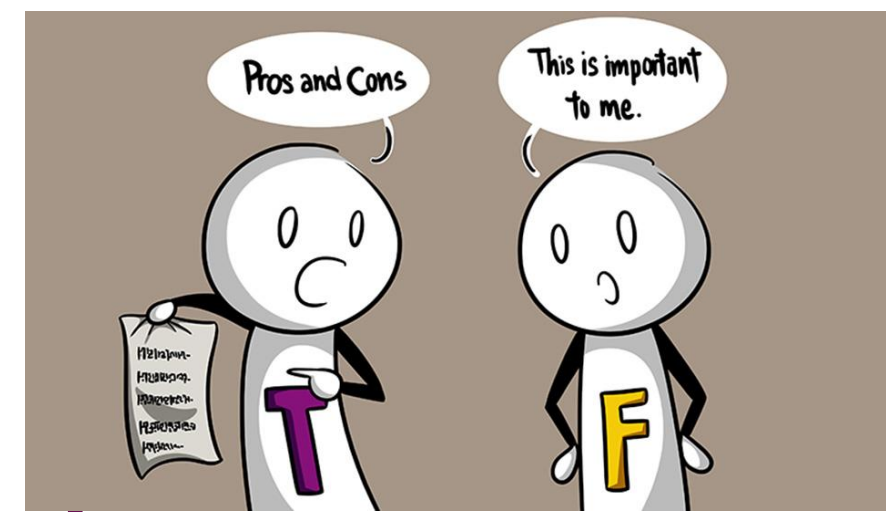
Why do you think there were misunderstandings in communication?





Thinking v Feeling

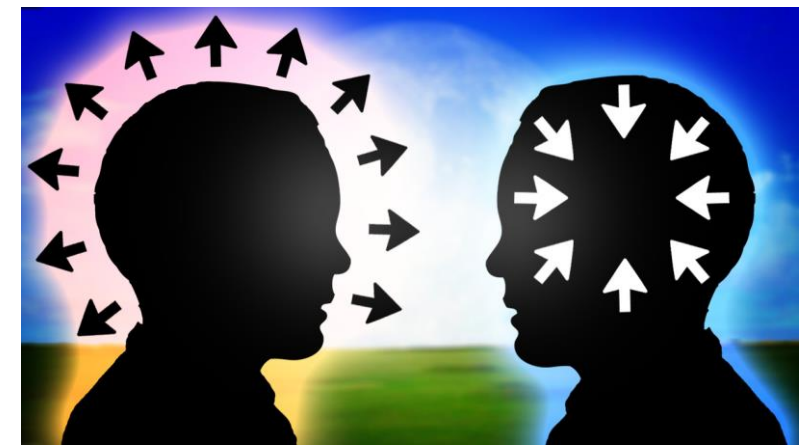
In the academic work environment



Assesses impact on achievement of goals
Focuses first on areas of disagreement
Tends to start with the flaws in a person or situation
Tends not to give much 'praise' until the job done
Can get along without harmony

Assess impact on people and their feelings
Focuses first on areas of agreement
Tends to start with the positives in a person or situation
Likes harmony. Efficiency may be badly disrupted by office feuds
Tend to praise/reassure more often





Extroversion v Introversion

In the academic work environment

Prefers to communicate in groups or 1-1
Likes to tackle issues as they arise
Does not like having to read when it can be discussed
Likes to talk around an issue to develop a conclusion
States thoughts which can be misconstrued as a decision

Prefers to communicate in writing or 1-1
Likes advance warning of issues
Does not like to be interrupted when deep in thought
Likes time to think about an issue before giving a response
Stays silent – which can be misconstrued as agreement





Consider - Appreciation and Recognition



- How do you like to be appreciated or recognised?
- What do you like to be appreciated or recognised?
- How do you feel if you are not appreciated or recognised in this way?





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Different Ways of Working

The Symposium

Inspiring futures





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Groups

Inspiring futures





Reflections

Did you see the brief as a planning activity or a brainstorm?

Is February ages away or coming up fast?

Who wanted more time to explore ideas?

Who wanted to get decisions made?

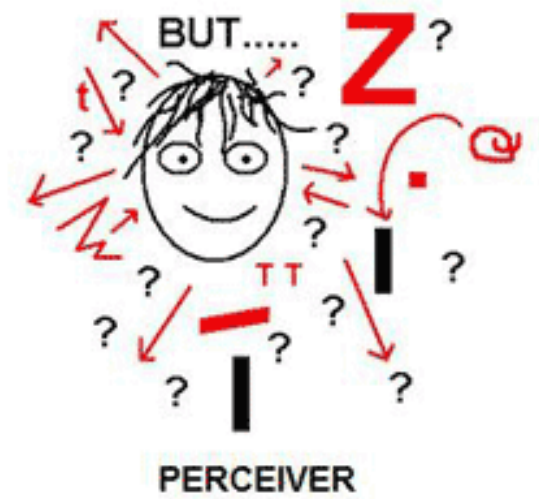
How did you feel about last minute changes to the brief and the timings?





Judging v Perceiving

In the academic work environment



Prefers to plan work and then follow the plan
Likes to make decisions and then stick to them
Prefers to meet deadlines with time to spare
Likes to get things settled and finished

Prefers to tackle work in a flexible manner
Likes to review decisions in the light of new information
Tends to leave things until the last minute
Does not mind leaving things open to alterations





Sensing v Intuition In the academic work environment

Starts at the beginning
taking a step at a time

Sets specific goals that
show a clear path of
progress

Defines the boundaries

Responds to events as
they happen

Asks – ‘where do I start’

Misses out steps addressing just
the important ones (to them!)

Sets general goals that reflect
the underlying purpose

Defines the essence

Responds to inspirations and
images

Asks ‘Where do I want to go?’





What are the benefits of people with J and P preferences working together?





Benefits?

Collaboration between type preference may achieve a finer end-product or result?

Last minute inspiration combined with systematic planning – a great combination?

No “critical mass”

- does a majority of Js = over-planned, narrow, rigid ?

- does a majority of Ps = unstructured, un-scoped, loose?

The beauty of balance?

BUT this is about preference NOT ability





Appreciating differences

<i>Types who prefer</i>	May be seen as...	Or could be seen as
EXTROVERSION	Annoying, noisy, preventing others from speaking	Open, friendly, getting things moving
INTROVERSION	Deliberately silent, unnerving, non-contributory	Calm, thoughtful, work out the right things to do
SENSING	Nitpicking, unimaginative	Practical, good at detail and precision, realistic
INTUITION	Impractical, imprecise, head in the clouds	Good at ideas, theorists, strategists





<i>Types who prefer</i>	May be seen as...	Or could be seen as
THINKING	Hardhearted, insensitive, cold	Logical, clear headed, willing to make difficult decisions
FEELING	Soppy, illogical, weak	Kind, sensitive, good with people
JUDGING	Rigid, Controlling	Good at getting things moving and completed, good planners
PERCEIVING	Unreliable, disorganised	Flexible, open to change





To consider

Think of someone who you have trouble working with or communicating with.

How can MBTI help you understand why you may be having difficulties?

What could YOU do or change to improve your working relationship?





A reminder

Each person is unique

No right or wrong type

We all use each preference to some degree

Type does not explain everything

Type is not restrictive

Type should not keep you from developing areas of work, activity or relationship

