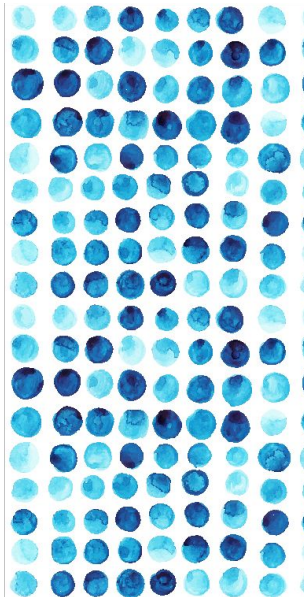


The Next Dimension... Personality Styles

Lora Gullette, MSN, RN
Graduate Nurse/Intern & Student Supervisor,
CentraCare

Disclaimers

- 4 No financial or relevant relationships to disclose.



Objectives

- 4 Learners will recognize multiple roles and barriers in adult learners.
- 4 Learners will identify tactics to adjust teaching methods to address varying learning styles.

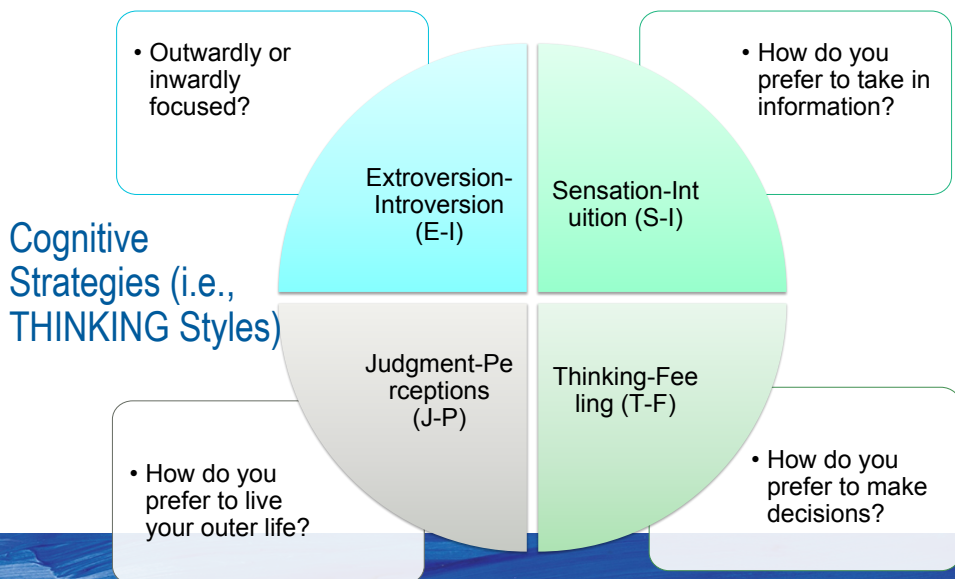
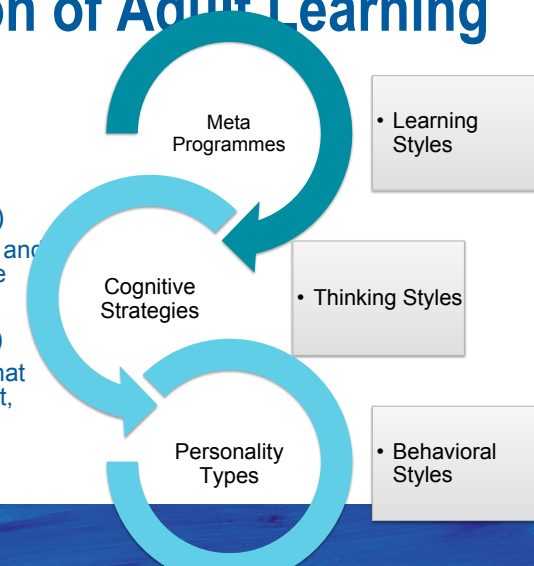


Dominance	Results!
• Get to the Point • Take Charge • Direct	
Conscientiousness	Details!
• Thorough • Rational • Analytical	
Influence	Be Bright!
• Stimulating • Enthusiastic • Promoter	
Steadiness	Relationships!
• Team Player • Friendly • Humble	

REVIEW: Behavioral Styles

Another Dimension of Adult Learning

- **Meta Programmes (Learning Style)**
 - Broken down to an individual's Cognitive Strategies
- **Cognitive Strategies (Thinking Style)**
 - Habitual ways of inputting, sorting, and filtering the information found in the world around us.
- **Personality Types (Behavioral Style)**
 - Individual psychological systems that determines one's behavior, thought, and adjustment to the overall environment.



E Extroverts

- Energized by People
- Enjoy a variety of tasks & a quick pace
- Good at multitasking

I Introverts

- Like working alone or in small groups
- Prefer a more deliberate pace
- Likes to focus on one task at a time

T Thinkers

- Makes decisions using logical analysis
- Objectively weighs pros and cons
- Values honest, consistency, and fairness

F Feelers

- Sensitive & cooperative
- Decide based on their own personal values & how others will be affected by their actions

S Sensors

- Realistic people
- Focus on the facts & details
- Apply common sense and past experiences to produce practical solutions to problems.

N Intuitives

- Focuses on possibilities and the big picture
- Easily sees patterns
- Values innovation
- Seeks creative solutions to problems

J Judgers

- Organized and prepared
- Like to make and stick to plans
- Comfortable following most rules

P Perceivers

- Keeps their options open
- Acts spontaneously
- Flexible with making plans

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
 - Like to be in a fast-paced environment
 - Tend to work out ideas with others, think out loud
 - Enjoy being the center of attention
- then you prefer **E**
Extraversion
- Could be described as reserved, private
 - Prefer a slower pace with time for contemplation
 - Tend to think things through inside your head
 - Would rather observe than be the center of attention
- then you prefer **I**
Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
 - Pay attention to concrete facts and details
 - Prefer ideas that have practical applications
 - Like to describe things in a specific, literal way
- then you prefer **S**
Sensing
- Imagine the possibilities of how things could be
 - Notice the big picture, see how everything connects
 - Enjoy ideas and concepts for their own sake
 - Like to describe things in a figurative, poetic way
- then you prefer **N**
Intuition



3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
 - Value justice, fairness
 - Enjoy finding the flaws in an argument
 - Could be described as reasonable, level-headed
- then you prefer **T**
Thinking
- Base your decisions on personal values and how your actions affect others
 - Value harmony, forgiveness
 - Like to please others and point out the best in people
 - Could be described as warm, empathetic
- then you prefer **F**
Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
 - Think rules and deadlines should be respected
 - Prefer to have detailed, step-by-step instructions
 - Make plans, want to know what you're getting into
- then you prefer **J**
Judging
- Prefer to leave your options open
 - See rules and deadlines as flexible
 - Like to improvise and make things up as you go
 - Are spontaneous, enjoy surprises and new situations
- then you prefer **P**
Perceiving

ISTJ=The 'Organizer'



ISFJ=The 'Protector'



INFJ=The 'Activist'



INTJ
Innovative, independent,
strategic, logical,
reserved, insightful.
Driven by their own
original ideas to achieve
improvements.



EXCELLENT



STRATEGIC



CREATIVE SOLVER



SELF-ASSURED



WORK ALONE



ORGANIZED



TOP CAREERS

ECONOMIST

CONSULTANT

PRIVATE BANKER

FINANCIAL ANALYST

WEBSITE DEVELOPER

DESIGN ENGINEER

PSYCHIATRIST

NEUROLOGIST

ATTORNEY

JUDGE



INTROVERTION

You recharge your energy in solitude

INTUITION

You enjoy possibility, theory and big ideas

THINKING

You make logical and objective decisions

JUDGING

You are organized, preferring to keep a schedule

INTJ

RATIONAL STRATEGIST

You are a quiet, task-oriented and insightful individual who demand nothing but excellence from yourself and others. You are a funy range and conceptual thinker that has insights into macro-issues like economics or politics. You have a critical mind; you look at existing flaws in current systems, point out loopholes and offer creative solutions if asked.



FAMOUS INTJs



ELON MUSK



MARK ZUCKERBERG



STEPHEN HAWKING

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ISTP

Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.



TEAM PLAYER



OBSERVANT



HIGH DEXTERITY



RISK TAKER



CREATIVE SOLVER



ADAPTABLE



TOP CAREERS

ARMY OFFICER

ECONOMIST

ATHLETE

PARALEGAL

MECHANIC

PARAMEDIC

INTELLIGENCE AGENT

AEROSPACE ENGINEER

RACE CAR DRIVER

ECONOMIST



INTROVERSION
You recharge your energy in solitude

SENSING
You are practical and down-to-earth attitude

THINKING
You make logical and objective decisions

PERCEIVING
You are spontaneous and keep your options open

ISTP ARTISAN CRAFTER

You are a quiet observer who believe in the economy of effort. You like to solve problems and issues on the cuff and will think about the best possible way utilizing the least amount of effort or input. You are flexible and adaptable and very comfortable with change or crisis management. You do not like traditional policies and procedures and will try to get around them for efficiency.



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FAMOUS ISTPs

BRUCE LEE

STEVE JOBS

VLADIMIR PUTIN

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ISFP

Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.



TEAM PLAYER



CARING



WARM AND GENEROUS



TOP CAREERS



RISK TAKER



PRACTICAL



ADAPTABLE



OPTICIAN



GEOLOGIST



ARTIST



TRAVEL AGENT



TEACHER



MECHANIC



SYSTEMS ANALYST



SURGEON



TAILOR



NUTRITIONIST



ISFP

ARTISAN COMPOSER

You are sensitive, considerate, kind and enjoy living in the moment. You are always smiling, often preferring to shy away from the spotlight. You are a quiet observer, noticing many things about people that few others will see. You deeply crave freedom and will do all you can to get out of anything that seems to tie you down or restrict that freedom and independence.



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FAMOUS ISFPs

PRINCESS DIANA



DAVID BECKHAM



MICHAEL JACKSON



Introversion: You recharge your energy in solitude

Sensing: You are practical and down-to-earth attitude

Feeling: You make values-centered, people oriented decisions

Perceiving: You are spontaneous, and keep your options open

Learn more about your personality type and how it affects your career at www.personality-central.com

INFP

Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

WORK ALONE

COMMITTED

FOCUSED

TOP CAREERS

MUSICIAN

PASTOR

COUNSELOR

INTERIOR DESIGNER

ARTIST

COLLEGE PROFESSOR

JOURNALIST

PSYCHOLOGIST

HEALTH COACH

DIETITIAN

INFJ IDEALIST HEALER

You are a quiet, caring and inspiring individual who have a passion for seeing the world become a better place. You hold a set of core values, and want to find harmony with your outer and inner lives. As a result, you appear idealistic in your careers, relationships and work. You have a keen understanding on what makes people tick, making you inspiring and motivational by nature.

INTROVERSION
You recharge your energy in solitude

INTUITION
Your energy possibility, theory and big ideas

FEEELING
You make values-centered, people oriented decisions

PERCEIVING
You are spontaneous, and keep your options open

PERSONALITY CENTRAL

FAMOUS INFJs
C.S. LEWIS

JOHN KERRY

JOHNNY DEPP

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Source: Myers-Briggs Type Indicator®
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INTP=The Philosopher

INTP

Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

COMPLEXITY **OUTSIDE THE BOX** **CREATIVE SOLVER**

TOP CAREERS
NEUROLOGIST
ECONOMIST
WEB DEVELOPER
HISTORIAN
COMPUTER SECURITY
SOFTWARE DESIGNER
FINANCIAL ANALYST
LAWYER
MATHEMATICIAN
VENTURE CAPITALIST

INTP RATIONAL PHILOSOPHER

INTROVERSION
You recharge your energy in solitude.

INTUITION
You enjoy possibility, theory and big ideas.

THINKING
You make logical and objective decisions.

PERCEIVING
You are spontaneous, and keep your options open.

FAMOUS INTPs
CHARLES DARWIN
ABRAHAM LINCOLN
ALBERT EINSTEIN

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ESTP=The Tycoon

ESTP

Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

TEAM PLAYER **OBSERVANT** **HIGH DEXTERITY**

TOP CAREERS
ENTREPRENEUR
DETECTIVE
BARTENDER
CRAFTSPERSON
COACH
STOCKBROKER
SHIP CAPTAIN
TALK SHOW HOST
AIRCREW
DANCER

ESTP ARTISAN PERFORMER

EXTROVERSION
You enjoy meeting and talking with new people.

SENSING
You are practical and down-to-earth attitude.

THINKING
You make logical and objective decisions.

PERCEIVING
You are spontaneous, and keep your options open.

FAMOUS ESTPs
TAYLOR SWIFT
WINSTON CHURCHILL
DONALD TRUMP

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ESFP=The 'Artist'

ESFP

Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

TEAM PLAYER **FUN-LOVING** **COOPERATIVE**

TOP CAREERS
TEACHER
CUSTOMER SERVICE
NURSE
NEWS ANCHOR
PHOTOGRAPHER
CHEF
REAL ESTATE AGENT
SPORTSPERSON
FAMILY DOCTOR
ACTOR

ESFP ARTISAN PERFORMER

EXTROVERSION
You enjoy meeting and talking with new people.

SENSING
You are practical and down-to-earth attitude.

FEELING
You make values-centered, people oriented decisions.

PERCEIVING
You are spontaneous, and keep your options open.

FAMOUS ESFPs
RICHARD BRANSON
BILL CLINTON
KATY PERRY

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ENFP=The Crusader

ENFP

Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

TEAM PLAYER **CHARISMATIC** **OUTSIDE THE BOX**

TOP CAREERS
MUSICIAN
COMEDIAN
STRATEGIC CONSULTANT
INTERIOR DESIGNER
AUTHOR
COLLEGE PROFESSOR
SOCIAL SCIENTIST
COUNSELOR
MISSIONARY
TEACHER

ENFP IDEALIST CHAMPION

EXTROVERSION
You enjoy meeting and talking with new people.

INTUITION
You enjoy possibility, theory and big ideas.

FEELING
You make values-centered, people oriented decisions.

PERCEIVING
You are spontaneous, and keep your options open.

FAMOUS ENFPs
WALT DISNEY
ELLEN DEGENERES
ROBIN WILLIAMS

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ENTP=The Devil's Advocate

ENTP

Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ENTP RATIONAL INVENTOR

You are a social, active, goal-focused and task-oriented individual who seek the external environment for possibilities and opportunities. You are then able to analyze and consider your potential strategically to come up with creative solutions or improvements to existing problems, making great inventors. You take a detached approach to situations in life and will readily engage in intellectual debates.

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TOP CAREERS

- ASSURED
- OUTSIDE THE BOX
- ADAPTABLE
- COMMUNICATOR
- MOTIVATED
- CREATIVE SOLVER
- FRANCHISOR
- PRODUCER
- POLITICAL CONSULTANT
- CRIMINALIST
- ENTREPRENEUR
- DETECTIVE
- SOCIAL SCIENTIST
- PHOTOGRAPHER
- MOVIE DIRECTOR
- TALK SHOW HOST

FAMOUS ENTPs

- ROWAN ATKINSON
- ROBERT DOWNEY JR.
- LEONARDO DA VINCI

ESTJ=The Manager

ESTJ

Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESTJ GUARDIAN SUPERVISOR

You are objective, straightforward, scheduled and planned in your work and thrive under established organizations with well-defined roles and responsibilities. You are results-oriented, efficient and competent in your work. While you can be gregarious, hearty and engaging in social settings, you respect traditions both at the workplace and in the family.

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TOP CAREERS

- NATURAL LEADER
- PRACTICAL
- RESPONSIBLE
- PERSEVERANCE
- RESULTS-ORIENTED
- DETAILED
- CREDIT ANALYST
- DETECTIVE
- PROJECT MANAGER
- IT PROGRAMMER
- TAX OFFICER
- FLIGHT ENGINEER
- STOCK BROKER
- MILITARY OFFICER
- COMPLIANCE OFFICER
- FINANCE EXECUTIVE

FAMOUS ESTJs

- HILLARY CLINTON
- BILLY GRAHAM
- HENRY FORD

ESFJ=The Diplomat

ESFJ

Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ESFJ GUARDIAN PROVIDER

You enjoy organizing people and situations to complete tasks according to schedule. You are conscientious and responsible in your work, not missing details and at the same time, considerate in your approach to people, expecting the same of others. You value friendships and relationship. You are very giving, often putting the needs of others ahead of your own.

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TOP CAREERS

- LEADER
- GOOD WORK ETHICS
- LIVELY
- COOPERATIVE
- PRACTICAL
- ROUTINE
- INSURANCE AGENT
- PHYSIOTHERAPIST
- SCHOOL PRINCIPAL
- COUNSELLOR
- HOTEL MANAGER
- DENTIST
- PUBLIC RELATIONS
- SOCIAL WORKER
- FAMILY DOCTOR
- PASTOR

FAMOUS ESFJs

- SAH WALTON
- POPE FRANCIS
- CELINE DION

ENFJ=The Hero

ENFJ

Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENFJ IDEALIST TEACHER

You are sensitive to people's thoughts, motivations and needs, and you use this knowledge to encourage and bring out the best in them. Often understanding beyond what is being said, you make good counselors. You are very clear about what is important to you too, thus will not hesitate to make your personal stand known as well.

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TOP CAREERS

- CHARISMATIC
- COMMUNICATOR
- ORGANIZED
- BIG PICTURE
- OPEN TO NEW IDEAS
- INSIGHTFUL
- FITNESS INSTRUCTOR
- ENTERTAINER
- SCHOOL DEAN
- SALES MANAGER
- SOCIOLOGIST
- ARTIST
- WRITER
- PUBLIC RELATIONS
- TV PRODUCER
- RECRUITER

FAMOUS ENFJs

- JENNIFER LAWRENCE
- NELSON MANDELA
- MARTIN LUTHER KING JR.

ENTJ=The 'Trailblazer'!

ENTJ

Strategic, logical,
efficient, outgoing,
ambitious, independent.
Effective organizers of
people and long-range
planners.

ENTJ RATIONAL COMMANDER

EXCELLENT
COMPLEXITY
CREATIVE SOLVER

ASSURED
NATURAL LEADER
ORGANIZED

TOP CAREERS
PROGRAM DIRECTOR
SECURITY CONSULTANT
REAL ESTATE MANAGER
INVESTMENT BANKER
ENGINEER
FINANCIAL ADVISOR
SENIOR MANAGER
THEATRE PRODUCER
TRAINER
STOCK BROKER

EXTROVERSION
You are a tough-minded individual who is task-oriented and goal-focused, demanding only the best from yourself and others around you. You enjoy taking charge and organizing people and resources to achieve a strategic goal. You often gravitate to positions of management or leadership. You are an analytical and objective thinker that enjoy an intellectual debate, often coming across very assertive.

INTUITION
You enjoy possibility, theory and big ideas.

THINKING
You make logical and objective decisions.

JUDGING
You are organized, preferring to keep a schedule.

FAMOUS ENTJs
AUNG SAN SUU KYI
JULIUS CAESAR
JACK WELCH

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