

PV236

Time Management and Effectivnes

Effective communication using MBTI

1.0 Introduction

SCHEME OF PRESENTATION:

- ❖ *1.0 Introduction*
- ❖ *2.0 Motivation*
- ❖ *3.0 Psychology, manipulation, assertiveness*
- ❖ *4.0 Overview of MBTI*
- ❖ *5.0 Observations using MBTI*
- ❖ *Questions*

■ PURPOSE OF PRESENTATION:

- ❖ *introducing MBTI*
- ❖ *proof that it can be useful for managers to know and use it*
- ❖ *learn to distinguish manipulation and use MBTI to your advantage in real life*
- ❖ *provide my knowledge from using it*

Introduction

2.0 Motivation

■ MBTI HELP YOU WITH:

- ❖ *Form your opinion about yourself*
- ❖ *Form your opinion about others*
- ❖ *Finding the way to approach people*
- ❖ *Decision making*
- ❖ *Resolving conflicts*
- ❖ *Dealing with stress*
- ❖ *Being better leader*

all this saves your time..

Motivation

QUESTION:

- ❖ *Leadership traits?*
- ❖ *Your motivation using PM?*
- ❖ *Bases of Tripple constraint?*
- ❖ *Trends for Project Management this year?*
- ❖ *Average salary of PM?*

Motivation

***3.0 Psychology, manipulation,
assertiveness***

■ MBTI AND PSYCHOLOGY

- ❖ MBTI is a tool to understand people personalities.
- ❖ You can find traits and habits of communication, patterns of action, and sets of characteristic attitudes, values, and talents
- ❖ One can use it for communication and development of people
- ❖ You can be fairly misused for manipulation and intimidation!

*Psychology,
manipulation,
assertiveness*

MANIPULATION

Definition:

- ❖ is a type of social influence that aims to change the perception or behavior of others through underhanded, deceptive, or even abusive tactics



*Psychology,
manipulation,
assertiveness*

MANIPULATION

Manipulators have possible motivations, including:

- ❖ the need to advance their own purposes and personal gain at any cost to others
- ❖ a strong need to attain feelings of power and superiority in relationships with others
- ❖ a want and need to feel in control
- ❖ and gaining a feeling of power over others in order to raise self-esteem

Successful psychological manipulation primarily involves the manipulator:

- ❖ concealing aggressive intentions and behaviors.
- ❖ knowing the psychological vulnerabilities of the victim to determine what tactics are likely to be the most effective.
- ❖ having a sufficient level of ruthlessness to have no qualms about causing harm to the victim if necessary.

*Psychology,
manipulation,
assertiveness*

DEFENSE AGAINST MANIPULATION

Assertiveness

help you to:

- ❖ detect manipulation
- ❖ enforcing your demands
- ❖ rejection without guilt
- ❖ requesting a favor
- ❖ art of making a compromise
- ❖ response to legitimate criticism
- ❖ response to unfair criticism
- ❖ provide feedback

*Psychology,
manipulation,
assertiveness*

RIGHTS OF ASSERTIVE PERSON

The Bill of Assertive Rights

- 1) You have the right to be treated with respect and dignity.
- 2) You have the right to have and express your own feelings and opinions.
- 3) You have the right to be listened to and taken seriously.
- 4) You have the right to judge your own behavior, thoughts and emotions, and to undertake the responsibility for their initiation, and consequences upon yourself.
- 5) You have the right to make mistakes and be responsible for them.
- 6) **You have the right to say : "I don't know."**
- 7) **You have the right to say : "I don't understand."**
- 8) You have the right to ask for information (including from professionals).
- 9) **You have the right to change your mind.**
- 10) You have the right to be independent to the goodwill of others before coping with them.
- 11) You have the right to get what you pay for.
- 12) **You have the right to choose your profession.**
- 13) **You have the right to practice your own religion.**
- 14) You have the right to ask for what you want
- 15) You have the right to acquire knowledge.
- 16) **You have the right to say `No' without feeling guilty.**
- 17) You have the right to do anything so long as it does not violate the rights of others.

*Psychology,
manipulation,
assertiveness*

4.0 Overview of MBTI

INTRODUCING MBTI

- ❖ questionnaire designed to measure psychological preferences in how people perceive the world and make decisions.
- ❖ developed during WWII to help women sort in industry
- ❖ There are different types of questionnaires with different quality
- ❖ use of the Myers-Briggs Type Indicator as a predictor of job success has not been supported in studies

INTRODUCING MBTI

- ❖ The MBTI is based on detecting psychological types developed by Carl Jung
- ❖ The four pairs of **preferences** or **dichotomies** which helps to identify one persons type (preferred)

- ❖ **Attitudes**

- Extraversion (E) - (I) Introversion

- ❖ **Gaining Informations**

- Sensing (S) - (N) Intuition

- ❖ **Processing informations**

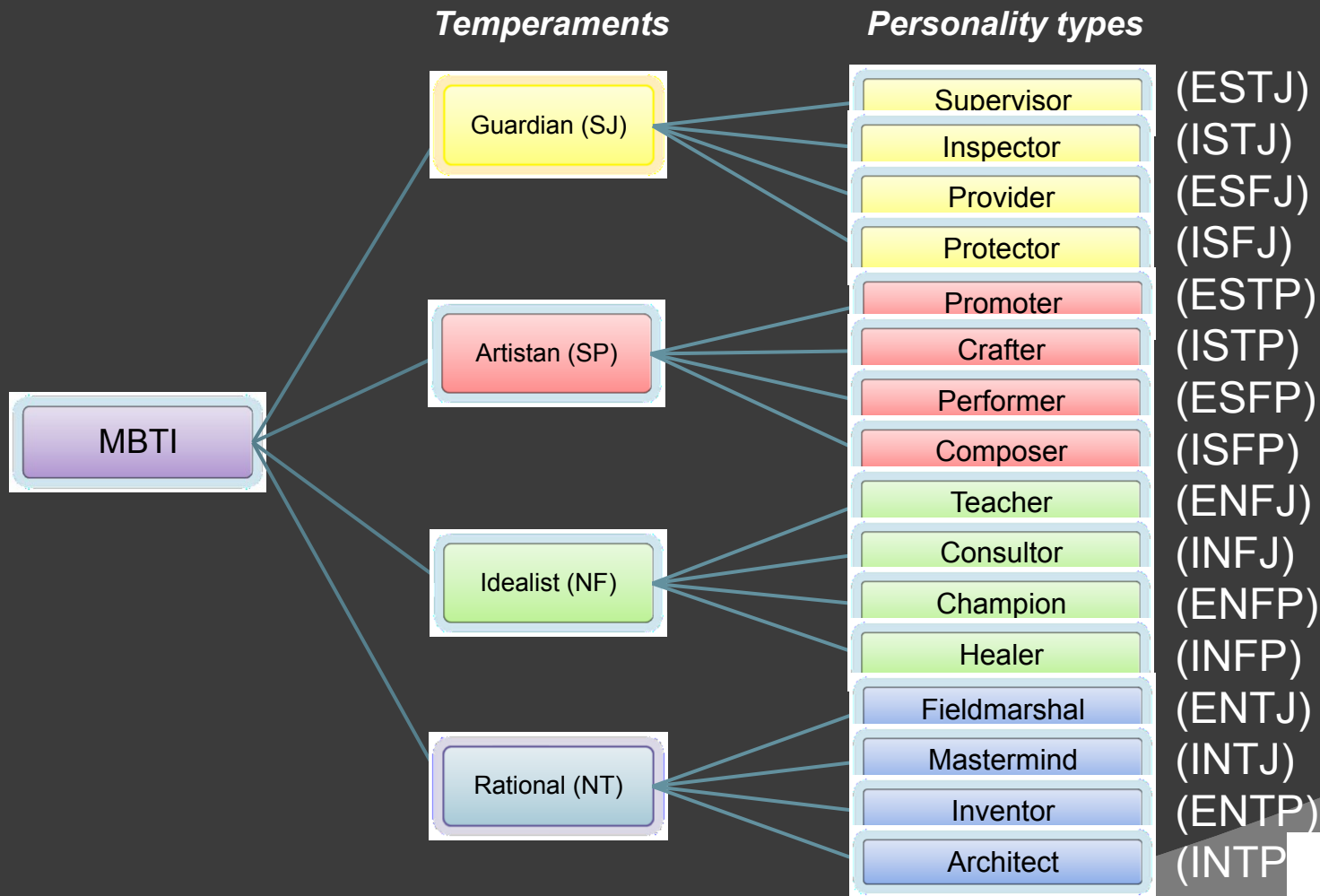
- Thinking (T) - (F) Feeling

- ❖ **Lifestyle**

- Judgment (J) - (P) Perception

MBTI
Overview

INTRODUCING MBTI



MBTI
Overview

ETHICS USING MBTI

- ❖ Type not trait
- ❖ Own best judge
- ❖ No right or wrong
- ❖ Voluntary
- ❖ Confidentiality
- ❖ Not for selection
- ❖ Importance of proper feedback

MBTI
Overview

***5.0 Observations
during using MBTI***

■ USABILITY OF MBTI

- ❖ forming opinion / getting to know people
- ❖ hiring
- ❖ resolving conflicts
- ❖ personal growth
- ❖ understanding people
- ❖ practicing empathy
- ❖ practicing social skills needed for PM / leader

*Observations
during using
MBTI*

■ USE MBTI

- ❖ Criticism
- ❖ Caution with sensitive types - Healer
- ❖ Acceptance of MBTI more by some groups – Inventor, Fieldmarshal
- ❖ Supervisor as subordinate
- ❖ Helping your surroundings with stress
- ❖ Help people to find themselves
- ❖ Finding your opposite

*Observations
during using
MBTI*

Homework

- ❖ do CZ/EN MBTI test (even if you've done it before, not compulsory)
- ❖ if you want to share the result and your opinion about it you'll be **awesome**
- ❖ if you want to, you can make MBTI with other people you'll be **awesome also**

answer 3 short questions after:

- 1.) *What is your opinion on MBTI?*
- 2.) *How would you use it in your life?*
- 3.) *How do you approach people, and why?*

Any additional experiences with related topics, please note...

--- next lesson evaluation ---

- ❖ patterns among similar types in homework - "the more homework's done, the better..."
- ❖ if you used MBTI approach in your work or life – discussion