Personality Traits

- Introvert vs. Extrovert
  - Where do you get your energy from?
- Intuitive vs. Sensing
  - How do you get information?
- Thinking vs. Feeling
  - How do you process information?
- Judging vs. Perceiving
  - What is your lifestyle?

Personality Types

Team A
ENFJ  ESTJ
INFJ  ISTJ
INFP  ISFJ
ENTJ  EFP
INTJ  ISFP
INTP  ISFP

Team B
ENFJ  ESTJ
INFJ  ISTJ
INFP  ISFJ
ENTJ  EFP
INTJ  ISFP
INTP  ISFP

Team C
ENFJ  ESTJ
INFJ  ISTJ
INFP  ISFJ
ENTJ  EFP
INTJ  ISFP
INTP  ISFP

Team D
ENFJ  ESTJ
INFJ  ISTJ
INFP  ISFJ
ENTJ  EFP
INTJ  ISFP
INTP  ISFP

Team E
ENFJ  ESTJ
INFJ  ISTJ
INFP  ISFJ
ENTJ  EFP
INTJ  ISFP
INTP  ISFP

CSE 403 – All Teams Aggregated

ENFJ ESTJ
INFJ ISTJ
INFP ISFJ
ENTP ESPJ
INTP ISFP

Summer 2002

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Stereotypes Tilt the Playing Field

- Large body of research shows:
  Implicit Assumptions Impact Evaluation
- Gender Bias and Research Papers
  - Paludi and Bauer (Sex Roles, 1983)

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<th>Joan T. McKay</th>
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- Gender Bias and Performance Evaluation
  - Orchestra tryouts behind curtains
  - Stereotype threat on exam performance

(Implicit) Discrimination

- Lower expectations
- Uneven evaluation
- Narrow view of excellence
- Exclusion from informal networks
- Other people feel uncomfortable
- ...

(Implicit) Discrimination

- Lower expectations
- Uneven evaluation
- Narrow view of excellence
- Exclusion from informal networks
- Other people feel uncomfortable
- **Accumulation of Disadvantage**

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\begin{align*}
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