

**CSE403**  
**Lecture 20:**

**Personality Types**  
**(discussion)**

Valentin Razmov, CSE403, Sp05

**Personality Traits**

- **I**nvert vs. **E**xtrovert  
 – Where you get your energy from?
- **I**ntuitive vs. **S**ensing  
 – How do you get information?
- **T**hinking vs. **F**eeling  
 – How do you process information?
- **J**udging vs. **P**erceiving  
 – What is your lifestyle?

Team A		Team B		Team C	
ENFJ	ESTJ	ENFJ	ESTJ	ENFJ	ESTJ
INFJ	ISTJ	INFJ	ISTJ	INFJ	ISTJ
ENFP	ESFJ	ENFP	ESFJ	ENFP	ESFJ
INFP	ISFJ	INFP	ISFJ	INFP	ISFJ
ENTJ	ESTP	ENTJ	ESTP	ENTJ	ESTP
INTJ	ISTP	INTJ	ISTP	INTJ	ISTP
ENTP	ESFP	ENTP	ESFP	ENTP	ESFP
INTP	ISFP	INTP	ISFP	INTP	ISFP

  

Team D		Team E	
ENFJ	ESTJ	ENFJ	ESTJ
INFJ	ISTJ	INFJ	ISTJ
ENFP	ESFJ	ENFP	ESFJ
INFP	ISFJ	INFP	ISFJ
ENTJ	ESTP	ENTJ	ESTP
INTJ	ISTP	INTJ	ISTP
ENTP	ESFP	ENTP	ESFP
INTP	ISFP	INTP	ISFP

**CSE 403 – All Teams Aggregated**

ENFJ	ESTJ
INFJ	ISTJ
ENFP	ESFJ
INFP	ISFJ
ENTJ	ESTP
INTJ	ISTP
ENTP	ESFP
INTP	ISFP

Summer 2002		Summer 2003		Winter 2004	
ENFJ	ESTJ	ENFJ	ESTJ	ENFJ	ESTJ
INFJ	ISTJ 5	INFJ	ISTJ 1	INFJ	ISTJ 3
ENFP	ESFJ 1	ENFP	ESFJ 1	ENFP	ESFJ 1
INFP	ISFJ	INFP	ISFJ 2	INFP	ISFJ 1
ENTJ	ESTP	ENTJ	ESTP 1	ENTJ	ESTP 1
INTJ	ISTP	INTJ	ISTP 1	INTJ	ISTP 1
ENTP	ESFP	ENTP	ESFP	ENTP	ESFP 1
INTP	ISFP 2	INTP	ISFP 2	INTP	ISFP

  

Winter 2005		Spring 2005	
ENFJ	ESTJ	ENFJ	ESTJ
INFJ	ISTJ 7	INFJ	ISTJ
ENFP	ESFJ	ENFP	ESFJ
INFP	ISFJ	INFP	ISFJ
ENTJ	ESTP	ENTJ	ESTP
INTJ	ISTP	INTJ	ISTP
ENTP	ESFP 1	ENTP	ESFP
INTP	ISFP	INTP	ISFP

	Summer 2002	Summer 2003	Winter 2004	Winter 2005	Spring 2005
<b>I : E</b>	14 : 6	16 : 9	11 : 10	23 : 8	
<b>N : S</b>	12 : 8	17 : 8	13 : 8	23 : 8	
<b>T : F</b>	13 : 7	15 : 10	14 : 7	23 : 8	
<b>J : P</b>	15 : 5	17 : 8	18 : 3	23 : 8	

## 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)

Reviewer (1-5, 1 top)	John T. McKay	Joan T. McKay	J. T. McKay
Male			
Female			

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Reviewer (1-5, 1 top)	John T. McKay	Joan T. McKay	J. T. McKay
Male	1.9	3.0	2.7
Female	2.3	3.0	2.6

- 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**

$$\left(\frac{0.49}{0.51}\right)^{10} = \frac{2}{3}; \left(\frac{0.48}{0.52}\right)^8 = \frac{1}{2}$$