Lecture 16:
Personality Types and Miscommunication Issues (Part I)

"And so these men of Indostan
Disputed loud and long,
Each in his own opinion
Exceeding stiff and strong,
Though each was partly in the right,
And all were partly in the wrong!"
-- John Godfrey Saxe

Outline

- n MBTI personality test and results
- n Stereotyping and discrimination

Resources

- n Myers-Briggs Personality Type (MBTI) test
- n LIFT workshop on MBTI, by Chris Loving
- n Guest lecture in CSE403 Sp'04, by Prof. Ginorio

Personality Traits

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

MBTI Results by Team

Team OpEnSpaCe

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

TeamForge

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

MBTI Results: Aggregated for Both Teams

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

Summer 2002

ENFJ	ESTJ
INFJ 3	ISTJ 5
ENFP 1	ESFJ 1
INFP	ISFJ
ENTJ 4	ESTP
INTJ 2	ISTP
ENTP	ESFP
INTP 2	ISFP 2

Summer 2003

ENFJ 2	ESTJ
INFJ 3	ISTJ 1
ENFP	ESFJ 1
INFP	ISFJ 2
ENTJ 2	ESTP 1
INTJ 6	ISTP 1
ENTP 3	ESFP
INTP 1	ISFP 2

Winter 2004

ENFJ 4	ESTJ 1
INFJ 1	ISTJ 3
ENFP	ESFJ
INFP	ISFJ 1
ENTJ 3	ESTP 1
INTJ 5	ISTP 1
ENTP	ESFP 1
INTP	ISFP

Winter 2005

ENFJ 1	ESTJ
INFJ 5	ISTJ 7
ENFP	ESFJ
INFP 1	ISFJ
ENTJ 3	ESTP
INTJ 7	ISTP
ENTP 3	ESFP 1
INTP 3	ISFP

Spring 2005

ENFJ 1	ESTJ 2
INFJ 1	ISTJ 4
ENFP	ESFJ 1
INFP 1	ISFJ 3
ENTJ 4	ESTP
INTJ 2	ISTP 1
ENTP 1	ESFP
INTP	ISFP

Summer 2005

ENFJ 2	ESTJ
INFJ 1	ISTJ
ENFP	ESFJ
INFP	ISFJ 1
ENTJ 1	ESTP
INTJ 3	ISTP
ENTP	ESFP
INTP 2	ISFP

History of MBTI Results Across Different 403 Classes

	Su'02	Su'03	Wi'04	Wi'05	Sp'05	Su'05	Su'06
I : E	14 : 6	16 : 9	11 : 10	23 : 8	12 : 9	7 : 3	
N : S	12 : 8	17 : 8	13 : 8	23 : 8	10 : 11	9 : 1	
T : F	13 : 7	15 : 10	14 : 7	23 : 8	14 : 7	6 : 4	
J : P	15 : 5	17 : 8	18 : 3	23 : 8	18 : 3	8 : 2	

Overall:
- § **I:** 64.8%
- § **N:** 65.6%
- § **T:** 66.4%
- § **J:** 77.3%

Personality Types and Teams

n Effective teams usually have members of different types, contributing their strengths toward a common goal.

n "A-ha moments" when one realizes what their teammates' strongest "muscles" are and correlates this with their behavior (so far).

- n "quiet" may indicate an introvert person, not an incompetent or unengaged one.
- n Two "field marshals" (ENFJ) within a team may cause and explain power struggles.

n Is it a good idea to team up people based on their personality types, in addition to their (technical) aptitude?

Personality Types: Disclaimer

n A personality type is **not** a definition of who you will be tomorrow, much less who you will always be.

- n It differs between situations (interpretations) and across times.

n The personality type indicates which your currently strong "muscles" are.

- n … but those strengths can be changed at will.

Stereotypes Tilt the Playing Field

n Large body of research shows:
Implicit Assumptions Impact Evaluation

n Gender Bias and Research Papers
- n Paludi and Bauer (Sex Roles, 1983)

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

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n Gender Bias and Performance Evaluation
- n Orchestra try-outs behind curtains
- n 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**

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

Stereotyping and Trends in the Discipline of Computer Science

- Shifted focus of Computer Science in recent years
  - Before: fundamental and theoretical discipline
  - Now: (increasingly) application-oriented, practical engineering discipline that serves many other fields
- "Geeky" stereotype of computer scientists still persists
  - Despite mounting evidence to the contrary
  - Hurdle toward increased participation of underrepresented groups as key constituencies with their unique and equally valuable perspectives.

Some Take-Away Points

- There are people who are different from you but still perfectly reasonable.
  - Working with such people requires mutual respect and understanding. Effective communication is a prerequisite for this.
- Stereotyping is counterproductive: it closes doors and eliminates desirable possibilities.
  - "When you label me, you negate me."