

# CSE 403

Personality Types  
Slides by Valentin Razmov

<http://www.cs.washington.edu/403/>

# Resources

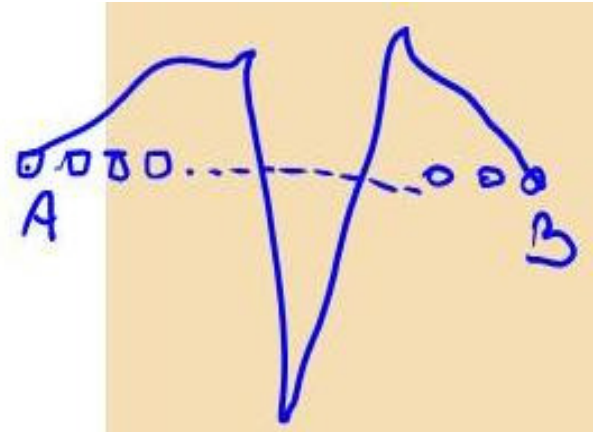
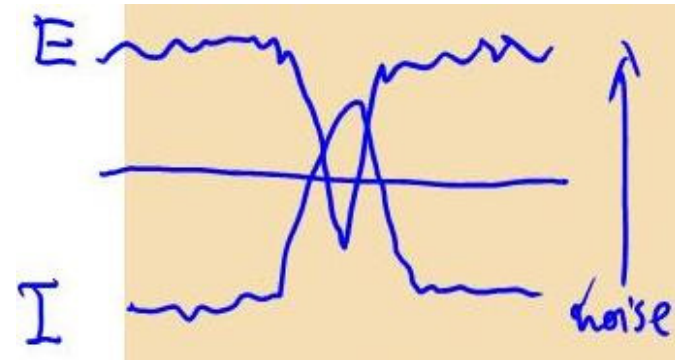
- Myers-Briggs Personality Type (MBTI) test
- Handouts (distributed during and after class)
- MBTI workshop, at Leadership Institute for Tomorrow (LIFT), by Chris Loving
- Guest lecture in CSE403 Sp'04, by Prof. Ginorio

# Motivation

- Humans tend to assume that others are like themselves.
  - ... and so others' preferences "*must* be" like their own.
  - The stronger one's preferences are, the harder it is to imagine that something very different may be just as valid!
- Personality tests (e.g., MBTI) have demonstrated that people's preferences differ along many axes.
- Hence, there is a **need for conversations** – to discover how to communicate effectively with each individual.
  - Crucial in a team setting where common goals are pursued
- MBTI provides a **language to talk about our differences**.
  - ... without marginalizing anyone.

# Personality traits

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



# CAMPS

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

# Dataverse

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

# Sign2Text

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

# CellarSpot

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

# ITSUCS

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

# Sudoku

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

# ChatInTheHat

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

# Omnemail

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

# WeTrade

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

# Results Aggregated

<b>ENFJ</b>	2	<b>ESTJ</b>	
<b>INFJ</b>	1	<b>ISTJ</b>	9
<b>ENFP</b>	1	<b>ESFJ</b>	1
<b>INFP</b>		<b>ISFJ</b>	2
<b>ENTJ</b>	1	<b>ESTP</b>	2
<b>INTJ</b>	14	<b>ISTP</b>	2
<b>ENTP</b>	2	<b>ESFP</b>	
<b>INTP</b>	2	<b>ISFP</b>	

# Results across quarters

	Su'02	Su'03	Wi'04	Wi'05	Sp'05	Su'05	Su'06	Wi'07
I : E	14 : 6	16 : 9	11 : 10	23 : 8	12 : 9	7 : 3	5 : 3	30 : 9
N : S	12 : 8	17 : 8	13 : 8	23 : 8	10 : 11	9 : 1	5 : 3	23 : 16
T : F	13 : 7	15 : 10	14 : 7	23 : 8	14 : 7	6 : 4	6 : 2	32 : 7
J : P	15 : 5	17 : 8	18 : 3	23 : 8	18 : 3	8 : 2	7 : 1	30 : 9

- Overall:**
- **I:** 67.4%
  - **N:** 64.0%
  - **T:** 70.3%
  - **J:** 77.7%

# Comparisons

## UW CSE (undergrad, 403)

<b>ENFJ</b> 13	<b>ESTJ</b> 3
<b>INFJ</b> 15	<b>ISTJ</b> 31
<b>ENFP</b> 2	<b>ESFJ</b> 5
<b>INFP</b> 2	<b>ISFJ</b> 9
<b>ENTJ</b> 19	<b>ESTP</b> 4
<b>INTJ</b> 41	<b>ISTP</b> 5
<b>ENTP</b> 9	<b>ESFP</b> 2
<b>INTP</b> 11	<b>ISFP</b> 4

## UW Engineering (grad, workshop)

<b>ENFJ</b> 14	<b>ESTJ</b> 6
<b>INFJ</b> 15	<b>ISTJ</b> 5
<b>ENFP</b> 11	<b>ESFJ</b> 3
<b>INFP</b> 16	<b>ISFJ</b> 5
<b>ENTJ</b> 12	<b>ESTP</b> 0
<b>INTJ</b> 16	<b>ISTP</b> 0
<b>ENTP</b> 6	<b>ESFP</b> 2
<b>INTP</b> 9	<b>ISFP</b> 0

## USA population (normalized)

<b>ENFJ</b> 4	<b>ESTJ</b> 13
<b>INFJ</b> 2	<b>ISTJ</b> 17
<b>ENFP</b> 12	<b>ESFJ</b> 18
<b>INFP</b> 7	<b>ISFJ</b> 21
<b>ENTJ</b> 3	<b>ESTP</b> 6
<b>INTJ</b> 3	<b>ISTP</b> 8
<b>ENTP</b> 5	<b>ESFP</b> 13
<b>INTP</b> 5	<b>ISFP</b> 13

- **UW CSE:** I: 67.4%; N: 64.0%; T: 70.3%; J: 77.7%
- **UW Engr:** I: 55.0%; N: 82.5%; T: 45.0%; J: 63.3%
- **USA gen.:** I: 50.9%; N: 26.6%; T: 40.4%; J: 54.3%



# Personality Types/Teams

- Effective teams usually have members of different types, contributing strengths toward common goals.
- “A-ha” moments when one realizes what their teammates’ strongest “muscles” are and correlates this with their behavior
  - “quiet” may indicate an introvert person, *not* an incompetent or unengaged one.
  - More than one “field marshal” (ENFJ) on a team may be a cause for (and explanation for) power struggles.
- Is it a good idea to team up people based on personality types, in addition to (technical) aptitude?

# Disclaimer

- A personality type is **not** a definition of who you will be tomorrow, much less who you will always be.
  - It differs between situations (interpretations) and across times.
- The personality type indicates which your **currently strong “muscles”** are.
  - ... but those strengths can be changed at will.

# Stereotypes

- 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	1.9	3.0	2.7
Female	2.3	3.0	2.6

- Gender Bias and Performance Evaluation
  - Orchestra try-outs behind curtains
  - Stereotype threat on exam performance

# Stereotyping/Trends in CS

- 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 persists
  - ... despite mounting evidence to the contrary
  - Hurdle toward increased participation of underrepresented groups as key constituencies with their unique and equally valuable perspectives.

# Take-away points

- There are many people who are very different from you in the way they approach the world
  - ... but they are still perfectly reasonable.
  - Working with such people requires mutual respect and care in 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.”