



Psychological Preferences and Team Skills

Terry Winograd
CS247 - Human-Computer Interaction
Design Studio
Computer Science Department
Stanford University
Winter 2009

Background

- Carl Jung (1875-1961)
 - Student of Freud
 - Basic theory of types and the dimensions
- Myers-Briggs Type Indicator (1962)
 - Questionnaire and analysis of types
- Keirsey Temperament Sorter (1978)
 - Modified categories
 - Book: *Please Understand Me*
 - Applications to business, marriage,....

Four Dimensions

- **Extrovert - Introvert**
 - E: I get my energy from interacting with people
 - I: I need to work out my ideas before I'm ready to talk about them
- **Intuitive – Sensate**
 - N: I like to think about the big picture and start new things
 - S: I like to finish things properly and be sure I get the details right
- **Thinking - Feeling**
 - T: I analyze the logic of what a person is saying when they talk to me
 - F: I empathize with what a person must be feeling when we talk
- **Perceiving – Judging**
 - P: I like to go with the flow
 - J: There is a right way and a wrong way to do things

Where a person focuses his or her attention	Extraversion (E)	(I) Introversion
	People who prefer Extraversion tend to focus on the outer world of people and things	People who prefer Introversion tend to focus on the inner world of ideas and impressions
The way a person gathers information	Sensing (S)	(N) Intuition
	People who prefer Sensing tend to focus on the present and on concrete information gained from their senses	People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities
The way a person makes decisions	Thinking (T)	(F) Feeling
	People who prefer Thinking tend to base their decisions primarily on logic and on objective analysis of cause and effect	People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns
How a person deals with the outer world	Judging (J)	(P) Perceiving
	People who prefer Judging tend to like a planned and organized approach to life and prefer to have things settled	People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer to keep their options open

Sixteen Types

ISTJ "Doing What Should Be Done"	ISFJ "A High Sense of Duty"	INFJ "An Inspiration to Others"	INTJ "Everything Has Room For Improvement"
ISTP "Ready to Try Anything Once"	ISFP "Sees Much But Shares Little"	INFP "Noble Service to Aid Society"	INTP "A Love of Problem Solving"
ESTP "The Ultimate Realists"	ESFP "You Only Go Around Once in Life"	ENFP "Giving Life an Extra Squeeze"	ENTP "One Exciting Challenge After Another"
ESTJ "Life's Administrators"	ESFJ "Hosts and Hostesses of the World"	ENFJ "Smooth Talking Persuaders"	ENTJ "Natural Leaders"

S

N

	ISTJ "Doing What Should Be Done" 12-16%	ISFJ "A High Sense of Duty" 10-13%	INFJ "An Inspiration to Others" 2-3%	INTJ "Everything Has Room For Improvement" 3-4%	
I	ISTP "Ready to Try Anything Once" 5-7%	ISFP "Sees Much But Shares Little" 5-7%	INFP "Noble Service to Aid Society" 4-5%	INTP "A Love of Problem Solving" 5-6%	J
	ESTP "The Ultimate Realists" 5-7%	ESFP "You Only Go Around Once in Life" 6-9%	ENFP "Giving Life an Extra Squeeze" 6-8%	ENTP "One Exciting Challenge After Another" 4-7%	P
E	ESTJ "Life's Administrators" 10-12%	ESFJ "Hosts and Hostesses of the World" 10-12%	ENFJ "Smooth Talking Persuaders" 3-5%	ENTJ "Natural Leaders" 3-5%	J

T

F

T

HUMANMETRICS

Jung Typology Test

Your Type is
INTP

Introverted

Intuitive

Thinking

Perceiving

Strength of the preferences %

44

50

25

11

[INTP](#) type description by D.Keirsey

[INTP](#) Identify Your Career with Jung Career Indicator™



[INTP](#) Famous Personalities

[INTP](#) type description by J. Butt and M.M. Heiss

Necessary Team Skills (my interpretations)

- Coming up with new ideas (xNxP)
- Getting stuff to work (xxTx)
- Getting it to work right all the time (xSTx)
- Getting the team to work (ExFx)
- Meeting deadlines (xSxJ)
- Presenting ideas (Exxx)
- ...

More dimensions...

- Visual vs. verbal
- Cooperative vs. competitive
- “Left brain” vs. “Right brain”
- Fuzzy vs. techie
- Liberal vs. conservative
- Leader vs. follower (self-efficacy)
- ...

What's right for your team

- Diversity of preferences
- Respect for those unlike yourself
- Awareness of process so you know when is the time to bring each out
- Recognition of how differences can lead to misunderstandings, and how they can be understood and corrected.