The Influence of Personal Characteristics
Ice Breaker Game
What did we learn?

- Was it difficult to complete the structure?
- What would have made it easier?

- What does the game teach us about...
  - Preconceived agendas
  - Communication – the importance of asking questions
  - Miscommunication – confused intentions
  - Leadership
To be effective leaders & communicate successfully, we must understand...

- Personality
- Environment
- Culture

Behavior
Let’s Think About Personality

Culture

Environment

Personality
Personality

**Extrovert** vs. **Introvert**

**Sensing** vs. **iNtuition**

**Thinking** vs. **Feeling**

**Judging** vs. **Perceiving**
Extrovert ------- Introvert

*reflects your orientation to the outer or inner world*

<table>
<thead>
<tr>
<th>Extrovert</th>
<th>Introvert</th>
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</thead>
<tbody>
<tr>
<td>• Talkative</td>
<td>• Thoughtful</td>
</tr>
<tr>
<td>• Speaks first, thinks later</td>
<td>• Thinks first, may or may not speak</td>
</tr>
<tr>
<td>• Energized by large numbers of people</td>
<td>• Fatigued by large numbers of people</td>
</tr>
<tr>
<td>• Unloads emotions as he/she goes along</td>
<td>• Bottles up emotions and guards them</td>
</tr>
</tbody>
</table>
Sensing ------- Intuitive

how you prefer to take in information

Sensing

• Focuses on facts
• Sees details easily
• Knows through experience
• Likes prescribed procedures

Intuitive

• Likes to use imagination
• Sees the big picture
• Values hunches
• Likes solving new problems
Thinking ------ Feeling

*how you make judgements about what you have perceived*

<table>
<thead>
<tr>
<th>Thinking</th>
<th>Feeling</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Wins people with logic</td>
<td>• Wins people with persuasion</td>
</tr>
<tr>
<td>• Decides impersonally</td>
<td>• Makes decisions based on human value</td>
</tr>
<tr>
<td>• Doesn’t need harmony</td>
<td>• Gets upset with arguments and conflict</td>
</tr>
<tr>
<td>• Responds to words such as “objective,” “criteria” and “justice”</td>
<td>• Responds to words such as “values,” “harmony” and “appreciate”</td>
</tr>
</tbody>
</table>
Judging ------ Perceiving
how you deal with the outer world

Judging

• Lives in a decisive, planned, orderly world
• Takes pleasure in finishing projects
• Tries to avoid last-minute stress
• Establishes deadlines and takes them seriously

Perceiving

• Lives in a spontaneous, flexible way
• Takes pleasure in starting projects
• Feels energized by last-minute pressure
• Sees deadlines as mere alarm clocks
Guardian
make up 45% of the entire population

4 Types
- Supervisor (ESTJ)
- Inspector (ISTJ)
- Provider (ESFJ)
- Protector (ISFJ)

Keywords
- Factual
- Respectable
- Dependable
- Law-abiding
- Steady
- Logical
- Detailed

Tend to be...
- Dutiful
- Cautious
- Humble
- Focused on traditions

Pride themselves...
On being dependable, helpful, and hard working

They make...
Loyal mates, responsible parents, and stabilizing leaders

They are...
Concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice
Artisan

*make up 30% of the entire population*

<table>
<thead>
<tr>
<th>4 Types</th>
<th>Keywords</th>
<th>Tend to be...</th>
<th>Pride themselves...</th>
<th>They make...</th>
<th>They are...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promoter (ESTP)</td>
<td>Tactical</td>
<td>Fun-loving</td>
<td>On being unconventional, bold, and spontaneous</td>
<td>Playful mates, creative parents, and trouble-shooting leaders</td>
<td>Excitable, trust their impulses, want to make a splash, seek stimulation, prize freedom, and dream of mastering action skills</td>
</tr>
<tr>
<td>Crafter (ISTP)</td>
<td>Daring</td>
<td>Optimistic</td>
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<td></td>
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<tr>
<td>Performer (ESFP)</td>
<td>Adaptable</td>
<td>Realistic</td>
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<tr>
<td>Composer (ISFP)</td>
<td>Impulsive</td>
<td>Playful</td>
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<tr>
<td></td>
<td>Playful</td>
<td>Persuasive</td>
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<tr>
<td></td>
<td>Excited</td>
<td>Focused</td>
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</table>
Rational
make up 10% of the entire population

4 Types
- Field Marshal (ENTJ)
- Mastermind (INTJ)
- Inventor (ENTP)
- Architect (INTP)

Keywords
- Calm
- Innovative
- Logical
- Curious
- Independent
- Strategic
- Systemic

Tend to be...
- Pragmatic
- Skeptical
- Self-contained
- Focused on analysis

Pride themselves...
On being ingenious, independent, and strong willed

They make...
Reasonable mates, individualizing parents, and strategic leaders

They are...
Even-tempered, they trust logic, yearn for achievement, seek knowledge, prize technology, and dream of understanding how the world works
### Idealist

*make up 15% of the entire population*

<table>
<thead>
<tr>
<th>4 Types</th>
<th>Keywords</th>
<th>Tend to be...</th>
<th>Pride themselves...</th>
<th>They make...</th>
<th>They are...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers (ENFJ)</td>
<td>Imaginative</td>
<td>Giving</td>
<td>On being loving, kindhearted, and authentic</td>
<td>Intense mates, nurturing parents, and inspirational leaders</td>
<td>Enthusiastic, they trust their intuition, yearn for romance, seek their true self, prize meaningful relationships, and dream of attaining wisdom</td>
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<tr>
<td>Counselor (INFJ)</td>
<td>Authentic</td>
<td>Trusting</td>
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<td>Champions (ENFP)</td>
<td>Intuitive</td>
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<tr>
<td>Healers (INFP)</td>
<td>Diplomatic</td>
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<td></td>
<td>Empathetic</td>
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<td>Relational</td>
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<td></td>
<td>Sensitive</td>
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Let’s Think About Environment

Culture

Environment

Personality
# My Personal History

## FAMILY
- Only Child? Siblings
- Single Parent, Two Parents or Blended

## COMMUNITY
- Rural or Urban?
- Small Town or Farm?
- Geographic Region?
- Age
- Diversity

## FRIENDS
- Single Best Friend or Groups
- Male, Female or Mixed
- Play Activities – Team Sports or Quiet Games

## EDUCATION
- High School and/or College
- Studies of Interest?
- Overall Experiences?
- Extra Curricular Activities
Let’s Think About Culture

Culture

Environment

Personality
Culture

- Customs
- Traditions
- Social Forms & Values
- Material Traits
- Racial Group
- Social Group
- Religious Group
Let’s Review

- How does this knowledge influence your impression of the ice breaker game?

- How does this knowledge influence you as a leader?
Take Home Points

- **Goal of leadership:**
  - Influence others to work toward a common goal

- **Behavior = Personality + Environment**

- **To grow as an effective leader, you must**
  - Understand yourself
  - Understand the differences of personal characteristics in others
References


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