

## Working with opposite personality types in a team environment

<p>Those who prefer <b>extraversion</b> on our team are:</p>	<p>Those who prefer <b>introversion</b> on our team are:</p>
<p><b>If you are an <u>Extravert</u> working with an Introvert:</b></p> <ul style="list-style-type: none"> <li>• Ask others what they are thinking but allow for reflection—maybe even a two-minute chance to write some notes before giving feedback.</li> <li>• Set agendas and provide thought questions, written material, or data collected for reflection before a meeting.</li> <li>• Pay attention to emails, written notices and text messages.</li> <li>• Practice paraphrasing and summarising to ensure you are listening.</li> <li>• Network widely with others in the church or leadership.</li> <li>• Practice not jumping in with comments, especially if you are in charge— a few seconds pause can lead to a significant increase in response from others.</li> <li>• Slow down and reflect before deciding.</li> </ul>	<p><b>If you are an <u>Introvert</u> working with an Extravert:</b></p> <ul style="list-style-type: none"> <li>• Encourage conversations so that extraverts can formulate their thoughts.</li> <li>• Press for flip charts or whiteboards and get the ideas up in written form. Take a photo of them for reflection.</li> <li>• Get to work early to take advantage of quiet time.</li> <li>• Show some enthusiasm for the topic under discussion.</li> <li>• Give yourself the time you need for reflection – take the long way home!</li> <li>• Jot down your initial thoughts and share them so that others know what you are thinking. Even partially formed thoughts help.</li> <li>• Continue to broaden your experience by visiting other churches to gain ideas and reflections.</li> <li>• Plan quiet breaks during the day.</li> </ul>
<p><b>Sensing</b> types on our team are:</p>	<p><b>Intuitive</b> types on our team are:</p>
<p><b>If you are a <u>Sensing</u> type working with an Intuitive type:</b></p> <ul style="list-style-type: none"> <li>• Stretch yourself to think long-term (in years terms) while helping the team seek measurable results (the one-month objective).</li> <li>• Practice 'brainstorming' with the team.</li> <li>• Ask others how the patterns they see or hunches they have might be useful to the team.</li> <li>• Press the team for specific, measurable goals— how will we know if we are making progress?</li> <li>• Work at articulating the big picture. Connect specific things you are doing to where we want to go long term.</li> <li>• Write down your questions and save them just in case the Intuitives plan to get down to the details in time.</li> </ul>	<p><b>If you are an <u>Intuitive</u> type working with a Sensing type:</b></p> <ul style="list-style-type: none"> <li>• Provide clear goals and procedures. Practice identifying and relaying direct, specific facts and examples.</li> <li>• Bring ideas that have immediate ministry applications that build well on current or past practices.</li> <li>• Remember to evaluate current practices and keep what is working. Honour church values around important traditions and experiences.</li> <li>• Practice communicating information through a step by step process.</li> <li>• Practice explaining your thinking and allow for clarifying questions.</li> <li>• Read the fine print and get the facts straight.</li> <li>• Fill out visionary ideas with realistic plans and proposals.</li> </ul>

<p><b>Thinking</b> Types on our team are:</p>	<p><b>Feeling</b> Types on our team are:</p>
<p><b>If you are a <u>Thinking</u> type working with a <u>Feeling</u> type:</b></p> <ul style="list-style-type: none"> <li>• Keep track of your ratio of compliments to criticisms, and seek ways to show others they are valued and appreciated. Find positives to affirm.</li> <li>• Ask for other's opinions, look for and acknowledge points of agreement as well as issues of difference when in discussion.</li> <li>• Practice empathy (stepping into others' shoes) to understand their viewpoints.</li> <li>• Remember that modelling and stories may be more persuasive than facts and plans.</li> <li>• Remind yourself that factoring in the impact on people is logical (even if the people aren't).</li> </ul>	<p><b>If you are a <u>Feeling</u> type working with a <u>Thinking</u> type:</b></p> <ul style="list-style-type: none"> <li>• Remember to voice concerns and points of disagreement in healthy ways—burying conflict can make it worse.</li> <li>• Assume your ideas will be debated—do not take it personally. Robust discussion is usually meant to improve the idea not to attack you.</li> <li>• Practice laying out an idea or issue in a logical way. Practice cause and effect reasoning to explain ideas.</li> <li>• Be careful about the amount of meeting time spent on socialising.</li> <li>• Bring attention to the concerns of all stakeholders regarding projects.</li> <li>• Use brief and concise language to communicate concerns.</li> </ul>
<p>Those who process external things as <b>Judgers</b>:</p>	<p>Those who process external things <b>Perceivers</b>:</p>
<p><b>If you are a <u>Judging</u> type working with a <u>Perceiving</u> type:</b></p> <ul style="list-style-type: none"> <li>• Help to organise efficient meetings, but keep some flexibility in the schedule to allow for extended conversations.</li> <li>• Provide options; allow processing time before stating your own position.</li> <li>• Break goals into mini-goals and tasks into steps with deadlines and help with planning how to meet them.</li> <li>• Schedule time to revisit goals to identify whether they are the right goals and whether they need to change.</li> <li>• Allow flexibility in how people will carry out tasks especially with timing.</li> <li>• Try to wait on a decision for a few days gathering more information and paying attention to ideas which come up.</li> </ul>	<p><b>If you are a <u>Perceiving</u> type working with a <u>Judging</u> type:</b></p> <ul style="list-style-type: none"> <li>• Work with the team on timelines for bringing closure to each process. Appreciate that sometimes these are not negotiable.</li> <li>• Be extra conscientious about timelines upon which others depend. Plan backward from group deadlines to ensure you know when you need to start.</li> <li>• Become active in projects where process is as important as the outcome.</li> <li>• Ask permission before changing a plan, and provide a clear reason for the change.</li> <li>• Keep surprises to a minimum.</li> <li>• Keep the number of options you are exploring to a manageable level for all.</li> <li>• Remember that Perceiving types worry that people might stop trying once a goal is reached, while Judging types who reach a goal may simply set a new, related goal.</li> </ul>

Adapted by Tim Dyer From *Creating a Coaching Culture* © 2010 Jane a. G. Kise and Beth Russell