Know thyself.

Ancient Greek Aphorism

The unexamined life is not worth living.

Socrates

A man must be big enough to admit his mistakes, smart enough to profit from them, and strong enough to correct them.

J C Maxwell

E.g., four dichotomies define sixteen categories.

    Each is a continuum, not a binary choice.

This is not "what you are".

    It is "right now, what you prefer" (and strength of preference).

    For example, most introverts can operate in extrovert mode when needed.

Results can vary from test to test or day to day by several points.

    Category classifications are generally consistent, between "adjacent" types.

Wikipedia has good articles for some types.

Presumably, different types are better/worse at different tasks.

> CS needs an unusually broad range of types to get everything done.
>> Numerical analysis vs. HCI
>>
>> Managers, architects, programmers, testers, documentation writers

How do you best learn and work? Interact in organizations?

Type/type interpersonal interactions can affect cooperation.

Team building can be disrupted or enhanced if the team members are aware of and respond to the implications of their preferences.

What type am I?

Depending on which test you take/ your current mood, you might end up assigned to different categories on different attempts.

Testers often defer to the person on "best fit" category.

Be careful when reading the descriptions.

- They tend to be general
- They tend to be a bit flattering (which category type is for scatterbrained people? For couch potatoes?)
- In general, readers tend to agree with any generic assignment that they are given (*Forer effect*)

You are destined for good things!

Are personality type assessments accurate?

Unstable: there can be lots of variation in results between instruments and over time.

Does it make sense to say there are 16 personality types?

Does it actually predict anything?

The words used for the poles on each of the four dichotomies have **technical** meanings

- You can't interpret what these mean using the everyday definitions of the words

- A person isn't "more judgmental" or "less perceptive" in these words' everyday meaning

Introvert/Extrovert [Attitude]

Defines the source and direction of energy expression for a person.

An *extravert* has a source and direction of energy expression mainly in the external world. Act/reflect/act. Energy/motivation decline with inactivity.

An *introvert* has a source of energy mainly in the internal world. Reflect/act/reflect. Needs downtime after action to reflect.

These meanings are different from common use.

You reflect before you act, and you might need plenty of "reflect time" after acting, but can still enjoy and interact at a party without being shy.

An extrovert might draw strength from acting rather than from reflecting, but that doesn't tell us whether he is a "loud" person or not.

Defines the method of information perception

> *Sensing* means that a person believes mainly information received directly from the external world – tangible and concrete facts drive patterns. This indicates the person is more present oriented, methodical, and precise.

> *Intuition* means that a person believes mainly information he or she receives from inside (books, memories) – how facts fit into the pattern. This indicates the person is more future oriented, subject to "flashes of insight", and dislikes routine.

Says what you prefer to focus on

> You often need to use the opposite to "check"

Defines how the person processes information (decision making). Both strive to make rational decisions. Both can be practiced/strengthened.

Thinking means that a person makes a decision mainly through logic/reason. This indicates the person is more detached and impersonal.

Feeling means that, as a rule, he or she makes a decision holistically, including emotion. Look at from "inside" and strive to reach balance/harmony/consensus with values. This indicates the person is more personal and subjective.

"Heart vs. Head"

You will trust your preferred approach better, but most have some ability to work in either mode.

Defines how a person implements the information he or she has processed.

Judging means that a person organizes all his life events and acts strictly according to his plans. Prefers things decided. Prefers things on time. Might seem inflexible.

Perceiving means that he or she is inclined to improvise and seek alternatives. Likes to leave things open. More likely to push deadlines.

Personality Types Example

INTJ

> Strength in each dimension (ex: moderate I vs. E, moderate N vs. S, moderate T, strong J)

> Occurrence in population (this one is about 1-4%)

While I tend toward INTJ, on any given day/test, I might register as ESTJ or INTJ.

But the INTJ descriptions make me clearly self-identify.

Intro Problem Solving in Computer Science

What is the CS personality?

What is the "public perception" of CS?

What is **your** perception?

ISTJ 11.6%	ISFJ 13.8%	INFJ 1.5%	INTJ 2.1%
ISTP 5.4%	ISFP 8.8%	INFP 4.4%	INTP 3.3%
ESTP 4.3%	ESFP 8.5%	ENFP 8.1%	ENTP 3.2%
ESTJ 8.7%	ESFJ 12.3%	ENFJ 2.4%	ENTJ 1.8%

Class Preferences

Spring 2008

12:30 Section
8:00 Section

E: 8.5 (14) E: 13 (17)	I: 19.5 (26) I: 12 (13)
N: 14.5 (22) N: 14 (17)	S: 13.5 (18) S: 11 (13)
F: 5 (9) F: 10.5 (13)	T: 23(31) T: 14.5 (17)
J: 18 (24) J: 14.5 (17)	P: 10 (16) P: 10.5 (13)

Fall 2007

E: 10.5 (13)	I: 22.5 (29)
N: 20 (26)	S: 13 (16)
F: 7.5 (10)	T: 25.5(32)
J: 21.5 (28)	P: 11.5 (14)

	General	Engineering
E/I	70/30	33/67
N/S	30/70	47/53
J/P	50/50	61/39
F/T	50/50	26/74
F/T: Male	40/60	23/77
F/T: Female	60/40	39/61

Relevance to Education

Personality Types 16

Different types prefer various teaching/testing styles:

> Sensing and Judging types prefer memorization and recall.
>
> Intuition types prefer hypothesis/essay.
>
> Most in population are sensing.
>
> Most faculty are intuition.

Engineering students are split evenly N/S, but these groups have different needs.

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What does it mean?

Active learners need to do something with info – discuss, study in group

Reflective learners need to think about it

Sensors like facts, memorization, method

Intuitors like innovation, can lose patience, need to avoid unnecessary mistakes

Visual learners remember what they see

Verbal learners remember what they hear/read

Sequential learners work bottom up, know pieces but might not see relationships

Global learners work top down, relate to the big picture, need a framework to fit the pieces to