

# Personality Types

**SWEN-261**

**Introduction to Software Engineering**

**Department of Software Engineering  
Rochester Institute of Technology**

<b>ISTJ</b> 'Doing what should be done' -Inspector-	<b>ISFJ</b> 'A High Sense of Duty' -Protector-	<b>INFJ</b> 'An inspiration to others' -Counsellor'	<b>INTJ</b> 'Everything can be improved' -Mastermind-
<b>ISTP</b> 'Try anything once' -Crafter-	<b>ISFP</b> 'Sees much, shares little' -Composer-	<b>INFP</b> 'Noble service to society' -Healer-	<b>INTP</b> 'Love to solve problems' -Architect-
<b>ESTP</b> 'The ultimate realist' -Promoter-	<b>ESFP</b> 'You only live once' - Performer-	<b>ENFP</b> 'Give life an extra squeeze' -Champion-	<b>ENTP</b> 'One exciting challenge after another' - Inventor-
<b>ESTJ</b> 'Love to administer' -Supervisor-	<b>ESFJ</b> 'Love to be the host for everyone' - Provider-	<b>ENFJ</b> 'Smooth talking persuader' -Teacher-	<b>ENTJ</b> 'Life's natural Leaders' - Field Marshall-

<https://toughnickel.com/business/Top-Effective-Leadership-Skills-3-Leadership-Styles>  
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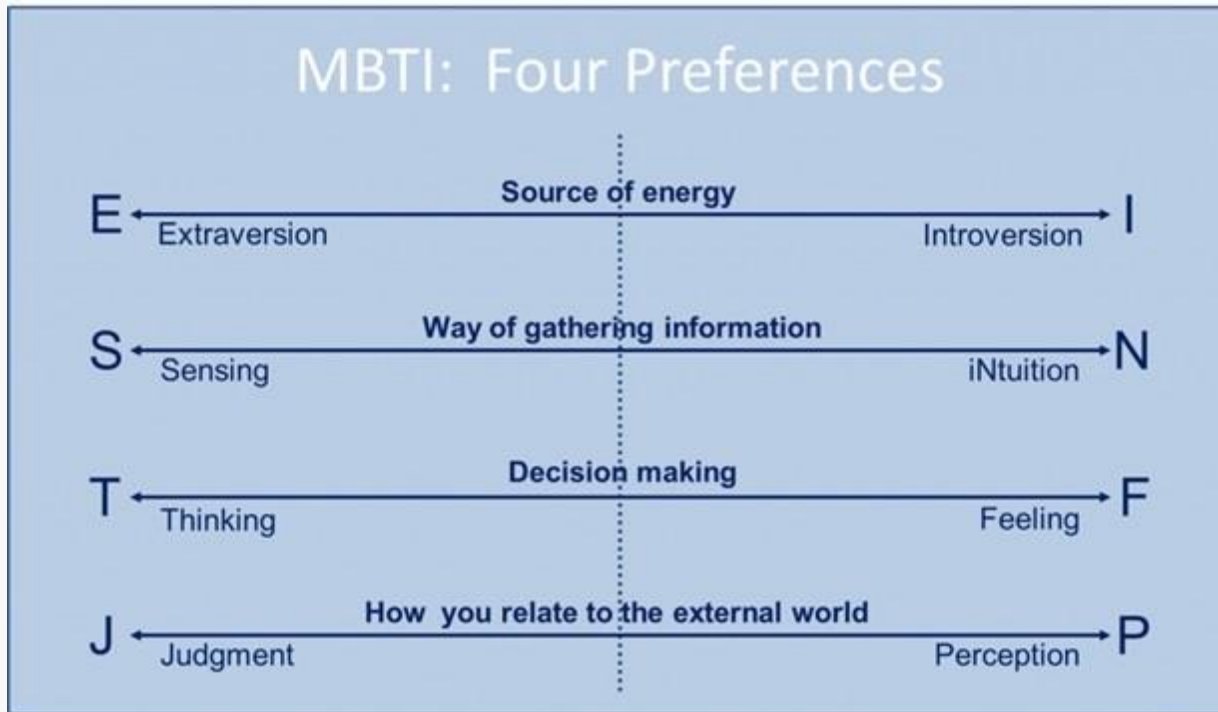
# Each person brings an individual perspective and personality to the project team.

- These differences can maximize the potential of the team, but also can be a source of tension.
- Every team member has to accept that there are different ways to approach work.
  - *None are right or wrong, or good or bad.*
  - *Some may be better suited for certain tasks than others.*
- Study of personality theory can provide insight for how to make a team more effective and reduce tension.

# Personalities, like fingerprints, are unique, but also like fingerprints, have recognizable patterns.

- Most work in personality typing has its roots in the work of psychologist Carl Jung.
- These personality types describe typical or habitual patterns and not fixed and unbreakable behaviors.
  - *Which do I do first?*
  - *Which is most comfortable or reliable for me?*
- Jung's theory was brought to an operational level by Katherine Briggs and Isabel Briggs Myers.

# The Myers-Briggs Type Indicator® defines a personality type on four dimensions.



# The most pervasive personality dimension is where you get your source of energy.

- Internal (Introversion) vs. External (Extraversion)
- Extraverted minds look outside for motivation to act, change, or interact.
- Introverted minds look for internal thoughts and ideas.
- Coming up with new ideas
  - *Extravert – lively brainstorming session*
  - *Introvert – individually working through ideas and reflecting over time*



# How you prefer to gather information is a second personality dimension.

- Direct observation (**S**sensing) vs. association of ideas, sixth sense (**I**ntuition)
- Sensing prefers direct experimentation, action plans, practical application
- Intuition prefers goals, models, possibilities
- Deciding on a technology to use
  - *Sensing – what have others used and have they been successful*
  - *Intuition – this new technology seems good*

# The third personality dimension is how you decide on the meaning and importance of information.

- Analytic, cause-and-effect (**T**hinking) vs. value-oriented, idealistic (**F**eeling)
- Thinking prefers logical arguments, questioning the veracity of the information
- Feeling prefers values, examining impacts on individuals
- Deciding to outsource some project work
  - *Thinking – which will be less expensive and faster*
  - *Feeling – which will keep the team more motivated*



# The final personality dimension is based on how you relate to the external world.

- Judgment vs. Perception
- A Judging preference focuses on deadlines, task completion, making decisions
- A Perceiving preference focuses on adaptability, open to new opportunities
- Discussion during sprint retrospective
  - *Judgment – Did we clear the sprint backlog? How can we make better task estimates?*
  - *Perception – What new ideas did we uncover for the product?*





# An appreciation for different personalities is needed.

- Whether one personality theory or another is correct is not the main point.
- A personality model provides insight into the different preferences we each have for approaching our work and interacting with others.
- Your team is composed of different people which will make it a stronger team.