

THE EXCHANGE



-CREATING CONNECTIONS IN THE WORKPLACE- NETWORKING SKILLS SESSION

JOLENE WATSON

Professional Speaker & Trainer

Creating Connections



WOMAN-OWNED BUSINESS
SASKATCHEWAN

“CONNECTION IS THE ENERGY THAT EXISTS
BETWEEN PEOPLE WHEN THEY FEEL SEEN,
HEARD, AND VALUED” - BRENÈ BROWN

OVERVIEW OF MYERS-BRIGGS® TYPE INDICATOR

BEFORE YOU SPEAK THINK

- T** - IS IT TRUE?
- H** - IS IT HELPFUL?
- I** - IS IT INSPIRING?
- N** - IS IT NECESSARY?
- K** - IS IT KIND?



E

Extroversion

- Action
- Outward
- People
- Interaction
- Many
- Expressive
- Do-Think-Do

I

Introversion

- Reflection
- Inward
- Privacy
- Concentration
- Few
- Quiet
- Think-Do-Think

S

Sensing

- Facts
- Realistic
- Specific
- Present
- Keep
- Practical
- What is

N

Intuition

- Ideas
- Imaginative
- General
- Future
- Change
- Theoretical
- What could be

T

Thinking

- Head
- Distant
- Things
- Objective
- Critique
- Analyze
- Firm but fair

F

Feeling

- Heart
- Personal
- People
- Subjective
- Praise
- Understand
- Merciful

J

Judging

- Organized
- Decision
- Control
- Now
- Closure
- Deliberate
- Plan

P

Perceiving

- Flexible
- Information
- Experience
- Later
- Options
- Spontaneous
- Wait

BEHAVIORAL FACETS:

EXTROVERSION		INTROVERSION
Initiating		Receiving
Expressive		Contained
Gregarious	ENERGY	Intimate
Active		Reflective
Enthusiastic		Quiet
SENSING		INTUITION
Concrete		Abstract
Realistic		Imaginative
Practical	INFORMATION	Conceptual
Experiential		Theoretical
Traditional		Original
THINKING		FEELING
Logical		Empathetic
Reasonable		Compassionate
Questioning	DECISIONS	Accommodating
Critical		Accepting
Tough		Tender
JUDGING		PERCEIVING
Systematic		Casual
Planful		Open Ended
Early Starting	LIFESTYLE	Pressure-Prompted
Scheduled		Spontaneous
Methodical		Emergent

16 MBTI® PERSONALITY TYPES			
ISTJ 15.5%	ISFJ 10.1%	INFJ 3.6%	INTJ 2.9%
ISTP 10.1%	ISFP 6.7%	INFP 9.2%	INTP 6.7%
ESTP 4.8%	ESFP 4.3%	ENFP 7.6%	ENTP 4.2%
ESTJ 5.5%	ESFJ 4.3%	ENFJ 2.9%	ENTJ 1.7%

The Myers-Briggs Type Indicator® (MBTI®) is a versatile assessment of personality type and is utilized by 88% of fortune 100 companies! It describes preferences for interacting with others, gathering information, making decisions and organizing our lives. The Myers-Briggs Type Indicator® can help people make business, career, and personal decisions.

INTRODUCTIONS:

MY NAME IS:

IN MY BUSINESS I SERVE:

IN MY PERSONAL LIFE I REALLY ENJOY:

I COULD USE HELP WITH:

I AM REALLY GOOD AT:

SOURCE: Own your own future challenge / Tony Robbins

PLATINUM RULE: TREAT OTHERS THE WAY
THEY WANT TO BE TREATED



Jolene Watson
Professional Speaker & Trainer
www.jolenewatson.com

CAREER: CATS

- What led you into this career path?
- **What was your dream career in high school?**
- What is the most rewarding part of your career / job?
- What subject would you add into the high school curriculum?
- What insights or positive lessons have you learned?
- Describe the perfect office space?
- Tell me about your team / coworkers; what is one word you would use to describe the environment?

ACHIEVEMENT:

- How have your strengths helped you to succeed?
- What are your success habits? (Logic or Values?)
- **What is the one thing you feel supremely qualified to teach other people? - Adam Leipzig**
- Tell me about your family?
- If you could live one day over in your life again, what day would you choose?
- What is the best thing that has happened this year?
- What attribute do you most admire in others?

TRAVEL:

- If could live anywhere in the world, where would you go?
- What is your favorite vacation destination and why?
- Tell me about your dream vacation.
- Where do you see yourself or your business in 5 years?
- What do you do for fun; if you had all of the time in the world, what hobbies would you get back into?
- What sports do you watch or play?
- **What is your favorite kind of music?**

SUCCESS:

- If you could meet someone famous who would it be?
- What would your dream job / career be if you had no limitations? What motivates you most in life?
- What are you most grateful for right now?
- If you had more time & money, what organizations would you volunteer for and donate to?
- What is something that I could do for you to help you become even more successful?
- **Tell me about your ideal client?**

ESTABLISHING RAPORT:

WHO WOULD BE YOUR IDEAL CLIENT & WHY?

MY FAVORITE QUESTIONS:



RESPONDING TO THE NEEDS OF OTHERS

GIVE THOSE WITH EXTROVERSION the opportunity to collaborate with others throughout the change process and a chance to develop ideas aloud.

GIVE THOSE WITH A PREFERENCE FOR INTROVERSION a chance to develop ideas internally before responding and the opportunity to work their way through the change process with a familiar group initially.

GIVE THOSE WITH A PREFERENCE FOR INTUITION the framework about the existing how and why. Give them a chance to review the information and create different possibilities.

GIVE THOSE WITH A PREFERENCE FOR SENSING enough specific and concrete information about the why and how and step-by-step information with explanations.

GIVE THOSE WITH A PREFERENCE FOR THINKING logical reasons for the decisions made. Be sure to cover the pros and cons of the decision. Give an overview on the other options that were considered

GIVE THOSE WITH A PREFERENCE FOR FEELING an overview on how this may impact the people involved. Give them the chance to connect with others to understand their perspectives and priorities.

GIVE THOSE WITH A PREFERENCE FOR JUDGING clear goals, timelines and structures. They appreciate a sense of completion and closure to each step along the way.

GIVE THOSE WITH A PREFERENCE FOR PERCEIVING the opportunity to add new, relevant information throughout the process and the freedom to remain flexible when solving problems

Written by Justin M. Deonarine, I/O Psychologist

YOU CAN'T CHANGE YOUR PERSONALITY TYPE BUT YOU
CAN **ALWAYS** CHANGE YOUR BEHAVIORS

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Professional Speaker & Trainer
www.jolenewatson.com

APPRECIATION TIPS FOR ALL EIGHT PREFERENCES

EXTROVERT PREFERENCES:
1. Accept and encourage their enthusiasm/let them shine!
2. Compliment them in front of others when possible.
3. Allow them to talk things out with others.
INTROVERT PREFERENCES:
1. Respect their privacy and give them lots of time to think things out.
2. Give them advance notice of staff meeting agendas.
3. Don't interrupt them and let them observe first in new situations.
SENSING PREFERENCES:
1. Give them standard operating procedures for new tasks.
2. Be practical and realistic.
3. Allow them to immediately apply what is communicated.
INTUITIVE PREFERENCES:
1. Give them many options and possibilities.
2. Anticipate that they will appreciate change in their job positions.
3. Use Metaphors when explaining ideas and/or concepts.

THINKING PREFERENCES:
1. Be calm and reasonable.
2. Provide honest feedback.
3. Let them analyze and critique changes.
FEELING PREFERENCES:
1. Be supportive, nurturing and interested in others.
2. Let them connect with others and create a harmonious environment.
3. Appreciate their efforts often.
JUDGING PREFERENCES:
1. Be decisive and share decisions with them.
2. Provide clear expectations and guidelines.
3. Allow them time to organize their workspace.
PERCEIVING PREFERENCES:
1. Allow them flexibility in their schedule.
2. Provide a wide range of options when possible.
3. Take an easygoing approach to change.
Source: 'Introduction to Type and Communication' - Donna Dunning

A PERSON WHO FEELS APPRECIATED WILL ALMOST ALWAYS DO MORE THAN WHAT IS EXPECTED

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Jolene Watson
Professional Speaker & Trainer
www.jolenewatson.com