

Individual Differences & Perception

Present by:

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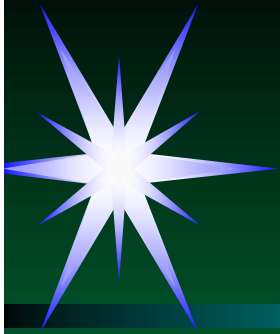


AGENDA OF SEMINAR

**Frameworks
Of Individual
Difference**

**Process of
Perception**

**Understand the
MBTI elements**

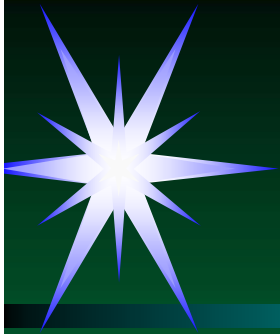


Individual Differences

Statement: Men are better managers than women.

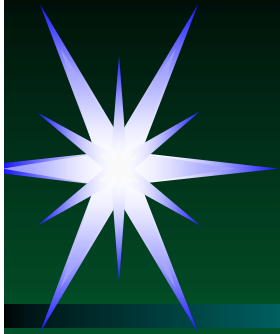
1	2	3	4	5	6	7	8
Fully Disagree	Strongly Disagree	Somewh at Disagree	Slightly Disagree	Slightly Agree	Somewh at Disagree	Strongly Agree	Fully Agree

Me	
Greeks	
Chinese	



The Process of Stereotype

Group	1	2	3	4	5	6	7	8
Us								
Greek	3	2	4	3	4	5	3	2
Chinese	1	3	2	0	4	3	1	0

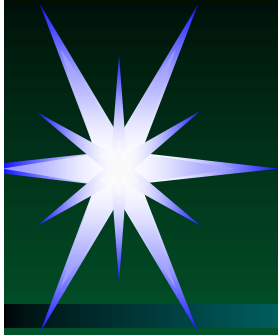


Perception

The process of receiving information about and making sense of the world around us.

Noticing + categorizing + interpreting
(Attention - Construction - Interpretation)





PERCEPTUAL SELECTION

It all depends on ...

The Object

size

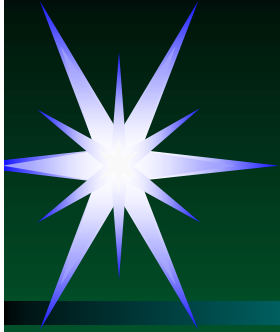
intensity
motion
repetition
novelty

The Receiver

needs
expectations
attitudes
culture

The Context

contrast



Perceptual Errors

1. Halo Effect

2. Primacy Effect

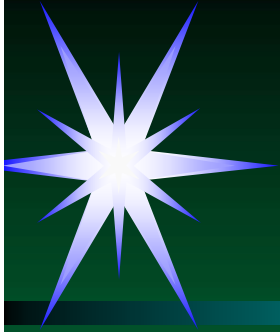
3. Recency Effect

4. Actor-Observer Error

5. Self-Serving Bias

6. Projection

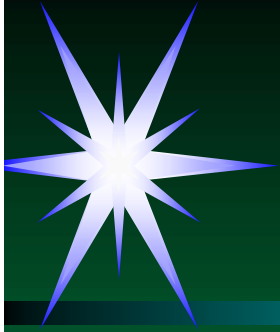
7. Stereotyping



Myers-Briggs Type Indicator (MBTI)

1. The Myers-Briggs Type Indicator is an instrument for measuring a person's preferences
2. The four scales are:
 - extraversion/introversion;
 - sensate/intuitive;
 - thinking/feeling; and
 - judging/perceiving.
3. The various combinations of these preferences result in 16 personality types.

MBTI helps you improve work and personal relationships, increase productivity, identify leadership and interpersonal communication preferences



Functions of MBTI

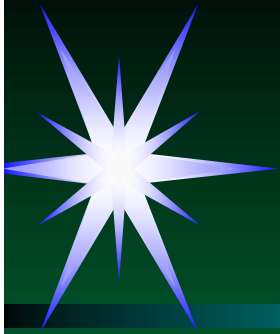
- **Self-understanding and development**
- **Career exploration, development, and counseling**
- **Relationship and family counseling**
- **Organization development**
- **Team building**
- **Improving problem solving**
- **Management training**
- **Leadership development**
- **Education and curriculum development**
- **Diversity and multicultural training**



MBTI Questionnaire



**A questionnaire which provides us
with some indications of
what our preferences are
for gathering data,
making decisions,
and dealing with people.**



MBTI Questionnaire

1. Where a box is marked with an “X”, add the values (0,1, or 2) horizontally across each row.
2. There are separate values for males and females on some boxes
3. Write each total in the shaded area to the right of its row.

Example:

2	X	2	0	X	1							

I	S	T	J
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EXTRAVERSION

<input type="text"/>	<input type="text"/>
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INTROVERSION

SENSING

<input type="text"/>	<input type="text"/>
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INTUITION

THINKING

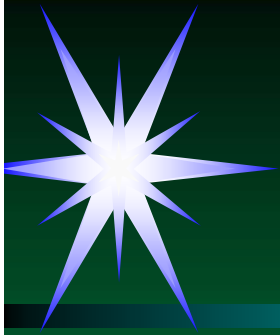
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FEELING

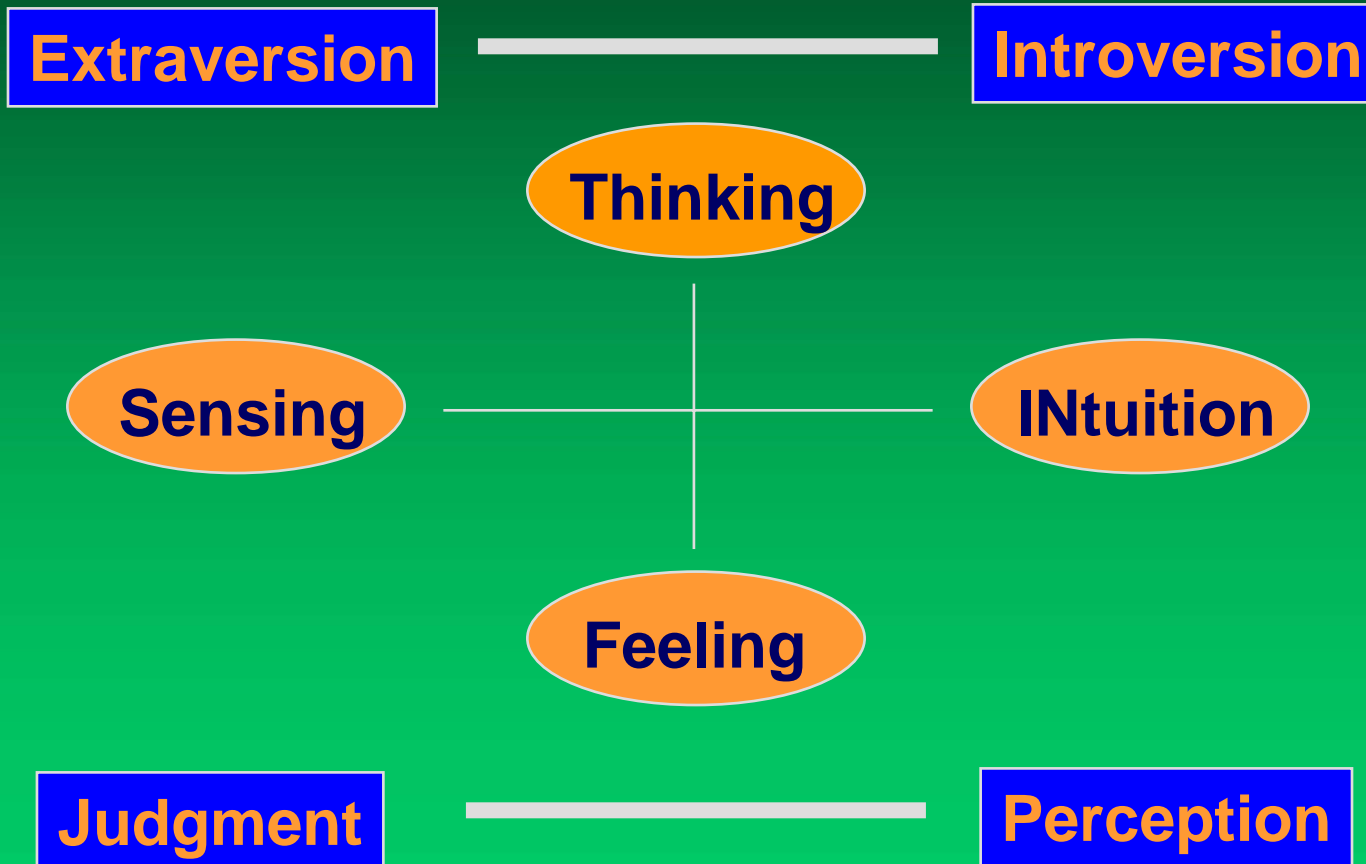
JUDGING

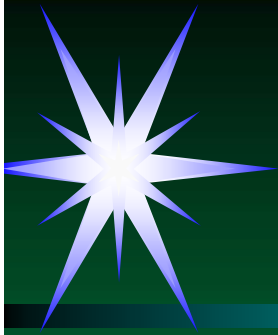
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PERCEIVING



Measurement Scales





Extravert-Introvert Attitude

Extraversion

Outside world, people,
action, things

Active

Verbal, Outgoing

Energized by activity

Reacts to stress by
increasing activity

Wants to change world

Introversion

Inside world, ideas,
pensive

Reflective

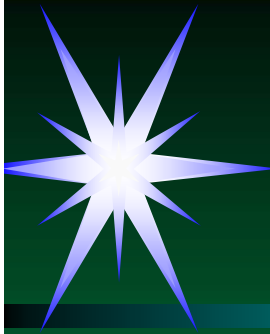
Quiet, reserved

Energized by depth, intimacy

Reacts to stress by
decreasing energy

Wants to understand world

70% - 30%



Sensing - Intuition Function

(The Perceiving Function)

Sensing

Practical

Concrete

Facts / experience

Output oriented

Life as is

Details

Present

Concrete examples

Intuition

Idealistic

Abstract

Conceptual

Process oriented

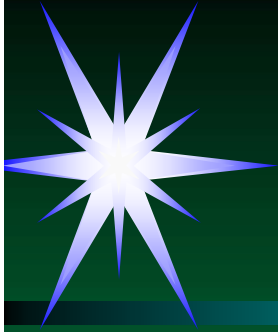
Life reorganized

Big picture

Future

Symbols, concepts

70 % - 30%



Thinking- Feeling Function

(The Valuing Dimension)

Thinking

Feeling

Objective

Subjective

Laws

Circumstances

Categories

Harmony

Standards

Mercy

Critique

Appreciate

Analysis

Sympathy

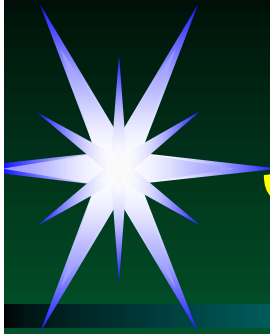
Impersonal

Personal

Methodical

Friendly

50% - %50%



Judging - Perceiving Attitude

Judging

Perceiving

Closure

Openness

Decisive

Open to possibilities

Ahead of time

Last minute

Decides, plans

Adapts, changes

Structured

Flexible

Run one's life

Let things happen

Completed

Emergent

Deadlines

What deadlines?

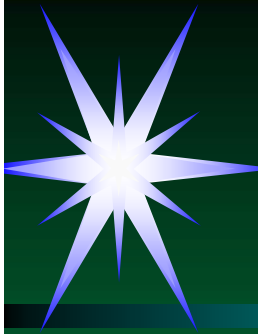
55% - 45%



Myers Briggs Group Profile

E -
I -
S -
N -
T -
F -
J -
P -

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

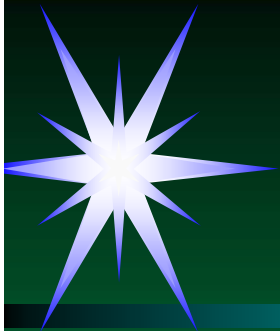


Engineering Managers - MBTI Sample

E - 4
I - 12
S - 10
N - 6
T - 15
F - 1
J - 14
P - 2

N = 16

ISTJ 8	ISFJ	INFJ	INTJ 4
ISTP	ISFP	INFP	INTP
ESTP 1	ESFP	ENFP 1	ENTP
ESTJ 1	ESFJ	ENFJ	ENTJ 1



Engineers - MBTI Sample

E - 29

I - 40

S - 44

N - 25

T - 59

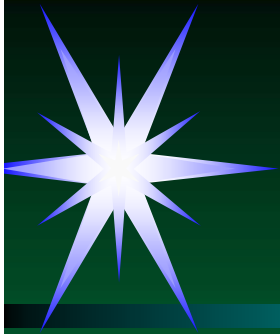
F - 10

J - 27

P - 42

N = 69

ISTJ 17	ISFJ 1	INFJ 2	INTJ 5
ISTP 7	ISFP	INFP 3	INTP 5
ESTP 3	ESFP	ENFP 2	ENTP 2
ESTJ 15	ESFJ 1	ENFJ 1	ENTJ 5



Personal MBTI Rader Charts

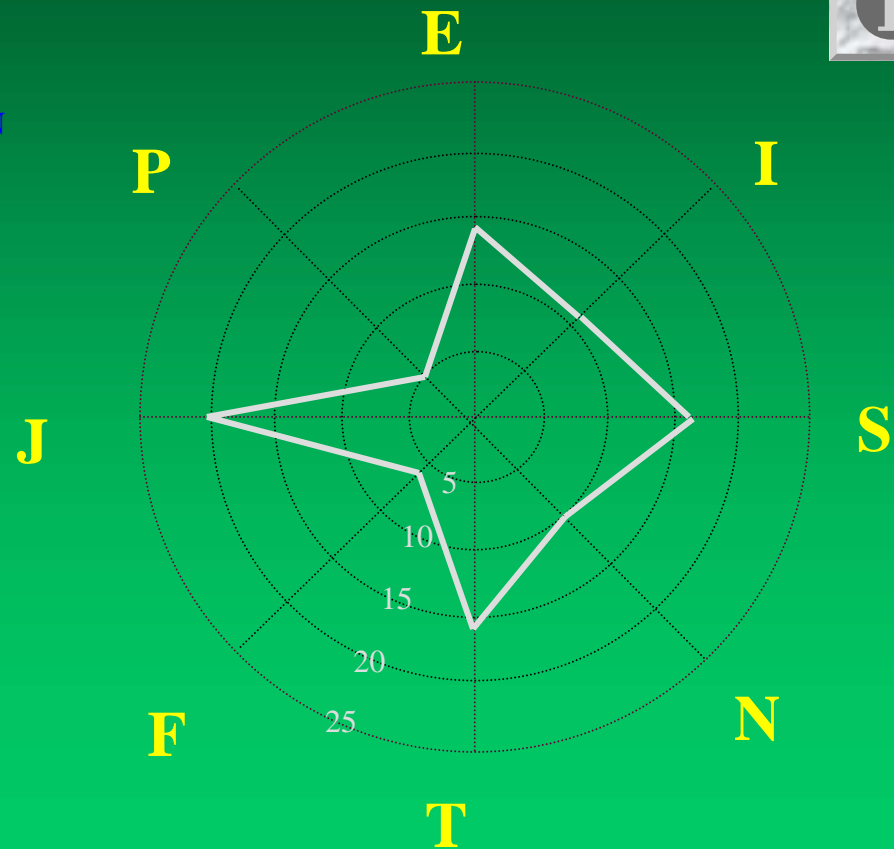
Raw Score

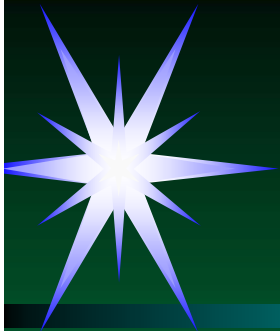


EXTRAVERSION	13	11	INTROVERSION
SENSING	16	10	INTUITION
THINKING	16	6	FEELING
JUDGING	20	5	PERCEIVING

MBTI Type

E
S
T
J





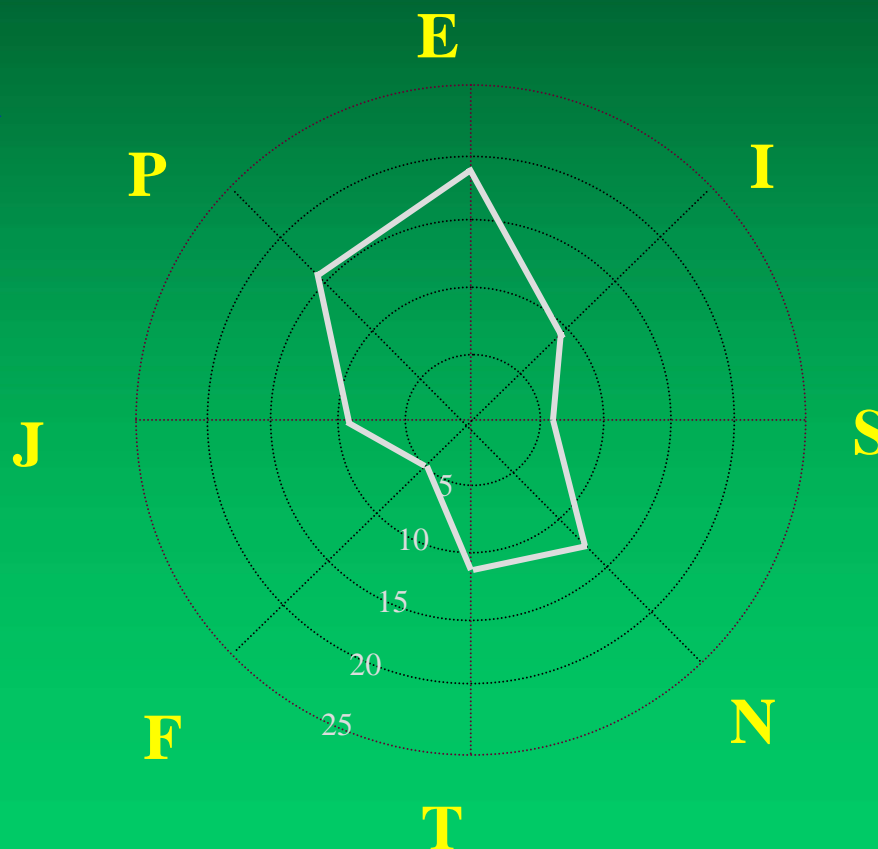
Group MBTI Rader Charts

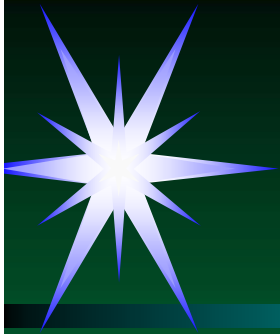
Raw Score

EXTRAVERSION	19	9	INTROVERSION
SENSING	7	13	INTUITION
THINKING	12	5	FEELING
JUDGING	8	16	PERCEIVING

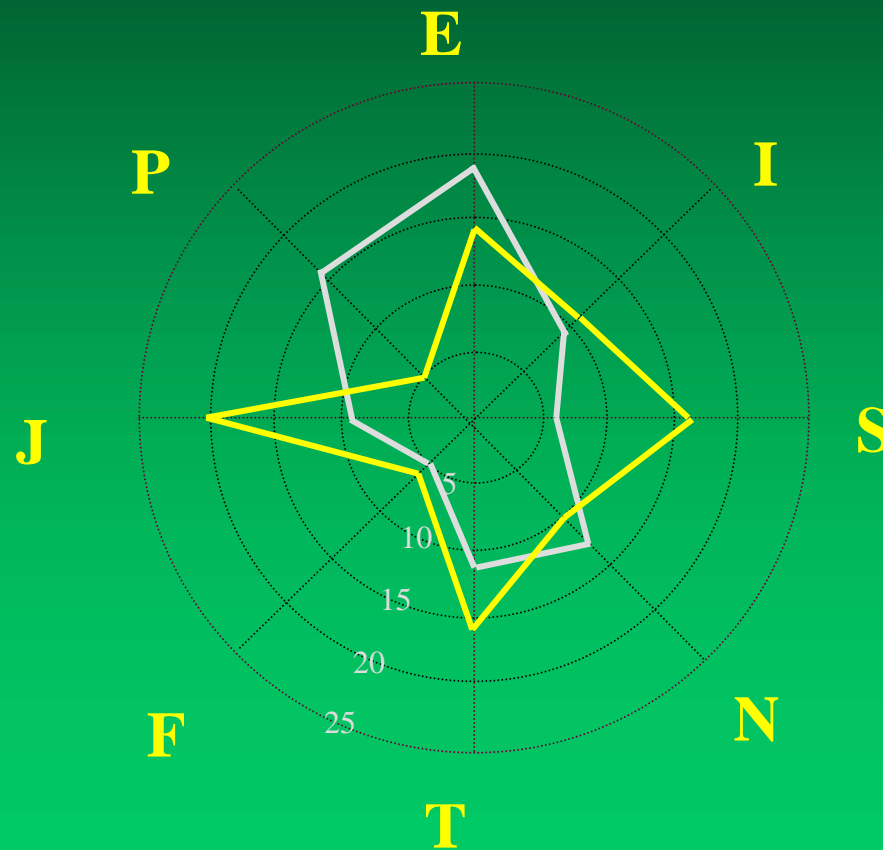
MBTI Type

E
N
T
P





Group And Personal Comparison



EXTRAVERSION

INTROVERSION

SENSING

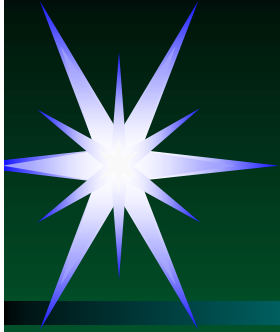
INTUITION

THINKING

FEELING

JUDGING

PERCEIVING



Our Group - MBTI Styles

E - 29
I - 40

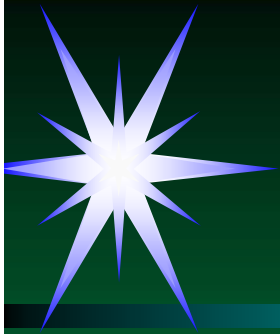
S - 44
N - 25

T - 59
F - 10

J - 27
P - 42

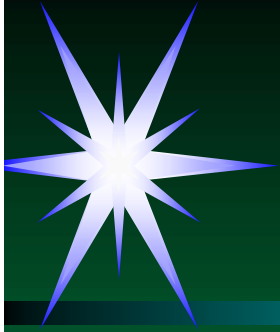
ISTJ 17	ISFJ 1	INFJ 2	INTJ 5
ISTP 7	ISFP	INFP 3	INTP 5
ESTP 3	ESFP	ENFP 2	ENTP 2
ESTJ 15	ESFJ 1	ENFJ 1	ENTJ 5

N = 69



PERSONAL ROLE - MBTI TYPE

PERSONAL ROLE	MBTI TYPE
Coach	ESFJ / ENFJ
Crusader	ISFP / INFP
Explorer	ENTP / ENFP
Innovator	INTJ / INFJ
Sculptor	ESFP / ESTP
Curator	ISFJ / ISTJ
Conductor	ESTJ / ENTJ
Scientist	ISTP / INTP



Judge Who Is Who

ISTJ

1. Serious, quiet, earn success by concentration and thoroughness.
2. Practical, orderly, matter-of-fact, logical, realistic, and dependable.
3. See to it that everything is well organized.
4. Take responsibility.
5. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.



Judge Who Is Who

ESTJ

1. Practical, realistic, matter-of-fact, with a natural head for business or mechanics.
2. Not interested in subjects they see no use for, but can apply themselves when necessary.
3. Like to organize and run activities.
4. May make good administrators, especially if they remember to consider others' feelings and points of view.