



Eight Ways to Work with Others

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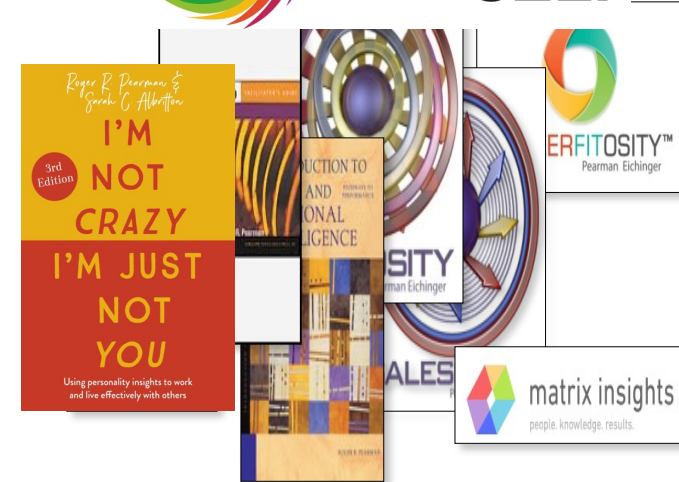


PEARMAN™
PERSONALITY INTEGRATOR

MHS®
ASSESSMENTS



Integral
SELF



The background is dark with faint, concentric circles. A solid red horizontal bar is at the top. Below it is a blue rectangle containing the text.

“Ignite the Imagination and Light
the Slow Fuse of the Possible”

Emily Dickinson

A small red triangle pointing downwards is located at the bottom center of the blue rectangle.

Words

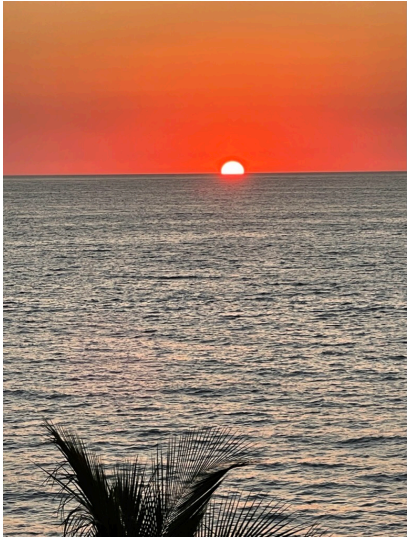
We should have learnt by now
that thoughts expressed by words
never represent anything absolute,
and that only the clueless
make themselves new garments
out of the rags of thought

C.G. Jung

Letters

I 522 1949 G

With the End in Mind



- This webinar will look at the hallmark qualities of the eight mental functions that are the core of the Pearman Personality Integrator. Each of these mental functions provides access to personal strengths and potential challenges when working with others. In our VUCA world, understanding our habits of mind and knowing how to flex when dealing with others who are so different is an essential skill for satisfaction and growth. Participants will learn:
- The nature of the eight functions and how to leverage their strengths
- Understanding how the constructive use of differences in our primary orientation and that of others can be successfully addressed
- Understanding the impact of the gaps between what we do and what we prefer



- Volatility

V

Vision

- Uncertainty

U

Understanding

- Complexity

C

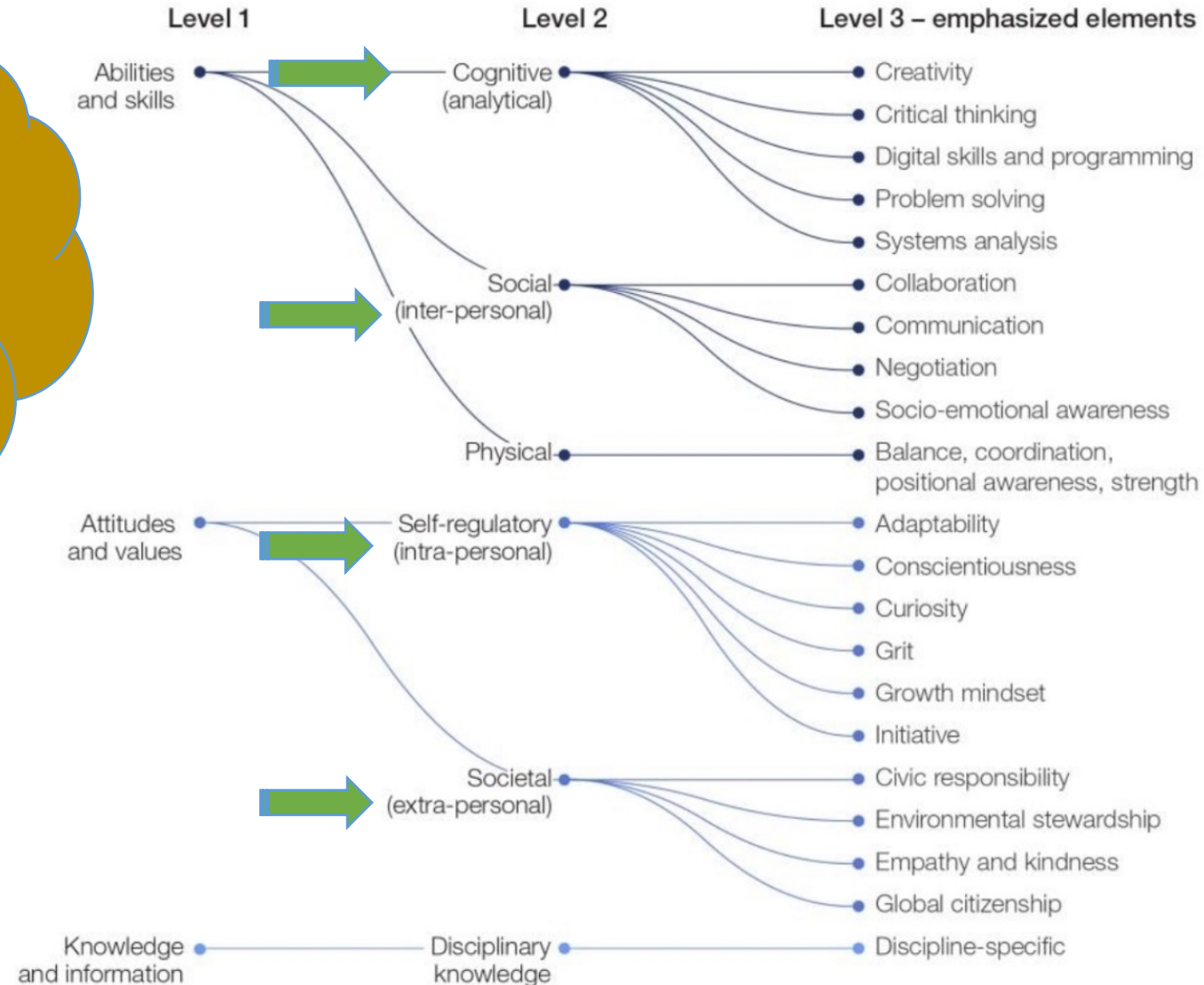
Clarity and
Caring

- Ambiguity

A

Agility

The Education 4.0 Taxonomy



*Self-Awareness and
Having a
Comprehensive
Mind Map
Enhances
Opportunities....*

Personality Patterns



- “...for it is one’s psychological type which from the outset *determines* and *limits* a person’s judgment. My book was an effort to deal with the relationship of the individual to the world, to people and things....the *various aspects* of consciousness....”

Memories, Dreams, Reflections

In the chat box, using a scale of 1-5, 1=Never Exposed to.....5=know it very well answer the following:

How much exposure have you had to Jung’s model of psychological type (MBTI, Majors, Pearman, etc.)?



USE & APPLICATION

Level 1

Self-Awareness.

Helping individuals understand all of their mental resources and the role of flexibility in effectiveness.

Level 2

Other-Awareness.

With a deeper understanding of personal mental resources, it is easier to identify resources of others to enrich relationships and reduce misunderstandings.

Level 3

Operational.

The Pearman allows teams to understand intra-team differences and potential gaps. Leaders can more effectively communicate across a spectrum of needs.

Level 4

Evidence-Based Development.

Linking the Pearman results to the right assignments enables enrichment of mental resources and flex factors that accelerates effectiveness and well-being

Level 5

Efficacy and Effectiveness.

Knowing your architecture identifies all of the resources available. Having an understanding of your habits of mind reveals areas left unexplored. Identifying potential sources of enriched flexibility boosts efficacy.



Practical Tactics for Working Well with Others

Tactic 1

Self-Awareness.

- (1) Learn the Model as Applied to Oneself
- (2) Take the Integrator for comparative results

Tactic 2

Other-Awareness.

- (1) Observe and identify illustrations. Hypothesize
- (2) Ask the most relevant of the 8 Key Questions

Tactic 3

Operational.

- (1) Engage the team on exploring ways to approach work with the 8 Functions in Mind
- (2) Have team complete the integrator; share strengths and areas of need.

Tactic 4

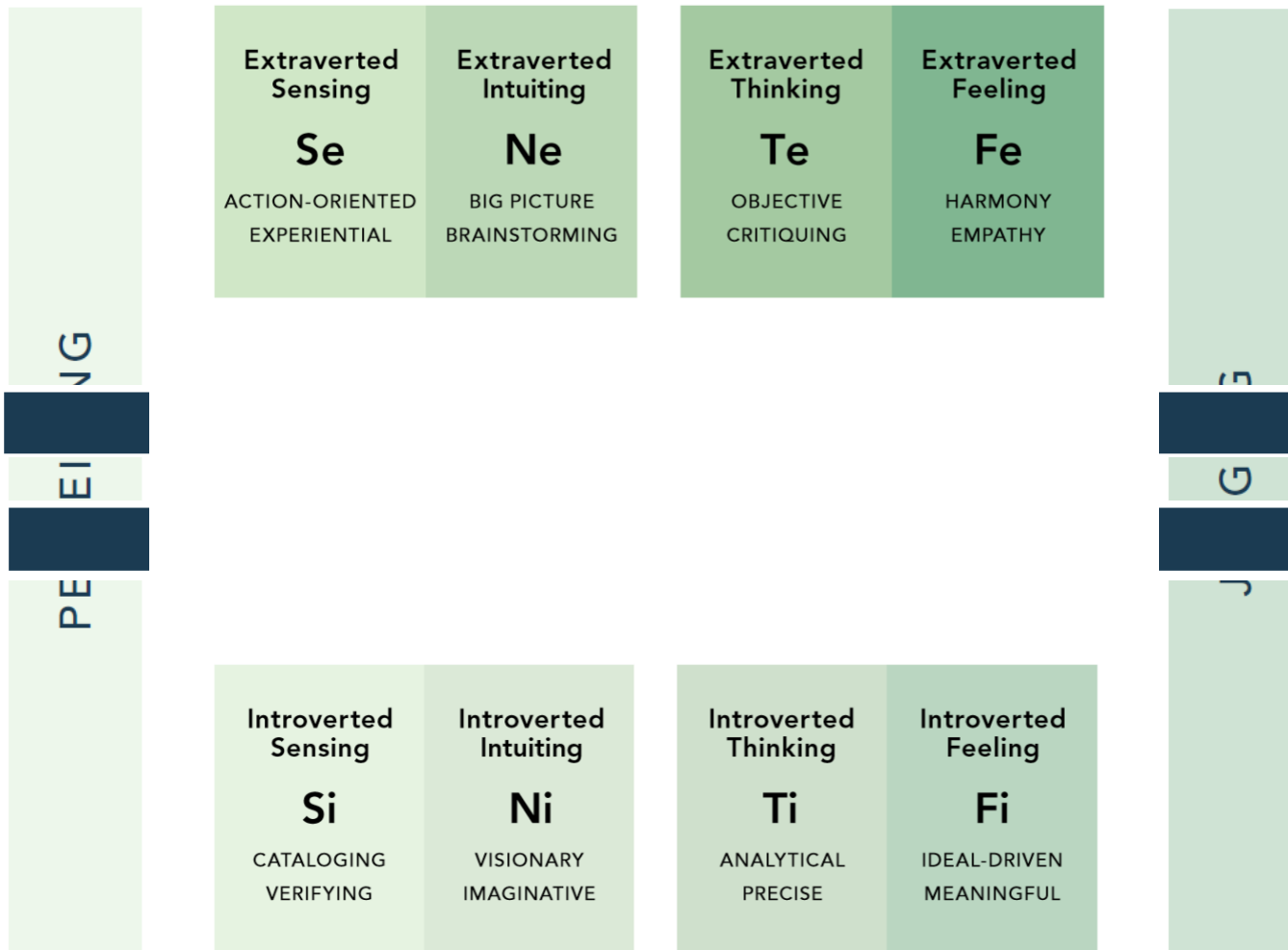
Evidence-Based Development.

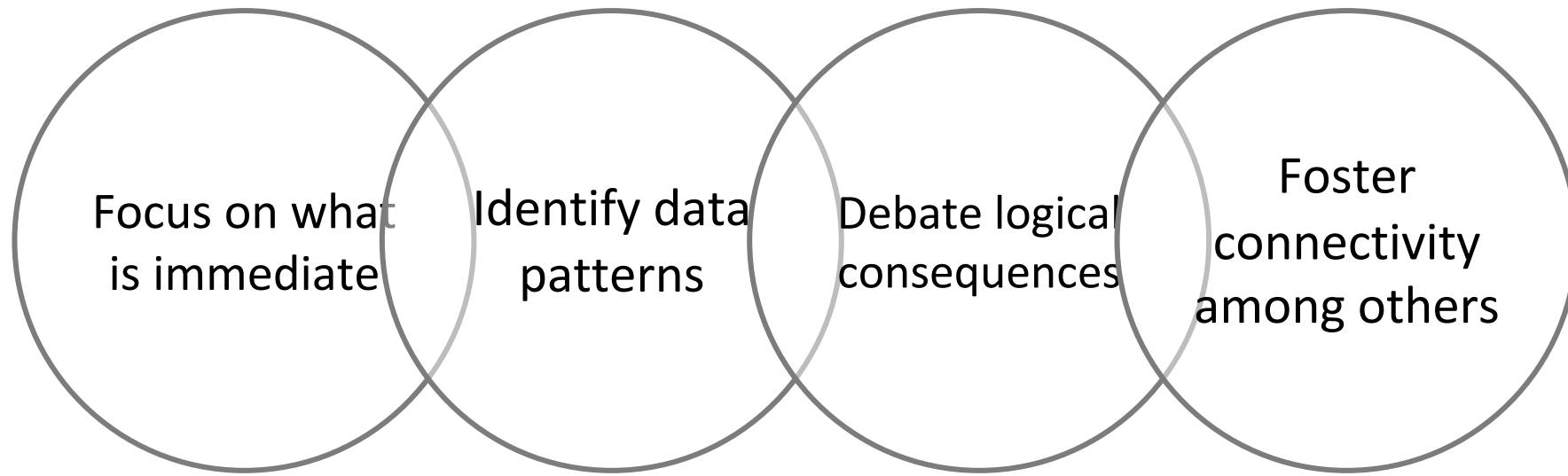
- (1) Apply action tips in the Integrator report
- (2) Link the Integrator results to other multi-rater sources

Tactic 5

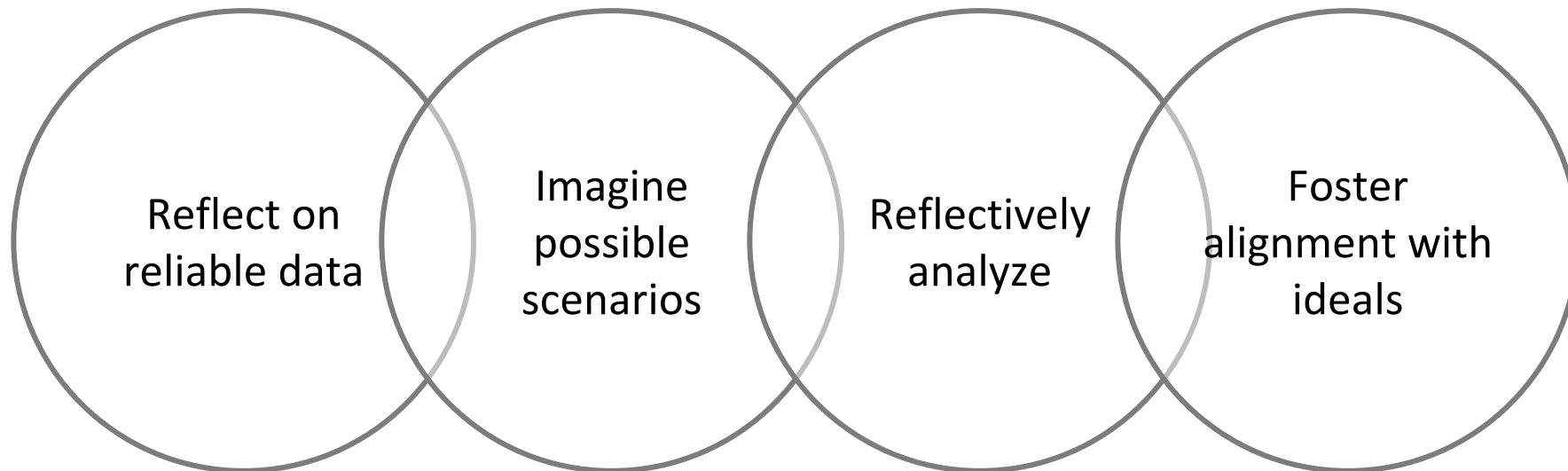
Efficacy and Effectiveness.

- (1) Understand the link between flexibility and overall efficacy and act on enriching areas for greater adaptability
- (2) Use the model and the results has an effective "map" of the territory for development





Processes & Functions – When engaging with others do you...



Perceiving

Ways of Taking in Information

13

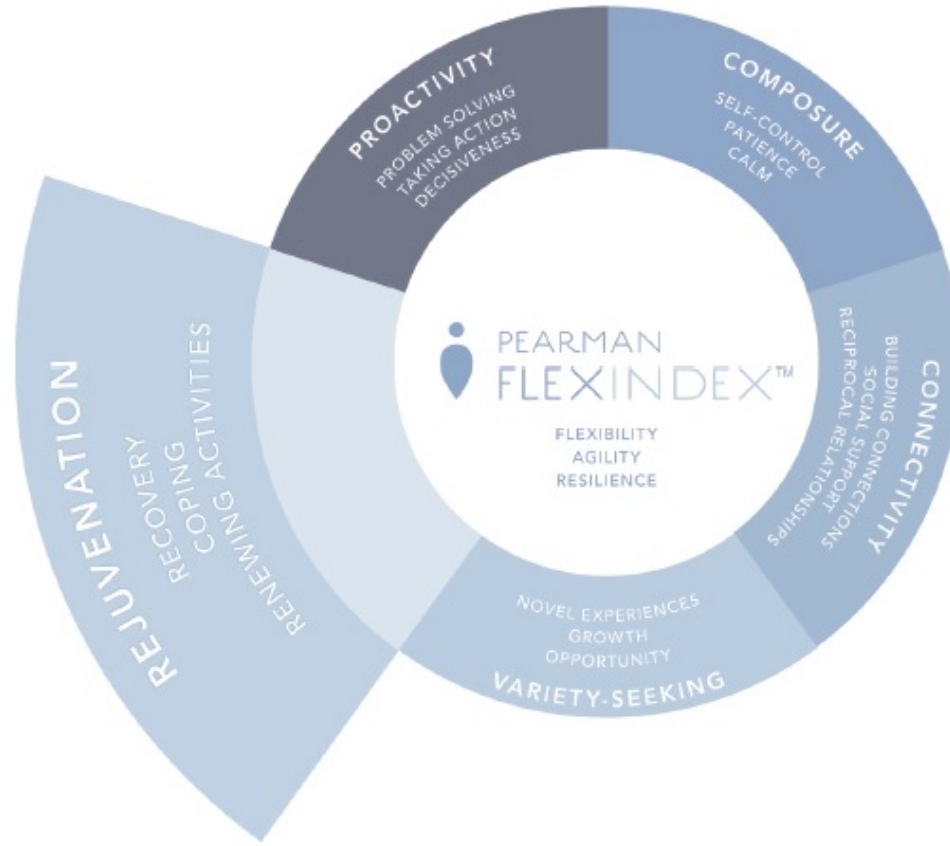
	EQ Capability	Everyday Example
Extraverted Sensing	Reading Body Language	Observes shifting facial muscles
Introverted Intuiting	Integrates contextual factors	Reflects on understanding meaning
Introverted Sensing	Awareness of body sensations	Focus on the body in the moment
Extraverted Intuiting	Identifies emotional blends	Sharing of ideas, possibilities, and associations

Judging

Ways of Making Decisions

14

	EQ Capabilities	Everyday Examples
Extraverted Thinking	Analyzes emotional elements	Analyzing pros and cons; comparing options when making a response
Introverted Feeling	Aligning emotions with actions	Evaluating emotions and aligning reactions
Introverted Thinking	Name and classify emotions	Facilitates use of the right emotions at the right time
Extraverted Feeling	Manage for constructive outcomes	Demonstrating empathy toward others



Which are aspects of your working style and the style you find most challenging of others?

- What did you immediately focus on and share with a group during an activity? (Se)
- What ideas or hunches did you share with a group? (Ne)
- What issues or information do you debate and what do you share about your analysis of a given challenge? (Te)
- How did you seek to connect with members of the group during an activity? (Fe)

Which are aspects of your working style and the style you find most challenging of others?

- What do you internally “see” as the important facts or information that you wanted to remember? (Si)
- What ideas come to you, whether you share them with the group or not? What scenarios emerge in your awareness that you feel are “best” paths to a solution? (Ni)
- In your internal conversation about a given challenge, do you debate the logic of the experience? Find yourself skeptical about what is being asked? Look for an underlying purpose or preferred outcome? (Ti)
- Immediately react to how it “feels” or ponder the meaning of what is being asked or even just had an internal “yes/no” reaction to completing the task as suggested? What values activated in a decision-making situation (Fi)?

Experienced any of the following.....

- Thinking to yourself, "one more idea from that loudmouth and I might just walk out of here."
- "I keep sharing possibilities and getting nothing back. Is this person paying attention or the wattage low?"
- "This person keeps talking about how the information connects with people. I want us to get clear and logical about the ideas first."
- "I keep sharing possible consequences of the ideas we are talking about and all I get are strange stares or objections."
- "Why can't we focus on what really matters instead of finding every logical flaw in the information?"
- "I'm exposing every potential flaw in this material but none of it seems to matter to you."



Can be regular “rubs” or a big clash

Constructive Engagement Goes Down





As Stress Goes Up

Where the biggest conflicts or tensions tend to be:

Perceiving	Often Clashes with (and it is reciprocal)	Judging	Often Clashes with (and it is reciprocal)
Introverted Sensing	Extraverted Intuiting	Introverted Thinking	Extraverted Feeling
Introverted Intuiting	Extraverted Sensing	Introverted Feeling	Extraverted Thinking

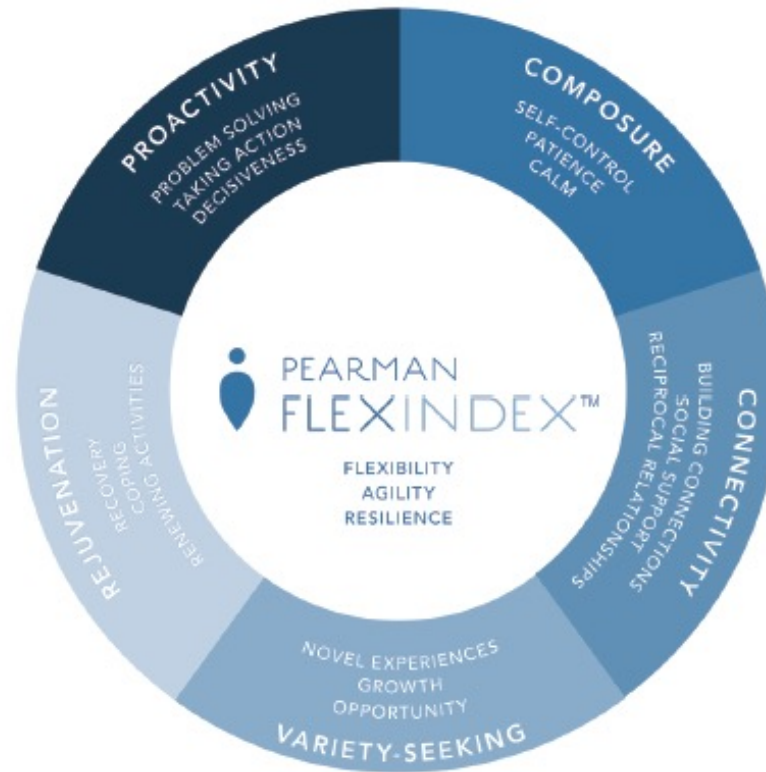
 Often difficult pairings:

Perceiving/Judging Combinations	Often Clashes with (and it is reciprocal)	Remember.....in general.....
Sensing Thinkers (ST) 	Intuiting Feelers (NF)	STs want specificity, precision, and sequence NFs want ideas, values, and possibilities
Sensing Feelers (SF) 	Intuiting Thinkers (NT)	SFs want practical, safe, tried and true NTs want competence, systems, and change

- Self-awareness—what are your patterns and what are you less attentive too?
- Recognize triggers—knowing your hot spots is essential.
- Reframe, Shift Perspective, Engage, Explore
- As Jung said: “People are incapable of seeing from another person’s perspective UNLESS there is goodwill.”

Natural vs. Demonstrated





The Battery Drains.....



1 Strain between What is Natural
and What is Demonstrated

4 Poor Self-Awareness and Renewal
Strategies

2 Strain between Perceiving
and Judging Mental Functions

5 Negative Self-Talk
Four Messages to Turn
Off...especially as related to
working with others.

3 Gaps in Flexibility Factors

6 Lacking Brain Savvy Tactics

There are No Instant Solutions... **Enrich these master skills:**



Generous Listening

01 Being completely attentive and accurately responding to what the speaker says and means, and also to what might be behind the words..

02 **Adaptability**
Responding effectively to multiple demands, ambiguity, shifting priorities, and rapid change.

03 **Active Empathy**
Understanding how and why others feel the way they do, and conveying it.

04 **Impulse Control**
Recognizing emotional triggers as a signal to slow down, think before acting, and choose a constructive response.

05 **Interpersonal Skillfulness**
Using a wide range of skills to effectively communicate with, relate to and get along well with others.

06 **Openness to Others**
Being receptive to others' feelings, thought sand ideas.

Center for Creative Leadership: Key Finding

70-20-10-25

70% - Jobs (assignments, tasks, projects)

20% - Relationships (bosses, mentors, coaching, role models)

10% - Courseware (seminars, training, readings, education, eLearning)

25% - Hardships (missed promotions, getting fired, family tragedies, health challenges)

DOING NOTHING AT ALL

VS

MAKING SMALL CONSISTENT
EFFORTS:

$$(1.00)^{365} = 1.00$$

$$\underline{(1.01)^{365}} = \underline{\underline{37.7}}$$

One Small Shift
Over Time
Can Alter Outcomes

Integration



EQ-i 2.0[®]
assess. predict. perform.

Leadership

Natural &
Demonstrated

Within Mental
Function Flexibility

Across Mental
Function Flexibility



