

Introduction

Myers Briggs Personality types and temperaments was a training that was organised twice by Soroti Development Association & NGOs Network (SODANN) and facilitated by two British experts; Tim and Ann Marsden from the United Kingdom (UK).

In total, sixty five participants from various organisations/ institutions and the local government benefitted from the training, this includes; civil society organisation (CSOs), Police, medical personnel, Local Councilors, journalists, Elders, cultural and religious leaders.

Objectives of the training

Myers Briggs Personality types and temperaments training is a special type of training that seeks to enrich junior, middle and senior managers of various institutions and organisations to;

- understand themselves and their types,
- Appreciate others in order to make constructive use of individual differences,
- Enhance effective communications between supervisors, peers, and employees,
- Improve team work,
- Approach problems in different yet healthy ways and thus be more productive,

The training does not in any way make any one rich but it enables one to appreciate others in their places of work and also at home. There is need for us to know our personality types because we work with different people with different characters and behaviors’.

Methodology

The training involved lectures from the facilitators, power point presentations and group discussions of participants according to their different personalities and characteristics, for example the ESTJ¹, ESTP², ISTJ³, ISFJ⁴ and INTP⁵. A four letter code is normally used as a short hand for indicating a personality type.

1 They are; practical, realistic, quickly move to implement decisions. They organize projects and people to get things done

2 They are, flexible and tolerant; they take a pragmatic approach and are focused on immediate results. Theories and conceptual explanations bore them.

3 They are; quite, serious, earn success by thoroughness and dependability. They decide logically what should be done and work towards it steadily.

4 They are, quite, friendly, responsible and conscious. Committed and steady in meeting their obligations. They strive to create an orderly and harmonious environment at work and at home.

5 They seek to develop logical explanations for everything that interests them. They are theoretical and abstract, interested more in ideas than in social interaction.

Tim Marsden an expert from UK in Myers Briggs explains to a cross section of the participants during Myers Briggs personality types and temperaments training

An individual's type is determined by his/her response to the questions on the Myers Briggs Type Indicator (MBTI) and each preference is represented by a letter.

Discrepancy between an extrovert from an introvert

Extroverts

- Have a need for prophecy and being quite
- May take things lightly
- Withdraw and tell the right answer
- Like reading and thinking
- Need to ask before they conclude
- Prefer an sms to a phone call

Introverts

- They get angry most often
- It's easy to read their mind
- They need to initiate things
- Enjoy charting with people
- Prefer phone call to an sms

Effects of different personalities in practice *(Group work one with feedback)*

In their respective personality type groups, participants were instructed by the facilitators to plan a celebration and make an invitations to the public; it was at this point that the different groups came up with various titles and designs of invitations, for instance the Golden Jubilee 100 years of Independence, Wedding ceremony, Women's Day celebration, Soroti UCC (Uganda College of Commerce) graduation.

At the center is the Regional Police Commander Mid-Eastern, Soroti with representatives from CSOs making a plan for a celebration before they could go ahead to design an invitation poster

At the extreme left is Ms. Acakara Margaret the Senior Principal Nursing officer, Soroti Regional referral hospital, at the center is SODANN staff, and on the extreme right is Ms. Iyoga from SORUDA designing an invitation poster.

Chelsea Milko, a volunteer with the American Peace Corps looks on as Ms. Monica a staff of SODANN with others write down the letters on stickers that represent their personality types

Participants, in their personality type groups were able to develop different plans and designs for the celebration.

Samples of the posters designed by participants with different personality types (*Introverts and Extroverts*)

Comments

- In all the posters, the blind were left out because they would not be able to read the information on the posters.
 - Some of the posters were wordy and this in most cases makes people out there to pay less attention to the posters.
 - Other posters were brief and precise so it makes readers out there to read it faster.
- Introverts sensing types normally prefer drawings in their work and they are precise to the point.
Extroverts sensing types do not mind about graphics

Communication styles (*Group work two with feedback*)

Participants still within their personality type groups were required to answer the following questions;

- How do you define good communication?
- What helps you to listen and pay attention?
- What stops you from paying attention?

Answers that arose;

QN: How do you define good communication?

Good communication is a precise description of the message from the sender to the receiver and for it to be complete there needs to be a feedback.

QN: What helps you to listen and pay attention?

- Nature and medium of communication
- Environment; a conducive and clean and quiet atmosphere helps one to pay attention
- Personal expression; if the presenter is lively and audible enough
- Attractive message

QN: What stops you from paying attention?

- Environmental factors; like a smelly place will halt one from paying attention
- Stress
- Language barrier
- State of health; if one is sick, he/she will not be able to pay attention

Ann Marsden highlighting the differences between the posters designed by the introverts and extroverts during the training

Need for recognition (*Group work three with feedback*)

The ESTJ, ESTP, ISTJ, ISFJ and INT prefer to be recognized in various ways. This was reflected when they were asked the following questions;

QN: What do you like to be recognized for?

QN: How do you like recognition to be shown?

QN: If you don't receive appropriate recognition, how do you react?

Extroverts' sensing feelers and Introvert sensing feelers always need to be recognized and this is what they had to say;

QN: What do you like to be recognized for?

- A job well done/ good performance

- Being creative
- Academic achievement
- Contribution to a success
- Smartness
- Working for extra hours

QN: How do you like recognition to be shown?

- Promotion
- Public recognition
- Reward e.g. certificate
- Increase in salary

QN: If you don't receive appropriate recognition, how do you react?

- Opt for another job
- Reduce input and output of work
- Find out reasons as to why I am not being recognized
- Withdrawal from the job
- De-campaign the organization
- Create lame excuses so as to absent yourself from work

After group discussions and presentations, participants were able to identify their characteristics, strengths and weaknesses of which they were able to tell whether truly they belonged to Extroverts or Introverts group and some of them gave examples of their types for instance; Mrs. Agaba Alison the Regional Police Commander Mid-Eastern- Soroti explained her strength as being observant about people, incredibly quick to notice things and make decisions because she applies it at her work place.

TEMPERAMENTS

This was identified by a Greek Philosopher Hippocrates based on observable clusters of behavior developed with reference of Myers Briggs however; he identified them as Guardia with sense of duty, pragmatist as trouble shooters, idealistic as persuasive and rationalist with need for recognition.