

Personalities in teams

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Purpose of this session

The overall outcome of this session is to discuss the influence of personalities in the function of the healthcare team.





Teams and Functioning





Teams

Myers Briggs Typology (MBTI)

Introversion (I) vs Extroversion (E)

Sensing (S) vs iNtuition (N)

Thinking (T) vs Feeling (F)

Judging (J) vs Perceiving (P)



INTERACTION: Introversion vs Extroversion

- The focus on your attention and your energy
- Do you prefer to spend time in the outer world of people and things
- Do you prefer your own inner world of ideas and images
- Meaning is actually different compared to every day use



After a long work week at a workshop. You realise that you have a Friday afternoon off. Which statement describes what you would prefer to do?

None of the options are correct!



Go home, take
a nap and
spend a quiet
evening



Call my friends,
and actually go
out for the
evening





RECEIVING INFO : sensing vs intuition

- Do you pay attention to information that comes through with your five senses or do you pay attention to the patterns and possibilities in that information?
- Sensing- You notice facts, remember detail, like to see practical things, learn best when things are practically applied
- Intuition- You learn by thinking of a problem, you prefer to work in abstracts, symbols and theories, you remember impressions than actual facts



Select one response that best summarises what you see on the picture

None of the options are correct!



1 tree, Four roads,
A white signpost,
a grey field



A nation at cross
roads, a bleak
future,
mechanisation,
deforestation





DECISIONS: Thinking or Feeling

- Do you put weight on objective principles and impersonal factors or do you put more weight on personal concerns and people involved
- Thinking: Basic truth and principles are applied regardless of specific situations, try to be impersonal , not letting personal wishes influence
- Feeling: Best decisions are made based on what people care about, points of view is important, maintaining harmony, & relationships



Identify which decision would resonate with you as coach of Lerato's football team?

None of the options are correct!



Cancel the
entire
participation of
the team



Proceed to the
competition and
leave Lerato
behind



Structure: Judging vs Perceiving



- Judging-Planned or orderly way of life, settled and organised, comfortable when decisions are made and like to bring life under control
- Perceiving- Flexible and spontaneous way of life, understand and adapt to world than organising, Staying open to new experiences and information



Which of the two best describes your approach in engaging with the trip to Mombasa

None of the options are correct!



Look for infor,
plan places to
visit, book cafes
in advance



See how it goes,
follow what
happens in
Mombasa



ISTJ Responsible Executors	ISFJ Dedicated Stewards	INFJ Insightful Motivators	INTJ Visionary Strategists
ISTP Nimble Pragmatics	ISFP Practical Custodians	INFP Inspired Crusaders	INTP Expansive Analyzers
ESTP Dynamic Mavericks	ESFP Enthusiastic Improvisors	ENFP Impassioned Catalysts	ENTP Innovative Explorers
ESTJ Efficient Drivers	ESFJ Committed Builders	ENFJ Engaging Mobilizers	ENTJ Strategic Directors

16 combinations of the MBTIs

**How can knowledge of
personalities enhance
functioning within the
primary health care team**





Personalities strengthening the primary healthcare team



“
Coming together is the
beginning, Keeping together is
progress, Working together is
success

– *A wise woman*