

RO&Ming with **Lil**

Episode 24

**Embracing otherness
with personality models
– Tim**



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Introduction to Episode 24

Welcome to Tim Dyer!

- Organisational consultant
- Experience working with offenders, homeless people, PTSD
- Works now with wounded groups, towards organisational health
 - Religious organisations, after Royal Commission into Institutional Responses to Child Sexual Abuse
 - Schools
 - Not for profits
- Auditing culture and human resources
- Working with individuals and teams, rebuilding trust

What is personality?

- Core element of personhood
- Reasonably stable way of being, over our lives
- A personality model:
 - Identifies common patterns across people
 - Shows ways of thinking, acting, motivations
 - Highlights innate parts of us
 - Doesn't limit us – we are who we are
 - Gives us a language to recognise and discuss differences and otherness
- Different to world view, family traits, elements of culture, or life experience

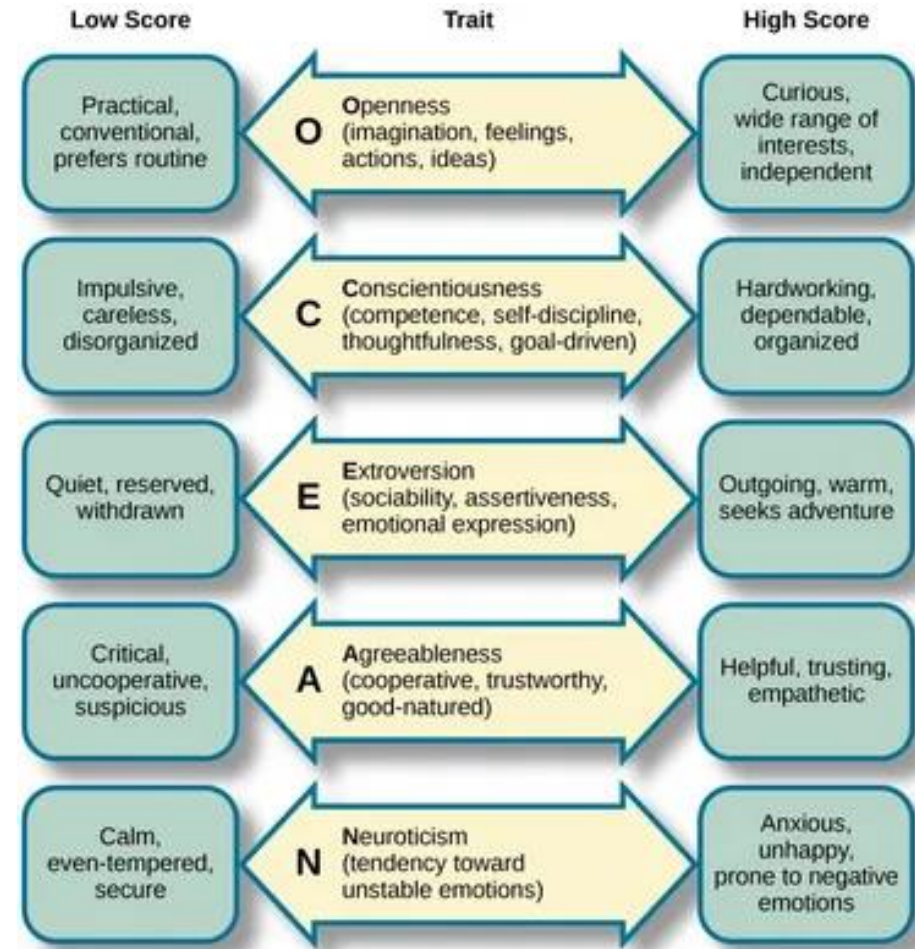
Some personality models

- The four humours (from Greek philosophers)
- Jung... model matured into Myers-Briggs Type Indicator (MBTI)
- Type B & Type B
- Enneagram
- The Big 5 - OCEAN or CANOE...
- ...now the Big 6: HEXACO
- DISC – dominance, influence, compliance, steadiness

Big 5: Ocean or Canoe, now Big 6: Hexaco

- Scientifically rigorous
- Derived from megadata about personality
- Lexical analysis using language from thousands of participants
- Factor analysis for statistical grouping of characteristics

HEXACO: humility, emotionality, eXtraversion, agreeableness, conscientiousness, openness



<https://www.simplypsychology.org/big-five-personality.html>

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer
E
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer
I
Introversion

ISTJ
Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISFJ
Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ
Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ
Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP
Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP
Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP
Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer
T
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer
F
Feeling

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer
S
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer
N
Intuition

ESTP
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP
Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP
Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP
Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ
Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESFJ
Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ
Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer
J
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer
P
Perceiving

The vibe of the constitution...

Check out the classic Australian movie, *The Castle*, and ponder personality types <https://www.youtube.com/watch?v=ITUSZ6LRHrk>



Conferences earning COMS points

- SPEVI Conference – Celebrating Change!
 - 18-19 January 2021
 - <https://www.speviconference.org.au/>



- International O&M Online Symposium
 - 4-6 February 2021
 - <https://orientationandmobilitysymposium.com/>



Contacts / Resources

- Links and PowerPoint slides for *RO&Ming with Lil*

www.lildeverell.net/resources/roaming-with-lil/

- To discuss VROOM and OMO, offer feedback, suggest a topic, or record an episode together:

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Credits

- Music
 - *Happy Stroll*, a royalty-free download from Purple Planet Music
- Graphics created by Lil Deverell with
 - PhotoShop lessons and technotherapy from Erin Deverell
 - Photos from
 - An amateur drone photographer from Cornwall, flying over a spaghetti junction in Birmingham (royalty-free)
 - Christine Darwood, a wildlife spotter in the ACT who snapped our sprightly echidna crossing the road (used with permission)
 - Rob Keating, a Canberra-based photographer, who found a weathered wombat crossing the road (purchased from <https://keatingmedia.com.au>)

