How to Lead and Manage Project Based on Your MBTI Personality Type

With Hiu Pun Chong, lecturer of IBE – Institute for Abilities and Development, Dresden

Keywords: Leadership, management, project, team, personality types

Workshop Duration: 1 day

Target audience: Project teams, project leaders

Language: English

Workshop Description

Project management and psychological type are both powerful frameworks used in today's workplaces. This workshop brings them together to support each other for better project outcomes. By understanding how different project teams direct and receive energy, take in information, make decisions, and are oriented toward the external world—characteristics assessed by the MBTI instrument—you can identify the possible strengths that could help the project and possible challenges the project team might face. By taking concrete actions based on this understanding, you can successfully get an at-risk project back on track and point a successful project to the next level of performance.

Workshop Objectives

- Learn the fundamentals of MBTI (Myers-Briggs Type Indicator) and how it relates to project management
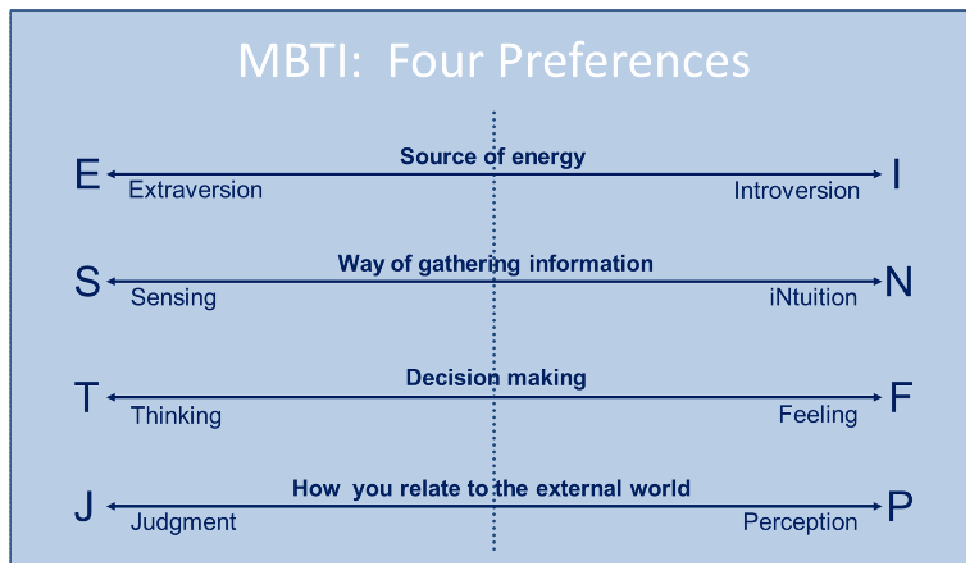
- Recognize how type preferences play out at the project level, providing a systematic framework for both assessing and intervening on a project

Summary Descriptions of Project Teams by Type

ISTJ	ISFJ	INFJ	INTJ
Practical	Loyal	Intense	Independent
Responsible	Supportive	Reflective	Concept oriented
Detailed organizers	Hands-on caretakers	Inspirational leaders/followers	Critical thinkers

ISTP	ISFP	INFP	INTP
Observant	Sensitive	Adaptable	Concept oriented
Hands-on, practical	Tactical	Idealistic	Theoretical
Pragmatists	Helpful troubleshooters	Seekers of inner peace	Puzzle solvers

ESTP	ESFP	ENFP	ENTP
Realistic	Spontaneous	People oriented	Inventive
Unconventional	Social	Seeking harmony	Entrepreneurial
Risk takers	Lovers of surprise	Creative optimists	Experimenters

ESTJ	ESFJ	ENFJ	ENTJ
Assertive	Sociable	Passionate	Visionary
Results driven	Responsible	Persuasive	Commanding
Life's administrators	Harmonizers	Charismatic leaders	System planners

After the workshop, you will be able to

- Get your own personal project management profile based on your MBTI type (see the last 2 pages attachment)

- Have a comprehensive understanding how your personality type may affect a project, in terms of both your similarities and differences with other project members

- Identify systematically your strengths and blind spots on a project, allowing for a more complete consideration of the factors that influence the project's success

- Improve communication skills and working relationships within your project team

Workshop schedule and information

Date: 10th December 2021

Time: 0930 – 1730 (with a lunch break between 1300 – 1400)

Location: Next Level, 32 Strzeszynska street, 60-479 Poznan, Poland

Pre-workshop assignment: Please complete this test: idrlabs.com/test.php and bring the result to the workshop

About the trainer

Mr Chong Hiu Pun is a personality type expert and psychometric specialist. He works globally as a trainer for over 10 years between Asia and Europe. He has been working with many international companies, including Deutsche Bank, HSBC, Microsoft, Facebook in building and leading training programs. Currently he is a trainer working at IBE – Institute for Abilities and Development in Dresden and Cambiana in Munich.

He is also a public speaker and speaks in international conferences and forums on project management, organization behavior, business psychology, teamwork, leadership and intercultural communication. He has been giving workshops for a few universities including Berlin School of Economics and Law, Berlin University of Applied Sciences, Dresden University of Technology and Warsaw School of Economics.

Chong Hiu Pun holds a Master's degree in Management from esmt (European School of Management and Technology) in Berlin, specializing in learning and development and business psychology. He is a certified MBTI® practitioner, FIRO-B® practitioner, Hogan Assessment® practitioner and DISC® practitioner. He also works with TKI®, Belbin Team Role Inventory® and Big Five, and has very deep knowledge in clinical psychology.

His motto is 3P: Purpose, Passion, Persistence. His vision is that everyone can reach his/her full potential via psychometric instruments. His goal is to foster positive mindset, authenticity, creativity and harmony at the workplace. Based in Berlin, he works in English, Chinese, and German.

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

ESTJ Project Type
Extraversion, Sensing, Thinking, Judging

ESTJ Definition of a Project:
The structured delivery of a tangible product or service by mobilizing people and resources to meet stakeholder requirements on time and within budget

ESTJ Project Team Characteristics in Project Management

Management Arena	An ESTJ project team is likely to:
Mission and Scope	■ Frame the mission in terms of the specific tasks that will accomplish the goal but have difficulty presenting a summary-level mission or vision statement ■ Expand the project scope through frequent stakeholder contact, during which new needs and specifications evolve from active discussions
Schedule and Cost	■ Take a structured and directive approach; manage scope, time, and cost at a detailed level in an open forum, such as regular project update meetings ■ Spend too much time managing and communicating the schedule instead of delivering on it; may miss overall trends that signal undetected risks or reveal the root cause of an issue
External Stakeholders	■ Actively engage stakeholder groups in regular meetings to update them on progress but may miss connections, patterns, or integration points with other projects or organization efforts ■ Communicate the project's value by stressing practical outcomes, the project's delivery status, and linkages to past successes and experiences
Project Team	■ Implement and follow a chain-of-command hierarchy to ensure that specific roles and responsibilities are communicated clearly ■ Create a loud and energetic environment featuring extensive discussion and argument, with an emphasis on matter-of-fact and objective presentations of progress and risks
Deliverables and Project Outcomes	■ Have immediate concrete applications for products and deliverables—mapped against specific requirements—which are likely to be produced on time ■ Present deliverables verbally rather than in written form (e.g., briefings preferred over written status updates); include more detail than needed on deliverables and supporting project artifacts and fail to connect the product to the overall mission and customer needs

Possible Strengths and Blind Spots

Strengths

- Directive outreach to communicate the specific tasks and activities required to complete the project
- Effective organization and mobilization of people and resources to get things done
- Being concrete and precise and asserting logical arguments to present the next steps

Blind Spots

- Excess directness and assertiveness, causing others to feel they are not being heard
- Excess structure, leading to a rigidity that appears closed to change
- Lack of personalized attention, not taking into account individual needs

Supporting ESTJ Success

Most ESTJ project teams would benefit from:

- Slowing down to listen more carefully to stakeholder and team needs
- Taking a broader look at the implications or patterns at work
- Developing a more personal touch with individual team members and customer representatives
- Staying open to new data, options, and alternatives as the project evolves

Otherwise, ESTJ project teams risk:

- Railroading people and ignoring their perspectives
- Getting lost in the details and not recognizing over-arching needs or threats
- Alienating both customers and team members
- Meeting deadlines but not the full range of stake-holders' needs

ESTJ Mini Case Study

An ESTJ quality assurance team was responsible for testing the prototype of a new cutting-edge product. After a detailed review, the team set up a meeting with the production staff to present a complete set of findings, which included a defect list and full list of test results falling outside speci-fications. After a few hours of this presentation, the production team cut off the discussion, asking for the results in writing, expressing frustra-tion with the quality assurance team for being so "petty," and claiming that the quality team was setting up barri-ers to getting the project finished.

Clues to Project Type

E Presentation of test results in an open meeting rather than in writing or as a quiet one-on-one with the project manager

S Presentation of a long list of error reports, focusing on specifics and leading to the characterization of the report as "petty" by the production team

T Problem-focused reporting of a defect list, with one team's apparent lack of concern for how another team will perceive the feedback

J Communication of results in a way that leads others to think that the team perceives quality as a barrier rather than as a facilitator or enabler

Possible Action Steps

I Reconsider how to present results to a smaller set of people on the production team, avoiding the pressure and confrontation of long full-group meetings.

N Look for trends in the defect list. Do they point to root causes that would account for the defects and that a few targeted changes could address?

F Identify ways to express support for the production team for their hard work and dedication to the overall project.

T Analyze future bug lists and categorize defects by level of seriousness.

P Explore alternatives for building testing into the prototype development process at an earlier stage.