MORE ON MYERS BRIGGS!

I had quite a few inquiries from staff members after I wrote the short article 2 weeks ago on the Myers-Briggs Type Indicator, so I thought I would follow up with more information on the MBTI survey. If you go to the following website: http://www.oswego.edu/plsi/ and click on ‘take the PLSI’, you can take a mini-version of the Myers Briggs personality type survey. However, you will need to come to the Career Services Center to get a blank answer sheet first. Once you have filled in all your answers in the 4 columns (notice they are numbered left to right also), add up the number of As and Bs. Bring your answer sheet to the Career Services Center or e-mail me the results (number of As & Bs in each column) at: kdavey@sccd.ctc.edu. I can e-mail you a copy of your personality type as indicated by your answers on the survey. It can be a very fun and revealing test to give to students in your classes, as well as; co-workers, friends and family members! I did this one evening with a group of my friends and they really enjoyed it and it also made for some lively discussion!

Where does Myers Briggs get their theory from? Carl Jung’s theory on personality development. For you Psychology buffs you will remember that Jung studied under none other than Sigmund Freud, but later parted ways with Freud to develop his own theory. Myers and Briggs jumped on the bandwagon and developed the MBTI survey (based on Jung’s theory of personality) to help people interpret and understand, in most cases, what they already know about themselves and others.

How can ‘typewatching’ help us? The applications in the workplace and in our relationships with others are limitless! The more we understand about our own inner workings and the inner workings of others, the better we can become at solving problems, eliminating misunderstandings and becoming more productive at work and in our personal lives! Happy ‘typing’!

CORE COMPETENCIES FOR TOMORROW’S STARS

Identifying and cultivating key talent, employees with high potential or “rising stars” as tomorrow’s leaders will be important to fill the management void created by retiring baby boomers. Successful companies offer development opportunities, career goal planning and resources.

“It’s smart business to invest in top performers and rising stars. They are typically responsible for generating a significant percentage of a company’s innovation, improvement and bottom-line results. Bill Gates once said, “Take our twenty best people away from us, and I can tell you that Microsoft would be an unimportant company.”

Companies are defining the core business and/or position competencies that are required to meet current and future business objectives. These typically include (but are not limited to):

Emotional intelligence. People who can handle stress and conflict well, understand their impact (self-awareness), manage their emotional reactivity and have strong interpersonal and communication skills.

Leadership/team skills. The ability to collaborate, motivate and inspire others to achieve their potential while setting clear direction.

The “right stuff” or drive for excellence. Those who do their best every day. It’s about attitude -- and, by the way, you can’t train a good attitude or initiative.

Adaptability. Being open to new ideas and change.

Vision. Being able to “see beyond the edge of the desk.” People with vision can effectively challenge and inspire others with “what could be” rather than accepting that “it’s always been done this way.”

Results-focused and innovative. These employees don’t get stuck in the muck of problems. They can find their way around obstacles and have excellent problem-solving skills and sound judgment.

Investing in high potential and talented employees has never been more important. The best programs offer new job challenges and opportunities and actively involve employees in the creation of their own career plan.


“To the artist is sometimes granted a sudden, transient insight which serves in this matter for experience. A flash, and where previously the brain held a dead fact, the soul grasps a living truth! At moments we are all artists.” Arnold Bennett 1867-1931 British Novelist