



UNIwersytet EKONOMICZNY
W POZNANIU



Kadry dla Gospodarki
Twój sukces się liczy



URZĄD STATYSTYCZNY
W POZNANIU

It's Make Your Mind Up Time: Using Type to Improve Decision Making Performance

Dr Katherine Hirsh

Projekt Kadry dla Gospodarki współfinansowany ze środków Unii Europejskiej w ramach Europejskiego Funduszu Społecznego



KAPITAŁ LUDZKI
NARODOWA STRATEGIA SPÓJNOŚCI

UNIA EUROPEJSKA
EUROPEJSKI
FUNDUSZ SPOŁECZNY





It's Make Your Mind Up Time: Using Type to Inform Decision Making

Dr. Katherine W. Hirsh

Poznan University of Economics

8 May, 2013



What does good decision making look like from the outside?

- Think about a person you know who makes good decisions. How do they start the decision making process? How can you tell when they have made up their mind? How do they respond to feedback about their choices? How do they react when circumstances change?
- Tell the person next to you one thing that makes this person a good decision maker.



Goals

- Illuminate some of the similarities and differences in decision-making style in terms of personality type
- Increase appreciation for the range of useful and worthwhile approaches to the decision making process



During decision making, people with a preference for Extraversion are more likely to

- Want to talk it through first
- Respond in an energetic way
- Start with external data
- Crave breadth
- Consider impact on environment first
- Share thoughts and feelings freely



During decision making, people with a preference for Introversion are more likely to

- Want to think it through first
- Respond in a measured way
- Start with internal data
- Crave depth
- Consider impact on self first
- Share thoughts and feelings carefully



During decision making, people with a preference for Judging are more likely to

- Want a decision now
- Expect to make progress
- Invite closure
- Demonstrate commitment to the agreed-upon solution
- Feel discomfort until a decision is made
- Desire certainty



During decision making, people with a preference for Perceiving are more likely to

- Want to postpone a decision
- Expect time to process
- Invite new information
- Stay open to changing the solution
- Feel discomfort rejecting decision options
- Desire flexibility



Making better career decisions

- **Extraversion** – How can I make time to discuss my options with others?
- **Introversion** – How can I make time to explore my preferred options in depth?
- **Judging** – What definite steps can I take to realize my options right now?
- **Perceiving** – Is it possible to revisit my options as new information arises?



What does good decision making feel like from the inside?

- Think about a time when you were really engaged in and excited about making a decision. What was the decision about? What kinds of information were most helpful to you? What criteria were most important to you? How could you tell you had made a good decision?
- Tell the person next to you one thing that made this a good decision-making experience.



During decision making, people with a preference for Sensing are more likely to

- Want to consider reality first
- Desire concrete data
- Look for facts and details
- Value past precedents
- Focus on the present
- Consider information sequentially



During decision making, people with a preference for iNtuition are more likely to

- Want to consider the possibilities first
- Desire conceptual data
- Look for meanings and associations
- Value novelty
- Anticipate the future
- Jump from idea to idea



During decision making, people with a preference for Thinking are more likely to

- Want an explanation
- Start with logic
- Examine consequences for structures and principles
- Seek to be just
- Respond objectively
- Challenge first



During decision making, people with a preference for Feeling are more likely to

- Want a motivation
- Start with values
- Examine consequences for relationships and people
- Seek to be caring
- Respond personally
- Accept first



Making better career decisions

- **Sensing** – What are the facts I believe to be true about myself?
- **iNtuition** – What are the career possibilities I can imagine for myself?
- **Thinking** – What are the logical steps I could take to determine what career might suit me?
- **Feeling** – What are the criteria to evaluate how appealing these career possibilities are to me?

ACTION PLAN: Effective Decision Making

What I Have Learned	How I Will Apply What I Have Learned	New Questions I Have

Choose one of these items and share your commitment to take action on this item with the person next to you.



Making better career decisions

- **Extraversion** – Do people in this field value conversation, group work and action?
- **Introversion** – Do people in this field value autonomy, independent work and in-depth consideration?
- **Judging** – Do people in this field value schedules, order and decisiveness?
- **Perceiving** – Do people in this field value freedom, adaptability and openness?



Making better career decisions

- **Sensing** – Do people in this field value practicality, common sense and making the most of the present moment?
- **iNtuition** – Do people in this field value imagination, insight and reaching toward a an ideal future?
- **Thinking** – Do people in this field value objectivity, critical analysis and data?
- **Feeling** – Do people in this field value warmth, appreciation and relationships?



My Decision-Making Style

- What metaphor or image describes your decision-making style? How might the metaphor you chose to represent your style reflect your personality type?

- Sample Metaphors/Images
 - Orchestra Conductor**
 - Gardener**
 - Scout Troop Leader**
 - Coffee Maker**



UNIwersytet EKONOMICZNY
W POZNANIU



Kadry dla Gospodarki
Twój sukces się liczy



URZĄD STATYSTYCZNY
W POZNANIU

It's Make Your Mind Up Time: Using Type to Improve Decision Making Performance

Dr Katherine Hirsh

Projekt Kadry dla Gospodarki współfinansowany ze środków Unii Europejskiej w ramach Europejskiego Funduszu Społecznego



KAPITAŁ LUDZKI
NARODOWA STRATEGIA SPÓJNOŚCI

UNIA EUROPEJSKA
EUROPEJSKI
FUNDUSZ SPOŁECZNY

