Meaning Making Tools to Enhance Student Mindsets Through Student Services (Part 2)

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What are Preferences?

- Most people who try this immediately notice a number of differences.
- The words that you and others use to describe the preference for one hand over the other illustrate the theory of preferences in the MBTI.

**Preferred Hand**
- “Feels natural”
- “Didn’t think about it”
- “Easy”
- “Effortless”
- “Neat and legible”
- “Flowing/comfortable”
- “Took less energy”

**Nonpreferred Hand**
- “Feels unnatural”
- “Had to concentrate while doing it”
- “Difficult”
- “Jerky”
- “Looks child-like”
- “Awkward/clumsy”
- “Took more energy”

- You can use either hand when you have to and use both hands regularly, but for writing, one is natural and competent, while the other requires effort and feels awkward.
- We can develop skill in writing with our nonpreferred hand, but imagine how difficult it would be if you were required to write with your nonpreferred hand throughout a workday or in school.
Clarity of preference
Context of preference
Where is your energy naturally directed?

INTROVERTED VS. EXTROVERTED

PERSONALITY

What makes you the way you are
Type theory holds that people gain energy through either Extraversion or Introversion.

At school, students with a preference for Extraversion need action and interaction to learn.

Students with a preference for Introversion learn best when they have time for reflection.
E/I Preference Questions for Students

- **When trying to study:**
  Which is better for you frequent interruptions and distractions, some distractions are ok, or you like total quietude?

- **With managing stress:**
  Do you prefer to relax at the end of a stressful week by going out with a group of friends to party, stay in and watch a movie with a few friends, or do something on your own (read, work out, etc.)?

- **With class participation:**
  Do you always answer/ask questions and make comments, sometimes depending on the course and subject, or rarely ever say a thing in class (except when called upon or forced to in groups/pairs)?
E/I @ Work

Which would be more of a stressor for you?

- Working non-stop without interruption
- Having to reflect before interacting
- Focusing on one thing in depth quietly
- Getting feedback in writing only
- Working alone or one-on-one all the time

- Always working with others
- Talking on the phone a lot
- Having to act quickly without reflection
- Too many concurrent tasks and demands
- Constantly working as part of a group or in teams
You Might Be an Extrovert/Introvert

You might be an E(xtrovert)...

- If long pauses in a conversation make you extremely uncomfortable and you have to fill the pauses.
- If you start to say something and cannot figure out where the thought is going.
- **If you can’t go anywhere without making a new friend.**
- If you’re fond of the phrase “the more the merrier.”
- If you’re the first person to say “So, where’s the after-party?”

You might be an I(ntrovert)...

- If you return from a vacation and feel like you need an extra day of vacation to be alone and recharge.
- If you’ve ever had someone say “I can tell you’re thinking something, what’s going on inside your head.”
- **If you have a small, very tight circle of friends and consider everyone else acquaintances.**
- If you love the day before a holiday when campus is more quiet.
- If you regularly email professors rather than going to their office hours.
## Extraversion/Introversion: Source of Energy

### Extraversion (E)

**Extraverts** are more likely to:
- Prefer action over reflection
- Talk things over in order to understand them
- Talk more than listen
- Prefer spoken communication
- Prefer a public role
- Share their thoughts freely
- Act and respond quickly
- Extend themselves into the environment
- Enjoy working in groups
- Like to be around people a lot
- Put themselves in the foreground
- Have high energy
- Can sometimes be easily distracted

*Extraverts'* energy is directed primarily outward, towards people and things outside of themselves.  
E's focus is on the breadth and variety of experiences in the world.

Note: Extravert does not mean talkative or loud.

### Introversion (I)

**Introverts** are more likely to:
- Prefer reflection over action
- Have quiet energy
- Listen more than talk
- Think quietly in their head
- Think things through in order to understand them
- Prefer written communication
- Prefer to work behind the scenes
- Guard their thoughts until they are almost perfect
- Consider and think deeply
- Defend themselves against external demands and intrusions
- Enjoy working alone or with one or two others
- Are self contained and reserved

Source and direction of an Introvert's energy lies in the internal world of thoughts and ideas.  
I's focus is on the depth and intensity of experiences and private reflections.

Note: Introvert does not mean shy or inhibited.
What kind of information do you naturally notice and remember?

SENSING VS. INTUITIVE

PERSONALITY
What makes you the way you are
Students with a preference for **Sensing** like to start with factual information before moving to broader concepts.

Sensors **talk in a straightforward way about what is**, not about what might happen "if."

People who respond to life in a sensing way **live in the present and focus on common sense solutions to problems.**

Sensing personalities have an **excellent memory** and use past experiences to influence present decisions.

Students with a preference for **Intuition** often start with a **hunch or a glimpse of how two ideas connect**, later searching for facts to support their ideas.

Intuitives ask questions like: "**Where are we going with this?**" or "**Why do we need to do it that way?**"

People with intuitive personalities tend to be **future-oriented** and enjoy using their imaginations.

Creative solutions are associated with an intuitive personality, as is free thinking and taking chances.
S/N Preference Questions

- If someone rearranged the furniture in your classroom:
  a) It's quite possible you would walk into it or stumble, before you noticed anything different; or
  b) I would notice the new arrangement immediately.

- Are you most interested in why an object works or in how to use the object?

- You need to write a report with an outline. Which do you write first? Write the report first or write the outline first?

- What kinds of classes or professors do you prefer? Having as much detail and factual information as possible about something in order to get a good grasp of it, or do you prefer to just get the gist of it and see the broad picture first, and let the pieces fall into place later?
<table>
<thead>
<tr>
<th>You might be a S(ensor)...</th>
<th>You might be an N(iNtuitive)...</th>
</tr>
</thead>
<tbody>
<tr>
<td>• If you endlessly research everything on the Internet before you make a purchase.</td>
<td>• If you can easily look at a blueprint design for a house and imagine everything from the flooring and paint color to the furniture.</td>
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<tr>
<td>• If you’ve felt (or been told) you have a photographic memory.</td>
<td>• If you believe that stopping to ask directions ruins the adventure.</td>
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<tr>
<td>• If you never go anywhere new without directions or a GPS.</td>
<td>• If you have a “theory” for just about any subject you talk about.</td>
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<td>• If you take notes during every class in case you need to refer to it later.</td>
<td>• If you often start an argument with “What exactly did you mean by that?”</td>
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<td>• If you’ve ever been asked a question like “If you were a cereal, what kind would you be?” and wondered about that person’s mental health.</td>
<td>• If you’ve ever asked a waiter “What’s the best thing on the menu?” and then actually take their advice.</td>
</tr>
<tr>
<td>Sensing (S)</td>
<td>iNtuition (N)</td>
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<tr>
<td><strong>Sensing</strong> types are more likely to:</td>
<td><strong>Intuitive</strong> types are more likely to:</td>
</tr>
<tr>
<td>♦ Like hearing facts and details first</td>
<td>♦ Like hearing general concepts first</td>
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<tr>
<td>♦ Prefer the tried and true</td>
<td>♦ Prefer the new and untried</td>
</tr>
<tr>
<td>♦ Like to use established skills</td>
<td>♦ Emphasize the theoretical</td>
</tr>
<tr>
<td>♦ Like step by step instructions</td>
<td>♦ Desire change</td>
</tr>
<tr>
<td>♦ Notice details</td>
<td>♦ Are inventive</td>
</tr>
<tr>
<td>♦ Live in the here and now</td>
<td>♦ Notice anything new or different</td>
</tr>
<tr>
<td>♦ Emphasize the pragmatic</td>
<td>♦ Trust their gut instinct</td>
</tr>
<tr>
<td>♦ Desire predictability</td>
<td>♦ Prefer to learn new skills</td>
</tr>
<tr>
<td>♦ See problems as needing specific solutions based on past experience</td>
<td>♦ See problems as opportunities to innovate based on inspiration</td>
</tr>
<tr>
<td>♦ Focus on the practical applications of a situation</td>
<td>♦ Focus on the future possibilities of a situation</td>
</tr>
<tr>
<td>♦ Want to know what is</td>
<td>♦ Want to know what could be</td>
</tr>
<tr>
<td>♦ Value realism</td>
<td>♦ Value imagination</td>
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</table>

**Sensing** types focus attention on the facts, details and recent experiences and have less need to interpret what they mean. **Intuitive** types focus on patterns, connections, possibilities, the future, and relationships between and among various things.
How do you decide or come to conclusions?

THINKING VS. FEELING

PERSONALITY
What makes you the way you are
**T/F: How we make decisions**

- People with a preference for **Thinking** look for **logical explanations**, cause-effect or if-then arguments, and **universal rules or truths**.
- Thinking students often seem to enjoy arguments.
- Thinkers are **direct and honest**.
- Thinkers tend to be more **fact-based and logical** in their dealings, focusing on an **objective solution** and understanding that some degree of **conflict is part of everyday life**.

- People with a preference for **Feeling** consider the impact a decision might have on the **people involved**.
- Feelers can easily get their feelings hurt.
- Feeling personalities rely on their **heart** rather than their head to make major life choices.
- Feelers are sensitive and empathetic, focusing on how their choices will impact **others around them**.
- These personalities look to **please** and are easily upset by conflicting situations.
I don't care where we go. And by I don't care, I mean that I'm going to shoot down any options you suggest that I don't like.
T/F Preference Questions

- Which is easier for you: working for a boss that lacks logic or a boss that lacks harmony?

- You win an all expense paid trip to Hawaii for only half of your family (or half of your friends). How do you determine who gets to go? What criteria do you use?

- Think of a recent important decision you have made – did you weigh up the pros and cons or did you make a decision that felt instinctively like the right thing to do?

- A professor critiques your writing, notating what you need to correct or re-do without giving you any specific praise, how do you react?
You might be a T(hinker)...

- If you strive for fairness and equality over all else.
- If you often say “Why are you getting upset, I don’t care where we go eat dinner, I’m just starving now?”
- If you despise “getting to know you” ice breakers when a new team is formed.
- If you believe all you need to know to start working on a new team is everyone’s names.
- If you make decisions and then ask how people will react.

You might be a F(eeler)...

- If you strive for unanimous or cooperative decisions that everyone is pleased with.
- If you find yourself asking “How will this impact the team?”
- If you hate/avoid conflict.
- If you can’t make a decision about something without gathering the thoughts/perspectives of everyone who will be influence.
- If you spend most of your time trying to make people happy.
Thinking/Feeling: Ways of Decision Making

**Thinking (T)**

People with a preference for Thinking seek general truths and objectivity when making decisions.

**Thinking types are more likely to:**
- Seek logical clarity
- Question first
- Appear cool and reserved
- Are honest and direct
- Have an interest in data
- Know when logic is required
- Prefer things to be objective
- Remain detached when making a decision, weighing the pros/cons
- Search for the flaws in an argument
- Strive to be fair
- Take few things personally
- Are motivated by achievement

Note: Thinking does not mean cognitive.

**Feeling (F)**

People with a preference for Feeling seek individual and interpersonal harmony when making decisions.

**Feeling types are more likely to:**
- Seek emotional clarity
- Are most convinced by how they feel
- Are diplomatic and tactful
- Value harmony
- Accept first
- Have an interest in people
- Know when support is required
- Prefer things to be personal
- Remain personally involved when making a decision, weighing values
- Search for points of agreement in an argument
- Take many things personally
- Strive to be compassionate

Note: Feeling does not mean emotional.
What kind of environment makes you the most comfortable?

JUDGING VS. PERCEIVING

PERSONALITY
What makes you the way you are
Judging and perceiving focuses on how comfortable people are in dealing with everyday life situations and how we naturally approach life.

**Judging** students seem to have built-in clocks and are able to plan out their work and work their plan.

People with judging personalities tend to be detail-oriented planners, working best with deadlines and setting workable goals.

**Perceiving** students live more in the moment, taking a spontaneous approach to life. They are not lazy or irresponsible by nature. Instead, they understand that being flexible opens opportunities.

Perceiving personalities are more free-spirited multi-taskers who work best under pressure. Perceivers do not want to be tied down to commitments and prefer to take life as it comes.
At the beginning of a semester:

a. Do you have a planner or calendar that you use to plot out all the due dates for your assignments?

b. Do you kind of generally know when things are due by just referring to the syllabus?

c. Are you generally studying, writing papers, or handing things in at the last minute?

d. Are you constantly procrastinating and handing things in late?

e. Does it vary based on the course?
You Might Be a J(udger)...

- If your desk has more post-it notes than work space.
- If you have always have a Plan B.
- If your friends can imitate the structure of your daily activities with eerie precision.
- If you schedule free-time (but feel uncomfortable having free-time in the first place).
- If you sit down and read all of the instructions before beginning an assembly project (and lay out each necessary tool, separate and count the parts, etc).
- If you get all your work done before your scheduled free time.

You Might Be a P(erceiver)...

- If the top of your desk has not seen day light in many months but you still know where everything is.
- If your friends or professors are wildly surprised to see you arrive on time.
- If the closet organizer you bought three years ago is still unopened.
- If you're open to the possibility of Plan B, C, or D for every situation.
- If every drawer of your filing cabinet is labeled “stuff to be filed.”
- If you “play” before you work and ignore responsibilities because they are not fun or interesting.
### Judging/Perceiving: Attitude toward the external world

<table>
<thead>
<tr>
<th><strong>Judging (J)</strong></th>
<th><strong>Perceiving (P)</strong></th>
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<tbody>
<tr>
<td>People with a preference for Judging like to come to closure and act on decisions. Judging types are more likely to</td>
<td>People with a preference for Perceiving like to remain open and adapt to new information. Perceiving types are more likely to</td>
</tr>
<tr>
<td>♦ Want things to be settled and structured</td>
<td>♦ Want things to be flexible and open</td>
</tr>
<tr>
<td>♦ Finish tasks <em>before</em> the deadline</td>
<td>♦ Finish tasks <em>at</em> the deadline</td>
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<tr>
<td>♦ Like goals and results</td>
<td>♦ Like to see what turns up</td>
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<tr>
<td>♦ Try to limit surprises</td>
<td>♦ Enjoy surprises</td>
</tr>
<tr>
<td>♦ Draw conclusions</td>
<td>♦ Stay tentative</td>
</tr>
<tr>
<td>♦ Quickly commit to plans and decisions</td>
<td>♦ Reserve the right to change plans or decisions</td>
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<tr>
<td>♦ See routines as effective</td>
<td>♦ See routines as limiting</td>
</tr>
<tr>
<td>♦ Prefer to trust the plan</td>
<td>♦ Prefer to trust the process</td>
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Note: Judging does not mean judgmental.  
Note: Perceiving does not mean perceptive.
MBTI

VERIFYING YOUR TYPE

PERSONALITY
What makes you the way you are
Do I need special qualifications to give the MBTI® assessment to other people?

Yes. Since the MBTI is a psychological instrument, it is restricted, and specific educational requirements are necessary before you can purchase and use the assessment. You will need to complete the MBTI® Certification Program OR establish your educational eligibility.

The MBTI® Certification Program is designed to equip you with the essential information and experience you need to begin using the MBTI Step I™ and Step II™ assessments. The program prepares you to professionally and ethically administer and interpret it through interactive and experiential learning methods.
Type development is a lifelong process and understanding type can help you overcome challenges at various stages of life.
92% agreed that an MBTI workshop was beneficial to their student experience.
50% had a better understanding of their type and preferences.
54% had a clearer understanding of people with different types and preferences.
54% had a better understanding of conflict management with different types.
THE SAME OLD THINKING

THE SAME OLD RESULTS
We all have different starting points.

We can all learn from one another.

We can take charge of what we want.

We can all make progress.
It’s not hard to make decisions once you know what your values are.

~ Roy E. Disney
Clear values help you to...

- ask the right questions
- make difficult decisions
- cope better with change and uncertainty
- make stronger impressions
- understand other people’s values
- be proactive in shaping your role and future
Most people only have a general sense of their values and what is most important to them.
What are values?
- A value is what an individual considers important, worthwhile, or meaningful.
- Values are self-motivators that indicate what is important in life.
- Values guide behavior and or ideas about what is desirable and acceptable.

What are career values?
- Values are a way of describing what is important to you about your work.
- They are linked to the rewards you get from your work and the contributions you would like to make, and the meaning that your work has for you.
- They represent needs that you have that might be satisfied by your work.
- Values drive your motivation and behaviors.
What do our values come from?
Ways To Inculcate Good Habits

Values
The average person spends the following amount of time toward work:

- K-12 + 4 years/bachelor’s degree = 17 years
- 8-10 hours a day (includes getting ready/commuting)
- 10 hours/day X 5 days/week = 50 hours
- 50 hours/week x 50 weeks/year = 2,500 hours/year
- 2,500 hours/year x 40 years = **100,000 hours in a life time**
Growth mindset = room to grow into full human beings who will make a contribution to society in a way that excites them.
• Variables of work satisfaction

• Prioritize values into the following categories:
  
  Always Valued
  Often Valued
  Sometimes Valued
  Seldom Valued
  Never Valued

• Non-threatening, almost effortless, validating
Values Card Sort Directions

1. Clear the space in front of you to spread out the 5 organizer cards.

2. Sort the values cards into the appropriate column based on how important each value is for you.

3. Your Always pile should have EXACTLY 12 cards.
4. Your Often pile should also have EXACTLY 12 cards.
5. Move quickly and spend only a few seconds on each card.
Place all cards back in the box except for

12 & 12

24

12

6

value more

value most
<table>
<thead>
<tr>
<th>My Values</th>
<th>Why is this value important or meaningful to you?</th>
<th>What validating experiences have you had that affirm these values for you?</th>
<th>What is challenging about practicing, promoting, and living this values?</th>
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Properly used, values provide a filter that helps us decide what to do and, consequently, who we become.
This stuff has value

The end result has value

Point A

Point B
"I've missed more than 9000 shots in my career. I've lost almost 300 games. 26 times, I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed."

Michael Jordan
We all have different starting points. We can all learn from one another. We can take charge of what we want. **We can all make progress.**