

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Myers-Briggs, Leadership, & Advocating for the Profession



Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

OBJECTIVES

- Describe how the Myers-Briggs Type Indicator impacts leadership styles
- Describe the benefits of advocating for the profession
- Describe the steps a laboratory professional can take to advocate for the profession

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Myers Briggs Type Indicator (MBTI)

- Developed in 1956 by Katharine Cook Briggs and Isabel Briggs Myers
- Based on psychological types developed by Carl Jung
- Supposedly tells your preferences in how you perceive the world and make decisions
- Used in organizations to improve overall performance

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Four Pairs of Preferences

- Energizing (E or I) - how a person is energized
- Perceiving (S or N) - what a person pays attention to
- Deciding (T or F) - how a person decides
- Living (J or P) - the lifestyle a person adopts

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Extroversion vs. Introversion

<p>“E” tends to:</p> <ul style="list-style-type: none"> • Talk first think later • Know lots of people • Be oblivious to distractions • Be approachable • Welcome interruptions • Like group activities • Find listening more difficult than talking • Need affirmation from friends and associates 	<p>“I” tends to</p> <ul style="list-style-type: none"> • Rehearse things before saying them • Enjoy having time to themselves • Be a good listener • Come across as reserved and reflective • Like groups of 1 or 2 • Like stating thoughts without interruption • Be suspicious if people are too complimentary
---	---

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Extroversion vs. Introversion

<p>“E” tends to:</p> <ul style="list-style-type: none"> • Speak more rapidly • Use nonverbal communication • In setting goals, get the extrovert to write them down • Need to learn to listen 	<p>“I” tends to</p> <ul style="list-style-type: none"> • Hesitate before speaking • In setting goals, be sure to give the introvert time to think, and then listen to them!
---	--

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Sensor (S) vs. Intuitive (N)

Preferences in Information Gathering

<p>Sensors tend to</p> <ul style="list-style-type: none"> • Prefer specific answers to specific questions • Prefer to do something than think about it • Like jobs that give some tangible results • Believe "if it ain't broke, don't fix it" • Are very literal in their use of words • Want clear instructions 	<p>Intuitives tend to:</p> <ul style="list-style-type: none"> • Give general answers to most questions • Think about several things at once • Be more excited about where they're going than where they are • Believe time is relative • Like figuring out how things work • Seek interrelatedness
---	--

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Sensor (S) vs. Intuitive (N)

<p>Sensors tend to</p> <ul style="list-style-type: none"> • Focus on "What Is" • Be impatient with fanciful schemes • Cup is half empty <p>• In setting goals, they want to know where they're going, where they've been</p> <p>• Need to learn to listen to "Pie In The Sky" ideas</p>	<p>Intuitives tend to:</p> <ul style="list-style-type: none"> • Focus on "What Can Be" • Be impatient with details • Cup is half full <p>• In setting goals, they need to pay more attention to pitfalls</p> <p>• Should not ignore the present while looking at the future</p>
--	--

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Thinkers (T) vs. Feelers (F)

<p>Thinkers tend to:</p> <ul style="list-style-type: none"> • Stay calm and objective • Be fair and truthful rather than make people happy • Be firm-minded rather than gentle-hearted • Don't mind making difficult decisions • Think it's more important to be right than liked • Like logical and scientific things • Remember numbers easier than faces 	<p>Feelers tend to:</p> <ul style="list-style-type: none"> • Make decisions while considering others feelings • Put themselves in other people's shoes • Prefer harmony to clarity • Overextend themselves to meet others needs • Enjoy providing service • Will "take back" something they said if offensive to others • Take things too personally
--	---

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Thinkers (T) vs. Feelers (F)

<p>Thinkers prefer to:</p> <ul style="list-style-type: none"> • Understand their feelings • Look at cause and effect of a decision <p>• In setting goals, thinkers need to learn to think about the people involved</p>	<p>Feelers tend to:</p> <ul style="list-style-type: none"> • Feel their feelings • Look at how people will feel about a decision <p>• In setting goals, need to learn everyone may not agree, and that's okay</p> <p>• Learn not to take things personally</p>
--	--

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Judgers (J) vs. Perceivers (P)

<p>Judgers tend to:</p> <ul style="list-style-type: none"> • Have a place for everything • Have a schedule and follow it • "Know" the world would be a better place if everyone would do what they're supposed to do • Dislike surprises • Keep lists and use them • Thrive on order • Like to work things through to completion 	<p>Perceivers tend to:</p> <ul style="list-style-type: none"> • Be easily distracted • Love to explore the unknown • Depend on last minute spurts to meet deadlines • Think creativity, spontaneity and responsiveness are most important • Turn work into play • Change the subject • Like to keep options open
---	---

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

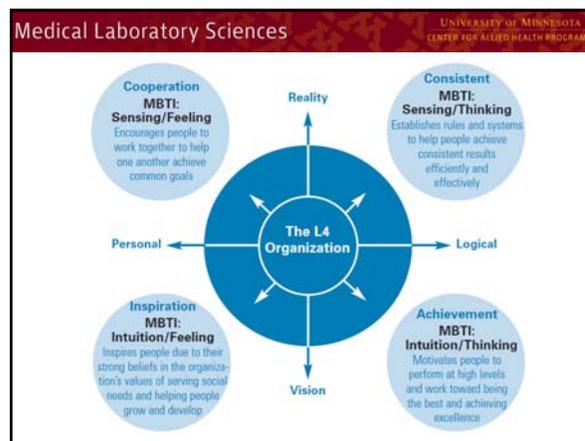
Judgers (J) vs. Perceivers (P)

<p>Judgers tend to:</p> <ul style="list-style-type: none"> • Focus on task • Have built-in clock <p>• In setting goals, they want to do it quickly</p> <p>• Need to learn to listen to alternatives</p>	<p>Perceivers tend to:</p> <ul style="list-style-type: none"> • Move from task to task - may appear scattered <p>• In setting goals, they want to redefine them, even after everything has been settled</p> <p>• Need to pay more attention to deadlines and time constraints</p>
---	--

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Basic Types as Leaders

- Based on
 - How you take in information: Sensors (S) vs. Intuitives (N)
 - How you make decisions: Thinkers (T) vs. Feelers (F)
 - SF – sympathetic and friendly
 - ST – practical and analytical
 - NF – insightful and enthusiastic
 - NT – logical and analytical



Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Basic Personality Types

- The Artisans - SP
 - 35-40% of the population are Artisans
 - The Composers (ISFP)
 - The Performers (ESFP)
 - The Crafters (ISTP)
 - The Promoters (ESTP)

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Artisans (SP)

- Like to vary their work patterns each day
- Are process-oriented. What ensues from his actions is mere product
- Tend to take jobs that involve action
- Make excellent negotiators and troubleshooters

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Artisans (SP)

- Adept problem-solving skills
- As a manager, when a crisis needs solving, SP managers are geniuses at generating solutions. But they are not above intentionally creating crises to solve, just to give them a sense of purpose

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Basic Personality Types

- The Guardians - SJ
 - 40-45% of the population are Guardians
 - The Inspectors (ISTJ)
 - The Supervisors (ESTJ)
 - The Protectors (ISFJ)
 - The Promoters (ESFJ)

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Guardians (SJ)

- Trustworthy and loyal
- They are the stabilizing traditionalists
- Lives revolve around procedure
- Tend to organize

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Guardians (SJ)

- As managers, they make phenomenal administrators of systems that require precision and organization
- They tend to do what needs to be done today, but often neglect what must be done tomorrow

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Basic Personality Types

- The Idealists - NF
 - 8-10% of the population are Idealists
 - The Healers (INFP)
 - The Champions (ENFP)
 - The Counselors (INFJ)
 - The Teachers (ENFJ)

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Idealists (NF)

- Tend to serve causes that advance human interest.
- Sensitivity tends to lead them to personalize criticism
- Phenomenal capacity for working with people
- Tend to be articulate and persuasive

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Idealists (NF)

- As managers, they are positive, but are not firm supervisors so tend to give workers too much leeway
- As teachers, they make each individual student feel important and cared about
- As students, NF students like to please their teacher, but take criticism too personally

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Basic Personality Types

- The Rationals - NT
 - 5-7% of the population are Rationals
 - The Architects (INTP)
 - The Inventors (ENTP)
 - The Masterminds (INTJ)
 - The Fieldmarshals (ENTJ)

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Rationals (NT)

- Theorize and intellectualize everything
- They ask “Why”
- Relentless in their pursuit of excellence
- Critical of their own and others shortcomings, and impatient when confronted with them

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Rationals (NT)

- Able to see the big picture
- Insight into the logic and principles of systems and organizations
- Able to speak and write clearly
- As managers, they are strategic planners and researchers

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Comparison of Types at a Swimming Pool

- Artisans grab all the pool toys, head right for the water, and invent a new game
- Idealists sprawl in the lounge chairs and talk earnestly about life and people
- Rationals dangle their feet in the water, rib each other, and critique the issues and people in their professions
- Guardians always find some work to do, like hanging up towels, husking corn, scrubbing the grill, or pulling weeds from the garden

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Why do types matter?

Our *differences* are what enable us to do a job well

- We need to:
 - Recognize our strengths and those of our colleagues
 - Then, put them to good use

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Advocacy

- To promote a cause or principle
- To work to change the policies that affect our lives
- Involves actions that lead to a selected goal
- Influencing the decisions or legislation that affects the future



A word cloud centered around the word 'advocacy'. Other prominent words include 'defend', 'rights', 'people', 'views', 'express', 'concerns', 'information', 'access', 'promote', 'participate', 'socially', 'particularly', 'your', 'choices', 'services', and 'concerns'.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Barriers, Challenges

- “I’m an introvert – I’m not good at talking to people.”
- Scary – these are important people, I can’t do this
- I don’t know enough to advocate
 - Someone else with more knowledge/experience/speaking skills will be doing this
- I don’t have time

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

“If we don’t fight hard enough for the things we stand for, at some point we have to recognize that we don’t really stand for them.”



Senator Paul Wellstone, Minnesota

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Your Government

- State and Federal Government address different issues
 - US Senators and Representatives
 - Two Senators represent the entire state in the US Congress
 - Representatives are for specific regions of the state
 - Issues dealing with Medicare, reimbursement, nationally funded grants, etc. are US Congress issues
 - State Senators and Representatives
 - Specific for your local district
 - Licensure is a state issue, not a federal issue

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Getting Involved in the Process

- Why should you get involved?
 - Important for members of the profession to engage in the policy process because we know more about the medical laboratory than the other health care professions do
 - If we are unwilling to engage in the process, we are putting our profession at risk for decisions made by the misinformed

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

How to Get Involved

- Be PROACTIVE Not REACTIVE
 - Develop and cultivate relationships with decision makers BEFORE there are issues
- Play OFFENSE Not DEFENSE
 - When advocacy is used as a defensive method, it may be too late to change opinions
- Be the Voice of the Profession
 - You are the expert – who knows the medical laboratory better than YOU?

From CLMA Health Systems Advocacy Committee

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Professional Advocacy

- Start within your organization
- Work with other professionals to help them understand what the laboratory does
- Volunteer for Hospital Committees (Infection Control, Patient Safety, Test & Blood Product Utilization)
- Career Day Presentations
- ASCLS/ASCP Legislative Symposium

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Act Professionally

- Goal is to establish yourself as a trusted resource and sounding board – be persuasive and assertive – not aggressive
- Be prepared – bring the data and facts appropriate for your audience
- Be political – demonstrate connection between your information and the goals of your audience

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Legislative Advocacy

- Patience, Perspective
- Understand and respect the system
- Create relationships
- Offer solutions
- In-person visits count for more than phone calls
- Phone calls count for more than e-mails
- Invite your legislator to visit your laboratory

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

Communication Tips

- Your professional organizations will send alerts as to when issues have come up that you should call or e-mail your legislators about
- Modify the subject line of “canned” e-mails
- Include your zip code in the Subject line
- Be clear and concise
- Back up ideas with facts and data
- Legislators love to here personal stories – how this has impacted their constituents

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

ESFP - “The Performers” (Artisan and Entertainer)

Outgoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like action and making things happen. Know what’s going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

ISFP - “The Composers” (Artisan and Entertainer)

Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

ESTP - “The Promoters” (Artisan and Operator)

Good at on-the-spot problem solving. Like action, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, pragmatic; focused on getting results. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

ISTP - “The Crafters” (Artisan and Operator)

Cool onlookers - quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles. Excel at getting to the core of a practical problem and finding the solution.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ESFJ - “The Providers”
(Guardian and Conservator)**

Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people’s lives.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ISFJ - “The Protectors”
(Guardian and Conservator)**

Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, and accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ESTJ - “The Supervisors”
(Guardian and Conservator)**

Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in abstract theories; want learning to have direct and immediate application. Like to organize and run activities. Often make good administrators; are decisive, quickly move to implement decisions; take care of routine details.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ISTJ - “The Inspectors”
(Guardian and Administrator)**

Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ENFJ - “The Teachers”
(Idealist and Mentor)**

Responsive and responsible. Feel real concern for what others think or want, and try to handle things with due regard for other’s feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism. Like to facilitate others and enable people to achieve their potential.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**INFJ - “The Counselors”
(Idealist and Mentor)**

Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear visions as to how best serve the common good.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ENFP - “The Champions”
(Idealist and Advocate)**

Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anybody with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**INFP - “The Healers”
(Idealist and Advocate)**

Quiet observers, idealistic, loyal,. Important that outer life be congruent with inner values. Curious, quick to see possibilities, often serve as catalysts to implement ideas. Adaptable, flexible, and accepting unless a value is threatened. Want to understand people and ways of fulfilling human potential. Little concern with possessions or surroundings.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ENTJ - “The Field Marshalls”
(Rational and Coordinator)**

Frank, decisive, leaders in activities. Develop and implement comprehensive systems to solve organizational problems. Good at anything that requires reasoning and intelligent talk, such as public speaking. Are usually well-informed and enjoy adding to their fund of knowledge.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**INTJ - “The Masterminds”
(Rational and Coordinator)**

Have original minds and great drive for their own ideas and purposes. Have long-range vision and quickly find meaningful patterns in external events. In fields that appeal to them, they have a fine power to organize a job and carry it through. Skeptical, critical, independent, determined, have high standards of competence and performance.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**ENTP - “The Inventors”
(Rational and Engineer)**

Quick, ingenious, good at many things. Stimulating company, alert, and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.

Medical Laboratory Sciences UNIVERSITY OF MINNESOTA
CENTER FOR ALLIED HEALTH PROGRAMS

**INTP - “The Architects”
(Rational and Engineer)**

Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.