Enhancing Teamwork in GME

University of Washington
Pediatric Residency Program
Ground Rules

• Preferences inform personality but do not define it. Some items may resonate, and others will not.

• Differences should be celebrated—it makes us all better at our work!

• The more you can put yourself into this, the more we will all gain—participate actively.
Why are you here?

Think of one situation in your work where you had a conflict you couldn’t quite manage or figure out how to resolve adequately

…what was it about that conflict that bothered you?
Differences in people come from the differences in the way we prefer to use our minds.

- Focus of Energy
  - Introversion
  - Extraversion
- Taking in Information
  - Sensing
  - Intuition
- Coming to Conclusions
  - Thinking
  - Feeling
- Approach to Life
  - Perception
  - Judgment
Carl Jung’s Theory

The Four Basic Functions

- Focus of Energy
  - Introversion
  - Extraversion

- Taking in Information
  - Sensing
  - Intuition

- Coming to Conclusions
  - Thinking
  - Feeling

- Approach to Life
  - Perception
  - Judgment
Lucky Horseshoe Exercise

- Arrange yourselves in a horseshoe with Strongest “S” and Strongest “N”.
# Taking in Information

<table>
<thead>
<tr>
<th>Sensing</th>
<th>INtuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specifics (Through 5 senses)</td>
<td>Big Picture (possibilities, meanings)</td>
</tr>
<tr>
<td>Facts, data, specifics</td>
<td>Gets information</td>
</tr>
<tr>
<td>Physical world</td>
<td>Prefers</td>
</tr>
<tr>
<td>Present</td>
<td>Notices</td>
</tr>
<tr>
<td>Sense of reality</td>
<td>Time frame</td>
</tr>
<tr>
<td>68%</td>
<td>Gift</td>
</tr>
<tr>
<td></td>
<td>Frequency</td>
</tr>
<tr>
<td></td>
<td>32%</td>
</tr>
</tbody>
</table>

Present Time frame

Future Sense of possibility

Seattle Children's Hospital • Research • Foundation

UW Medicine

UW School of Medicine
Lucky Horseshoe Exercise #2

• Arrange yourselves in a horseshoe with

  Strongest “T”

  [Diagram of a horseshoe]

  Strongest “F”
### Coming to Conclusions

<table>
<thead>
<tr>
<th>Thinking</th>
<th>Feeling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Logical, objective, analytical</td>
<td>Criteria for decisions</td>
</tr>
<tr>
<td>Impartial/Neutral</td>
<td>Tendencies</td>
</tr>
<tr>
<td>Directness</td>
<td>Values</td>
</tr>
<tr>
<td>Brief, business-like</td>
<td>Communication</td>
</tr>
<tr>
<td>Objectivity</td>
<td>Gift</td>
</tr>
<tr>
<td>53%</td>
<td>Frequency</td>
</tr>
</tbody>
</table>

Sebastian Children's

UW Medicine
Group Work: Function Pairs

- You are sitting in 4 groups based on core functions
  - SF
  - ST
  - NF
  - NT

- You have **15 minutes** to work together on questions

- Designate a **reporter** for each group
# Differing Goals and Focus

<table>
<thead>
<tr>
<th>SF</th>
<th>ST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helping Others</td>
<td>Efficiency</td>
</tr>
<tr>
<td>Offering Support</td>
<td>Bottom Line</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NF</th>
<th>NT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Empowerment</td>
<td>Mastery</td>
</tr>
<tr>
<td>Giving Encouragement</td>
<td>Systems</td>
</tr>
</tbody>
</table>
Stretch and Time to Move!
Carl Jung’s Theory

The Four Attitudes or Orientations

- Focus of Energy
  - Introversion
  - Extraversion

- Taking in Information
  - Sensing
  - Intuition

- Coming to Conclusions
  - Thinking
  - Feeling

- Approach to Life
  - Perception
  - Judgment
Lucky Horseshoe Exercise #3

• Arrange yourselves in a horseshoe with

  Strongest
  “E”

  Strongest
  “I”

Seattle Children's
UW Medicine
48 Hours
## Focus of Energy

<table>
<thead>
<tr>
<th>Introversion</th>
<th>Extraversion</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Internal reactions</strong></td>
<td><strong>Focused toward</strong></td>
</tr>
<tr>
<td>Think it through, then speak</td>
<td>Communication</td>
</tr>
<tr>
<td>Cautiously</td>
<td>Approaches life</td>
</tr>
<tr>
<td>One thing at a time</td>
<td>Work style</td>
</tr>
<tr>
<td>Depth, Listening</td>
<td>Gift</td>
</tr>
<tr>
<td>54%</td>
<td>Frequency</td>
</tr>
</tbody>
</table>

- External happenings
- Think out loud
- Enthusiastically
- Multi-tasking
- Energy, talking
- 46%
# Approach to Life

## Perception

<table>
<thead>
<tr>
<th>Joy of Discovery</th>
<th>Adapt self to fit situation; Proud of flexibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collect information; Generate options</td>
<td>Can inhibit creativity</td>
</tr>
<tr>
<td>Spontaneity and tolerance; Living with ambiguity</td>
<td>42%</td>
</tr>
</tbody>
</table>

## Judging

<table>
<thead>
<tr>
<th>Joy of closure</th>
<th>Adapt situation to beliefs; Proud of predictability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making decisions; Bringing Closure</td>
<td>Unleashes creativity</td>
</tr>
<tr>
<td>Making decisions; Creating structure</td>
<td>58%</td>
</tr>
</tbody>
</table>

## Activity

<table>
<thead>
<tr>
<th>Approach</th>
<th>Activity</th>
<th>Structure</th>
<th>Gift</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making decisions</td>
<td>Collect information</td>
<td>Adapting self to fit situation</td>
<td>Spontaneity and tolerance</td>
</tr>
</tbody>
</table>
Group Work on Work Styles

• Work at your table on worksheet entitled Work Styles

  EN
  ES
  IN
  IS

• 10 minutes to work together on questions
• Designate a reporter for each group
Differences in our type may contribute to differences in our learning style & ideal work environment

**EN** = Action-Oriented Innovator
**ES** = Action-Oriented Realist
**IN** = Thoughtful Innovator
**IS** = Thoughtful Realist
### Do Opposites Attract?

<table>
<thead>
<tr>
<th>IS</th>
<th>IN</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Let’s Keep It!”</td>
<td>“Let’s Think About it Differently.”</td>
</tr>
<tr>
<td><strong>ES</strong></td>
<td><strong>EN</strong></td>
</tr>
<tr>
<td>“Let’s Do It!”</td>
<td>“Let’s Change It!”</td>
</tr>
</tbody>
</table>
Books:

- **Gifts Differing: Understanding Personality Type.** Isabel Briggs Myers, Peter B. Myers. 1995
- **Introduction to Type.** Isabel Briggs Myers. 2012
- **Quiet: The Power of Introverts in a World that Can’t Stop Talking.** Susan Cain.

Articles:


Strengths: IS

Focus—what can be applied to current needs

– Work environment
  Quiet, reflective, thoughtful
  Hours are predictable
  Preference for written words, policies

– Learns best by reading and observing
Strengths: EN

Focus—what is creative and fun that feeds creativity and insight.

– Work environment
  Energetic, outgoing, active
  Hours can be sporadic with bursts of energy
  Cutting edge focus, time spent trying new things

– Learns best---by talking or acting through ideas
Strengths: IN

Focus—learning for learning’s sake; for the joy of creating something new

– Work environment
  Quiet, reflective, thoughtful
  Hours can be sporadic
  Reliance on written words and research

– Learns best---by reading and reflecting
Strengths: ES

**Focus—what is relevant now**

– Work environment
  - Energetic, outgoing, active
  - Hours that are regular, scheduled
  - Time is spent doing what works
  - Reliance on spoken words leading to action

– Learns best—by doing