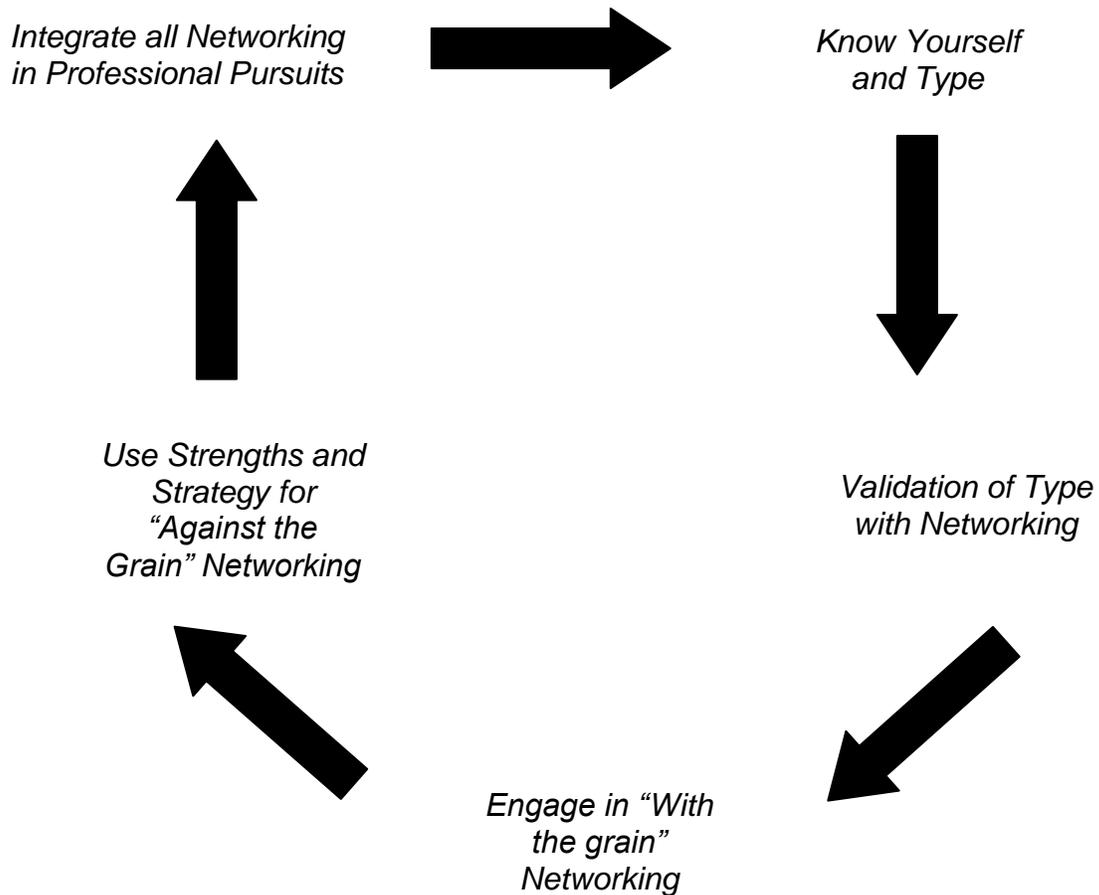


AUTHENTIC NETWORKING: *Finding Your Right Networking Fit*



Gina Anselmo & Michael Elias, *Authentic Networking: Perceiving Benefits and Finding the Right Fit*

DePaul University Career Center

Quick Tips - MBTI Preferences

Brief History

- The Myers-Briggs Type Indicator (MBTI) is an assessment tool designed to help people determine their personality preferences.
- The goal of the MBTI is to enhance self-understanding, career exploration, or professional development along four different dimensions.

The Four Dimensions

Extroversion (E) _____ **Introversion (I)**

How We Gain and Focus Our Energy

Sensing (S) _____ Intuition (N)

How We Learn and Process Information

Thinking (T) _____ Feeling (F)

How We Make Decisions

Judging (J) _____ **Perceiving (P)**

How We Prefer to Structure our Environment

The MBTI and Networking

- In defining Authentic Networking, we are going to focus on the 1st and 4th Dimensions, commonly referred to as 'Attitudes'. 'Attitudes' emphasize how we gain our energy (Extroversion or Introversion) and how we prefer to structure our environment (Judging or Perceiving).
- Networking is defined by our interactions in individual and group settings, as well as how we structure these connections. We want to focus today on how our mental energy (Extroversion or Introversion) and our preferred methods of interaction (Judging or Perceiving) can influence authentic networking scenarios.

Selected MBTI Preferences of Personality Type

(E) Extraversion ---- (I) Introversion (I)

Energy — How we interact with the World and where we direct Our Energy

*Circle which characteristics you relate to more. Count up total on the (E) side and (I), whichever you have the most, you are more likely that type of personality. Then go down to the second column for Judging and Perceiving and do the same thing. Your attitude will either by a **EJ, EI, IJ, or IP***

(E) Extraversion

Are energized by being with other people
Act, then think
Tend to think out loud
Talk more than listen
Communicate with enthusiasm
Respond quickly; enjoy a fast pace
Prefer breadth to depth
Attuned to external environment
Work out ideas by talking them through
Have broad interests
Sociable and expressive
Prefer action over reflection

Total Selected: _____

(I) Introversion

Are energized by spending time alone
Think then act
Are more private/share info with select few
Listen more than talk
Prefer to communicate in writing
Work out ideas by reflecting on them
Learn best by reflection
Focus in depth on their interests
Take initiative with issue important to them
Consider and think deeply
Enjoy working alone or with few people
Stay in background rather than foreground

Total Selected: _____

(J) Judging----- (P) Perceiving

Dealing with Outer World — Preference for structured or spontaneous environment

(J) Judging

Scheduled
Organize their lives
Systematic and Methodical
Make short and long term plans
Like to have things decided
Try to avoid last minute stresses
Like an ordered life with goals
Like making decisions so can move on
Closure
Work first then play later
Set goals and work toward finishing on time
Prefer knowing what they are getting into
Derive satisfaction from finishing projects

Total Selected: _____

(P) Perceiving

What's Next?
Like to leave options open
Enjoy now and finish job later
Like adapting to new situations
Are Process-oriented
Derive satisfaction from starting projects
Spontaneous
Flexible
Casual
Like things loose and open to change
Feel energized by last minute pressures
Open-ended
Reserve the right to change plans or decisions

Total Selected: _____

MBTI Preference to Communication

What are the cues that indicate that your assigned preference is in front of you? Brainstorm your preference and then your opposite preference. Do these descriptions confirm your selections on the last page?

Extraverts

Openly share information
Seek large-group interaction
Be enthusiastic and activity oriented
Interested in fellowship and enjoy meeting new people
Seek and value input from many different people
Offer a variety of experiences
Prefer to start the problem-solving process as a group
Find too little interaction stressful
Like to think out loud and respond quickly

Introverts

Keep information to self
Seek small group interaction or one on one
Be calm and reserved
Want autonomy
Offer in-depth experiences
Seek and value input from a chosen few
Prefer to start the problem-solving process individually
Find too much interaction stressful
Like to think internally

Judging types

Use decisive words (ex. planned)
Orient discussion toward results
Dislike being sidetracked
Find steadiness and thoroughness important
Want defined goals and outcomes
Put work before play
Want communication to be systematic

Perceiving types

Offer tentative possibilities
Orient discussion toward options
Like being sidetracked
Find flexibility and adaptability important
Want general perimeters and openness
Combine work and play
Want communication to be spontaneous

MBTI Descriptions of Attitudes: Do these descriptions confirm your attitude **IJ, IP, EJ, or EP?**

IJ's: The Decisive Introverts

Introspective
Emphasis on persistence, stability, and permanence
Orients discussion toward results or internal plan
Prefers to focus on "work then play" conversations
Can appear resistant to change
Reflects on internal interests and goals to motivate conversation
Seeks structured activity oriented situations to ambiguous ones
Hard to convince or change unless data helps override a decision
Can appear to others to be inflexible

IP's: The Adaptable Introverts

Introspective, adaptable in little things
Others may assume that outer flexibility/adaptability reflects internal state
Change must address logic or values or will be rejected as irrelevant
May be vulnerable to indecision and dissatisfaction
Value work autonomy and adapts to change at work
Careers with high flexible approach to life
Not motivated to seek the closure of a career decision or standard notions of leadership
Want communication spontaneous and provoked by interests

HP's: The Adaptable Extroverts

Active, energetic, and sociable
Often seek new experiences
Adapt more easily to new outer conditions than IP's
More open to trust and engage in outer world with people they do not know
Optimistic about what the outer world has to offer and their ability to interact in it
Optimism may be perceived as excessive risk taking (to introverted types)
Embrace new opportunities with optimism
See obstacles as temporary setbacks
The pull to new experiences can override priorities or decision making
Can demonstrate flexibility like IP but contribute greater tendency to engage in social/leadership behavior

EJ's: The Decisive Extroverts

Fast moving, decisive, and confident looking; enjoy making things happen
Can be difficult for them to let go of an altered decision or plan
Harder to convince than IJ's - since IJ's have less authority in personality
New data is less compelling than consequences
They are more likely to change their minds if a likely negative effect of a course of action is pointed out
Seen by others as natural leaders and relish this role
Consistent with qualities valued in our society
Strengths in administration, management, long-term planning, overt effectiveness, change

Briggs Myers, Isabel, Mary McCaulley, Naomi Quenk, & Allen Hammer. MBTI Manual. Third Edition, California, CPP., pp.44-48,1998.

MBTI Preference to Networking

What immediately comes to mind when you think of the **ideal networking scenario**? For your attitude category only, fill in what triggers that may influence networking scenarios that are "natural" scenarios for you to be in or "less natural," scenarios depending on your preferences for **extroversion, introversion, judging, and/or perceiving**.

IJs: The Decisive Introverts

"Go with the Grain"

"Go Against the Grain"

IPs: The Adaptable Introverts

"Go with the Grain"

"Go Against the Grain"

EPs: The Adaptable Extroverts

"Go with the Grain"

"Go Against the Grain"

EJs: The Decisive Extroverts

"Go with the Grain"

"Go Against the Grain"

MBTI Preference to Networking

What immediately comes to mind when you think of the ideal networking scenario? Below are some triggers that may influence networking scenarios that are "natural" scenarios for you to be in or "less natural," scenarios depending on your preferences for **extroversion, introversion, judging, and/or perceiving**.

IJs: The Decisive Introverts

"Go with the Grain"
One-on-One
Small group that is structured or has a purpose
Small group with theme of interest
Plan questions and be informed ahead of time
Okay to reach out via e-mail/phone with preparation
Comfort with small groups of known colleagues
Motivated by achieving results or goals at end of it
Would prefer to reach out if have mutual colleague

"Go Against the Grain"
Large social unstructured events
Group networking with uninteresting theme
Unfocused one-on-one social networking
Singled out to share ideas in big group
Social group of multiple industries - random
Too unstructured with unknown outcome
Personal information without connection
Request of rapid responses without thought

IPs: The Adaptable Introverts

"Go with the Grain"
One-on-One
Small Group / Serendipitous Networking
Initial Contact established via Email
Prefer to be Introduced
Share Few Interests; Little-to-No Personal Information
Casual; Allows for Inspiration to Guide Questions
Motivated to Network if Contact Can Provide Information of Immediate Concern/Need

"Go Against the Grain" Multiple Contacts in Short Period of Time
Large Group / Structured Settings
Initial Contact via Phone or In-Person
Must Introduce Oneself to Multiple People
Needing to Share Personal Interests/Info
Scheduled; Lack of Flexibility or Inspiration
to Gather Information
Cannot Foresee Immediate Use of Info.

EPs: The Adaptable Extroverts

"Go with the Grain" Unstructured social event
Multiple people to talk to about random things
Multiple things to do and people to see at social event
Flexibility to offer many ideas and opinion to others
Opportunity to learn new experiences and people
Casual inspirational situations in social settings
Preference to introduce self with casual information

"Go Against the Grain" One-on-One structured situation
One-on-One in formal office
Lack of opportunity to shift focus/ideas
Lack of opportunity to shift outcome
Limited focus and strict outcome
Formal introduction with specific agenda
Too much reflection time and no talking

EJs: The Decisive Extroverts

"Go with the Grain"
Structured Group Settings
Allotted Time w/ Multiple Contacts
Opportunities for Networking Before or After Formal Event (waiting in line for food, etc)
Want to Feel a Sense of Purpose at the Event
Introductions Made w/ Professional Intent
Prefer to Move from Conversation to Conversation at Will

"Go Against the Grain" • Unstructured Large Group Settings
No Set Time Constraints w/ Contacts
Opportunities for Networking are Instead Used for Casual Socializing
Little Opportunity to Make Connections on One's Own; Being Introduced
Inability to Move Freely b/t Contacts

Table Full Of... Exercise

Directions: FOR IJ Attitudes ONLY to complete

Imagine that you are at a Leadership In-service Event with 50 of your peers. You are an **IJ seated at a table full of EP's**. The purpose of this event is to meet other professionals in different departments and explore leadership opportunities for your own professional growth. Think about the following questions and respond below:

IJ's: The Decisive Introverts

Communication Style: How would you successfully communicate with EP's at your table knowing their type and your type?

Networking Style: How would you successfully network with EP's at your table knowing their type and your type?

Directions: FOR IP Attitudes ONLY to complete

Imagine that you are at a Leadership In-service Event with 50 of your peers. You are an **IP seated at a table full of EJ's**. The purpose of this event is to meet other professionals in different departments and explore leadership opportunities for your own professional growth. Think about the following questions and respond below:



IP: Adaptable Introverts

Communication Style: How would you successfully communicate with EJ's at your table knowing their type and your type?

Networking Style: How would you successfully network with EJ's at your table knowing their type and your type?

Directions: FOR EP Attitudes ONLY to complete

Imagine that you are at a Leadership In-service Event with 50 of your peers. You are an **EP seated at a table full of IJ's**. The purpose of this event is to meet other professionals in different departments and explore leadership opportunities for your own professional growth. Think about the following questions and respond below:

EP's: The Adaptable Extroverts

Communication Style: How would you successfully communicate with IJ's at your table knowing their type and your type?

Networking Style: How would you successfully network with IJ's at your table knowing their type and your type?

Directions FOR EJ Attitudes ONLY to complete

Imagine that you are at a Leadership In-service Event with 50 of your peers. You are an **EJ seated at a table full of IP's**. The purpose of this event is to meet other professionals in different departments and explore leadership opportunities for your own professional growth. Think about the following questions and respond below:

EJ's: The Decisive Extraverts

Communication Style: How would you successfully communicate with IP's at your table knowing their type and your type?

Networking Style: How would you successfully network with IP's at your table knowing their type and your type?

Strategies when Networking Against the Grain

Review some networking strategies that may help your preference when having to work against the grain. What are some other ways that you can turn an "against the grain" scenario into a more authentic networking opportunity?

IJs: The Decisive Introverts

Strategies:

- Identify a goal for the event that can be achieved
- Limit encounters to what is manageable to you; talk to three people
- Limit amount of time that you would participate in event
- Try to research as much about the event and people as you can
- Try to reach out to contacts to see if they know anyone can talk to at event
- Make connections and follow up by e-mail after event
- Isolate contacts after a group event to find comfortable opportunity to engage
- Have friend (if with others) introduce you to new contact
- Try to consider a few deeper questions that are important to you that you can pose to contacts

IPs: The Adaptable Introverts

Strategies:

- One or two contacts can be just as rich as meeting with 3 or more people (Quality vs. Quantity)
- Participate in groups as an active listener; determine which contacts you may want to seek out for one-on-one questions later
- Seek out contacts and share your interest in learning what information they have to share versus leading with a 30-second pitch; authentic introductions
- Try to research commonalities to help create smooth transition to authentic networking
- Ask questions to create more time to process own thoughts Redirect personal information back to professional purpose Choose networking events close to own internal deadlines

EPs: The Adaptable Extroverts

Strategies:

- Try to suggest social situation to meet one-on-one contact
- Find opportunities within conversation to introduce questions that are meaningful to you
- Allow self to listen to contact and respond with questions, ideas, multiple future directions
- Focus on shorter encounters rather than extended ones
- Identify creative or interesting ideas that want to share
- Brainstorm changes, ideas, new encounters after finish one-on-one networking
- Introduce new directions or depth of questioning of topic
- Verbally repeat or paraphrase contacts thoughts and create opportunity to process thoughts out loud

EJs: The Decisive Extroverts

Strategies:

- Create opportunity to introduce others and redirect conversation to interests in unstructured situations
- Anticipate and allow limited amount of unstructured random conversation in order to create possible links to interests
- Take ownership of other people's introduction by posing new questions to contacts with pointed interests
- Establish a goal for professional development when lack of purpose is not present or clearly evident
- Use opportunities of casual socializing to inspire individual goal/agenda for the event
- Identify the number of connections you would like to make and allot scheduled time for each to establish a structure

Strategies when Networking Against the Grain

Review some networking strategies on the previous page that may help your preference when having to work against the grain. What are some other ways that you can turn an "against the grain" scenario into a more authentic networking opportunity? List them below:

IJs: The Decisive Introverts

Strategies:

IPs: The Adaptable Introverts

Strategies:

EPs: The Adaptable Extroverts

Strategies:

EJs: The Decisive Extroverts

Strategies:

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