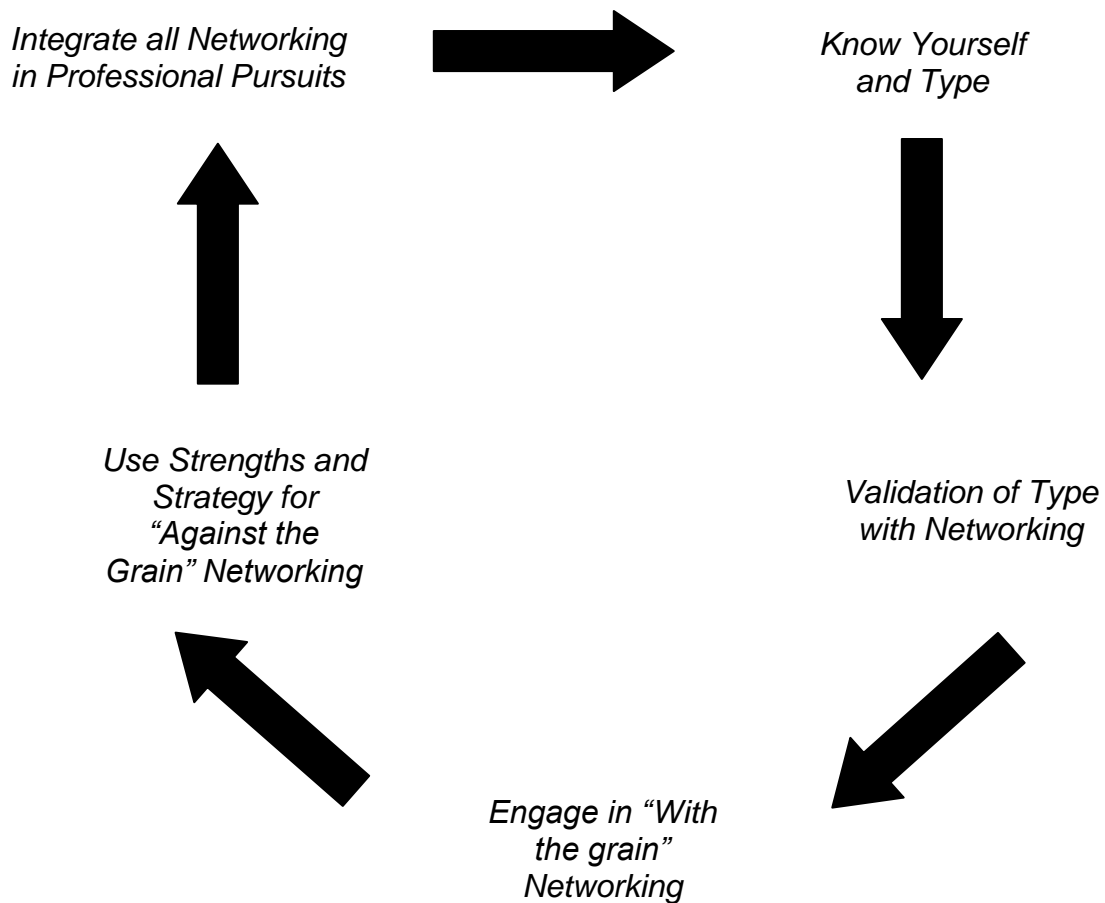


# AUTHENTIC NETWORKING: *Finding Your Right Networking Fit*



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 1<sup>st</sup> and 4<sup>th</sup> 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:** \_\_\_\_\_

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## **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

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### **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

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### **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

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### **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**.

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### **IJs: The Decisive Introverts**

*"Go with the Grain"*

*"Go Against the Grain"*

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### **IPs: The Adaptable Introverts**

*"Go with the Grain"*

*"Go Against the Grain"*

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### **EPs: The Adaptable Extroverts**

*"Go with the Grain"*

*"Go Against the Grain"*

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### **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**

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*"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

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### **IPs: The Adaptable Introverts**

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*"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.

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### **EPs: The Adaptable Extroverts**

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*"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

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### **EJs: The Decisive Extroverts**

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*"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

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## Table Full Of... Exercise

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**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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## Additional Resources to Review

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