

PUZZLE OF PERSONALITY

1. Uwagi ogólne

Zestaw materiałów opatrzony wspólnym tytułem *Puzzle of personality* jest adresowany do studentów uzupełniających studiów magisterskich studiujących kierunku humanistyczne. Przedstawione ćwiczenia mogą być wykorzystane przede wszystkim do pracy z grupami studentów psychologii ze względu na tematykę.

2. Poziom zaawansowania: B2+ oraz C1, C1+

3. Czas trwania opisanych ćwiczeń

Ćwiczenia zaprezentowane w tym artykule są przeznaczone na jedną jednostkę lekcyjną (90 minut). Czas trwania został ustalony na podstawie doświadczenia wynikającego z pracy nad poniższymi ćwiczeniami w grupach na poziomie B2+ i C1. W przypadku słabszego B2+ materiału może starczyć na 120 minut.

4. Cele dydaktyczne

W swoim założeniu artykuł ma rozwijać podstawowe umiejętności językowe, takie jak: mówienie, słuchanie oraz czytanie.

5. Uwagi i sugestie

W zbiorze przewidziane są ćwiczenia na interakcję student–nauczyciel, student–student oraz na pracę indywidualną. Ćwiczenia w zależności od poziomu grupy, stopnia zaangażowania studentów w zajęcia i kierunku mogą być odpowiednio zmodyfikowane. Zadania tu zamieszczone możemy omawiać na zajęciach lub część przedstawionych ćwiczeń zadać jako pracę domową, jeżeli nie chcemy poświęcać

na nie zbyt dużo czasu na zajęciach. Wybór należy do nauczyciela. Może zajść konieczność kilkukrotnego przesłuchania poszczególnych fragmentów TED talk. Należy zachęcić słabszych studentów do ponownego obejrzenia tych materiałów w domu (nawet kilkukrotnego, jeśli jest taka potrzeba). Materiały obejmują możliwie najbardziej skróconą wersję Myers-Briggs Type Indicator, fragment TED talk Briana Little'a na temat różnic między poszczególnymi typami osobowości wraz z pytaniami na zrozumienie, a także artykuł dotyczący plastyczności osobowości i zmian w niej zachodzących po trzydziestym roku życia wraz z pytaniami na zrozumienie. Rozpoczynamy od dyskusji w parach lub małych grupach na temat czynników kształtujących osobowość i typów osobowości oraz sposobów ich klasyfikacji (najbardziej popularny to ten, który przytacza Brian Little w TED talk). Następnie studenci odpowiadają na pytania z testu Myers-Briggs i próbują odpowiedzieć na pytania dotyczące jego rzetelności oraz zastosowania (ponieważ mogą nie wiedzieć zbyt wiele na ten temat, można im opowiedzieć o nim krótko i przejść do kolejnych pytań). W dalszej części przygotowują się do oglądania TED talk o typach osobowości poprzez wykonanie ćwiczenia na zastosowane słownictwo (II.1, natomiast II.2 można pozostawić jako pracę domową), a później oglądają prezentację i odpowiadają na pytania. Potem czytają artykuł o plastyczności osobowości i odpowiadają na pytania na zrozumienie. Gdyby zabrakło czasu, artykuł może zostać zadany jako praca domowa.

6. Klucz

W kluczu znajdują się odpowiedzi do zadań, sugestie odpowiedzi do zadań opierających się na dyskusji studentów oraz wyjaśnienie, czym jest Myers-Briggs Type Indicator.

PUZZLE OF PERSONALITY

I. Answer the questions:

1. What are the factors influencing one’s personality?

2. What personality types can you name? What different classification systems can you think of?

3. What is the Myers-Briggs Type Indicator? How effective is it in predicting one’s personality?
4. Take an extremely short version of the test yourself, then read a short analysis of your type. Ask yourself – Which side best represents me most of the time? You will be tempted to say BOTH and that is normal. Everybody is a little bit of both. But the point of this particular personality theory is that people tend to prefer one side over the other. Think about which side comes more naturally and choose the letter next to it.

Question 1 – How do you get your energy?

Extraverts = E are generally sociable, focused on the outer world, quick to take action, get energy by spending time with others, talk a lot and start conversations, speak first, then think, have many friends and many interests.

Introverts = I are generally quiet, focused on their inner world, get energy by spending time alone, mostly listen and wait for others to talk first, think first, then speak, are slow to take action, have a few deep friendships and refined interests.

Question 2 – How do you see the world & gather information?

Sensors = S have finely-tuned five senses, pay attention to the details, focus on what is real(in the present), think in concrete terms, like practical things, like to do (make), are accurate and observant, prefer to do things the established way.

iNtuitives = N use their “sixth sense,” see the “big picture,” focus on what is possible (in the future), think in abstract terms, like theories, like to dream (design), are creative and imaginative, prefer to try out new ideas.

Question 3 – How do you make your decisions?

Thinkers = T mostly use their head, make decisions based on logic, are more interested in things and ideas, treat everybody the same (emphasizing fairness), are more scientific in describing the world.

Feelers = F mostly use their heart, make decisions based on their values, are more interested in people and emotions, treat people according to their situation (emphasizing compassion), are more poetic in describing the world.

Question 4 – How much do you like to plan ahead?

Judgers = J organized and structured, make plans in advance, keep to the plan, like to be in control of their life, want to finalize decisions.

Perceivers = P are casual and relaxed, prefer to “go with the flow,” are able to change and adapt quickly, like to simply let life happen, want to find more information.

Source: <http://personalityclub.com/short-personality-test/>

You should now have four letters (one for each question). That’s your ‘personality type’. Select your type from the table below to see your profile:

ESTJ – The Overseer	ENTJ – The Chief	ISTJ – The Examiner	ISFJ – The Defender
ESTP – The Persuader	ENTP – The Originator	ISTP – The Craftsman	ISFP – The Artist
ESFJ – The Supporter	ENFJ – The Mentor	INTJ – The Strategist	INTP – The Engineer
ESFP – The Entertainer	ENFP – The Advocate	INFJ – The Confidant	INFP – The Dreamer



Source: <https://upload.wikimedia.org/wikipedia/commons/1/1f/MyersBriggsTypes.png>

Do you agree with the results? What could be the outcome of using this test in e.g., the workplace?

Image source: <https://upload.wikimedia.org/wikipedia/commons/1/1f/MyersBriggsTypes.png>

II. You are about to watch a TED talk by Brian Little about personality.

1. Before you do, have a look at the vocabulary below and match it to the definitions in the box.
2. Try to come up with one antonym for each of the words.

meticulous	important/significant	measured by the quantity	useful
for/leading to	consistent	indicator	carelessly lazy
unjustified/uncalled for	diligent/patient	misinterpretation	a centre
	misunderstood	showing/disclosing	

gratuitous
 lackadaisical
 conscientious
 predictor
 a misconstrual

misconstrued
 audacious
 persevering
 conducive to

revealing
 consequential
 a core
 quantitative

3. Now watch the TED talk (0:00-2:33) and try to fill in the gaps as you listen. You can find the video here: https://www.youtube.com/watch?v=qYvXk_bqIBk

Who are you, really? Puzzle of personality by Brian Little

What an (1) group of individuals you are ... to a psychologist. I've had the opportunity over the last couple of days of listening in on some of your conversations and watching you interact with each other, and I think it's fair to say already that there are 47 people in this audience at this moment (2) psychological symptoms I would like to discuss today. And I thought you might like to know who you are, but instead of pointing at you, which would be (3) and intrusive, I thought I would tell you a few facts and stories in which you may catch a (4) of yourself. I'm in the field of research known as personality psychology, which is part of larger personality science which (5) from neurons to narratives, and what we try to do, each in our own way, is to make sense how each of us, each of you, is in certain respects like all other people, like some other people and like no other person. Now, already you may be saying of yourself: "I'm not intriguing; I'm the 46th most boring person in the Western hemisphere!" Or you may say of yourself, "I am intriguing, even if I am regarded by most people as a great (6) tweet." But it is your self-diagnosed boringness and your (7) twittiness that make me, as a psychologist, really fascinated by you. So let me explain why this is so. One of the most influential approaches in personality science is known as trait psychology and it (8) you along 5 dimensions which are normally distributed at the described universally held aspects of difference between people. They (9) the (10) OCEAN.

4. Listen to the next (2:33-3:03) part of the talk and answer the question. What does the acronym OCEAN stand for? Fill in the gaps with 1-2 words:

- O those who are to experience versus those who are more
- C stands for in contrast to those with a more approach
- E in contrast to more people
- A individuals in contrast to those decidedly
- N individuals in contrast to those who are more

5. Now listen to the last part (3:03-5:32) of the task and answer questions a-f:

- a) How do open people achieve success?.....
- b) What about conscientious people?.....
- c) Extraversion and agreeableness are conducive to
- d) What 3 natures do we have?,,
(or)
- e) What do extroverts do at social events?
- f) What may be the misconception about introverts?

6. After you've watched the video, discuss in pairs/small groups:

- a) When it comes to communication, who do you think is more effective, introverts or extroverts?
- b) In your experience, who is more likely to achieve success?
- c) Try to think of different ways in which the knowledge about personality can be used in modern psychology and everyday life.

III. You're about to read an article on changes in personality throughout one's life. Before you read, answer the question below.

1. There is a widespread notion that one's personality is fully developed by the age of seven. If that is the case, is it possible for one's personality to undergo any changes throughout their life?

You can find the article here: <http://www.apa.org/news/press/releases/2003/05/personality.aspx>

2. Read the first 2 paragraphs and answer the questions:

- a) Which trait increases in your 20s?
- b) What feature decreased in women as they got older?
- c) What two traits didn't show changes with age in men?

3. With a partner/in small groups, discuss the questions below:

- a) Why do you think neuroticism is higher for women than men?
- b) Why do you think it didn't decrease with age in the case of men?
- c) Why do you think extraversion generally decreases in both sexes?

4. Read the remaining paragraphs and answer the questions:

- a) What had been the prevalent notion about personality?
- b) What capacity do people in their 30s have, according to the researchers?
.....

5. After you've finished reading, discuss the question below in pairs:

To your mind, what are the advantages of our plasticity?

KEY

1.

1.

Genes, experience, culture (parents, peers, teachers, partners, etc.), hormones, illnesses/diseases, even vitamin intake, or the climate (e.g., there's very little light in Scandinavian countries, which influences many people)

2.

For example, OCEAN – explained by Brian Little in the TED talk:

Open to experience vs. closed

Conscientious vs. lackadaisical

Extroverted vs. introverted

Agreeable vs. disagreeable

Neurotic vs. stable

3.

The Myers-Briggs Type Indicator (MBTI) is an introspective self-report questionnaire designed to indicate psychological preferences in how people perceive the world and make decisions. It has been widely used in workplaces in order to obtain groups of employees displaying some desirable traits. However, both of the creators of the method had no prior psychological training.

The MBTI was constructed by Katharine Cook Briggs and her daughter Isabel Briggs Myers. It is based on the typological theory proposed by Carl Jung, who had speculated that there are four principal psychological functions by which humans experience the world – sensation, intuition, feeling, and thinking – and that one of these four functions is dominant for a person most of the time.

4.

The whole test consists of 70 questions, hence the very short version. It is not very scientific and the results can sometimes be negative – e.g., the employer could choose people only based on their personality type, not their skills and achievements. Later, it could also lead to arguments, etc., as you could end up with people who are too similar to each other.

II.

1.

gratuitous	unjustified/	revealing showing/disclosing	
uncalled for		consequential	important/significant
lackadaisical	carelessly lazy	a core	a centre
conscientious	meticulous	misconstrued	misunderstood
predictor	indicator	a misconstrual	misinterpretation
audacious	bold/arrogant	quantitative	measured by the quantity
persevering	diligent/patient		
conducive to	useful for/leading to		

2. (Preferably to be given as homework)

gratuitous	justified, fair	revealing	hiding, disguising
lackadaisical	ambitious, diligent	consequential	unimportant, irrelevant
conscientious	lazy, careless	a core	the brim, the edge
predictor –		misconstrued	understood, well interpreted
audacious	polite, respectful, meek, etc.	a misconstrual	understanding
persevering	easily discouraged	quantitative	qualitative
conducive to	unhelpful, useless		

3.

- (1) Intriguing
- (2) Displaying
- (3) Gratuitous
- (4) Glimpse
- (5) Spans the full spectrum
- (6) Thundering
- (7) Inherent
- (8) Aligns
- (9) Spell out
- (10) Acronym

4.

Open, closed
 Conscientiousness, lackadaisical
 Extraversion, introverted
 Agreeable, not agreeable
 Neurotic, stable

5.

- a) They achieve it by being audacious and occasionally odd.
- b) By sticking to deadlines, persevering as well as having some passion.
- c) working well with people
- d) biogenic, sociogenic, idiosyncratic (or idiogenic)
- e) Form a magnetic core.
- f) The misconception is that they might be antisocial.

6. After you've watched the video, discussion pairs/small groups:

- a) It depends, as both types have their strengths and weaknesses.
- b) Again, it depends on the field.
- c) E.g., in therapy, workplaces (for instance, adapting the workplace to individual needs, etc.).

III.

1. It is possible for the personality to change.

2.

- a) Your conscientiousness. (Para. 2 – Conscientiousness increased throughout the age range studied, with the biggest increases in a person's 20s ...)
- b) Neuroticism. (Para. 2 – agreeableness increased the most during a person's 30s; Neuroticism declined with age for women ...)
- c) Neuroticism and extraversion – Para. 2 – Neuroticism declined with age for women but did not decline for men; [...] Finally, extraversion declined for women but did not show changes in men.

3. Suggested answers:

- a) The reasons could be a tangled combination of genetics and upbringing – women are raised to care more.
- b) Because their self-image might be more stable throughout life.
- c) Because people, in general, become less outgoing as they age.

4.

- a) That it cannot change past a certain age – Para. 4 – This study contradicts an often cited view that personality traits are genetically programmed to stop changing by early adulthood.
- b) To still evolve – Para. 4 – "...average levels of personality traits changed gradually but systematically throughout the lifespan, sometimes even more after the age 30 than before."

5. It is actually very optimistic that you can start to worry less, start a new career, etc. when you are in your thirties.