Exercise Personality Type Preference

Your Personality Type:

- 1. **Team Up.** Select a group of friends to determine preference type. Ideally, they know their official Myers-Briggs[v] test or one of the similar ones that appear in books, other sources that are professionally administered.
- 2. **Your Type.** If you know your personality type write it down on the box below. If you don't agree with a person's guess of your type, discuss the reasons.
- 3. **Choose Roles.** Choose sides with one side being the buyer of a house and one being the seller. Get everyone to talk as much as possible as authentically as possible as if they were doing the negotiation themselves.
- 4. **Analysis and Discussion.** Try to analyze and predict the personality type preferences using the matrix. How does your type fit in, what should your role be?

Negotiator	Team	Name	Preference Guess

TIP: While this personality matrix is the darling of many a management coach, consultant and manager, it falls short if you do not use the rigorous proprietary tests offered by experts in the field. For example, while the Myers-Briggs® methods are attacked academically, they may be essential in various contexts where many psychological data points are investigated. The method is a poor replacement for creating a culture of negotiators. What happens if we cannot "read" the other side, the other side sends false and deceptive signals, or the interpretation is wrong? While this is a helpful tool, most negotiators do this in the hallways at a break, asking "who is the weakest link on their team that gives us an advantage?"

NOTES: