

Splitting Exercises Hand Out

Introversion vs Extraversion

Think about being invited to a party. Are you:

Place a ✓ in the boxes that best describe you.

Excited - you can't wait until the party comes around. It will be so much fun to be around lots of other people. You will probably meet some cool new people!

Unsure - maybe even anxious. You might want to go but you are also slightly dreading the thought. It might be o.k. if you know the people who are there.

Now think about arriving at the party. Do you:

Go right in. It's exciting to see old friends and to meet new people. You start greeting people, making friends, and getting busy. The music is great - you might even dance your way over to the food and drinks. Fun times!

Hang back and scan the room for some faces you know. If you don't spot anyone you know, you make a beeline for the food/drinks or find a quiet corner and pull out your phone so you can look busy.

Now think about staying at the party. Do you:

Keep on partying - the night is young after all. You are jazzed about being with all these fun people - there is so much to talk and laugh about together!

Think about the earliest you can get away without appearing rude. You have shown your face and you are feeling ready to leave - parties aren't everyone's thing, right?

If you answered mostly on this side, you likely have a preference for extraversion. This means that you draw your energy from the external world and from other people.

If you answered mostly on this side, you likely have a preference for introversion. This means that you draw your energy from your inner world and prefer quiet reflection.

Still undecided? If you still cannot decide, it may mean that you are in the mid-zone between the two poles of extraversion and introversion. Remember though, that we usually have an innate preference for one over the other.

Sensing vs Intuition

Describe the picture below.



If you have a **preference for sensing**, you probably started by noticing lots of small details. You may even have counted up how many things of the same type you saw in the picture (like spires or people). If, on the other hand, you have a **preference for intuition**, you probably started with the “big picture”, by expressing the general theme of the picture, or what you thought might be going on in the picture before getting to the details.

Thinking vs Feeling

You have been asked to cut your organization's budget by 30%. You approach this request by:

Place a ✓ in the boxes that best describe you.

Immediately gathering data. You need to have all the facts possible at your disposal. You quickly recognize that it will not be possible to do this without laying some people off.

Immediately identifying the impact on people. Your main priority is to avoid laying anyone off if at all possible, so you will look at other aspects of the budget first to see if there is another area you can cut.

Deciding that it is important to have a fair and transparent approach to the layoffs - everyone should be treated in the same way to avoid accusations of favoritism. This is a hard process but fairness will make it better.

Agonizing about how layoffs, if they can't be avoided, will impact individuals. You conclude that you need to find out about each person's circumstances so you can take this into account when deciding who must go.

Telling yourself that hard decisions have to be made in business, and everyone will understand that it's not personal. Morale will recover eventually once the layoffs are done.

Telling yourself that your main priority is to take care of people and to ensure that morale remains as high as possible, no matter what happens.

If you answered mostly on this side, you likely have a preference for thinking. This means that you approach problems from an analytical and logical perspective first before thinking about the effects on people.

If you answered mostly on this side, you likely have a preference for feeling. This means that you approach problems from a people perspective first before taking an analytical or logistical approach.

Still undecided? If you still cannot decide, it may mean that you are in the mid-zone between the two poles of thinking and feeling. Remember though, that we usually have an innate preference for one over the other.

Judging vs Perceiving

You have been given 30 days to complete a project. Place a check mark in the box for how soon you would begin to work on this project, counting down from the 30 days you have been allotted to complete it:

<input checked="" type="checkbox"/>	I will start work on this project:	
	Day 30 - Immediately	I like to be organized and prepared - I hate being blindsided by last minute hiccups and 30 days is not long. I want to start right away to make sure I have enough time. I don't like feeling pressured.
	Day 25	I like to plan ahead but I don't need to start right away. This is still comfortable for me. It allows me to map this project out and make key decisions well in advance.
	Day 15	This leaves me plenty of time to be prepared and think ahead. I will have two weeks until it is due - a little pressure can be a good thing.
	Day 5	This is perfect. I was able to gather my thoughts and some great ideas and I have still left myself some time to pull this thing off. Last minute hiccups don't really bother me - it's all part of the process.
	48 hours before it is due	I needed time to think about this and to gather my best ideas. There's no way the result would have been as rich if I had started on day 30. Plus, I do my best work when I am challenged for time - it's exhilarating to pull it all together like this just before it's due.

If you have a preference for **judging**, you likely placed your check mark somewhere between day 30 and day 15. You like to have things planned out in advance and you like to check things off your list in a timely manner. The last minute rush is a source of anxiety for you.

If you have a preference for **perceiving**, you likely placed your check mark somewhere between day 15 and 48 hours. You like to stay open to possibilities and you feel really positive energy when working under pressure.

Still undecided? If you still cannot decide, it may mean that you are in the mid-zone between the two poles of judging and perceiving. Remember though, that we usually have an innate preference for one over the other.