

## Nurturing relationships in Corona times



Research has indicated that the combination of our preferred modes of receiving information and making decisions impacts how we like to be communicated with, work in a team, be influenced in short, how we prefer to be related to.

The two middle letters of our MBTI® type ST, SF, NF or NT indicate our preferences for taking in information (**S**ensing or **I**ntuition) and for making decisions (**T**hinking or **F**eeling).

We can offer support to others and practice the Platinum Rule “Do unto others as they would be done unto” by responding to the combination of the two middle letters of their MBTI type.

### ST

#### If you prefer **Sensing** and **Thinking** you

- Value taking on responsibility
- Like to support people by solving problems efficiently
- Seek well-defined roles in relationships
- Prefer to engage with others in a practical, matter-of-fact manner
- Prefer short businesslike interactions
- May prioritize logical analysis over human emotion during a conflict

#### Blind spots

- May become rigid about the way you like to approach problems
- May neglect to invite others’ input and solutions

#### In order to win the trust of someone with **Sensing** and **Thinking** preferences

- Identify and indicate tasks that you would like to be responsible for
- Use specific facts and real-life examples in your communication and share them in a logical step-by-step manner
- Communicate objectively, use impersonal words
- State what you need clearly, up front and directly
- When you disagree with them – acknowledge that their solution could work and that you have a suggestion to improve it

### NT

#### If you prefer **Intuition** and **Thinking** you

- Value independence and competency in self and others
- Support others by building a comprehensive understanding of the situation
- Like to debate and challenge others to think for themselves
- Like to test knowledge and competency of others by being skeptical
- Mask emotions by using dry humor and wit
- May minimize personal feelings of self and others in a conflict situation

#### Blind spots

- May appear aloof and argumentative
- May assume appreciation is understood

#### In order to win the trust of someone with **Intuition** and **Thinking** preferences

- Make space for their complex and expansive perspectives
- Offer a rationale for the situation as you see it
- Engage in debates as an opportunity to unearth multiple perspectives
- Be willing to explore new and different perspectives
- Recognize their need to outline a whole concept before you seek clarifications
- When you disagree with them – respect the concept they have shared and ask for specific information

## SF

### If you prefer **Sensing** and **Feeling** you

- Value personal loyalty
- Provide warm, personal, practical support to others
- Are concerned about people's feelings and needs
- Are good at collecting and remembering details about people
- Prefer win-win solutions
- Feel uncomfortable when there is conflict

### Blind spots

- May accommodate others' needs too quickly for the sake of harmony
- May neglect own needs and feelings

### In order to win the trust of someone with **Sensing** and **Feeling** preferences

- Use factual and sensitive language
- Give them complete attention while remembering what has been said already
- Establish and maintain personal relationships
- Make space to listen to their personal experiences
- Appreciate their need for harmony
- When you disagree with them – ask for what you need gently and personally

## NF

### If you prefer **Intuition** and **Feeling** you

- Value making a difference in the world
- Want to be treated as a unique individual
- Use analogies, metaphors and stories from your personal experience to communicate your viewpoints
- Like to inspire and motivate others by identifying possibilities
- Look for opportunities for growth intra-personally and interpersonally
- Prefer to avoid conflict unless there is a clash of values

### Blind spots

- May appear overly optimistic and idealistic
- May prioritize relationships over tasks

### In order to win the trust of someone with **Intuition** and **Feeling** preferences

- Demonstrate respectful listening to their ideas
- Acknowledge values important to them
- Affirm strengths and contributions before offering critique
- Share why their relationship is important to you
- Appreciate their need for harmony
- When you disagree with them – appreciate their ideas and values, and then ask for specifics

### When you do not know the other person's MBTI® type

- Observe. Watch for possible clues about type
- Form a hypothesis about one or more preferences.
- Test the hypothesis. Adjust your communication based on your hypothesis about preferences and observe the results.
- If careful observation suggests that effective communication is taking place, that both parties are tuned in and engaged, continue your approach.
- If the hypothesis does not work, and you sense a communication gap, continue to observe, and form and test a new hypothesis.

Source: *The Art of Dialogue* by Carolyn Zeisset