

INTJs Need ESFPs

Business strategies to attract, develop, and retain talented employees have made their way to the front of the line at most community banks. Managing our human capital is a critical challenge to optimize current operations and prepare for future success. If talent management isn't on your things-to-do list yet, wait a day or two, it's coming.

Once An INTJ, Always An INTJ

When Deb and I got married in 1979 I had a business acquaintance that was working on her certification to offer Myers-Briggs Type Index testing. One assignment in her certification was to complete profiles for a series of individuals. Since Deb and I were launching our new household, the timing was perfect. We took the test and received our MBTI reports. I was an INTJ...Introversion, Intuition, Thinking, Judging. Deb was not.

Leverage Diversity

Elements of Deb's type index were quite different. And there lies the secret to success. I'm introverted, she's extroverted; I'm intuitive, she's sensing, I'm thinking and she's feeling. You get the picture. While it might be easy to relate to someone quickly when they share your styles, types, and attributes, long-term relationships benefit from diversity. I believe this is true in virtually all relationships. Family, friends, and work teams all benefit

when they engage with a variety of personalities, backgrounds, experiences, and values.

Great News For Leaders

I recently retook the Myers-Briggs test to see if my four decades of experiences had modified by MBTI. You guessed it. I'm still an INTJ. What drives people, motivates action, and influences behavior remains consistent throughout our lives. That's great news for managers and leaders. If you get to know your employees, you can use that knowledge to enrich your relationships and leverage the employee's strengths. You don't have to keep reworking your understanding of the employee's core profile. The other good news is this; once an INTJ, always and INTJ. What drives me is predictable. What drives your employees, your managers, and you, is predictable.

Invest In Relationships

Build your team with the understanding that diversity of thought, action, and attributes can be tapped to create long-term success. Strong relationships endure because everyone is contributing and benefiting. They each come to the table with a slightly different perspective and together they produce exceptional outcomes.

Deb and I have been married for 42 years. It is a relationship that gets stronger with time. I'm an INTJ, but I need insights and influence from the remaining Myer-Briggs Type Indicators if I want to embrace long-term success. How can you embrace and leverage diversity in your business teams and relationships?