# **Dynamic Decision Making**

Eight Essential Questions

# A tool kit for Acting on Informed Decisions



By Markey Read

## **Decision Making Criteria**

#### **External and Internal Agendas**

Efficient Structure	Empathetic Harmony	Precise Systems	Personal Authenticity
Leaders seek:	Leaders seek:	Leaders seek:	Leaders seek:
End Result	Group Harmony	Elegant Precision	Values Alignment
Tends to lead by	Tends to lead by	Tends to lead by	Tends to lead by
creating a logically	reading the group	developing multiple	encouraging consensus,
derived agenda;	dynamics or harmony of	potential options;	inviting participation,
announcing to group	the group; then creating	selecting most viable to	and honoring individual
and expecting people to	an agenda that will	start and remaining	preferences/values to be
follow through to	maintain and/or restore	flexible with options &	expressed throughout
completion.	harmony.	constantly changing	process.
		variables.	
ISTJ, ESTJ, INTJ, ENTJ	ISFJ, ESFJ, INFJ, ENFJ	ISTP, ESTP, INTP, ENTP	ISFP, ESFP, INFP, ENFP

## **Information Gathering Process**

## Relationship to Time for Different Personality Types

_	Past	Present	Future	Distant Future
•	Sustaining Project Leaders Recall the Past	Responsive Project Leaders Experience the Here & Now	Inspirational Project Leaders Explore What Could Be	Visionary Project Leaders Foresee Future Outcomes
	Past (primary focus): infinite	Past: ≈ 2-3 weeks ago	Past: consists of patterns that inform the present	Past: consists of large cycles that provide context
	Present: opportunity to compare and contrast current reality to past experiences and create a catalog of reference points.	Present (primary focus): fully engaged, all-consuming energy. Responds to what is happening in "real time."	Present: launching pad for what is possible in the future. Considers infinite possibility in all possible moments.	Present: an opportunity to gather information from the collective unconscious that will eventually be useful in the future.
	<b>Future</b> : ≈ 1 year from now & based on previous experiences.	Future: ≈ 2-3 months from now & based responding to immediate conditions.	Future ( <i>primary focus</i> ): ≈ 1-3 years from now & filled with many possibilities.	Future ( <i>primary focus</i> ): infinite & based on compelling vision.
	ISTJ, ESTJ, ISFJ, ESFJ	ISTP, ESTP, ISFP, ESFP	INTP, ENTP, INFP, ENFP	INTJ, ENTJ, INFJ, ENFJ

#### **Personality Type Key to Eight Essential Questions**

Facutial Quarties	Related	Types likely to be
Essential Question	Leadership Style	friendly to this question
What is happening now?	Responder (Se)	ISFP, ISTP, ESFP, ESTP
How did we get here?	Sustainer (Si)	ISFJ, ISTJ, ESFJ, ESTJ
What are some possibilities?	Inspirer (Ne)	INFP, INTP, ENFP, ENTP
What are the future implications?	Visionary (Ni)	INFJ, INTJ, ENFJ, ENTJ
What are the important questions to ask?	Precise Systems (Ti)	ISTP, INTP, ESTP, ENTP
What is the plan and how will it work?	Efficient Structure (Te)	ISTJ, INTJ, ESTJ, ENTJ
How will this enhance group dynamics?	Empathetic Harmony (Fe)	ISFJ, INFJ, ESFJ, ENFJ
Does it resonate with core values?	Personal Authenticity (Fi)	ISFP, INFP, ESFP, ENFP

### **Type Twister Activity**

- Pair with another person of a different type
- Plot your Type Dynamics
- Discuss possibilities and challenges if you were to work on a project together!

### Leadership Styles Decision-Making Wheel How did we get here? What are some possibilities? Sustainer (Si) Inspirer (Ne) What is What are the future happening now? implications? Responsive (Se) Visionary(Ni) Does this resonate with core values? How will the plan work Personal Efficient Structure (Te) Authenticity (Fi) How will this help others work together? What are the important questions Empathetic Harmony (Fe) to ask? Percise Systems (Ti)

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	Sustaining Efficient Structure		Visionary Efficient Structure	
	ISTJ	ESTJ	INTJ	ENTJ
Heroic		Efficient Structure	Visionary	Efficient Structure
Dominant	Sustaining	What is the plan and how	What are the future	What is the plan and how
Highest Interest	How did we get here?	will it work?	implications?	will it work?
Good Parent	Efficient Structure		Efficient Structure What	Visionary
Auxiliary	What is the plan and how	Sustaining	is the plan and how will it	What are the future
Strong Interest	will it work?	How did we get here?	work?	implications?
Eternal Child	Personal Authenticity		Personal Authenticity	impiicuiiono.
Tertiary	Does it resonate with core	Inspiring	Does it resonate with core	Responsive
Curious Interest	values?	What are some possibilities?	values?	What is happening now?
Ballast	ourues:	Personal Authenticity	outues:	Personal Authenticity
	Inspiring		Responsive	Does it resonate with core
Fourth	What are some possibilities?	Does it resonate with core	What is happening now?	
Passing Interest	·	values?	., ,	values?
Responsive F			Inspiring Precise Systems	
	ISTP	ESTP	INTP	ENTP
Heroic	Precise Systems	Responsive	Precise Systems	Inspiring
Dominant	What are the important	What is happening now?	What are the important	What are some possibilities?
Highest Interest	questions to ask?	vvnui is nuppening now:	questions to ask?	vviili ure some possionities:
Good Parent	Responsive	Precise Systems	Inspiring	Precise Systems
Auxiliary	_	What are the important		What are the important
Strong Interest	What is happening now?	questions to ask?	What are some possibilities?	questions to ask?
Eternal Child	Visionary	Empathetic Harmony	6	Empathetic Harmony
Tertiary	What are the future	How will this enhance group	Sustaining	How will this enhance group
Curious Interest	implications?	dynamics?	How did we get here?	dynamics?
Ballast	Empathetic Harmony	Visionary	Empathetic Harmony	
Fourth	How will this enhance group	What are the future	How will this enhance group	Sustaining
Passing Interest	dynamics?	implications?	dynamics?	How did we get here?
	Sustaining Emp	,	Visionary Empa	thetic Harmony
	ISFI	ESFI	INFI	ENFI
Heroic		Empathetic Harmony	Visionary	Empathic Harmony How
Dominant	Sustaining	How will this enhance group	What are the future	will this enhance group
Highest Interest	How did we get here?	dynamics?	implications?	dynamics?
Good Parent	E d C II	иунинись:		V
			I Impathatic Harmonii	Vicionary
	Empathetic Harmony	Sustaining	Empathetic Harmony	Visionary
Auxiliary	How will this enhance group	<b>Sustaining</b> How did we get here?	How will this enhance group	What are the future
Auxiliary Strong Interest	How will this enhance group dynamics?	G	How will this enhance group dynamics?	-
Auxiliary Strong Interest Eternal Child	How will this enhance group dynamics?  Precise Systems	G	How will this enhance group dynamics?  Precise Systems	What are the future
Auxiliary Strong Interest Eternal Child Tertiary	How will this enhance group dynamics? Precise Systems What are the important	How did we get here?	How will this enhance group dynamics?  Precise Systems What are the important	What are the future implications?
Auxiliary Strong Interest Eternal Child Tertiary Curious Interest	How will this enhance group dynamics?  Precise Systems	How did we get here?  Inspiring  What are some possibilities?	How will this enhance group dynamics?  Precise Systems	What are the future implications?  Responsive  What is happening now?
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## Leadership Styles

Acting on Informed Decisions with Your Cast of Characters

To obtain a copy of the book, please visit <a href="https://www.mrgrp-us.com">www.mrgrp-us.com</a>.

Leadership Styles, Acting on Informed Decisions is a resource for trainers, consultants, coaches, facilitators, and leaders for developing leaders within groups and organizations. The book is designed to assist leaders with identifying their leadership style and to learn how the lens of Personality Type can transform a workgroup into a team while building leaders.

"The breadth of information and insight that Markey Read has packed into Leadership Styles is truly impressive. Type professionals will find this succinct volume to be an invaluable supplement for leadership workshops, and anyone who is already acquainted with the basic concepts of depth typology—the function-attitudes and archetypal energy dynamics—will find that it provides deep insight into how personality influences how individuals meet the challenges of leadership."

-Mark Hunziker,

author of Building Blocks of Personality Type and Depth Typology

"In the crowded field of MBTI and Type books, Markey Read has done what so few before her have or can—make Type practical and actionable (and fun). Anyone interested in leadership, communication or decision making—or just curious about Type and how to use it—will want to add Leadership Styles: Acting on Informed Decision to their libraries."

-Hile Rutledge,

President/Principal Consultant, OKA

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