



# **Adapting or Accommodating in the Digital Age**

**BAPT – Kents Hill Park, Milton Keynes**

**April 12th 2018**

# Agenda

- Introduction to the workshop
  - What is the aim?
  - What are our hypotheses
- The short survey data, background and findings
- Discussion – should type adapt to virtual interaction and learning or could we accomodate different types better in these two aspects?

# Type in the digital age

We want to know more about if differences in type have any impact on:

1. How we like to interact with other people - in real life or virtually
2. How we like to learn new things - in real life or virtually

Hypotheses to discuss with you

1. General question: How does E/I and T/F play a role in interaction and learning in real life and virtually?
2. E's are more interested in interacting in real-life
3. I's are more interested in asymmetric exchange than the E's
4. F's will be more affected by the virtual learning and interaction than the T's. T's will be more concerned with the technical standards than the F's

# The questionnaire

The questionnaire consists of 14 questions:

- What kind of work do you do? What are your main tasks?
- Virtual meetings ONE-ON-ONE In virtual meetings you are able to see the other person i.e. Skype, Lynx, Facetime etc. How much / how well?
- Virtual meetings with MORE THAN TWO PEOPLE In virtual meetings you can see the other people i.e. Skype, Lynx, Facetime etc. How much / how well?
- Virtual simultaneous exchange of information Written dialogue in chat programs i.e. messenger, skype, slack etc. How much / how well?
- When you interact with people virtually, what is important to you and why?
- If you could choose how to interact with people, what would you choose? Real life Interaction, Virtual Interaction, A combination, I am not sure
- What is a good learning situation for you?
- How do you feel about virtual learning? Hate it – love it
- What, do you think, is needed in order for you to get the most out of virtual learning?
- If you could choose, how would you prefer to you learn?

# Demographics

- Participants: 24
- Male: 6
- Female: 18
- Types:

Please notice that this sample is very small. It is only intended to open up discussions about these areas.

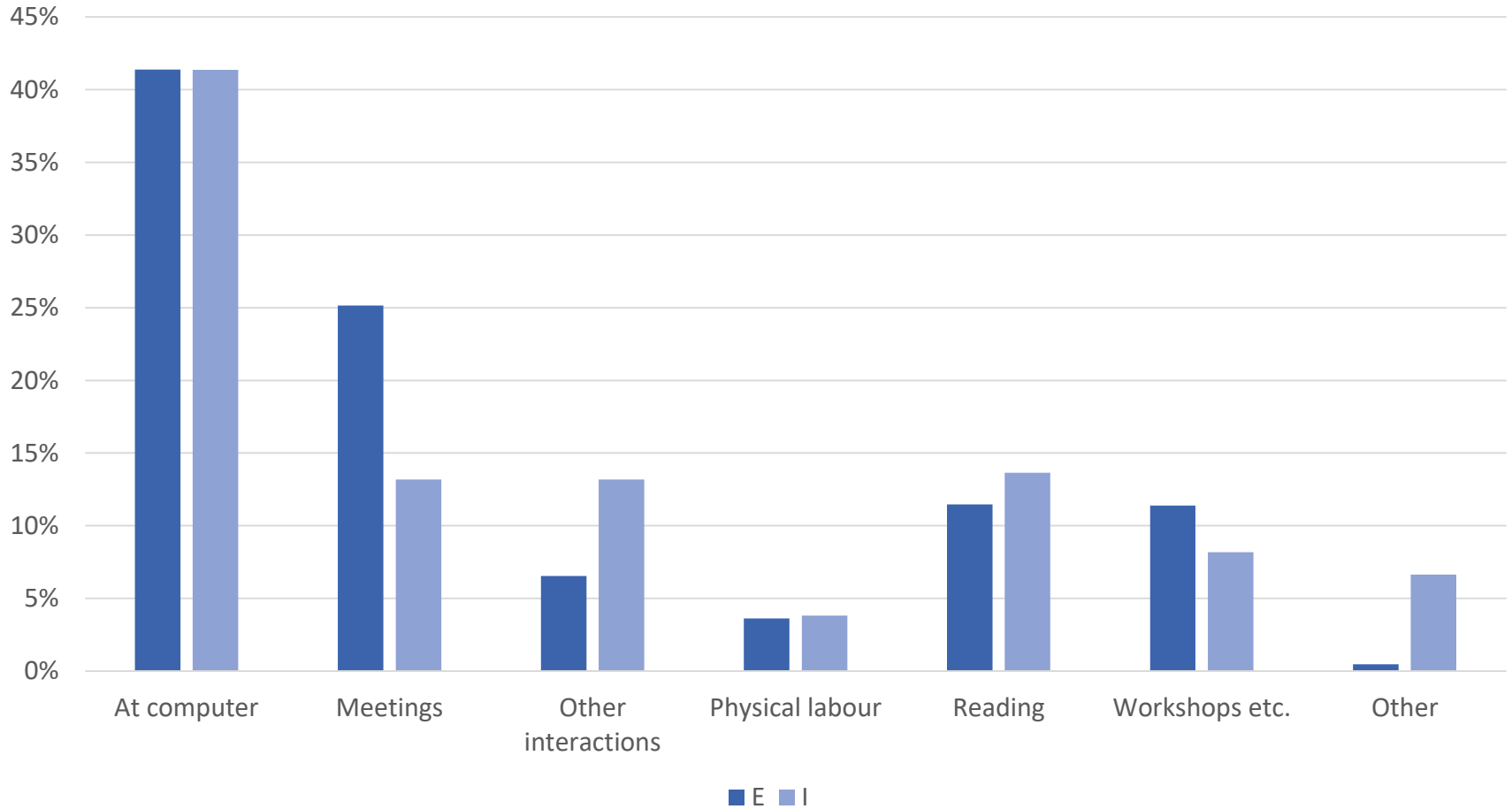
For indications to be validated, a much larger survey will have to be conducted.

ISTJ 3	ISFJ 1	INFJ 2	INTJ 1
ISTP 1	ISFP 1	INFP	INTP 2
ESTP 1	ESFP	ENFP 4	ENTP 4
ESTJ	ESFJ 1	ENFJ 1	ENTJ 2

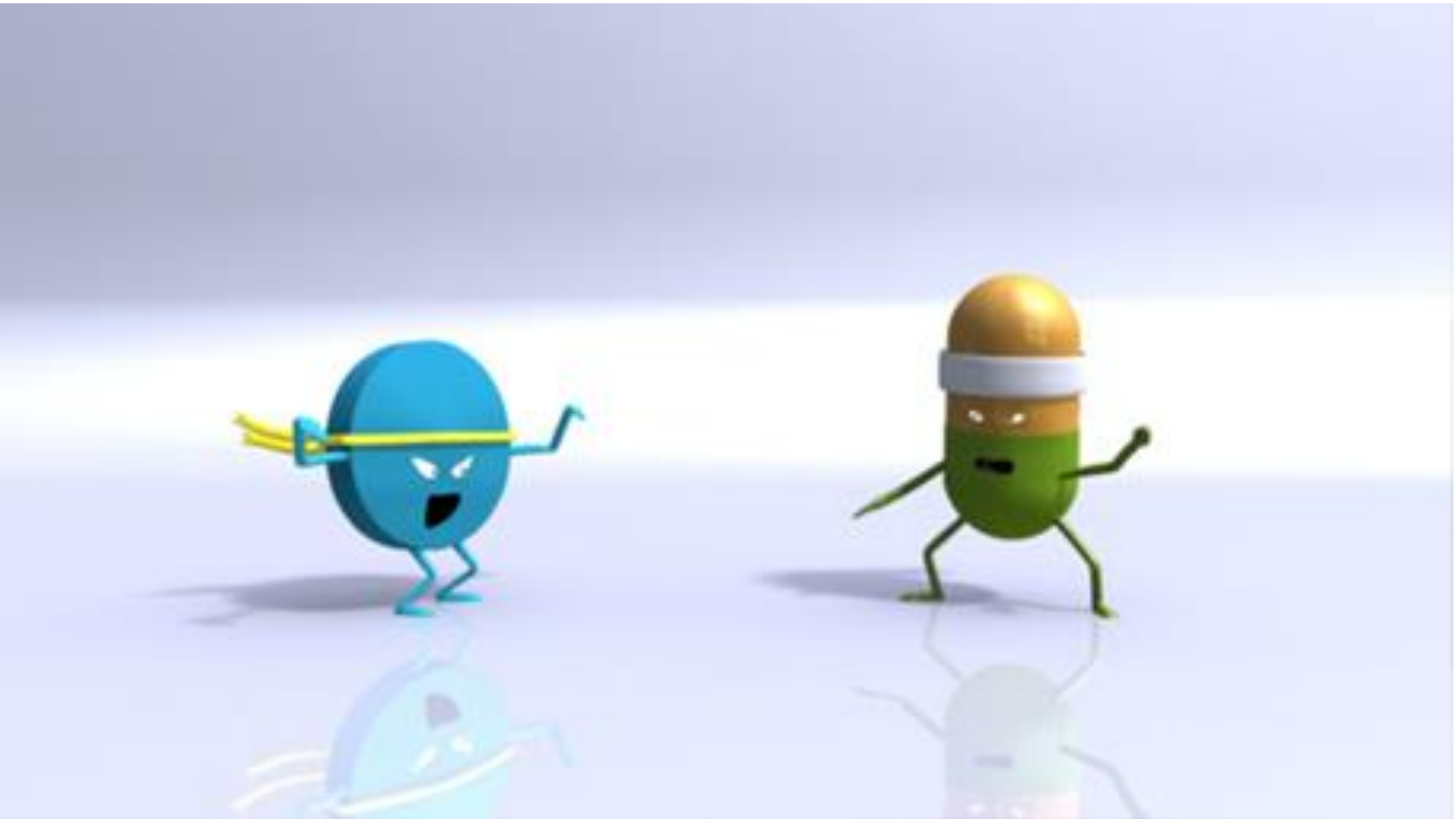
I	11
E	13
S	8
N	16
T	14
F	10
J	11
P	13

# Findings – What are your main tasks

## What kind of work do you do – what are your main tasks?



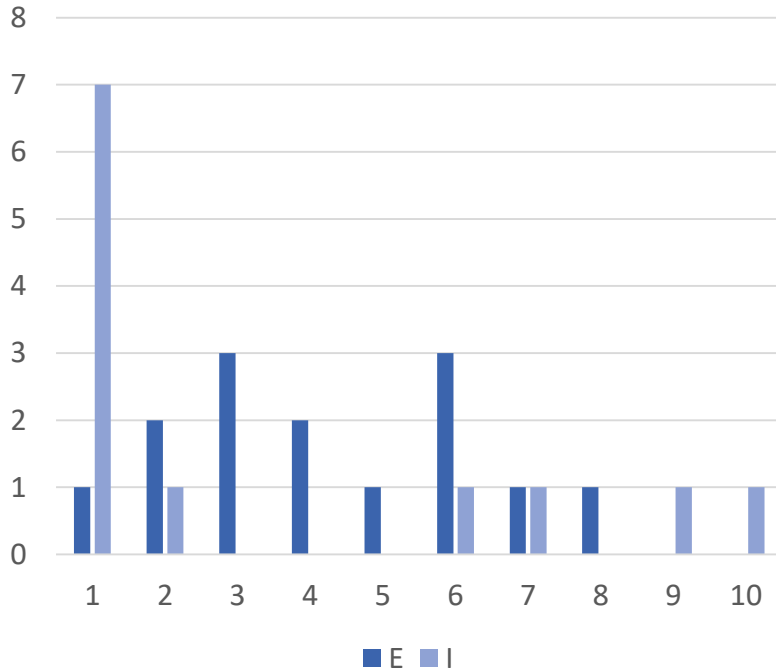
# Interactions



# Findings – Virtual meetings 1on1

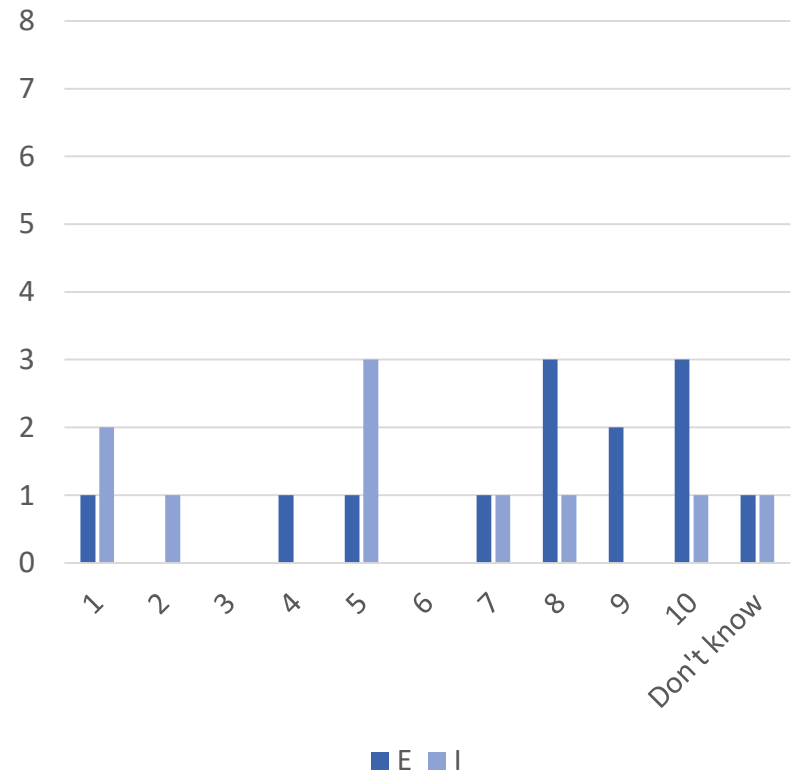
## Virtual Meetings 1on1

How much is this part of your work?



## Virtual Meetings 1on1

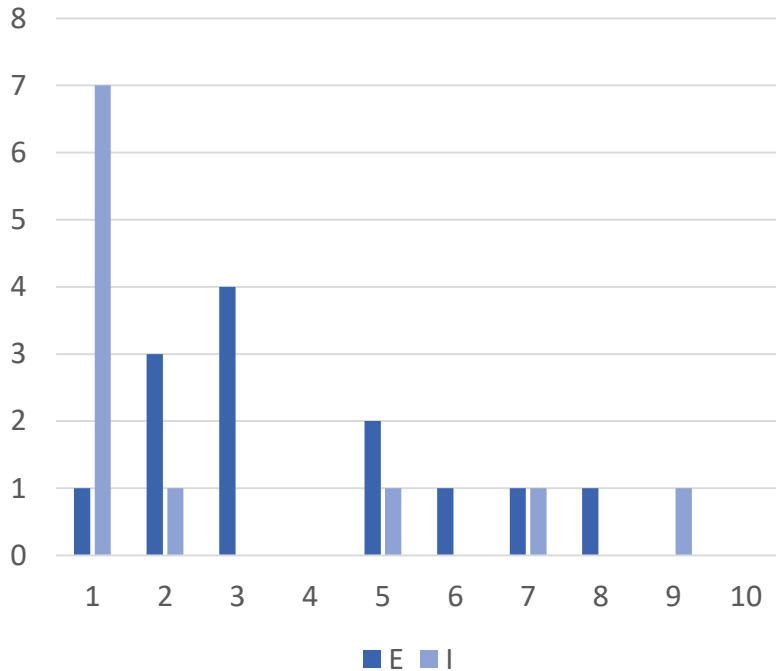
How well does it work for you?



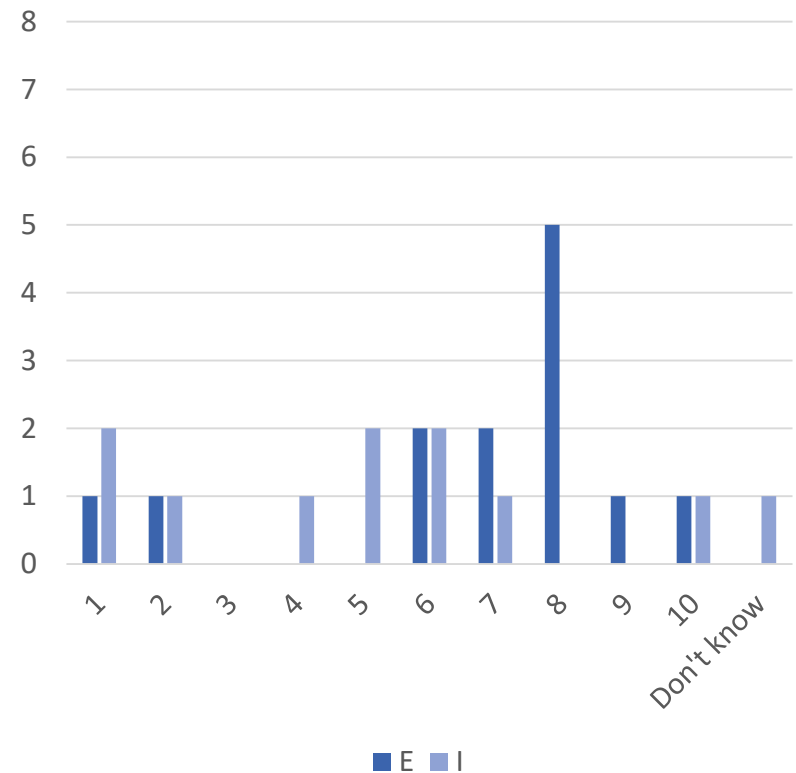


# Findings - Virtual meetings with more than two E (13) and I (11)

**Virtual Meetings More than two**  
How much is it part of your work?

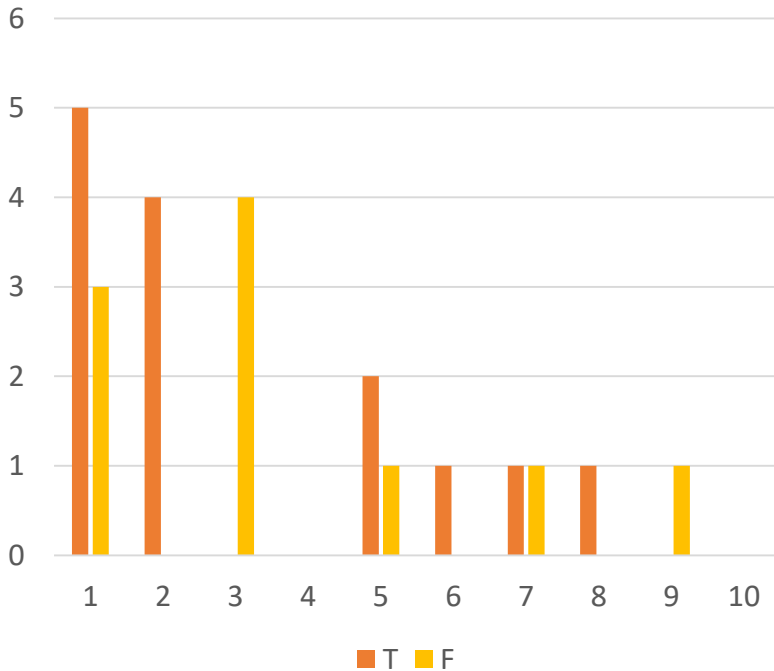


**Virtual Meetings More than two**  
How well does it work for you?

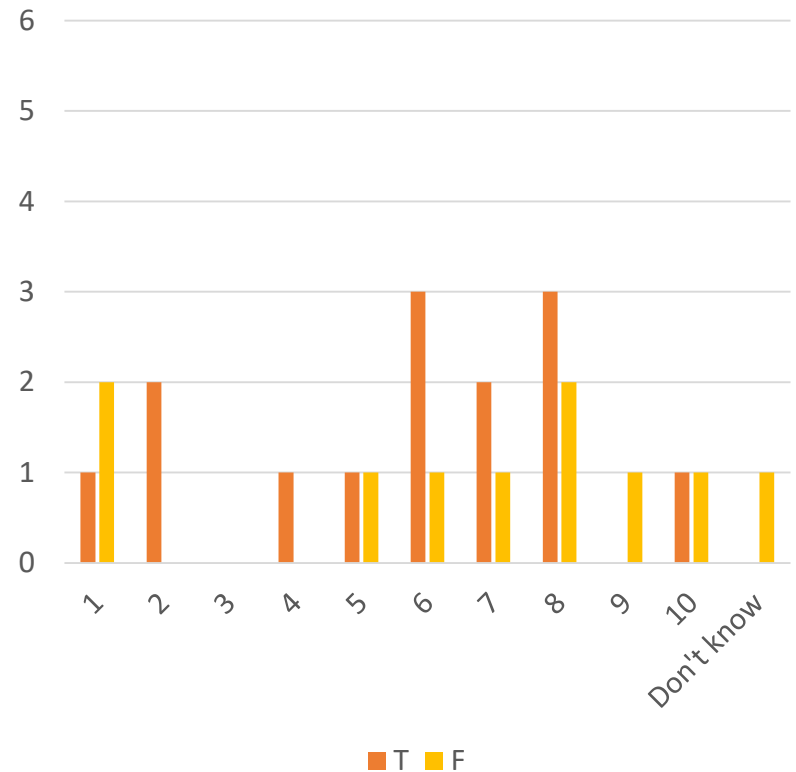


# Findings - Virtual meetings with more than two T (14) and F (11)

**Virtual Meetings More than two**  
How much is it part of your work?

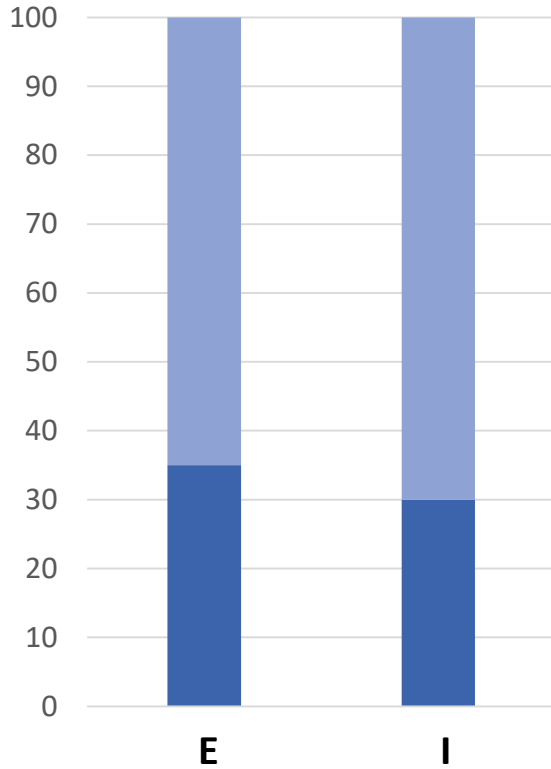


**Virtual Meetings More than two**  
How well does it work for you?



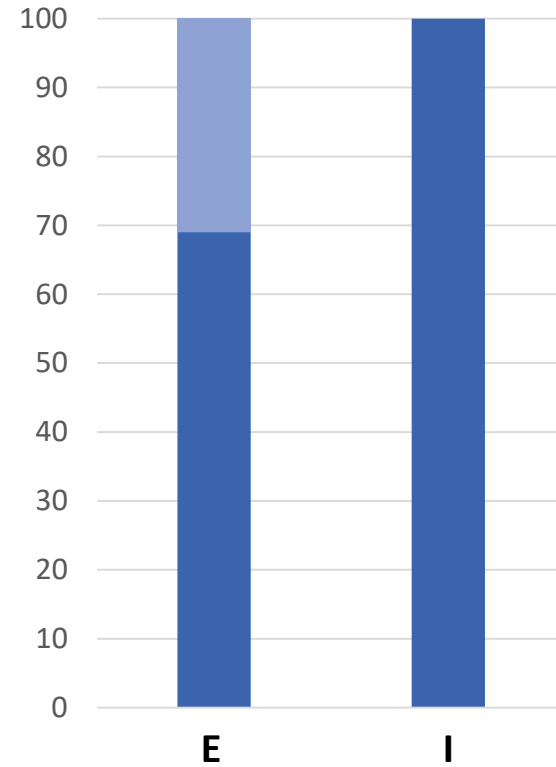
# What I prefer when interacting with others

## How much virtual interaction?



No extroverts want more than 35% virtuality  
No Introverts want more than 30% virtuality

## Equal to or more than 50% real life interaction

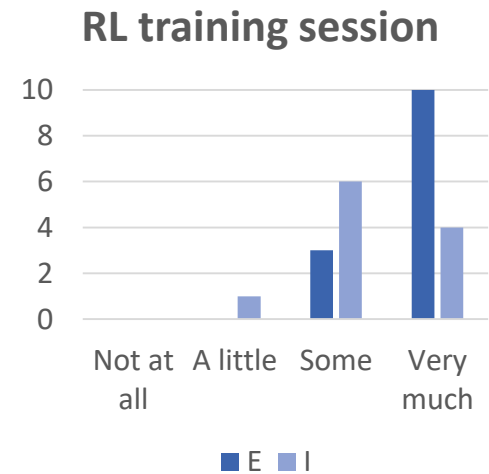
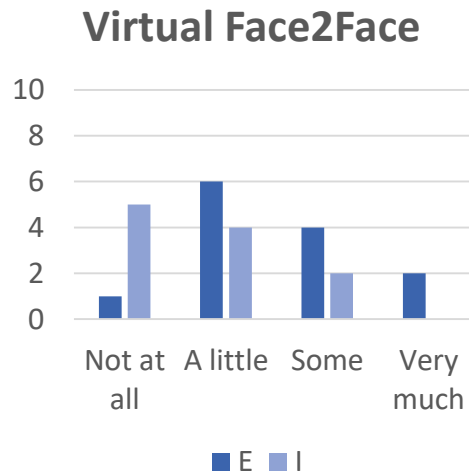
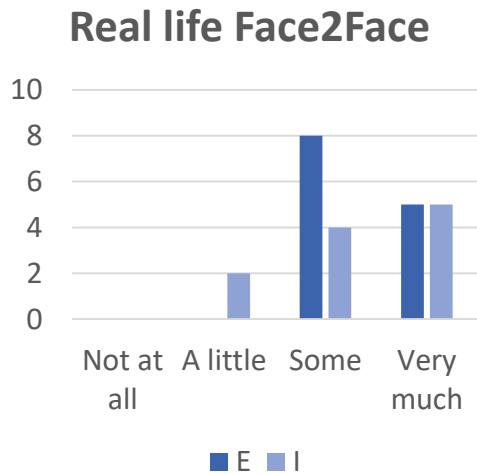
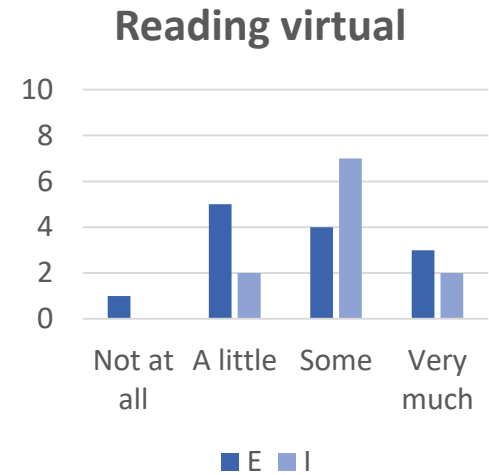
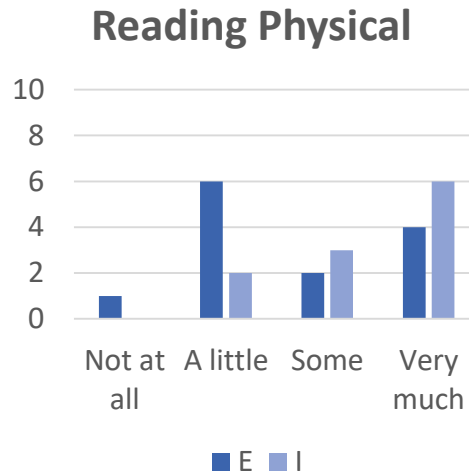
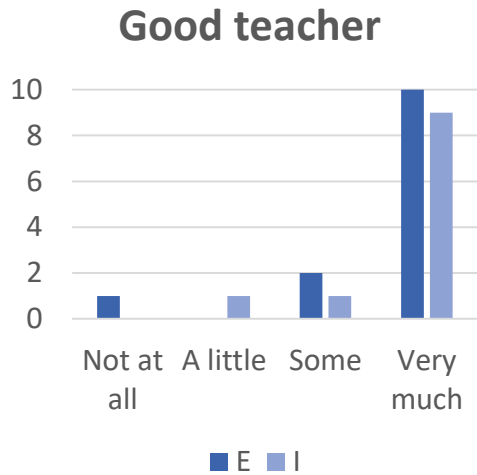


69% of extroverts want at least 50% real life  
All Introverts want at least 50% real life

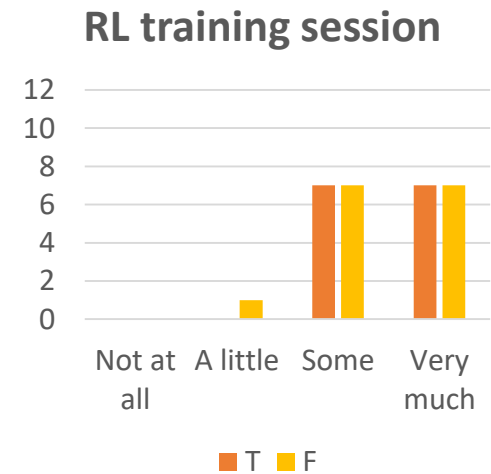
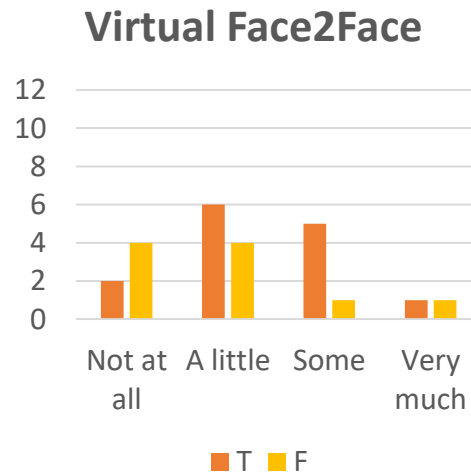
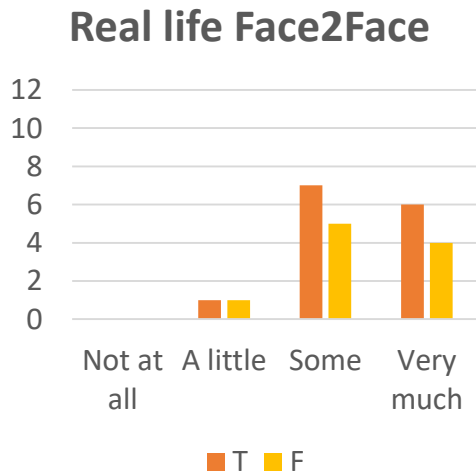
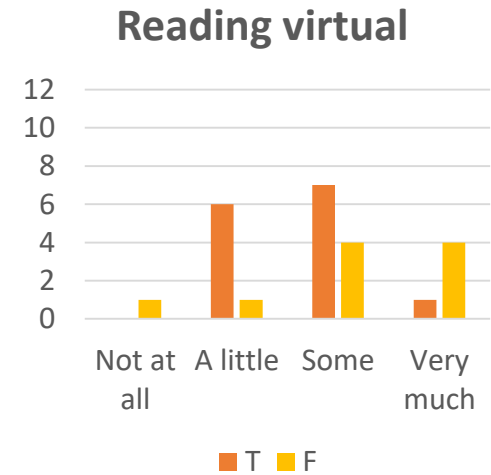
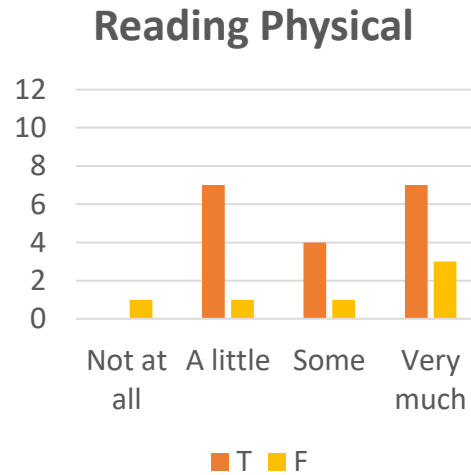
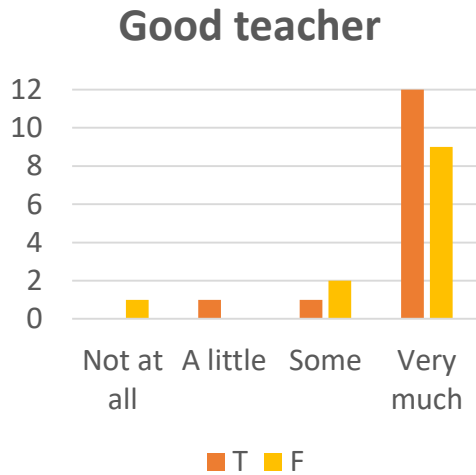
# Learning situations



# Findings – A good learning situation for you E (13) and I (11)

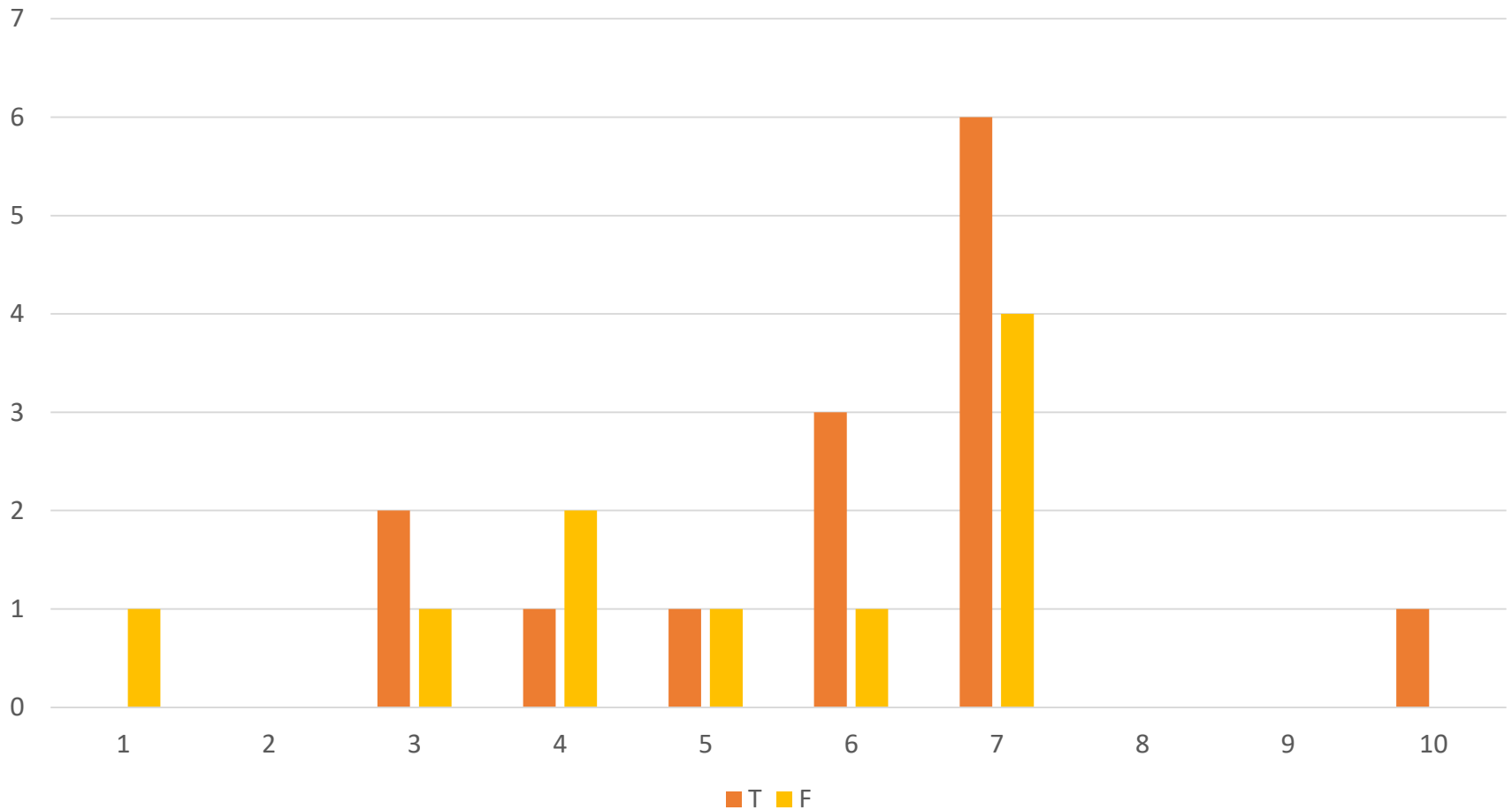


# Findings – A good learning situation for you T (14) and F (10)

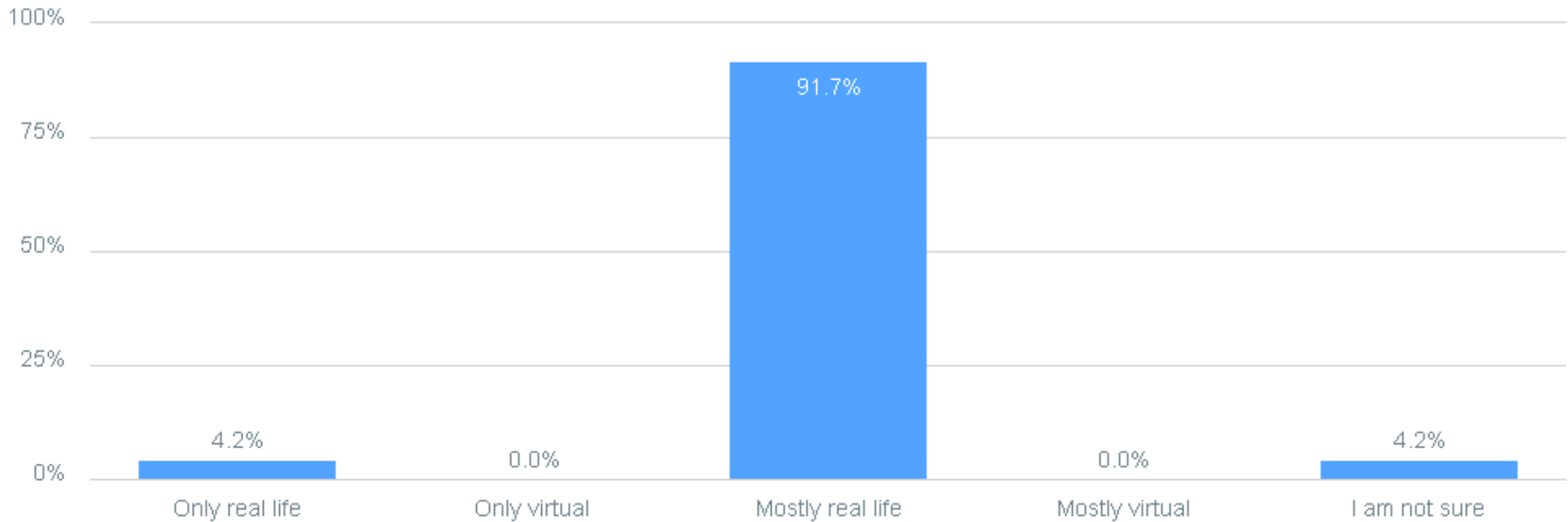


# Findings – Feel about Virtual Learning T (14) and F (10)

How do you feel about virtual learning?



# If you could choose learning situation...



Observations

**Total**

24

When it comes to learning situations. No matter the type, there is a huge preference for real life interaction!



# Indications

In general there is a bigger difference between E and I than between T and F

## **Interaction:**

- Virtual meetings (any kind) are not a big part of the respondents' work life
- E's are more positive towards virtual meetings and the I' are more negative
- We see no real difference between F's and T's looking at virtual meetings

## **Learning:**

- A good teacher is very important
- E's are more interested in real life face to face and training and I are more interested in reading
- The same difference we see in T's and F's where F's are more interested in real life interaction and the T's are interested in reading
- Generally T's are more positive towards virtual learning than the F's
- When it comes to learning situations. No matter the type, there is a huge preference for real life interaction
- IT's should be more accommodating towards virtual learning
- EF' should be less accommodating towards virtual learning

# Discussion

Basic assumption: Less real life interaction and training in the future. How do we handle this?

1. What do you find interesting in the survey? Do you recognize the results in your country?
2. If type should adapt to virtual interaction and learning – what would be the consequences?
3. If type could be accommodated instead – how could it be done and what would that achieve?

# What is important when interacting virtually - answers?

## IT

That the interaction is "live". like a phone call or a Skype, easier to understand each other. On Skype, you can elaborate and explain things or vice versa. Is not possible to the same extend, when the interaction is written.

Sound quality is important as well as technical ability to control your presentation. We can have up to 100 attending.

I prefer to interact irl or by non-simultaneous ways like e-mail.

when using Skype or similar sound and picture are very important. To connect it's important to hear and see the other person. a bad connection can have negative impact. I don't like to interact with people virtually. I prefer face to face, telephone or emails.

See the other participant(s), also their work environments helps me to engage more. Allows me to collaborate across time zones and locations in real time, so able to share our screens, send URLs via chat so that we can be working on something together while we talk. I find it more difficult to focus when I am not able to see the other person.

How fast it works, and how easy it is to use.

## IF

That we have a clear agenda - because it helps with context, which is extra important when you can't see people and get a feel of how they understand your questions or answers That they are short and with clear purpose. That I can find out who They are, so I have a better idea of the position of the person. Then I can adjust my response to the person.

That the task is specific and well defined

I prefer written interaction virtually, as it gives me the time to think through my answers - and read them back - before I hit send

## ET

no technical problems. works immediately. not much noise

Easy access, no technical problems

That I can see them. know people in real life before, but I am doing fine even without that.

get eye contact so I can read their faces.

trust the technique to work, audio quality, good Connection, camera, easy to share

documents

see and hear the person, sound quality is very important. Exchange document ( split screen)

Prefer Skype Call to phone call.

## EF

sound is good and we look at each other - try to acknowledge each others presence even though we are at different locations

we can see and hear each other well

keep focus on the agenda and don't let me be disturbed by incoming mails.

important that the connection is good - no lacking, it has an effect on the quality of the meeting.

they are present and not doing 1000 things at the same time.

communication is clear and with a respectful/kind tone, that is hard to misunderstand.

Virtual meetings are not very good for conversation and sharing reflection. Manage expectation and have a clear agenda and purpose for the meeting That the electronic tools work efficiently.

Short meetings work best.

# How do we get the best out of virtual learning - answers?

## IT

No e-learning - that can be compared to reading the manual which nobody does. Virtual learning with a real person requires good technical skills to get flow and interaction with the person being taught something

Short precise text/video and questions to answer to check the learning.

It has to be easy to access and the layout has to be nice, or I will get a headache. Lastly it has to be something, I somehow can do with other people, so I can discuss what I am doing and get help if I need it.

Since I haven't been using it that much, I think that I will need to get accustomed to it I have to be arranged and contain a good structure. Otherwise it's difficult to learn and focus is lost. Beside good sound/picture a well planned meeting with an agenda and predefined meeting rules are important.

Dedicated time

It is helpful that there are group activities. They need not be synchronous, however, I learn best when I can do something and then see how other people did the same thing and discuss our different (or similar) approaches. In virtual and face-to-face environments, I can lose interest quickly when there is no interaction.

## IF

I refuse doing it!

A person talking to me online. A "feeling" of other students and interacting / reflecting with them

Time for me to think. Also that I know the people behind the screen.

There needs to be a possibility for questions or dialogue, either during the training or after.

## ET

That it is possible to answer questions online after the session.

Interaction, relevance and a teamwork with others

idk

Learning at a fixed time. I think interaction is important I get bored very easy.

some IRL interaction, Connection IRL or virtual with teacher and Group - so to say

personalized, Quick response from teacher when I have questions, a mix of

meetings/Readings/videos/assignments/training projects

That it is interactive, that it includes face to face parts and videos, and as little reading as possible

I have absolutely no idea, I would like to crack the code myself

## EF

that the material is easy to look through, expectations are balanced beforehand clear structure and motivated lecturer

adaptive learning, questions, gaming

Fewer errors and much more flexibility in the order and structure to match how I want to learn that specific day. Easy to install in the hardware I prefer to use and with no bugs.

More training in real meetings.

Game aspect, real life cases with virtual company visits, asynchrony relevant videos, feedback (a lot, so you feel that the educator sees you)

Shorter and to the point sessions



**THANK  
YOU**



**See you in the FUTURE!**

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