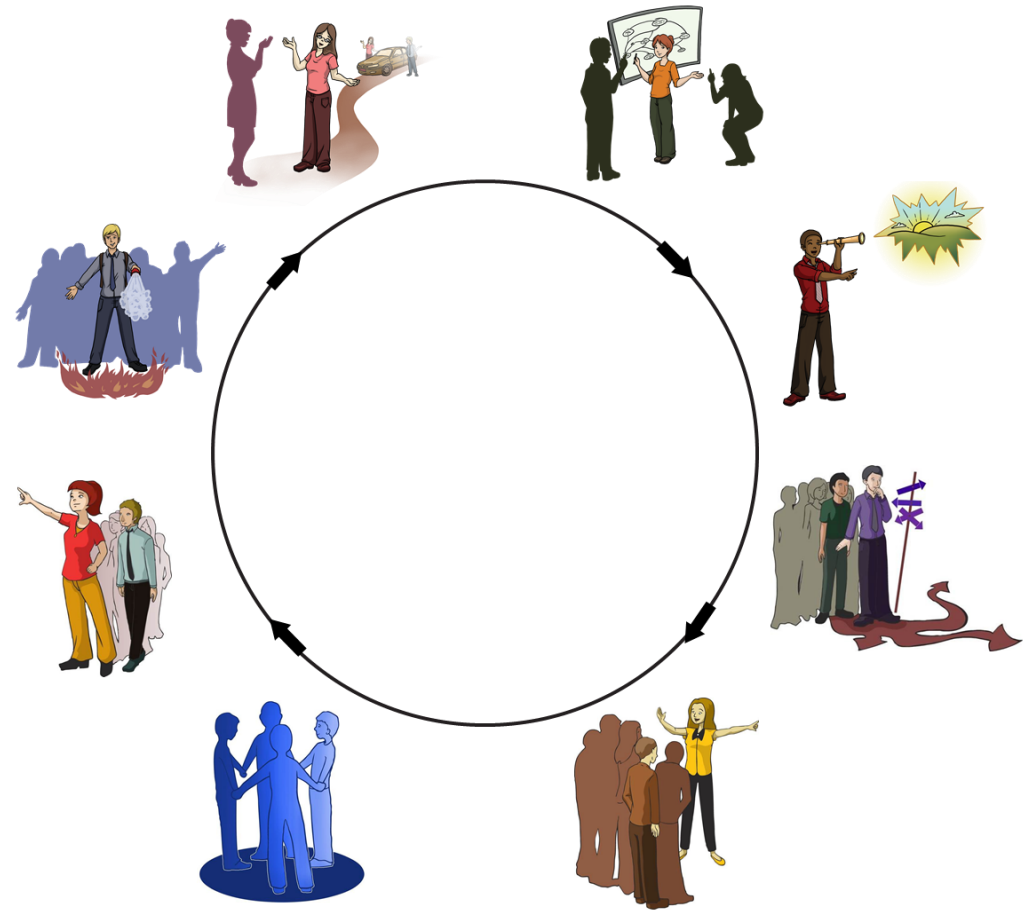


# Dynamic Problem Solving with 8 essential Questions

Markey Read  
MRG, Inc.  
Williston, Vermont  
[markey@mrgrp-us.com](mailto:markey@mrgrp-us.com)



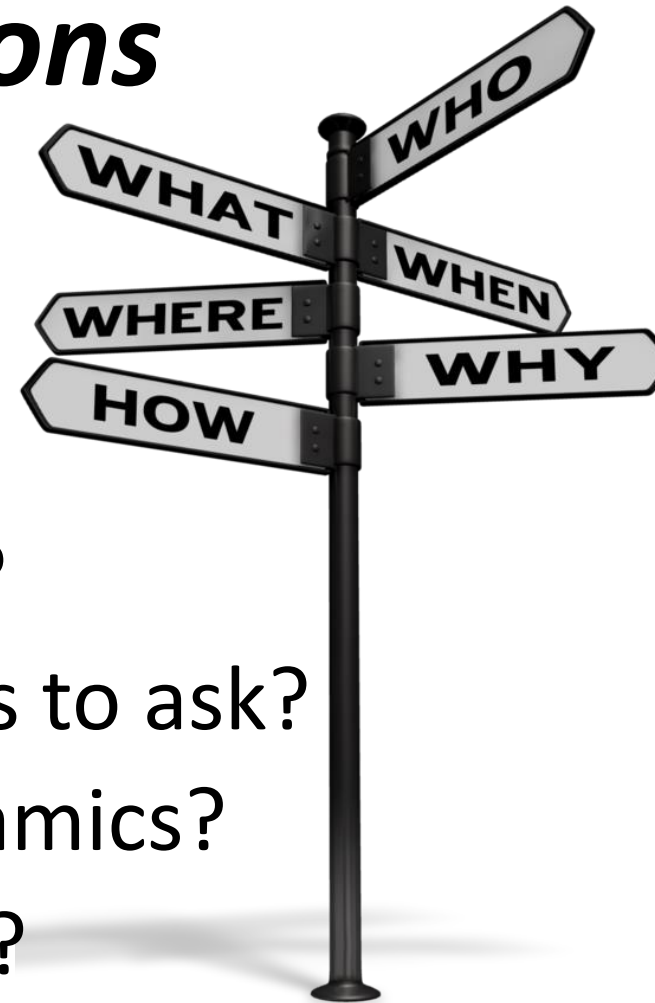
# What's on the Agenda?



- Core needs or Essential Question of each of the 8 functions.
- How these core needs, as expressed through the Heroic and Good Parent Archetypes, compete for attention in meetings.
- The ever-present needs of Efficient Structure (Te).
- And much much more!

# ***8 Essential Questions***

- What is happening now?
- How did we get here?
- What are some possibilities?
- What are the future implications?
- What are the important questions to ask?
- How will this enhance group dynamics?
- Does it resonate with core values?
- What is the plan and how will it work?



# Personality Type Key to 8 Essential Questions

<i>Essential Question</i>	<i>Related Leadership Style</i>	<i>Types likely to be friendly to this question</i>
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

# Typical Team Meetings

What's happening now?  
**(Se-Responsive)**

How did we get here?  
**(Si-Sustaining)**

What are the  
important Questions?  
**(Ti-Precise System)**

How will the Plan  
work?  
**(Te-Efficient  
Structure)**



What are some  
possibilities?  
**(Ne-Inspirers)**

What are the future  
implications?"  
**(Ni-Visionaries)**

How will this help  
others work together?  
**(Fe-Empathetic  
Harmony)**

Does this resonate with  
Core Values?  
**(Fi-Personal  
Authenticity)**

# 8 Functions & Z-Pattern

What's happening now?

**(Se-Responsive)**

How did we get here?

**(Si-Sustaining)**

What are some possibilities?

**(Ne-Inspirers)**

“What are the future implications?”

**(Ni-Visionaries)**

How will the Plan work?

**(Te-Efficient Structure)**

What are the important Questions?

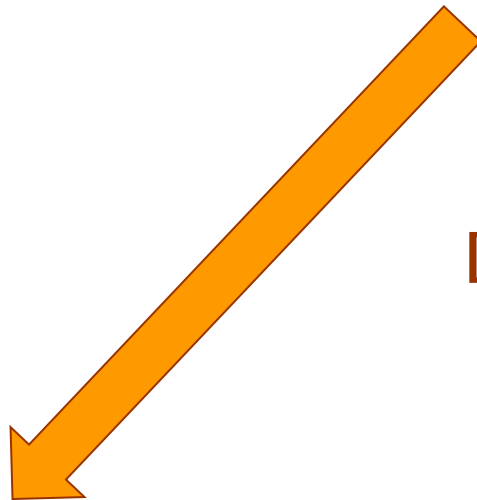
**(Ti-Precise System)**

Does this resonate with Core Values?

**(Fi-Personal Authenticity)**

How will this help others work together?

**(Fe-Empathetic Harmony)**



# 8 Functions & Z-Pattern

What's happening now?  
**(Se-Responsive)**  
How did we get here?  
**(Si-Sustaining)**

*Gather  
Important  
Information*

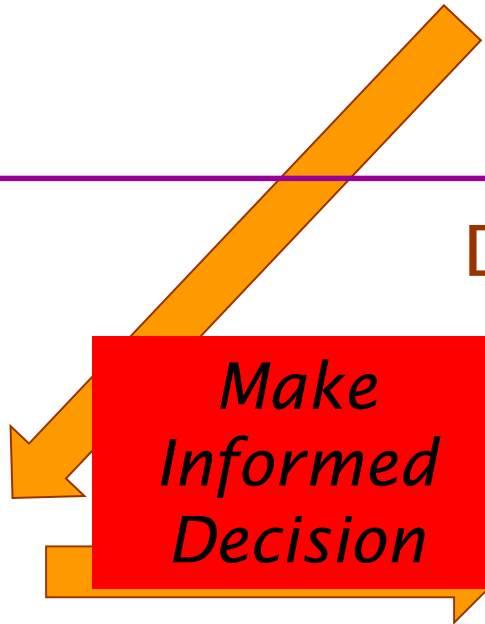
What are some  
possibilities?  
**(Ne-Inspirers)**  
“What are the future  
implications?”  
**(Ni-Visionaries)**

How will the Plan  
work?  
**(Te-Efficient  
Structure)**

What are the  
important Questions?  
**(Ti-Precise System)**

*Make  
Informed  
Decision*

Does this resonate with  
Core Values?  
**(Fi-Personal  
Authenticity)**  
How will this help  
others work together?  
**(Fe-Empathetic  
Harmony)**



# Using the Z-Pattern



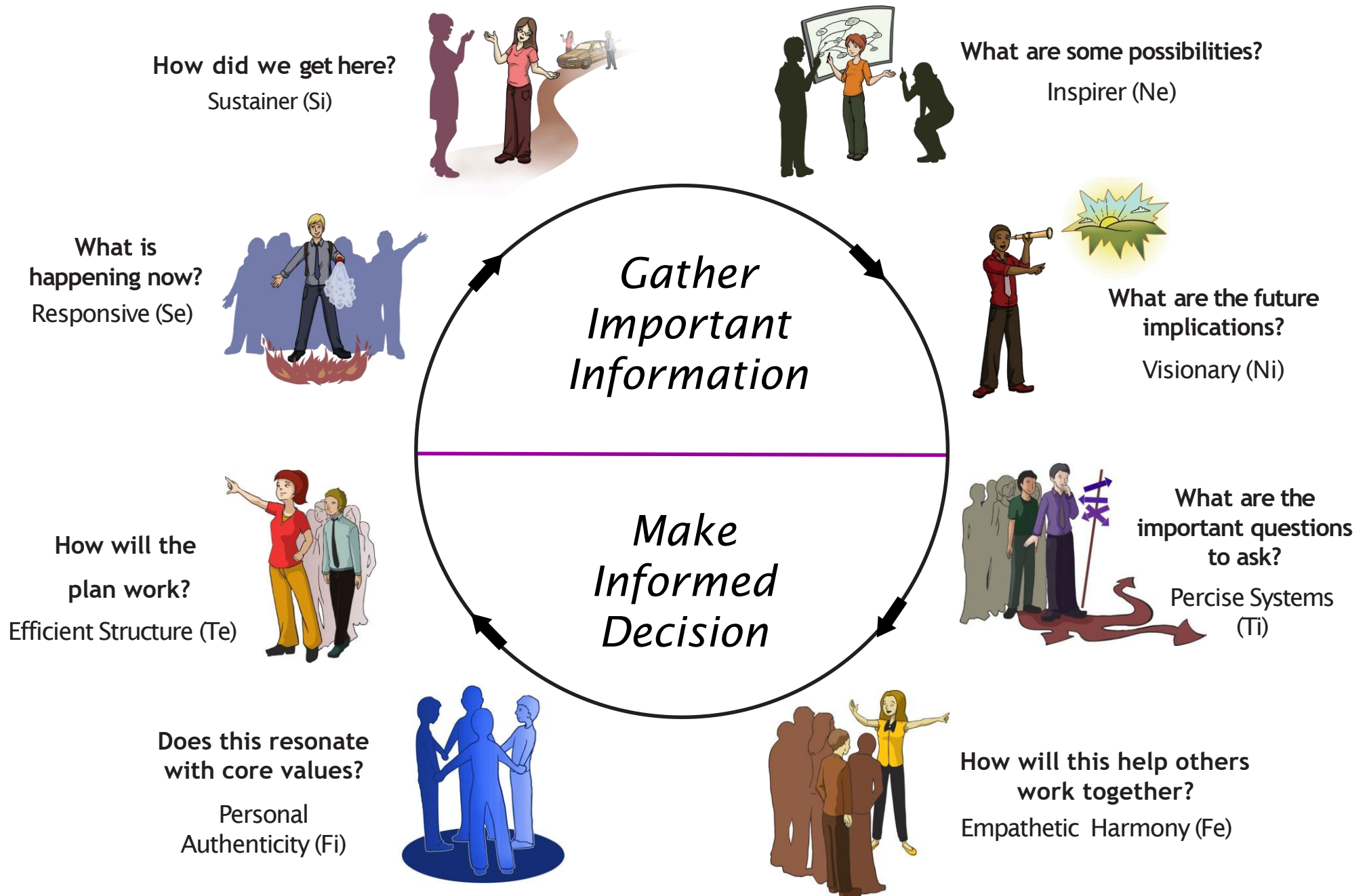
Let's take a Poll  
How many of you are:



- Using the Z-pattern?
- Using something else?



# Leadership Styles Decision-Making Wheel



# Leadership Styles Decision-Making Wheel

ENTP

ESFJ

ENFJ

INFP

How did we get here?  
Sustainer (Si)



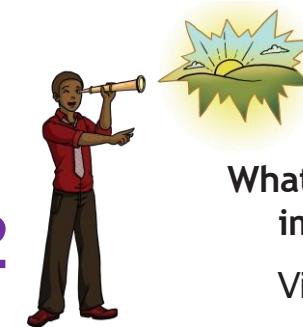
What are some possibilities?  
Inspirer (Ne)



What is happening now?  
Responsive (Se)



What are the future implications?  
Visionary (Ni)



How will the plan work?  
Efficient Structure (Te)



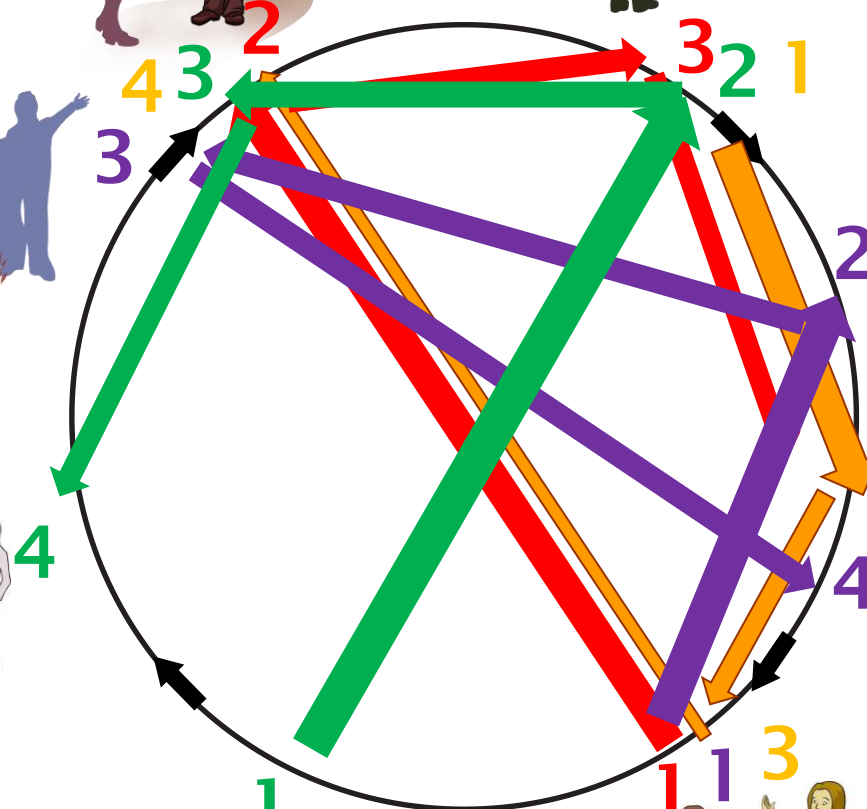
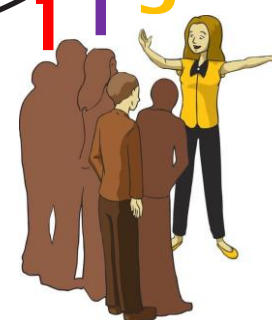
What are the important questions to ask?  
Percise Systems (Ti)



Does this resonate with core values?  
Personal Authenticity (Fi)



How will this help others work together?  
Empathetic Harmony (Fe)

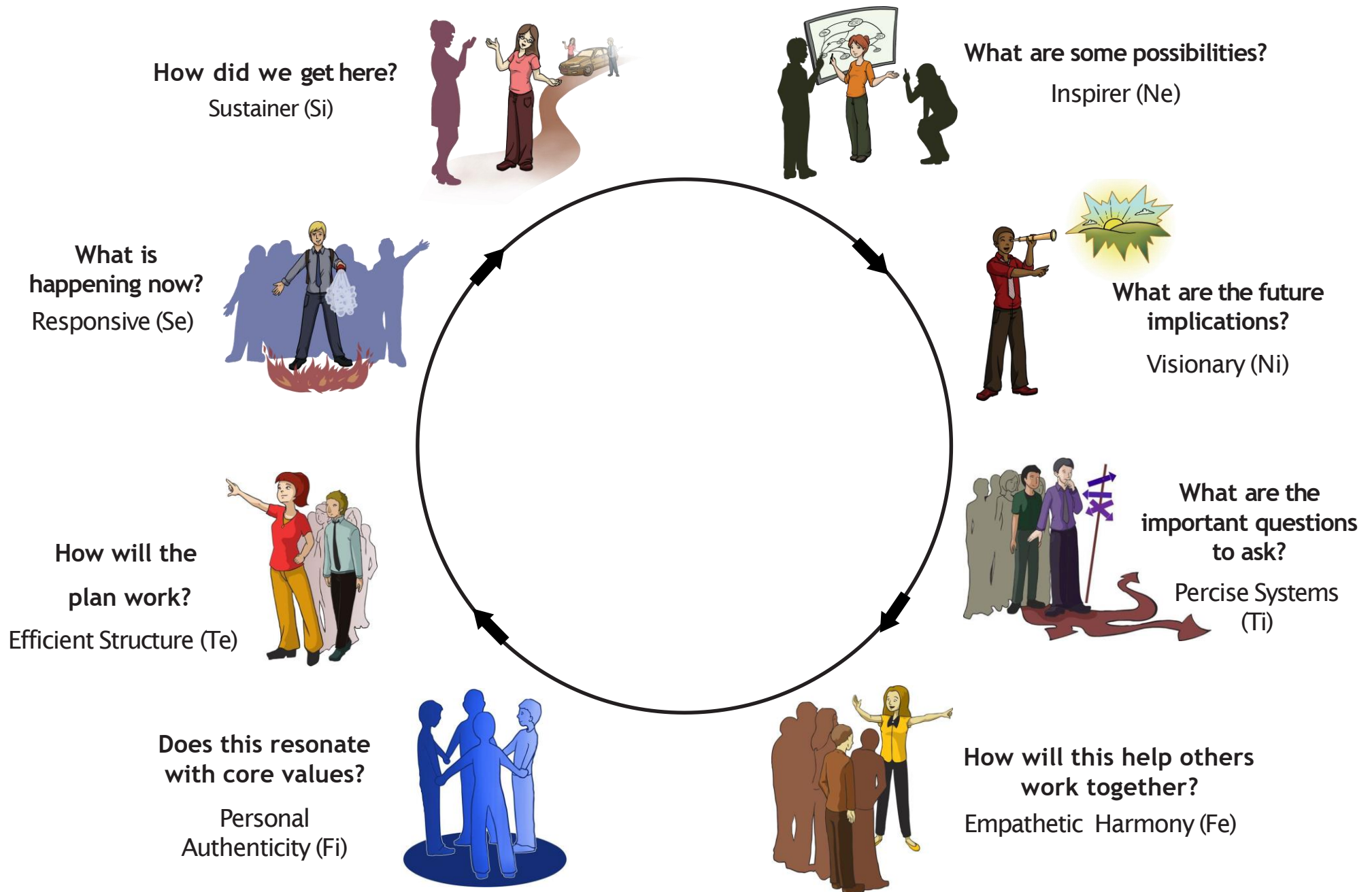


# Type Twister Activity



- Use your Type and the Type of a person you know well
- Plot the Type Dynamics of each person.
- What are the possibilities and challenges if you were to work on a project together

# Leadership Styles Decision-Making Wheel



	Sustaining Efficient Structure		Visionary Efficient Structure	
	ISTJ	ESTJ	INTJ	ENTJ
Heroic Dominant Highest Interest	Sustaining <i>How did we get here?</i>	Efficient Structure <i>What is the plan and how will it work?</i>	Visionary <i>What are the future implications?</i>	Efficient Structure <i>What is the plan and how will it work?</i>
Good Parent Auxiliary Strong Interest	Efficient Structure <i>What is the plan and how will it work?</i>	Sustaining <i>How did we get here?</i>	Efficient Structure <i>What is the plan and how will it work?</i>	Visionary <i>What are the future implications?</i>
Eternal Child Tertiary Curious Interest	Personal Authenticity <i>Does it resonate with core values?</i>	Inspiring <i>What are some possibilities?</i>	Personal Authenticity <i>Does it resonate with core values?</i>	Responsive <i>What is happening now?</i>
Ballast Fourth Passing Interest	Inspiring <i>What are some possibilities?</i>	Personal Authenticity <i>Does it resonate with core values?</i>	Responsive <i>What is happening now?</i>	Personal Authenticity <i>Does it resonate with core values?</i>
	Responsive Precise Systems		Inspiring Precise Systems	
	ISTP	ESTP	INTP	ENTP
Heroic Dominant Highest Interest	Precise Systems <i>What are the important questions to ask?</i>	Responsive <i>What is happening now?</i>	Precise Systems <i>What are the important questions to ask?</i>	Inspiring <i>What are some possibilities?</i>
Good Parent Auxiliary Strong Interest	Responsive <i>What is happening now?</i>	Precise Systems <i>What are the important questions to ask?</i>	Inspiring <i>What are some possibilities?</i>	Precise Systems <i>What are the important questions to ask?</i>
Eternal Child Tertiary Curious Interest	Visionary <i>What are the future implications?</i>	Empathetic Harmony <i>How will this enhance group dynamics?</i>	Sustaining <i>How did we get here?</i>	Empathetic Harmony <i>How will this enhance group dynamics?</i>
Ballast Fourth Passing Interest	Empathetic Harmony <i>How will this enhance group dynamics?</i>	Visionary <i>What are the future implications?</i>	Empathetic Harmony <i>How will this enhance group dynamics?</i>	Sustaining <i>How did we get here?</i>
	Sustaining Empathetic Harmony		Visionary Empathetic Harmony	
	ISFJ	ESFJ	INFJ	ENFJ
Heroic Dominant Highest Interest	Sustaining <i>How did we get here?</i>	Empathetic Harmony <i>How will this enhance group dynamics?</i>	Visionary <i>What are the future implications?</i>	Empathic Harmony <i>How will this enhance group dynamics?</i>
Good Parent Auxiliary Strong Interest	Empathetic Harmony <i>How will this enhance group dynamics?</i>	Sustaining <i>How did we get here?</i>	Empathetic Harmony <i>How will this enhance group dynamics?</i>	Visionary <i>What are the future implications?</i>
Eternal Child Tertiary Curious Interest	Precise Systems <i>What are the important questions to ask?</i>	Inspiring <i>What are some possibilities?</i>	Precise Systems <i>What are the important questions to ask?</i>	Responsive <i>What is happening now?</i>
Ballast Fourth Passing Interest	Inspiring <i>What are some possibilities?</i>	Precise Systems <i>What are the important questions to ask?</i>	Responsive <i>What is happening now?</i>	Precise Systems <i>What are the important questions to ask?</i>
	Responsive Personal Authenticity		Inspiring Personal Authenticity	
	ISFP	ESFP	INFP	ENFP
Heroic Dominant Highest Interest	Personal Authenticity <i>Does it resonate with core values?</i>	Responsive <i>What is happening now?</i>	Personal Authenticity <i>Does it resonate with core values?</i>	Inspiring <i>What are some possibilities?</i>
Good Parent Auxiliary Strong Interest	Responsive <i>What is happening now?</i>	Personal Authenticity <i>Does it resonate with core values?</i>	Inspiring <i>What are some possibilities?</i>	Personal Authenticity <i>Does it resonate with core values?</i>
Eternal Child Tertiary Curious Interest	Visionary <i>What are the future implications?</i>	Efficient Structure <i>What is the plan and how will it work?</i>	Sustaining <i>How did we get here?</i>	Efficient Structure <i>What is the plan and how will it work?</i>
Ballast Fourth Passing Interest	Efficient Structure <i>What is the plan and how will it work?</i>	Visionary <i>What are the future implications?</i>	Efficient Structure <i>What is the plan and how will it work?</i>	Sustaining <i>How did we get here?</i>



# What did you discover?

## Let's hear from a few people

- When you share your insights, please tell us:
  - *your name & type*
  - *The 2 types you played with*
  - *What was useful, an idea, an issue it unraveled, an insight ...*



Type is helpful in understanding  
yourself and other people . . .

***Be careful NOT to guess other people's types***

You now have enough  
information to be slightly dangerous . . .

Apply your knowledge  
to your self,  
your leadership,  
your organization . . .



and remember  
everyone is an individual!

# Be the Superhero you Are!





# Remember Being Heroic can be Exhausting



# I'm Gonna Use That . . .



**Thank You!**  
**Markey Read**  
*Leadership Styles*

