

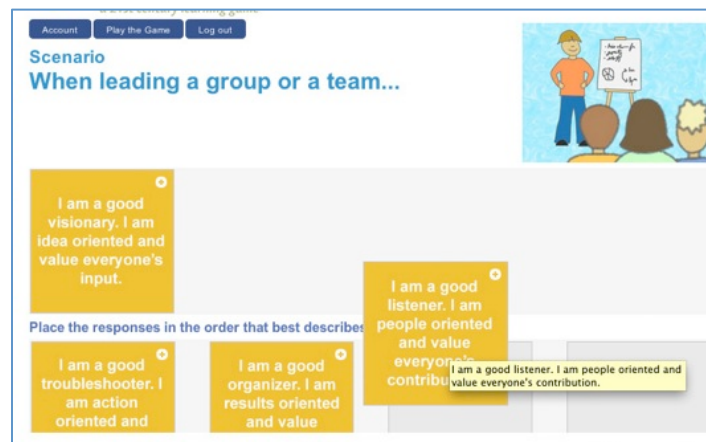
Shared Roots: MBTI & The New iStar Self Assessment Tool

Introduction

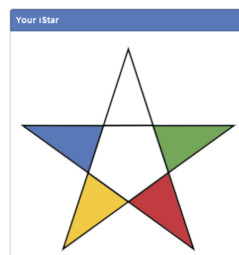
The iStar self-assessment tool is a new web app. It summarizes an individual's inner assets holistically. These are featured visually in an iStar Badge. This is easily understood by youth and adults alike cross culturally. Knowing one self as well as understanding how others think and communicate is essential to effective teamwork. The iStar self-assessment is used in talent management, virtual team training, education, and counselling among other applications. This brief article examines the iStar process as well as its shared roots with the Myers Briggs Temperament Indicator.

The iStar Process

Individuals review 22 online scenarios and choose from 'most like me' to 'least like me' using a drag and drop function.



Each individual then receives a personal iStar Report outlining her or his character traits, aptitudes, communication style, motivators, and hidden strengths. The iStar Badge features all four elemental strengths in one simple to understand personalized symbol. Classical philosophers believed when the four elements were harmonized, a 5th Element appeared. They called this *Quintessence*, the best something can be. They chose the star as its symbol.



Today when one's elemental strengths are harmonized, we call this Flow. Learning, work, and living are optimized. *"Flow is a state we reach when our perceived skills match the perceived challenge of the task that we're doing... This is the state that we're in when we're doing our best work, and when we're at our most productive"*

www.mindtools.com/pages/article/flow-model.htm

The iStar Badge leaves the apex blank. This represents goals and aspirations, personal and professional. Individuals are enjoined to use all their elemental strengths strategically to realize those goals. Using iStar in a team enables members to easily picture the rich diversity of assets they share and must channel together. An iStar Journal helps deepen insights and put them into practice. This includes a SMART Goal framework. Training online requires less than 60 minutes. The actual process requires about 25 minutes.


MBTI & iStar

The Myers Briggs Temperament Indicator and the iStar share deep roots. Both self-assessment tools are informed, in spirit and design, by an ancient but still vital current of thought and practice. It's called "*the four-fold model of personality*" and was first developed 5000 years ago. This model correlates the elements with corresponding human character trait: *Fire - Choleric, Air - Sanguine, Water - Melancholic, and Earth – Phlegmatic*. This is why an MBTI Report and an iStar Report offer comparable insights. For an example, please see below a comparison of both reports generated by the same person at different times.

Element	Ancient Character Trait	Myers Briggs Typology
Air	Sanguine	ISTP, ISFP
Earth	Melancholic	ISTJ, ISFJ
Fire	Choleric	INTJ, INTP
Water	Phlegmatic	INFJ, INFP

MBTI facilitators may use iStar as a viable alternative when client staff time is short, when teams work virtually and/or cross culturally, and when budgets are limited.

MBTI	iStar
- Training requires 4 Days	- Training requires 60 minutes
- Complex to learn and administer	- Easy to learn and administer
- Paper-based activity	- Online activity
- 4 hour guided workshop	- 20 minutes online self-directed
- Uses a four letter formula for Type	- Uses a star symbol for Type
- Complex to explain	- Easy to explain
- High cost	- Low cost
- Limited team building resources	- Starts online game for virtual teams called Prelude

REPORT COMPARISON	
MBTI	iStar
INTJ	
<ul style="list-style-type: none"> - Intense, private, and creative - Rich inner life - Serious, quiet, and cautious - INTJs account for about 1% of the population 	<ul style="list-style-type: none"> - Complex individualists - Represents just 12% of the North American population
<ul style="list-style-type: none"> - Highly imaginative and intellectual person - Creative problem solver capable of developing original solutions to problems. - Strategic thinker who can appreciate the big picture and "think several moves" ahead 	<ul style="list-style-type: none"> - Intuitive thinker, analyzer, and creative problem solver - Like exploring new ideas...challenges - Work is play - Big picture
<ul style="list-style-type: none"> - Need full and logical understanding of issues 	<ul style="list-style-type: none"> - Strength is knowledge
<ul style="list-style-type: none"> - Create and develop original and innovative solutions 	<ul style="list-style-type: none"> - Reluctant of all the colors to do things in a traditional manner
<ul style="list-style-type: none"> - Quickly grasp complex concepts or theories - Able to glean the less obvious meanings of information 	<ul style="list-style-type: none"> - Great analytical ability
<ul style="list-style-type: none"> - Spending time alone, delving deeply into the subjects and activities that interest you - Need for continuous intellectual challenge 	<ul style="list-style-type: none"> - Need for freedom of thought and expression for creative process - Feel best about yourself when solving problems and when your ideas are recognized
<ul style="list-style-type: none"> - Work independently - Super independent - High degree of autonomy and control 	<ul style="list-style-type: none"> - Value independence - Ability to work on own makes excellent entrepreneur - Left alone to get the job done
<ul style="list-style-type: none"> - Little patience for anything superficial or repetitive 	<ul style="list-style-type: none"> - Impatient with routine - Don't like rules
<ul style="list-style-type: none"> - Willing to stand up for your positions 	<ul style="list-style-type: none"> - Questions authority
Possible Blind spots:	At Risk Behavior:
<ul style="list-style-type: none"> - Setting a goal so high that is impossible to reach - May be unrealistic, especially with regard to how others affected will feel about a specific issue or proposal - Not being realistic about certain aspects of your research - May tend to be inflexible and difficult to persuade once you've made up your mind 	<ul style="list-style-type: none"> - Perfectionism due to severe performance anxiety - Highly critical attitudes towards self or others

<ul style="list-style-type: none"> - Appearing overly confident or arrogant - May not spend the necessary time to establish rapport or develop relationships - May exhibit impatience with those who don't understand your points immediately 	<ul style="list-style-type: none"> - Extreme aloofness and withdrawal - Snobbishness - Put-down remarks and sarcasm
<ul style="list-style-type: none"> - May be confusing and not communicate clearly - Not expressing yourself clearly or simply enough 	<ul style="list-style-type: none"> - Refusal to comply or cooperate - Refusal to communicate - The silent treatment
<ul style="list-style-type: none"> - Not conveying enthusiasm 	<ul style="list-style-type: none"> - Indecisiveness

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