

Smith and Son Challenge

Many people use the Myers Briggs just to find out who they are but a good way to learn about the other person is by a simple flip of the tool and below I have utilized how to use this as a way to really know who the other person is you are interviewing while using the Myers Briggs. This activity is designed to enlighten you on the way others think and to understand their perspective. I utilize the Myers Briggs because these questions are basic questions about everyday life that slowly get others to think about serious matters. Asking basic questions can many times lead to more in depth questions. Below I have listed two different ways to run this program:

1. First go to this website: <http://www.humanmetrics.com/cgi-win/jtypes2.asp>
2. After you have reached the webpage read the first question and explain the process below:
 - A.) Read the question and then answer the question the way you think the other person will answer (Explain this using the first question)
 - Example: You are almost never late for your appointments? You would then say something like this "I feel you aren't ever late for your appointments" or "No your always late because you always have to do one more thing or whatever they do that typically makes them late."
 - Both of you answer the question with a description of why you feel the way you feel- The purpose is to open communication.
 - 3.) The other version of this when you have three people and preferably either a couple or two people who want to understand each other more. However, the complexion of this is much more difficult and is as follows.
 - A.) Run a series of Verbal and Non-Verbal tests the following are examples:
 - Try to make it competitive and make it about seeing how much each person cares about write and wrong. Consistently try to push that it's a completion and once someone says it is say its not.
 - Another good test is to tell someone their answer is wrong and see if the other person defends them or does not- make sure to compliment the person if they do defend them and confront them if not.

- Any other test you can think of as well it is hard to say what tests to run without knowing the personality of either person; the goal is to get the two people to discuss frustration with each other, defend each other, understand each other and develop healthy communication with each other.
- Run these tests in a series of 3 to 10 ratio meaning 24 total tests in all.

Scoring

A Great Score of right and wrong does not mean that you guys know each other exclusively but shows that you are in tune with each other. There are 63 questions so it is difficult to keep track of right and wrong if you can not print the included form then the best way to keep track is just keep track of how many they have got wrong and they keep track of how many you got wrong.

Scoring is broken down into four categories

1. **Correct:** Meaning they were right: There are two types but they both count as correct
 - A.) *No Explanation:* I say this because as part of this activity as well there are some questions that may lead to an argument and so choosing which one is helpful to explain and which one may not be. This being because the activity is based on learning what and how to say things and understand the other person better.
 - B.) *Explanation:* You just explain it
2. **Incorrect:** They were wrong
3. **Depends:** This counts as correct, this means that they sometimes react a certain way and other times react a different way. However, it only counts as correct if there is a descriptive or good reason for why they say depends; there also can't be more than 32 Depends in order to keep a fair score and to help individuals really know the other person. After 32 Depends the questions have to be yes, no or uncertain.
4. **Uncertain:** This counts as wrong

Comparing scores

0-5 Wrong means you have solid communication
5-10 Wrong good communication
10-20 Wrong means there may be some communicational flaws that need work
20-30 you may want have deeper conversations
30-45 your relationship may have some major communicational flaws
45-73 you should focus on just being acquaintances or really spend time with this person learning more.

A note on vastly different scores

Scores can vary for various different reason and below are just some of the reason answer may be so different.

So you got 20 wrong and they got 5 wrong. There are three major reasons this may have occurred.

- 1.) You overshare and they don't share enough this also correlates to one person talking more then the other.
- 2.) They pay attention to non-verbal's more then you.
- 3.) You guys just don't each other
- 4.) You may not be meant for each other
- 5.) You may just be getting to know each other

It is up to you to find out which one it is

Be careful about scores that are two one sided such as if one person only gets 5 wrong about you but you get 20 wrong about them then you may be oversharing. This exercise is designed to help you evaluate different level of the relationship. More so the above may not be true and the other person may be overly clingy