

Creating Your Voice



About Me

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HR Experience At:

- Fortune companies
- Medium-sized family and employee-owned businesses





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Agenda

- MBTI Results and Self Reflection
- Crash Course on Mission, Vision and Values
- Creating Your Own Voice

Understanding The MBTI

There are four sets of "Preferences"

Each requiring one choice

You can only have one letter in each of four sets

Where you focus your attention— Extraversion (E) or Introversion (I)

Extraversion

People who prefer Extraversion tend to focus their attention on the outer world of people and things.

vs.

Introversion

People who prefer Introversion tend to focus their attention on the inner world of ideas and impressions.

The way you take in information —Sensing (S) or Intuition (N)

Sensing

People who prefer Sensing tend to take in information through the five senses and focus on the here and now.

VS.

Intuition

People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.

The way you make decisions— Thinking (T) or Feeling (F)

Thinking

People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.

vs.

Feeling

People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.

How you deal with the outer world —Judging (J) or Perceiving (P)

Judging

People who prefer Judging tend to like a planned and organized approach to life and prefer to have things settled.

vs.

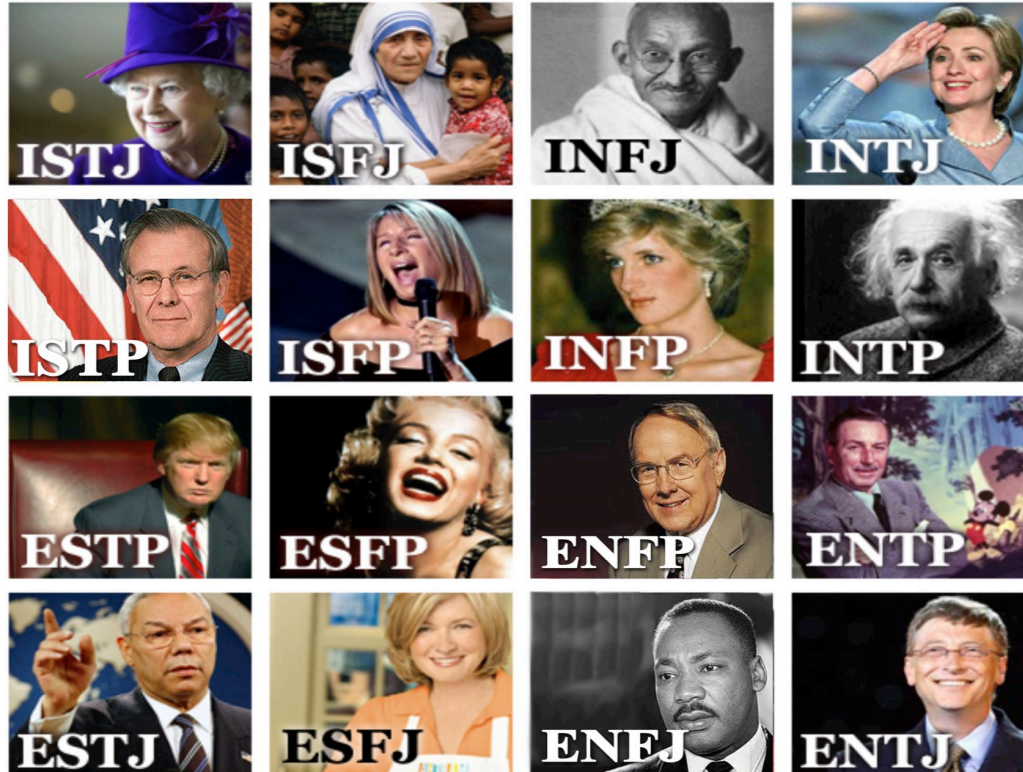
Perceiving

People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

MBTI “Most” Chart

<p>ISTJ “DOING WHAT SHOULD BE DONE”</p> <p>Organizer * Compulsive * Private * Trustworthy * Rules ‘n Regs * Practical</p> <p>MOST RESPONSIBLE</p>	<p>ISFJ “A HIGH SENSE OF DUTY”</p> <p>Amiable * Works Behind the Sense * Ready to Sacrifice * Accountable * Prefers “Doing”</p> <p>MOST LOYAL</p>	<p>INFJ “AN INSPIRATION TO OTHERS”</p> <p>Reflective/Introspective * Quietly Caring * Creative * Linguistically Gifted * Psychic</p> <p>MOST CONTEMPLATIVE</p>	<p>INTJ “EVERYTHING HAS A ROOM FOR IMPROVEMENT”</p> <p>Theory Based * Skeptical * “My Way” * High Need for Competency * Sees World as Chessboard</p> <p>MOST INDEPENDENT</p>
<p>ISTP “READY TO TRY ANYTHING ONCE”</p> <p>Very observant * Cool and Aloof * Hands-on Practicality * Unpretentious * Ready for what Happens</p> <p>MOST PRAGMATIC</p>	<p>ISFP “SEES MUCH BUT SHARES LITTLE”</p> <p>Warm and Sensitive * Unassuming * Short Range Planner * Good Team Member * In Touch with Self and Nature</p> <p>MOST ARTISTIC</p>	<p>INFP “PERFORMING MOBILE SERVICE TO AID SOCIETY”</p> <p>Strict Personal values * Seeks Inner Order/Peace * Creative * Non-Directive * Reserved</p> <p>MOST IDEALISTIC</p>	<p>INTP “A LOVE OF PROBLEM SOLVING”</p> <p>Challenges others to Think * Absent-minded * Professor * Competency Needs * Socially Cautious</p> <p>MOST CONCEPTUAL</p>
<p>ESTP “THE ULTIMATE REALIST”</p> <p>Unconventional Approach * Fun Gregarious * Lives for Here and Now * Good at Problem Solving</p> <p>MOST SPONTANEOUS</p>	<p>ESFP “YOU ONLY GO AROUND ONCE IN LIFE”</p> <p>Sociable * Spontaneous * Loves Surprises * Cuts Red Tape * Juggles Multiple Projects/Events * Quip Master</p> <p>MOST GENEROUS</p>	<p>ENFP “GIVING LIFE AN EXTRA SQUEEZE”</p> <p>People Oriented * Creative * Seeks Harmony * Life of Party * More Starts than Finishes</p> <p>MOST OPTIMISTIC</p>	<p>ENTP “ONE EXCITING CHALLENGE AFTER ANOTHER”</p> <p>Argues Both Sides of a Point to Learn * Brinksmanship * Tests the Limits * Enthusiastic * New Ideas</p> <p>MOST INVENTIVE</p>
<p>ESTJ “LIFE’S ADMINISTRATORS”</p> <p>Order and Structure * Sociable * Opinionated * Results Driven * Producer * Traditional</p> <p>MOST HARD CHARGING</p>	<p>ESFJ “HOST AND HOSTESSES OF THE WORLD”</p> <p>Gracious * Good Interpersonal Skills * Thoughtful * Appropriate * Eager to Please</p> <p>MOST HARMONIZING</p>	<p>ENFJ “SMOOTH TALKING PERSUADER”</p> <p>Charismatic * Compassionate * Possibilities for People * Ignores the Unpleasant * Idealistic</p> <p>MOST PERSUASIVE</p>	<p>ENTJ “LIFE’S NATURAL LEADERS”</p> <p>Visionary * Gregarious * Argumentative * Systems Planners * Take change * Low Tolerance for Incompetency</p> <p>MOST COMMANDING</p>

MYERS BRIGGS PERSONALITY TYPE PROFILES



What is a Mission?

- Your Mission is simply “**what you do best — every day — and why**”.
- Your Mission should reflect your heart and your dreams.

What is a Mission?

- Having a Mission is the foundation of turning the dreams and potential into reality. So, in a nutshell, your Mission simply affirms why you exist.

What is a Vision?

- The Vision is what you are seeing occurring as you deliver on your Mission.
- It is where you want you want to be in five years.

Vision

- Successful people have a clearly defined Vision. This Vision helps guide them and their supporters to their desired destination and explains why.

Vision

- People who have a Vision, have a life of direction, purpose and achievement.

Difference Mission vs. Vision

The most asked question surrounding Mission, Vision and Value is:

What is the difference between a Mission and a Vision?

Difference Mission vs. Vision

- Your Mission is **what you do best every day.**
- Your Vision is **what the future looks like** when you deliver on your Mission so exceedingly well.

What is a Core Value?

- Reflects your heart.
- Makes you tick.
- Defines you your work and your life.
- It is how your family, coworkers and friends view your behavior toward them.

What is a Core Value?

- It is what people, neighbors family and friends say about you when your not around.
- Your values reflect Christ in a unique way. Everyone has a different set of values that reflects their own self.

Create Your Voice

Questions to ask yourself:

- Why do you exist?
- What do you want to accomplish?
- What is our Mission, Vision and Values?

This sounds simple, but most people don't have a plan of how they want to present themselves.

Create one for yourself....

Our Voice

To be the expert authority regarding
Human Resources- from a Christian
perspective

Set Goals

- Align goals against your Voice
- Set your goals within the context of your MVV
- People can't help you succeed if that don't know your voice and the goals you have set

Have A Social Media Strategy

That Voice you created-

Have it project through all you do and most importantly through all social media platforms that you may use

In Closing

- Have a plan and a purpose.
- Don't go at it haphazard.
- Always embrace and navigate new technology, or new means of social integration.

Thank You!

May you realize all your goals as you humbly walk through the changes in the way in which the world does business.

Thank You!

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