

Rights and responsibilities

This exercise helps to build an understanding of two different styles so that individuals can strike a balance between claiming what they need, and accommodating the needs of others.

This is a particularly useful structure to explore E-I and J-P preferences and how they can work together.

Tip: consider using the 'Conflict and complementarity' exercise to explore S-N and T-F preferences.

Applications

- Teambuilding
- Working with differences

Type preferences studied

- Extraversion, Introversion, Judging and Perceiving

Suggested time required

- 30 minutes

Materials required

- Flipchart paper and pen

Instructions

- Decide whether you are exploring E-I preferences or J-P preferences.
- Draw the grid on the following page on a flipchart sheet using either E-I or J-P as labels and ask for some answers from the group. For illustration, we are using J-P for the remaining instructions.
- Try to get Judging types to supply most of the Judging content.
- Try to get Perceiving types to supply most of the Perceiving content.
- For 'rights', ask Judging and Perceiving types to say what rights they would like to claim if they were the only Judging or Perceiving type in their work group.
- For 'responsibilities', ask where they will need to adjust their style to allow those with different preferences to get what they need.

J	P
Rights	Rights
Responsibilities	Responsibilities

Debrief

You may get the following types of responses:

<p>E Rights</p> <ul style="list-style-type: none"> ■ To discuss my ideas ■ To bounce ideas around 	<p>I Rights</p> <ul style="list-style-type: none"> ■ To have quiet space to think ■ To not be interrupted
<p>E Responsibilities</p> <ul style="list-style-type: none"> ■ To listen and allow space ■ To signpost when exploring ideas 	<p>I Responsibilities</p> <ul style="list-style-type: none"> ■ To contribute thoughts and ideas even if they're a work in progress ■ To signpost the need to think about the question and come back with an answer
<p>J Rights</p> <ul style="list-style-type: none"> ■ To have a stable plan and follow it ■ To finish at the agreed time 	<p>P Rights</p> <ul style="list-style-type: none"> ■ To work flexibly ■ To develop our approach as we go
<p>J Responsibilities</p> <ul style="list-style-type: none"> ■ To allow others flexibility in the way in the way they work ■ To signpost when a deadline is important and the reason 	<p>P Responsibilities</p> <ul style="list-style-type: none"> ■ To contribute in projects in a timely way ■ To communicate and reassure you will get the work done, even if in a different style