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“Why am I muted?”
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**Application
Deadlines**

- February 15, 2015 - **Eli Lilly Travel Award**
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- June 15, 2015 - **WCC Rising Star Award**

www.womenchemists.sites.acs.org

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Melissa Book McAlexander, Ph.D.
Associate Professor
Department of Natural Sciences
Notre Dame de Namur University



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ACS Women Chemists of Color

Discover more about the WCoC!



- **Community Building:** Identify and support women chemists of color in a community of role models and peers where networking and mentoring can occur.
- **Communication:** Disseminate information about and resources throughout our partnerships through the website, social media, electronic communication, and other vehicles.
- **Advocacy:** Broaden awareness of the challenges and opportunities for women chemists of color, influence leadership, foster advocacy, and collaborate.
- **Resources:** Identify and develop resources.

The Women Chemists of Color Program empowers women chemists of color to maximize their opportunities in the chemical profession while cultivating an environment that fully engages these members.

www.acs.org/content/acs/en/membership-and-networks/acs/welcoming/diversity/women-chemists-of-color

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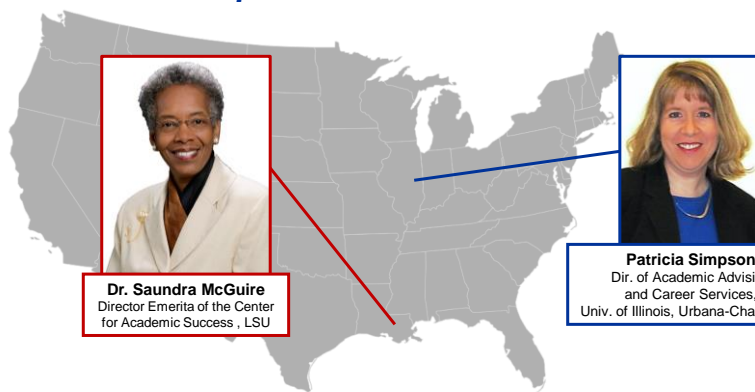


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“How Personality and Learning Styles Can Impact Professional Success”



Dr. Saundra McGuire
Director Emerita of the Center
for Academic Success, LSU

Patricia Simpson
Dir. of Academic Advising
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The Impact of Personality and Learning Styles on Professional Success



Sandra Yancy McGuire, Ph.D.
Director Emerita, Center for Academic Success
Retired Asst. Vice Chancellor & Professor of Chemistry
Louisiana State University

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Desired Outcomes



- We will understand the different personality types and learning style preference modalities
- We will use knowledge of our MBTI Personality Type and learning style preference to increase our professional and personal success

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Audience Survey Question

**Do you know your MBTI Personality Type
and your VARK Preference?**

- I know my MBTI and VARK
- I know my MBTI but not my VARK
- I know my VARK but not my MBTI
- I am only familiar with the terms
- I am not familiar with either

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Why Do Personality and Learning Styles Matter?



- They influence how we prefer to take in information from the outside world
- They influence how we process information
- They influence how we interact with others
- They influence our motivation for learning
- They influence our frustration level with specific tasks and responsibilities

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What is the MBTI Personality Inventory?

The Myers Briggs Type Indicator (MBTI)

“The purpose of the Myers-Briggs Type Indicator® (MBTI®) personality inventory is to **make the theory of psychological types described by C. G. Jung understandable and useful in people's lives.** The essence of the theory is that much seemingly random variation in the behavior is actually quite orderly and consistent, being *due to basic differences in the ways individuals prefer to use their perception and judgment.*”

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

www.myersbriggs.org/my-mbti-personality-type/mbti-basics

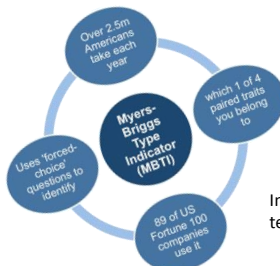
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Why is Knowledge of MBTI Important?

- It helps us better understand ourselves and other people
- It helps us communicate more effectively with others

*You get your job because of your technical skills, but you keep your job due to your ability to communicate. When people have difficulty communicating it is because they see the world through different prisms. The prisms through which we see are based on our personality.**

- It helps us to understand and shape group dynamics



* Ronald Howard Lane, Ph.D. ImmunoRes Therapeutics, Personal Communication, October 25, 2014

Image Credit: <http://www.psychometric-success.com/personality-tests/personality-tests-popular-tests>

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MBTI Dichotomies

E xtravert	I ntrovert
S ensing	i Ntuitive
T hinking	F eeling
J udging	P erceiving

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What Does This Mean?

- ***Favorite World***

Extraversion (E): focus on outer world (think while talking)

Introversion (I): focus on inner world (think before talking)

- ***Information***

Sensing (S): focus on the basic information you take in

Intuition (N): prefer to trust your instincts and add meaning

- ***Decisions***

Thinking (T): focus on logic and consistency

Feeling (F): focus on the people and special circumstances

- ***Structure***

Judging (J): prefer to get things finished or decided

Perceiving (P): prefer to ponder new information and options before finalizing things



Image Credit: <http://thenewpresent.wordpress.com/2013/06/26/myers-briggs-type-indicator>

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Audience Survey Question

How often have you experienced either of the situations below?

- You worked with someone who wanted to just “get it finished” but you were focused on spending time to improve the quality.
- You worked in a group where the most vocal members took up most of the discussion time but a great idea came from one of the least vocal members.

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Audience Survey Question

How often have you experienced either of the situations?

- Never
- Seldom
- Often
- Frequently
- Everyday

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If you have experienced either of those situations (or if you *may* in the future)...



- You will know that these behaviors are due to personality differences.
- You can intervene to invite the least vocal members in a group to share their thoughts.
- You can point out personality-driven behaviors and change yours or encourage others to change theirs.

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Audience Survey Question

What Do You Think Robert's MBTI Type Is?

Robert is quiet, friendly, responsible, and conscientious. He is committed and steady in meeting his obligations. As lab director he insists that all group members support their assertions with data. He is thorough, painstaking, and accurate in all of his work, and he prides himself on never having missed a deadline. He is loyal and considerate, and he is concerned with how others feel. He strives to create an orderly and harmonious environment at work and at home.

- ENTP
- INTJ
- ESFP
- ISFJ
- ESPN

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Now Let's Consider VARK Learning Style Preferences

“VARK... measures your preference for taking in, and putting out information when learning is the objective.”*

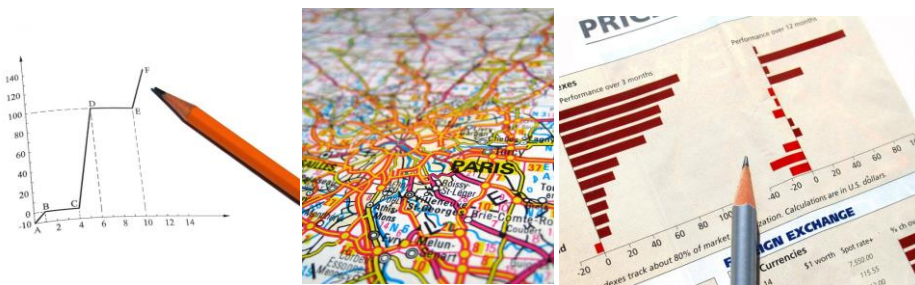


*www.vark-learn.com

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VARK Preferences

Visual: prefers pictures, symbols, charts, graphs, concept maps, etc.



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VARK Preferences

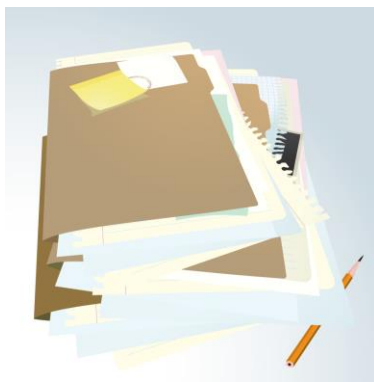
Aural or Auditory: prefers hearing lectures, reading notes out loud, discussing topics, etc.



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VARK Preferences

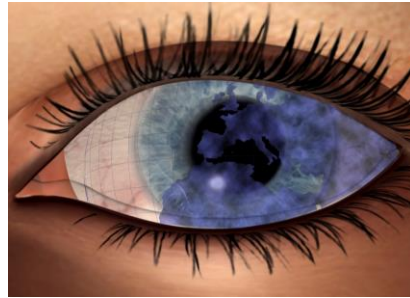
Read/Write: handouts, manuals, notes, lists, outlines, etc.



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VARK Preferences

Kinesthetic: prefers direct experience, mapping, charting, field trips, experiments, visualizing action, etc.



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VARK Preferences

Multimodal: can use a combination of resources



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Are Learning Styles a Myth?

LSRC reference

Should we be using learning styles?
What research has to say to practice

Frank Coffield, University of London
David Moseley, University of Newcastle
Elaine Hall, University of Newcastle
Kathryn Ecclestone, University of Exeter

learning & skills research centre

Learning style instruments are widely used. But are they reliable and valid? Do they have an impact on pedagogy? This report examines 13 models of learning style and concludes that it matters fundamentally which model is chosen. Positive recommendations are made for students, teachers

http://itslifejimbutnotasweknowit.org.uk/files/LSRC_LearningStyles.pdf

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ARE LEARNING STYLES INVALID? (HINT: NO!)

Richard M. Felder, Professor of Engineering, North Carolina State University

- **Learning styles are not either-or categories, but preferences that may be mild, moderate, or strong...**students with any learning style can succeed in any career or endeavor.
- Both logic and published research suggest that **students taught in a manner matched to their learning style preferences tend to learn more** than students taught in a highly mismatched manner.
- **Acquainting students with their learning styles can enhance their awareness of some of their natural learning strengths**, and it can also alert them to learning needs which, if unaddressed, could create academic difficulties for them.

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It is crucial that you know yourself and others

What are your personal characteristics?

- Personality style (MBTI)*
- Learning style preference (VARK)*
- Job interests

What are the personal characteristics of those with whom you work?



*www.cas.lsu.edu

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Start using personality traits and learning style preferences to excel in any environment !

- It is important to know and understand yourself and those with whom you work
- MBTI and VARK are two tools for doing this
- Take yourself on as a life long study
 - body language
 - communication style
 - self-perception vs others' perception of you



**Make Increasing Self-Awareness
a Personal Lifelong Goal!**

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Audience Survey Question

Can you think of a situation/conflict that has occurred in the past in which knowing about personality and/or learning style preferences would have been helpful?

- Definitely
- Probably
- Probably not
- Definitely not

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Useful Websites

- www.acs.org/acswebinars
- www.myersbriggs.org
- www.vark-learn.com
- Google searches on personality types and learning styles

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Acknowledgments

- Sarah B. Baird, MA Educational Consultant, Bainbridge Island, WA, sarahbaird5@gmail.com
- LSU Center for Academic Success



Located in Coates Hall, the Center for Academic Success enhances the learning and teaching experience at LSU by empowering individuals with effective, transferable strategies and resources.

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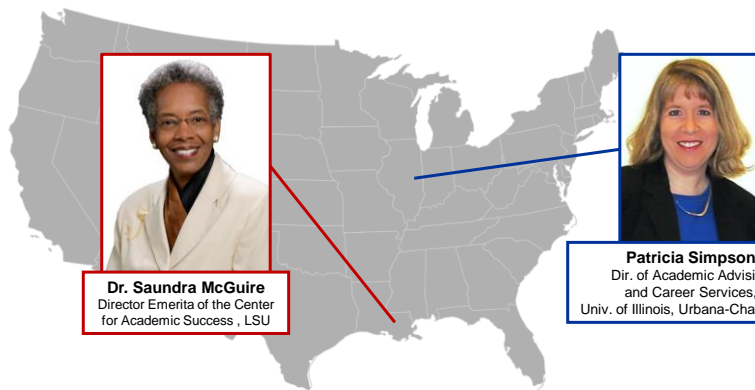


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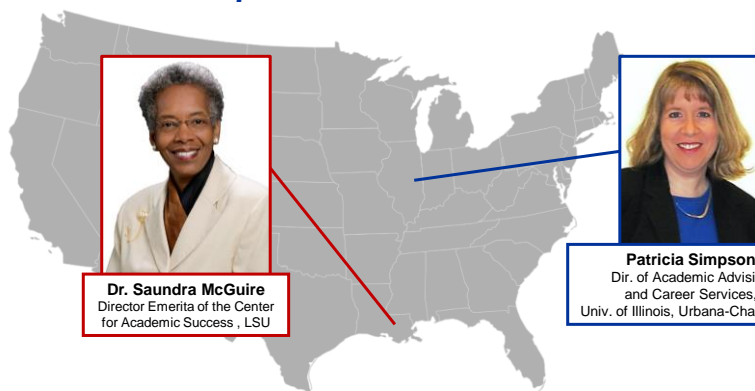
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