



# SESSION HANDOUT

## What Is Your Zumba<sup>®</sup> Personality?

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Guest Presenter, USA

## SESSION HANDOUT

### Presenter

Conley Zani

### Schedule

10 min: Introductions, objectives and groundrules for our session

70 min: Understand the MBTI personality framework: a little bit of theory and a lot of practical exercises. Get ready to move around and mix-it up. You'll be meeting some kindred spirits!

10 min: Wrap up, Q&A

(Total: 1.5 hours)

### Session Objective

Learn a practical tool that every Zumba<sup>®</sup> instructor can benefit from – on and off the dance floor!

Even a little working knowledge of this powerful framework can enhance your ability to:

- Know and understand yourself, your leadership style, and your communication style
- Understand your students
- Understand and work more effectively with your business partners and colleagues

## MBTI Framework

A teal square with the word "Energy" in white, bold, sans-serif font.A teal square with the word "Information" in white, bold, sans-serif font.A teal square with the word "Decisions" in white, bold, sans-serif font.A teal square with the word "Lifestyle" in white, bold, sans-serif font.



## WHICH IS MORE LIKE ME?

### Extravert (E)

- I am easy to get to know
- I make introductions
- I bring a high level of energy social situations
- I am energized by a lively environment
- I enjoy being the center of attention
- I enjoy interacting with many
- I sometimes jump into an activity too quickly
- I like to talk it out and hear what others have to say
- I share a lot about myself with others

### Introvert (I)

- I am private, it takes a while to get to know the real me
- I wait for introductions to come to me
- I have a rich array of internal responses to what is going on around me
- I find energy in a calm, quiet environment
- I avoid being the center of attention
- I tend to hang out with a few friends I know well
- I sometimes reflect too much before jumping in
- I really think it through before seeking input from others
- I only share with people whom I really trust



## WHICH IS MORE LIKE ME?

### Sensing (S)

- I learn by experiencing or doing, being hands-on.
- I am very detail oriented and grounded in the present
- I don't believe in changing methods or procedures that are proven to work
- I admire people with a strong sense of reality
- I prefer to execute a plan and work on the action items
- I prefer to think about what is actual
- I like to know how to do something the usual way
- I have a lot of respect for common sense and "street smarts"
- I think analogies and metaphors are often ambiguous and leave too much room for interpretation (imprecise)

### iNtuiting (N)

- I learn by understanding the theory or the concept first
- I am more big picture and future-oriented
- I enjoy finding new solutions to just about any problem
- I admire people with a vivid imagination
- I prefer to create and set the vision
- I prefer to think about what is possible
- I like to do things in a different way
- I respect a quick and brilliant mind
- I believe analogies and metaphors are a great way to spark instant understanding



## WHICH IS MORE LIKE ME?

### Thinking (T)

- In meetings, I get down to business immediately
- I have a high tolerance for conflict; I don't really take things personally
- When in charge, I tend to be strict and firm
- "Fair" is treating everyone equally
- I like to step back and analyze a tricky situation objectively
- I am sometimes too assertive and can be overly direct
- Head
- Logic
- Justice

### Feeling (F)

- In meetings I like to connect with people first
- I work hard to avoid conflict; I take things personally
- When in charge, I tend to be lenient and forgiving
- "Fair" is making exceptions for individual circumstances
- I like to put myself in others' shoes so I can really understand and help the situation
- I am sometimes too diplomatic and can be overly cautious not to offend
- Heart
- Values
- Mercy

## WHICH IS MORE LIKE ME?

### Judging (J)

- I value closure; I want to check things off my "to-do" list
- I tend to keep myself busy and work at a steady pace; "work then play"
- My best work happens when I get an early start on projects
- The most energizing part of the project is when it all comes together at the end
- I dislike diversions
- I prefer to minimize surprises at work
- Following a schedule appeals to me
- I am likely to be on time to all my commitments
- I prefer to plan my social schedule well in advance

### Perceiving (P)

- I value keeping things open-ended; I want to keep my options open as long as possible
- I tend to work in bursts of energy and can relax easily; "play while you work"
- My best work happens close to the deadline, when there is time pressure
- The most energizing part of the project is the beginning
- I welcome diversions
- I enjoy the unexpected
- Following a schedule cramps me
- I am often walking in "fashionably late"
- I prefer to be free to do whatever looks like fun when the time comes

THE SIXTEEN TYPES

<b><u>ISTJ</u></b> Inspector	<b><u>ISFJ</u></b> Protector	<b><u>ENTP</u></b> Entrepreneur	<b><u>INTJ</u></b> Mastermind
<b><u>ESTJ</u></b> Project Manager	<b><u>ESFJ</u></b> Provider	<b><u>ENTJ</u></b> Field Marshall	<b><u>INTP</u></b> Architect
<b><u>ISTP</u></b> Fixer	<b><u>ISFP</u></b> Composer	<b><u>ENFP</u></b> Catalyst	<b><u>INFJ</u></b> Counselor
<b><u>ESTP</u></b> Promoter	<b><u>ESFP</u></b> Performer	<b><u>ENFJ</u></b> Mentor/ Teacher	<b><u>INFP</u></b> Dreamer/ Searcher



WHICH STATEMENT RESONATES MOST?

It's  
important to  
make sure  
things go  
right and

It's  
important  
to build  
bridges and  
honor  
individual

It's  
important  
to be  
strategic  
in  
achieving

It's  
important  
to respond  
to what  
needs to  
happen in  
the moment





## SJ TYPES – THE TRADITIONALISTS

“IT’S IMPORTANT TO MAKE SURE THINGS GO RIGHT AND DON’T GO WRONG”

<p style="text-align: center;"><b><u>ISTJ</u></b></p> <ul style="list-style-type: none"> <li>• Quiet, serious, earn success by thoroughness and dependability</li> <li>• Practical, matter-of-fact, realistic, and responsible</li> <li>• Decide logically what should be done and work toward it steadily, regardless of distractions</li> <li>• Take pleasure in making everything orderly and organized - their work, their home, their life</li> <li>• Value traditions and loyalty</li> </ul>	<p style="text-align: center;"><b><u>ISFI</u></b></p> <ul style="list-style-type: none"> <li>• Quiet, friendly, responsible, and conscientious</li> <li>• Committed and steady in meeting their obligations</li> <li>• Thorough, painstaking, and accurate</li> <li>• Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel</li> <li>• Strive to create an orderly and harmonious environment at work and</li> </ul>
<p style="text-align: center;"><b><u>ESTJ</u></b></p> <ul style="list-style-type: none"> <li>• Practical, realistic, matter-of-fact</li> <li>• Decisive, quickly move to implement decisions</li> <li>• Organize projects and people to get things done, focus on getting results in the most efficient way possible</li> <li>• Take care of routine details</li> <li>• Have a clear set of logical standards, systematically follow them and want others to also</li> <li>• Forceful in implementing their plans</li> </ul>	<p style="text-align: center;"><b><u>ESFI</u></b></p> <ul style="list-style-type: none"> <li>• Warmhearted, conscientious, and cooperative</li> <li>• Want harmony in their environment, work with determination to establish it</li> <li>• Like to work with others to complete tasks accurately and on time</li> <li>• Loyal, follow through even with small matters</li> <li>• Notice what others need in their day-to-day lives and try to provide it</li> <li>• Want to be appreciated for who they are and for what they contribute</li> </ul>

## NT TYPES – THE CONCEPTUALIZERS

### “IT’S IMPORTANT TO BE STRATEGIC WHEN ACHIEVING GOALS”

<p style="text-align: center;"><b><u>ENTP</u></b></p> <ul style="list-style-type: none"> <li>• Quick, ingenious, stimulating, alert, and outspoken</li> <li>• Resourceful in solving new and challenging problems</li> <li>• Adept at generating conceptual possibilities and then analyzing them strategically</li> <li>• Good at reading other people</li> <li>• Bored by routine, will seldom do the same thing the same way</li> </ul>	<p style="text-align: center;"><b><u>INTI</u></b></p> <ul style="list-style-type: none"> <li>• Have original minds and great drive for implementing their ideas and achieving their goals</li> <li>• Quickly see patterns in external events and develop long-range explanatory perspectives</li> <li>• When committed, organize a job and carry it through</li> <li>• Skeptical and independent, have high standards of competence and performance for themselves and others</li> </ul>
<p style="text-align: center;"><b><u>ENTJ</u></b></p> <ul style="list-style-type: none"> <li>• Frank, decisive, assume leadership readily</li> <li>• Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems</li> <li>• Enjoy long-term planning and goal setting</li> <li>• Usually well informed, well read, enjoy expanding their knowledge and passing it on to others</li> <li>• Forceful in presenting their ideas</li> </ul>	<p style="text-align: center;"><b><u>INTP</u></b></p> <ul style="list-style-type: none"> <li>• Seek to develop logical explanations for everything that interests them</li> <li>• Theoretical and abstract, very interested in ideas</li> <li>• Quiet, contained, flexible, and adaptable</li> <li>• Have unusual ability to focus in depth to solve problems in their area of interest</li> <li>• Skeptical, sometimes critical, always analytical</li> </ul>



## NF TYPES – THE IDEALISTS

“IT’S IMPORTANT TO BUILD BRIDGES AND HONOR INDIVIDUAL DIFFERENCES”

<p style="text-align: center;"><b><u>ENFP</u></b></p> <ul style="list-style-type: none"><li>• Warmly enthusiastic and imaginative</li><li>• See life as full of possibilities</li><li>• Make connections between events and information very quickly, and confidently proceed based on the patterns they see</li><li>• Want a lot of affirmation from others, and readily give appreciation and support</li><li>• Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency</li></ul>	<p style="text-align: center;"><b><u>INFI</u></b></p> <ul style="list-style-type: none"><li>• Seek meaning and connection in ideas, relationships, and material possessions</li><li>• Want to understand what motivates people and are insightful about others</li><li>• Conscientious and committed to their firm values</li><li>• Develop a clear vision about how best to serve the common good</li><li>• Organized and decisive in implementing their vision</li></ul>
<p style="text-align: center;"><b><u>ENFI</u></b></p> <ul style="list-style-type: none"><li>• Warm, empathetic, responsive, and responsible</li><li>• Highly attuned to the emotions, needs, and motivations of others</li><li>• Find potential in everyone, want to help others fulfill their potential</li><li>• May act as a catalyst for individual and group growth</li><li>• Loyal, responsive to praise and criticism</li><li>• Sociable, facilitate others in a group, and provide inspiring leadership</li></ul>	<p style="text-align: center;"><b><u>INFP</u></b></p> <ul style="list-style-type: none"><li>• Idealistic, loyal to their values and to people who are important to them</li><li>• Want an external life that is congruent with their values</li><li>• Curious, quick to see possibilities, can be catalysts for implementing ideas</li><li>• Seek to understand people and to help them fulfill their potential</li><li>• Adaptable, flexible, and accepting unless a value is threatened</li></ul>



**SP TYPES – THE EXPERIENCERS**

**“IT’S IMPORTANT TO RESPOND TO WHAT NEEDS TO HAPPEN IN THE MOMENT”**

<p style="text-align: center;"><b><u>ISTP</u></b></p> <ul style="list-style-type: none"> <li>• Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions</li> <li>• Analyze what makes things work and readily get through large amounts of data and detail to isolate the core of practical problems</li> <li>• Interested in cause and effect, organize facts using logical principles,</li> <li>• Value efficiency</li> </ul>	<p style="text-align: center;"><b><u>ISFP</u></b></p> <ul style="list-style-type: none"> <li>• Quiet, friendly, sensitive, and kind</li> <li>• Enjoy the present moment, what is going on around them</li> <li>• Like to have their own space and work within their own time frame</li> <li>• Loyal and committed to their values and to people who are important to them</li> <li>• Dislike disagreements and conflicts</li> <li>• Do not force their opinions or values on others</li> </ul>
<p style="text-align: center;"><b><u>ESTP</u></b></p> <ul style="list-style-type: none"> <li>• Flexible and tolerant, they take a pragmatic approach focused on immediate results</li> <li>• Theories and conceptual explanations bore them - they want to act energetically to solve the problem</li> <li>• Focus on the here-and-now, spontaneous, enjoy each moment they can be active with others</li> <li>• Enjoy material comforts and style</li> <li>• Learn best through doing</li> </ul>	<p style="text-align: center;"><b><u>ESEF</u></b></p> <ul style="list-style-type: none"> <li>• Outgoing, friendly, and accepting</li> <li>• Exuberant lovers of life, people, and material comforts</li> <li>• Enjoy working with others to make things happen</li> <li>• Bring common sense and a realistic approach to their work, and make work fun</li> <li>• Flexible and spontaneous, adapt readily to new people and environments</li> <li>• Learn best by trying a new skill with other people</li> </ul>

## CONCLUSION

Type is about:

- ✓ Self awareness
- ✓ Understanding and appreciating others
- ✓ Being able to use the language for the tough discussions

Want to know more?

- ✓ Go to [www.type-coach.com](http://www.type-coach.com), click on "Sign Up" (upper right)
- ✓ Enter your e-mail and create a password
- ✓ Enter the access code "**zumba614**"
- ✓ Complete the Verifier, download the report and then access:
  - a) Coaching Videos unique to your type
  - b) The Type-to-Type tool for team

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