



**CITY COUNCIL
WORKSHOP MINUTES – TEAM BUILDING
JANUARY 11, 2025**

THIS WORKSHOP WAS FOR TRAINING PURPOSES ONLY; NO ACTION WAS TAKEN

PRESENT:

MAYOR AND COUNCIL MEMBERS

Dr. Christopher Harvey, Mayor
Emily Hill, Mayor Pro Tem, Place 1
Anne Weir, Place 2
Maria Amezcua, Place 3
Sonia Wallace, Place 4
Aaron Moreno, Place 5
Deja Hill, Place 6

CITY STAFF:

Scott Moore, City Manager
Lluvia T. Almaraz, City Secretary
Brittany Lopez, Assistant City Secretary
Tracey Vasquez, HR Director
Maria Mireles, Human Resources Specialist
Scott Jones, Economic Development Director
Phil Green, IT Director
Belen Pena, Finance Director
Sofi Duran, Court Administrator
Michael Burrell, Interim Development Services Director
Mandy Miller, Development Services Supervisor
Greg Eller, Building Official
Matt Woodard, Public Works Director
Lance Zeplin, Public Works Superintendent
Raymond Muniz Utilities Superintendent
Timothy Lackland, Public Works Supervisor
Robert Herchek, Utilities Supervisor
Christopher Deal, Utilities Foreman

Daniel Dale, Utilities Foreman
Joshua Rasco, Utilities Foreman
Anthony Townsend, Utilities Foreman
Anthony Moore, Public Works Foreman
Patrick Hood, Public Works Foreman
Kirk Nunn, Public Works Foreman
Glenn Sauls, MS4 Inspector
Denver Collins, Assistant Chief of Police
George Vega, Sergeant
Reagan Frederick, Case Manager
Robert Acosta, Executive Assistant

WORKSHOP SESSION – 9:00 A.M.

With a quorum of the Council Members present, the workshop session of the Manor City Council was called to order by Mayor Harvey at 9:42 a.m. on Saturday, January 11, 2025, at Manor City Hall, Council Chambers, 105 E. Eggleston St., Manor, Texas.

Mayor Harvey welcomed everyone and conducted a team building exercise.

Mayor Harvey introduced facilitator Dr. Michael T. Perkins, MTP Chief Consultant.

Dr. Perkins gave an overview of MBTI. He conducted the attached PowerPoint Presentation.

The topic of discussion was the following:

- The Four Myers – Briggs Preference Pairs
- Navigating Potential Conflict

Team building exercises were conducted during the presentation.

The Workshop recessed for lunch from 12:00 p.m. to 12:30 p.m.

The topic of discussion was the following:

- Identifying Your Strengths and Areas to Develop
- Goals & Takeaways

Team building exercises were conducted during the presentation.

Dr. Perkins dismissed the city staff at 2:00 p.m.

Mayor Harvey continued the Workshop with the City Council and discussed the City Council's Strategic Planning.

There was no further discussion and there was no action taken.

ADJOURNMENT

The Workshop Session of the Manor City Council Adjourned at 2:40 p.m. on Saturday, January 11, 2025.

These minutes approved by the Manor City Council on the 15th day of January 2025.

APPROVED:

Dr. Christopher Harvey,
Mayor

ATTEST:

Lluvia T. Almaraz, TRMC
City Secretary

Draft Minutes



Teambuilding Workshop

Identifying Preferences with the MBTI

Objectives

At the end of this workshop, you will



Learn about yourself, understanding where you fit in a framework that describes personality differences in positive and constructive ways.



Appreciate important differences between people and understand how different types can work together in a complementary way.

Real power & energy is generated through networks/relationships



Icebreaker



- Select a quote that resonates with you.
- You can discuss:
 - Why you love it
 - Why you hate it
 - What you might add
 - What you might modify or remove

What is the MBTI?

- A logical structure for understanding the differences of others
- A way to identify what is
 - Natural
 - Easy
 - Takes the least amount of energy

Ground Rules

- Confidentiality agreement – WHAT HAPPENS IN THE WORKSHOP, STAYS IN THE WORKSHOP
- Be open to differences – NO JUDGMENT/SAFE ZONE
- Contribute to an environment in which we all can learn from one another and build understanding
- Do not use it to stereotype or box others
- Speak from your own perspective
- Others?


True or False?



- The MBTI is used to identify who will be **successful in their role**
- Everyone fits **neatly** into each of the 16 personality types
- Some types are **better suited for leadership roles**
- All types have potential **strengths and blind spots**
- MBTI results are not meant to **limit or stereotype** people
- Your results can be shared with another person **without your permission**

The MBTI Preference Pairs

The MBTI assessment reports
your natural preferences on four pairs of opposites.

EXTRAVERSION  OR  **INTROVERSION**
Opposite ways to **direct and receive energy**

SENSING  OR  **INTUITION**
Opposite ways to **take in information**

THINKING  OR  **FEELING**
Opposite ways to **decide and come to conclusions**

JUDGING  OR  **PERCEIVING**
Opposite ways to **approach the outside world**

What are Preferences?

To illustrate the meaning of preferences, let's do an activity.

- Fold your arms



What are Preferences?

Now

- Refold your arms—this time with the other arm on top



What are Preferences?

1 How did it feel to fold your arms the first time

2 How about the second time? How do they compare?





Innate Predispositions



- We all use both sides of each pair
 - One is our natural preference
 - The other is learned
- Our innate preferences can be influenced by our environment
 - Family
 - Country
 - Education
 - And many other factors

The MBTI Preference Pairs

The MBTI assessment reports your natural preferences on four pairs of opposites.

EXTRAVERSION  OR  **INTROVERSION**
Opposite ways to **direct and receive energy**

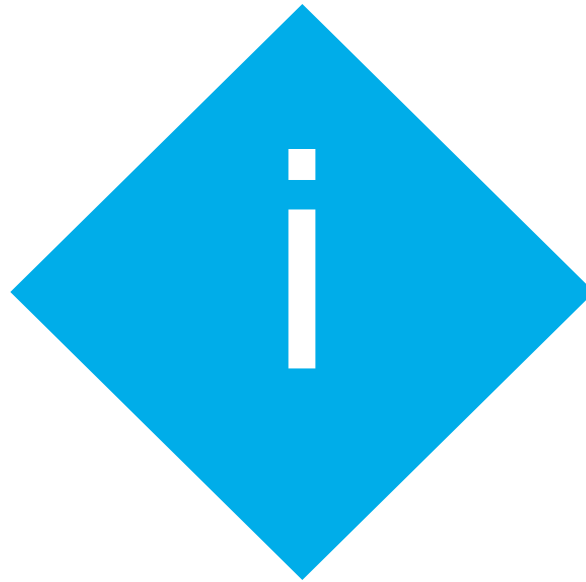
SENSING  OR  **INTUITION**
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THINKING  OR  **FEELING**
Opposite ways to **decide and come to conclusions**

JUDGING  OR  **PERCEIVING**
Opposite ways to **approach the outside world**



Extraversion (e) or Introversion (i)



Where we focus our attention and get energy



Understanding Extraversion and Introversion

Breakout Session (with those who share your preference)

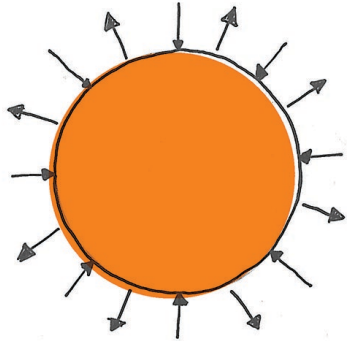
Let's discuss:

- ◆ Think of a fairly big decision that you recently made. Did you spend more time talking it out or thinking it through?
- ◆ Was your approach energizing/enjoyable?
- ◆ Can you share something you said or heard?
- ◆ 5 minutes

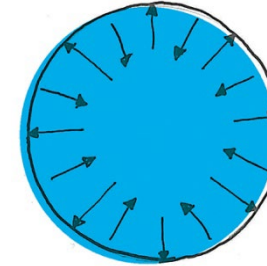




E-I Characteristics



- Tend to act before thinking
- Prefer to take action quickly
- Talk things through
- More expressive when interacting
- Gain energy from interaction
- Have a breadth of interests



- Tend to think before acting
- Prefer to spend time on reflection
- Think things through
- More contained when interacting
- Gain energy from concentration
- Have a depth of interests

Remember, E-I is not about sociability or social confidence.

E-I: Action vs. Reflection



- Prefer to try it out first
- Like to take action quickly
- Talk things through
- Enjoy solving problems through interaction
- Do-think-do



- Prefer to think it through first
- Like to spend time in reflection
- Think things through
- Enjoy solving problems through individual concentration
- Think-do-think

Conflict Source

Extraversion-Introversion Differences

How much should team members interact and how much discussion do we need?

- Extraverted types probably will want to discuss most issues and to arrive at decisions by thinking out loud. They want to know what everyone is thinking. Tension may result if they feel that the Introverts are purposely withholding information, which may lead the Extraverts to question the Introverts' motives or commitment.
- Introverted types probably will want to think things through before discussing them. They want to be sure where they stand before they announce a decision. They may feel constantly interrupted and unable to get their work done because they are always being called to meetings or conversations with the Extraverts.

Reflection

What resonates with you?

Insights for Extraversion:

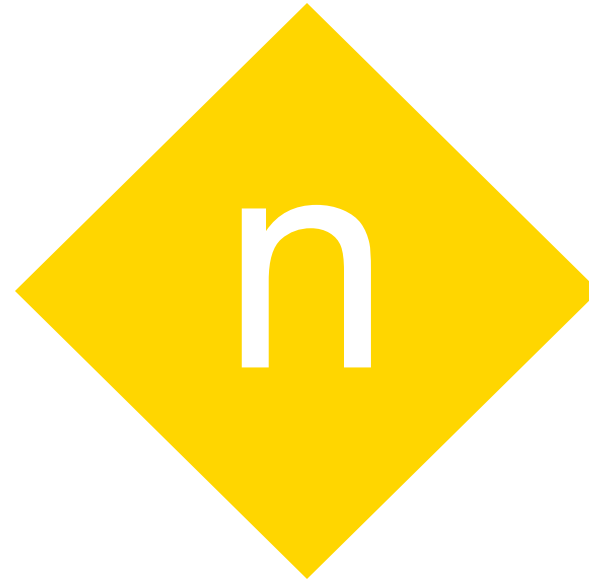
- Listen more to better understand the viewpoints of others
- Allow ample time for individuals to digest new information and provide feedback
- Consider the different ways that each team member prefers recognition and feedback

Insights for Introversion:

- Allow for opportunities to brainstorm and discuss ideas with others openly
- Provide an environment in which checking in is essential
- Offer opportunities for individuals to interact with others



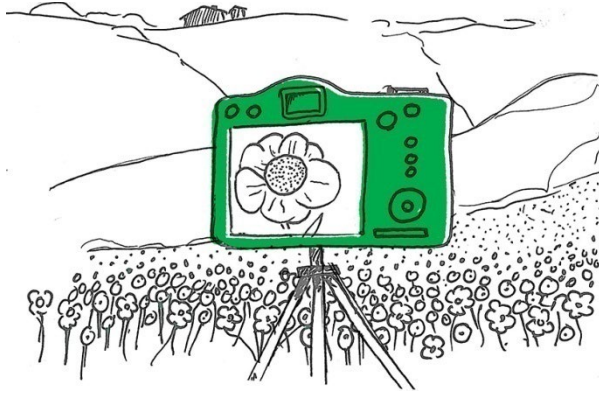
Sensing (s) or Intuition (n)



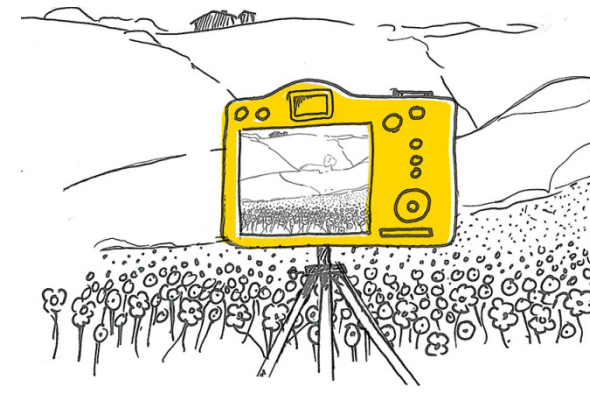
The way and kind of information we take in



S-N Characteristics



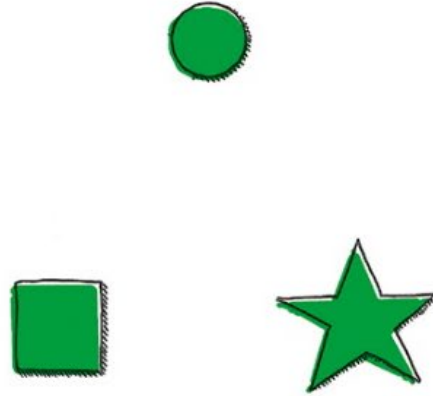
- Want to know the facts
- Look at the specifics
- Adopt a realistic approach
- Focus on the here and now
- Ensure things work in practice
- Collect observations



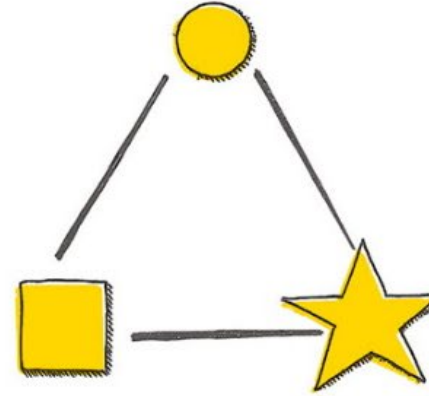
- Seek out new ideas
- Look at the bigger picture
- Adopt an imaginative approach
- Anticipate the future
- Ensure things work in theory
- Use conceptual frameworks

Remember, Sensing isn't 'sensitive' and Intuition isn't 'gut feel.'

S-N: What do you see?



- Will tend to state what is in the picture
- Are likely to state the specifics
- Will focus on what's realistic
- Focus on the here and now



- Will go beyond the picture to make associations
- Are likely to talk about the “big picture”
- Are engaged by imagination
- Anticipate the future

Conflict Source

Sensing-Intuition Differences

Should the team emphasize experience and tradition, or new opportunities and possibilities?

- Sensing types probably will want to stick close to the facts and base decisions on their experience with what has worked in the past. They may believe that most ideas from the Intuitive types are unrealistic and not worth wasting time on.

- Intuitive types likely will want to identify new opportunities and possibilities and pursue them with enthusiasm. They may feel that the Sensing types quash their ideas, and therefore their motivation, before giving them a chance.

Reflection

What resonates with you?

Insights for Sensing:

- Don't assume what hasn't been done before is reckless and bound to fail.
- Embrace change; be fully present in shaping it rather than becoming a victim of it.
- Avoid caging those who need the freedom to dream- rather encourage them to do so.

Insights for Intuition:

- Build a bridge (of details and proof) for individuals so they can connect the present reality to the future vision.
- Take the time to ensure individuals have all the data and information they need.
- Allow individuals to ask the difficult questions and communicate your gratitude for their wisdom and expertise.

Break

A decorative graphic on the right side of the slide. It features a gradient background transitioning from blue at the top to green at the bottom. Overlaid on this are several overlapping circles defined by dashed white lines. The circles are arranged in a way that they appear to be part of a larger, abstract pattern.



Thinking (t) or Feeling (f)



The way we make decisions

Understanding Thinking and Feeling

As a group, let's discuss:

- ◆ How do you go about helping someone with a problem?
- ◆ What recent example do you have?
- ◆ What outcome are you seeking when you are helping someone?



T-F Characteristics



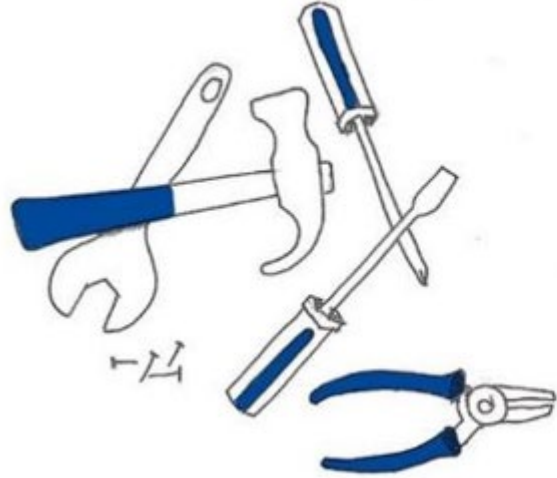
- Apply logical reasoning
- Use cause and effect analysis
- Seek objective truth
- Decide using impersonal criteria
- Focus on tasks
- Provide a critique



- Apply individual values
- Understand others' viewpoints
- Seek harmony
- Decide by personal circumstances
- Focus on relationships
- Offer praise

Remember, those who prefer Thinking feel and those prefer Feeling think.

T-F: Helping Style



- Want to help someone by fixing the problem
- Tend to look at practicalities and make a logical analysis of the situation
- Focus on tasks



- Want to help someone by being empathetic and supportive
- Tend to explore how people feel in the situation
- Focus on relationships

Conflict Source

Thinking-Feeling Differences

Should the team make decisions by objectively weighing pros and cons, or by subjectively considering values and impact on others?

- Thinking types will want to make logical decisions based on sound and agreed-on principles that can be applied fairly and evenly. They may believe that the Feeling types are playing favorites or are unwilling to make the tough decisions needed.

- Feeling types prefer to make their decisions based on values—on what is most important to them or to others. They may perceive the Thinking types as cold or uncaring.

Reflection

What resonates with you?

Insights for Thinking:

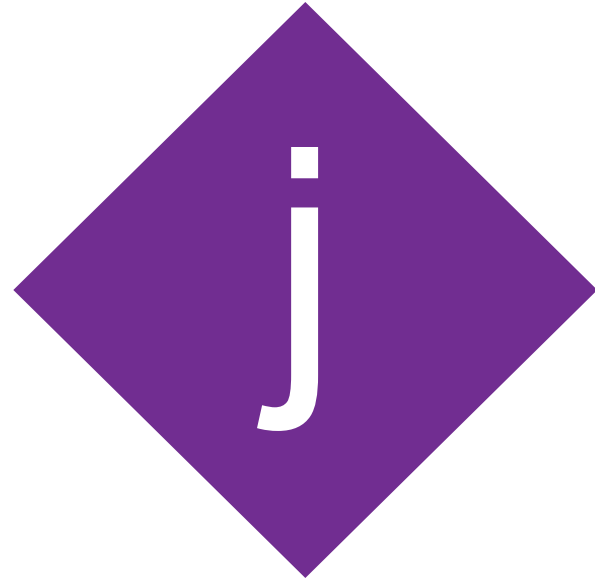
- Solicit and leverage feedback on how important decisions might affect people
- Allow for one-on-one discussions to build relationships with individuals so that they feel seen as a person

Insights for Feeling:

- Be prepared to debate with facts and concrete examples
- Allow for opportunities to look at and discuss problems logically



Judging (j) or Perceiving (p)



How we organize our external world



Understanding Judging and Perceiving

Breakout Session (with those who share your preference)

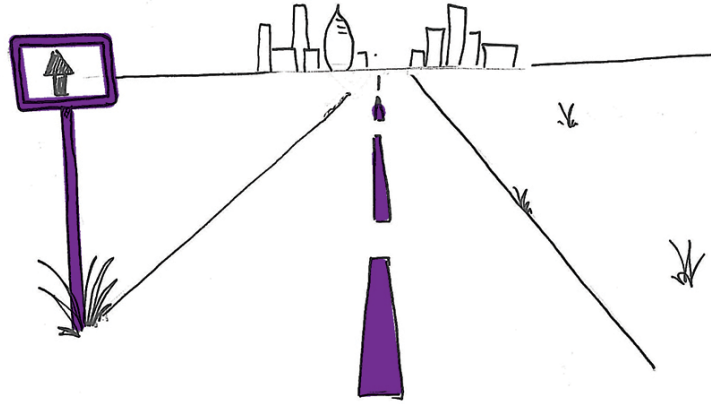
You have 30 workdays to complete a project that requires you to do 10 full days of work.

- ◆ How do you approach the project?
- ◆ What do you do first?
- ◆ How far in advance do you start working on the task or request?
- ◆ How much planning do you do?
- ◆ 10 minutes

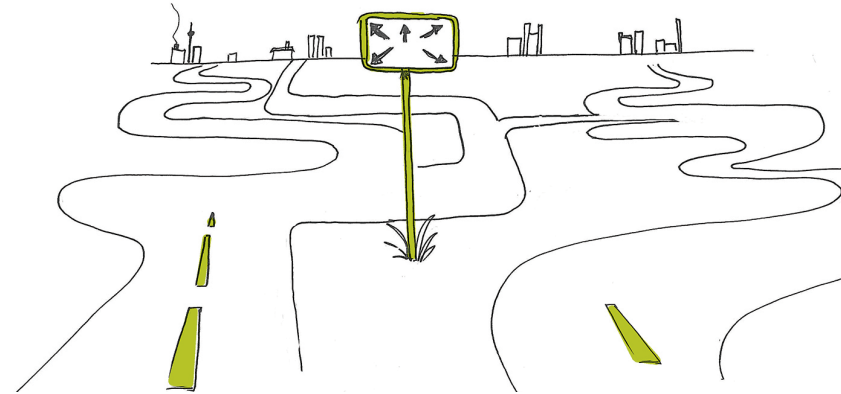




J-P Characteristics



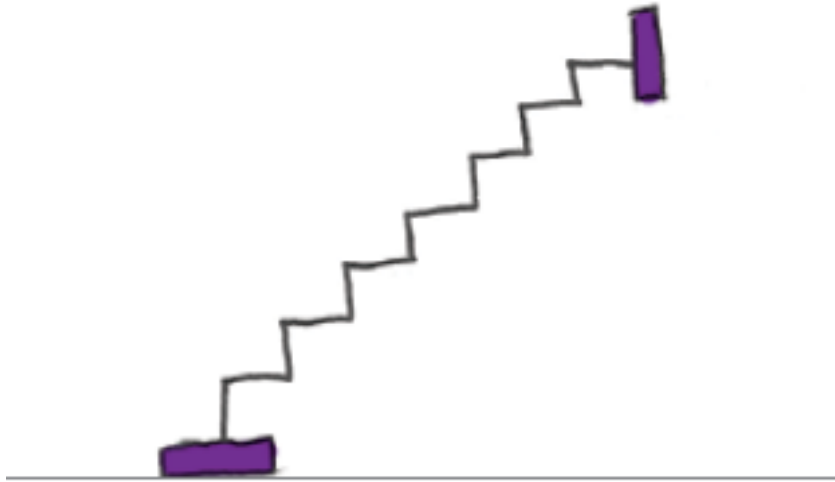
- Like to come to closure
- Make plans
- Act in a controlled way
- Prefer to act within a structure
- Prefer to schedule activities



- Keep a range of choices available
- Remain flexible
- Respond to emerging information
- Prefer to go with the flow
- Prefer to be spontaneous

Remember, Judging isn't 'judgmental' and Perceiving isn't 'perceptive.'

J-P: Approach to Tasks and Deadlines



- Work in a step-by-step, steady, ordered manner to complete a task
- Plan the process from the start
- May be frustrated by changes
- May feel stressed by last-minute time pressure



- Work in an emergent, open-ended manner to complete a task
- Adapt flexibly to changes
- May feel limited by a fixed plan
- May be energized by last-minute time pressure

Conflict Source

Thinking-Feeling Differences

How much scheduling and organization do we need to accomplish our tasks? How much information does the team need to make a decision?

- Judging types will want to get things decided, organized, and scheduled right away. They like to plan the work and work the plan. They may see the Perceiving types as wishy-washy, indecisive, and unorganized.

- Perceiving types prefer to work at their own pace, which sometimes means finishing in a burst of energy at the last minute. They like to hold off on decisions to make sure they have all the necessary information. They may see the Judging types as controlling.

Reflection

What resonates with you?

Insights for Judging:

- Allow opportunities for individuals to experiment with ideas and feel them out along the way
- Allow opportunities for individuals to explore or research alternate pathways to an outcome
- Provide flexibility and allow for spontaneity where appropriate

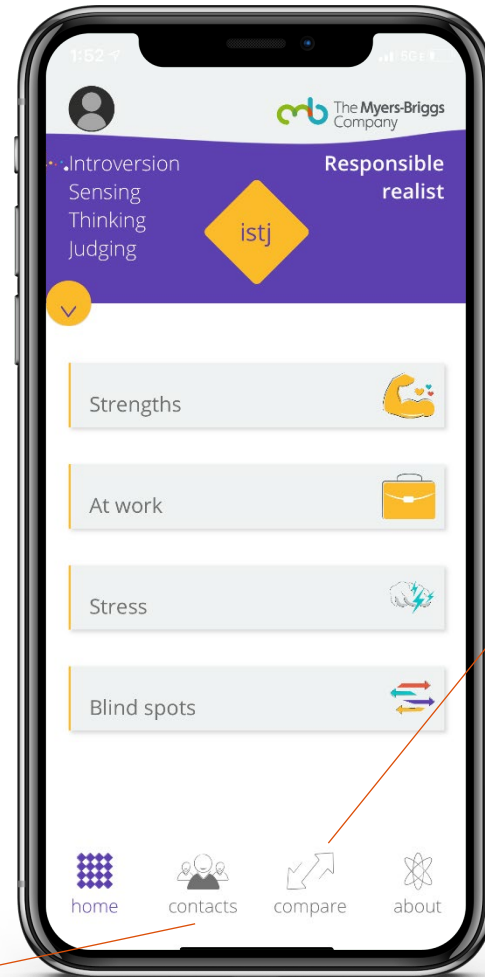
Insights for Perceiving:

- Incorporate checkpoints to monitor progress along the way
- Honor the deadlines and time commitments of others

App Overview

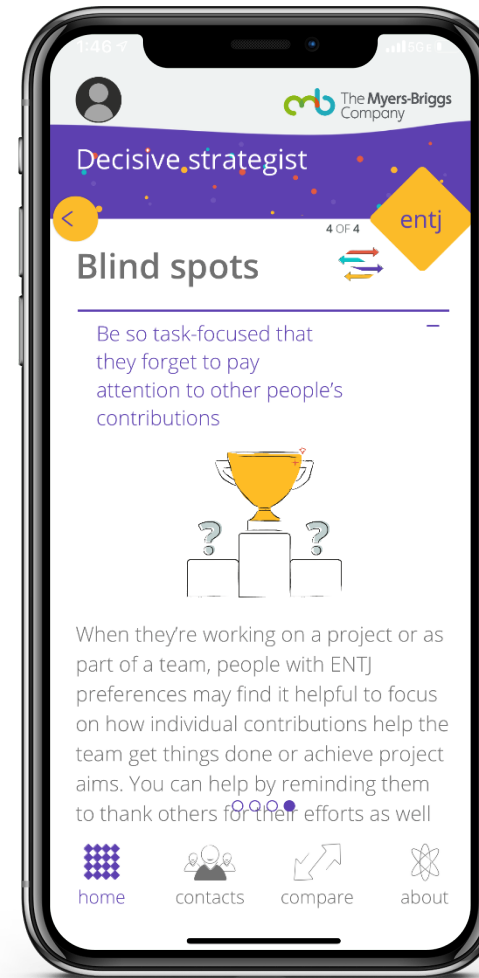
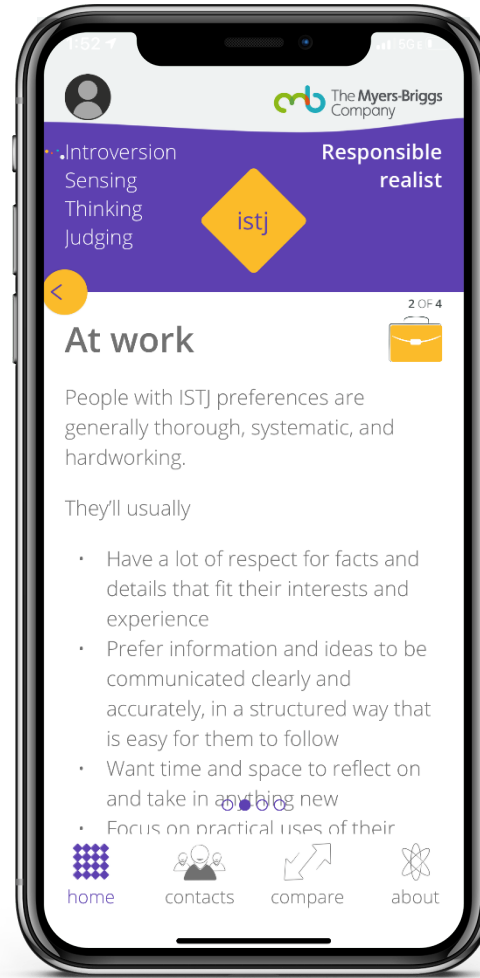
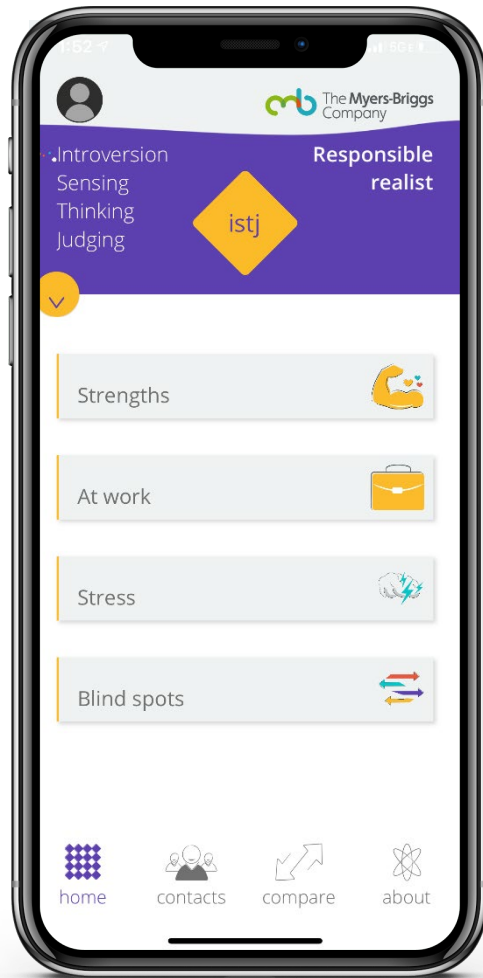
Instantly explore all 16 MBTI types anytime, anywhere

Conveniently store and look up people's types and pertinent details exactly when they're needed



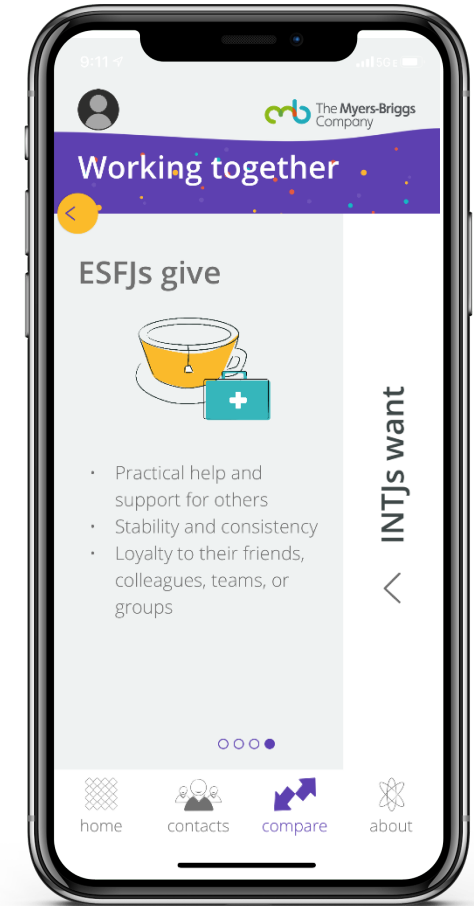
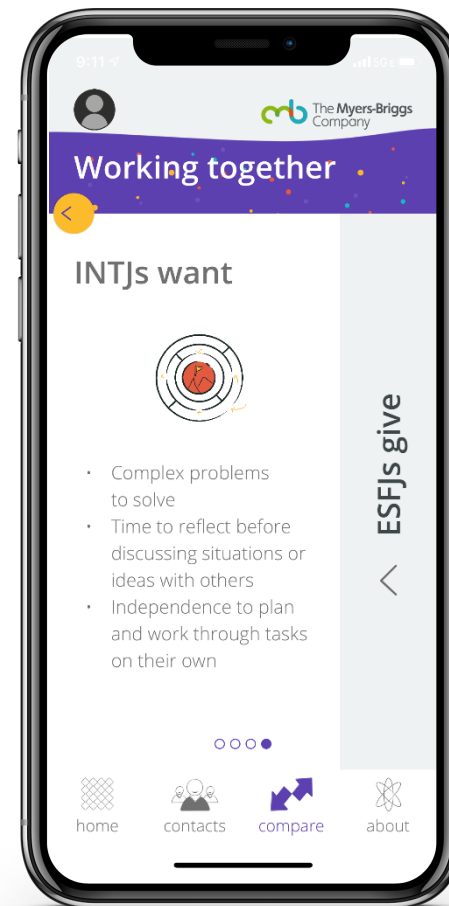
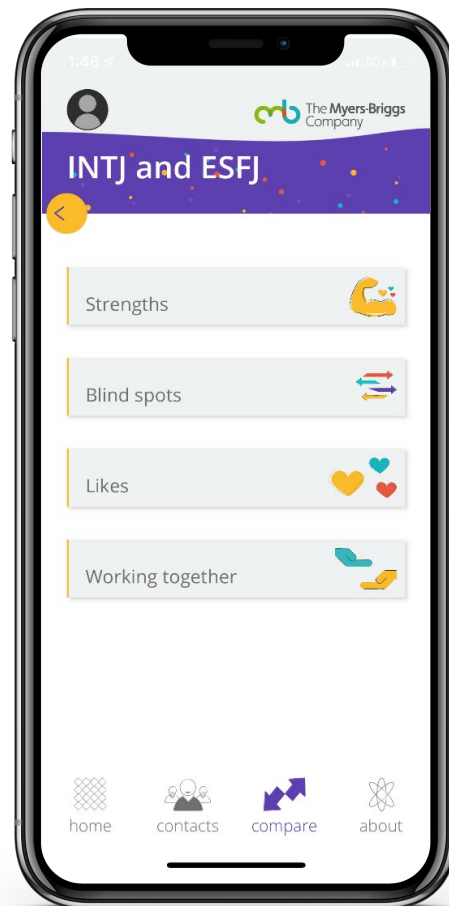
Compare any two types for actionable insights to interact more effectively with anyone

App Overview



Instantly explore all 16 MBTI types

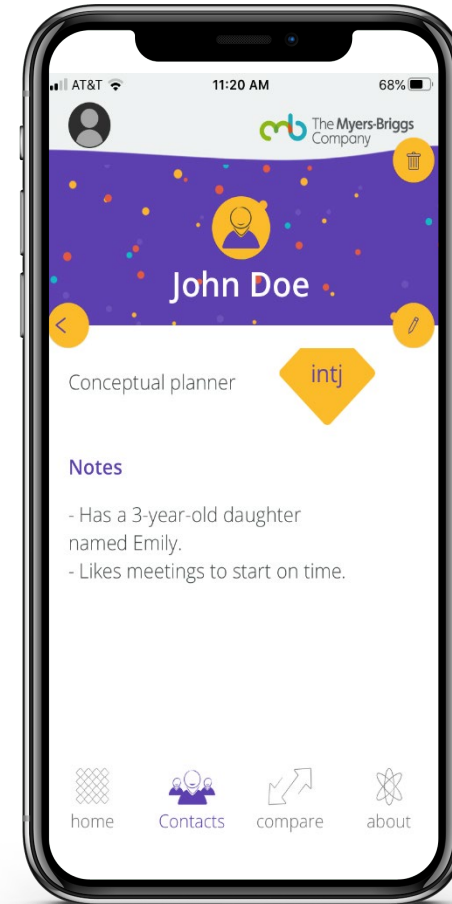
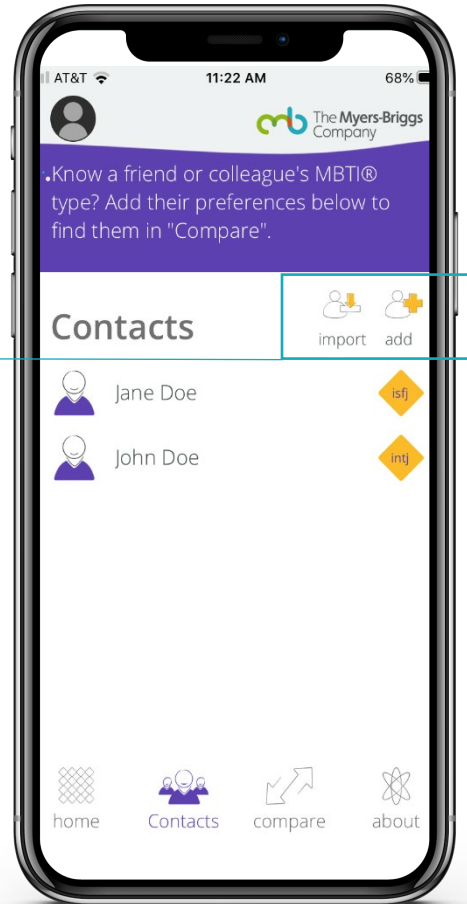
App Overview (contd.)



Compare any two types

App Overview (contd.)

Import existing contacts on the smartphone or manually add people



Store and look up people's types and personal notes

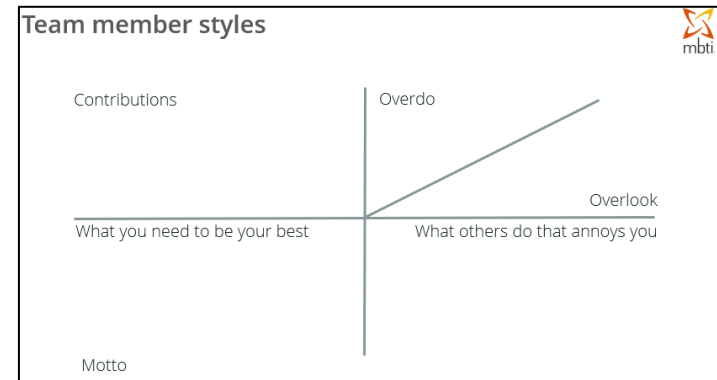


Best-Fit Type

Your “best-fit” type is the four-letter type that you think best fits you **after**:

- **Reviewed your results** with a certified MBTI practitioner
- Reviewed the **type descriptions**

Read page 4 and complete the graphic organizer in your folder.



Commitment to Action

- Create 2 commitments on the Individual Commitment to Action Form.

Top 3 actions I'll commit to	How will I do that	When I'll check in
1.		
2.		
3.		
<i>Example:</i> Speak up more during meetings rather than sharing thoughts in private.	If <u>needed</u> I'll ask for time to collect my thoughts and then share them in meetings.	In one <u>month</u> I'll check in with the team leader to see if they have any feedback.

Constructive use of difference

Isabel Myers' goal for type and the MBTI assessment:

- Becoming aware of differences
- Acknowledging the value of differences
- Practicing new behaviors, seeking out others with differences
- Incorporating different perspectives into our own processes

“By developing individual strengths, guarding against weaknesses, and appreciating the strengths of other types, life will be more amusing, more interesting, and more of a daily adventure than it could possibly be if everyone were alike.”

-Isabel Briggs Myers

Support & Resources

Support and resources will be available, including:

- Team Profiles
- Team Survey Results
- 1:1 Feedback Sessions (review of individual reports)
- Myers-Briggs Resource Page

Thank you!

