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Hautala, T.M. (2006). How different personalities experience the discussions between leader and follower in workplace. Proceedings: Psychological Type and Culture East and West, January 6-8, 2006 in Honolulu, Hawaii.

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Abstract

*In this study the experiences of subordinates and leaders concerning annual development discussions is examined on the basis of their evaluations. The focus was on interaction between different cognitive styles. The responses of subordinates to leaders with the same cognitive style (ST, sensing–thinking) were compared. The results showed that the subordinates' responses regarding the progress of the development discussions varied depending on the personality of the subordinates. The evaluations of the NTs (intuitive–thinking) differed most from the rest of the cognitive style responses, when they regard those discussions most positively. NFs experienced those discussions most negatively.*