



PRE-DRILL CAMP 2026 · LEADERSHIP SEMINARS · DAY 1

Know Yourself First

"Self-Awareness as the Starting Point of Leadership"

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Director of University Bands · Saturday, August 1, 2026

The Hampton University Marching Force

HAMPTON'S HEARTBEAT

Icebreaker

We all wear a different face for a different room. This seminar is about knowing the one underneath.

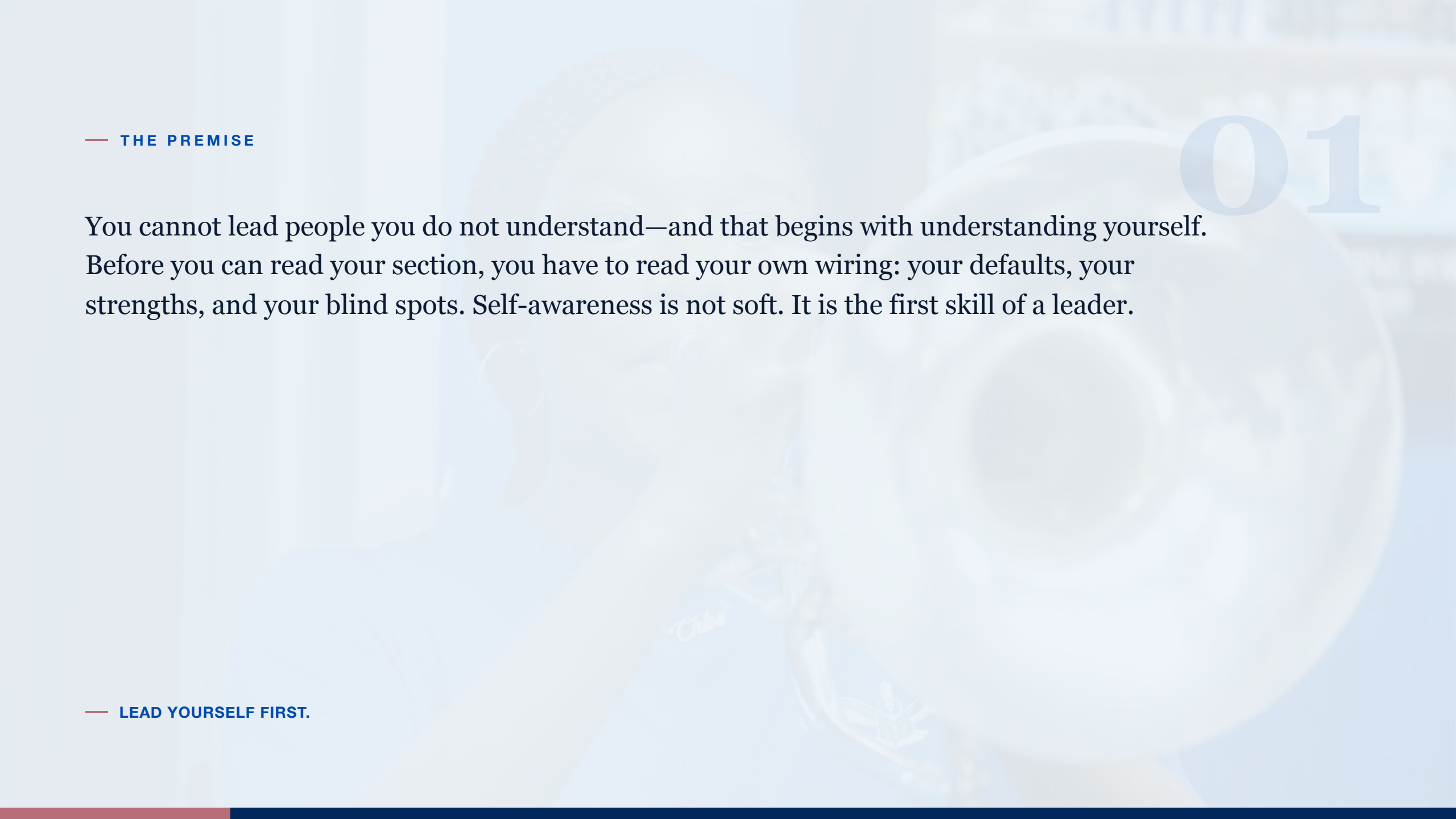


Key and Peele — “Phone Call”

Key and Peele

youtu.be/qXH5CD3070c

WATCH · 0:48



— THE PREMISE

You cannot lead people you do not understand—and that begins with understanding yourself. Before you can read your section, you have to read your own wiring: your defaults, your strengths, and your blind spots. Self-awareness is not soft. It is the first skill of a leader.

— LEAD YOURSELF FIRST.

Why Self-Awareness Comes First

Your section reads you before they ever follow you.

- ◆ Your people react to **how you show up**—your tone, your defaults, your moods—long before they hear your words.
 - ◆ A blind spot you cannot see becomes **your section's problem** to manage.
 - ◆ Know your own wiring and you lead **on purpose**, not by accident or by mood.
 - ◆ You can only adapt to the people you have **once you know your own starting point**.
-

Your move here: put language to how you are built—then use it to lead better, not to excuse yourself.

The Tool: Personality Type

The Myers-Briggs framework—a mirror, not a verdict.

- ◆ It sorts your **preferences** across four dichotomies into one of **16 types**—a shorthand for how you naturally operate.
- ◆ We will use the **free test at 16Personalities**—quick, plain-language, and easy to discuss as a group.
- ◆ No type is better than another. Every type has **leadership strengths and blind spots**.
- ◆ Treat your result as a **starting point for the conversation**—a mirror to look into, never a box to hide in.

Sources: Jung, *Psychological Types* (1921); Myers and Myers, *Gifts Differing* (1980); Myers, McCaulley, Quenk, and Hammer, *MBTI Manual*, 3rd ed. (1998); NERIS Analytics, 16Personalities (2011–present).

The Four Preferences

Your type is four letters—one from each pair.

E	Extraversion	MIND Where you draw your energy	Introversion	I
S	Sensing	INFORMATION What you notice and trust	Intuition	N
T	Thinking	DECISIONS How you weigh a call	Feeling	F
J	Judging	STRUCTURE How you approach the work	Perceiving	P

A fifth letter: 16Personalities adds an **Identity** axis—**Assertive (-A)** or **Turbulent (-T)**—how steady versus self-questioning you tend to be under pressure.

Take the Test—Right Now

Ten honest minutes. Bring your four letters back to the room.

ON YOUR PHONE, GO TO

16personalities.com

Free · no account needed · about 10–12 minutes

1

Answer honestly

Respond as you really are, not as the leader you think you should be.

2

Get your type

You will land on a four-letter type plus an identity letter—for example, ENFJ-A.

3

Hold it

Write it down. We will read the results together and talk them through.

The 16 Types

Four families, grouped by what drives each one.

ANALYSTS	Intuitive · Thinking	DIPLOMATS	Intuitive · Feeling	SENTINELS	Observant · Judging	EXPLORERS	Observant · Prospecting
INTJ Architect strategic, independent, long-view		INFJ Advocate principled, insightful, purpose-led		ISTJ Logistician dependable, thorough, by the standard		ISTP Virtuoso practical, hands-on, cool under pressure	
INTP Logician analytical, curious, idea-driven		INFP Mediator idealistic, empathetic, values-first		ISFJ Defender loyal, supportive, protective		ISFP Adventurer flexible, artistic, leads by example	
ENTJ Commander decisive, driven, take-charge		ENFJ Protagonist inspiring, people-first, rallies others		ESTJ Executive organized, direct, runs the show		ESTP Entrepreneur bold, energetic, acts fast	
ENTP Debater quick, inventive, loves a challenge		ENFP Campaigner enthusiastic, creative, connective		ESFJ Consul caring, social, the team's glue		ESFP Entertainer spontaneous, warm, brings the energy	

Find yours. We will go around the room—name your type and whether it feels true.

What Your Family Brings

Every family leads—each with a strength and a watch-out.

NT Analysts — the Strategists

Strength: vision and systems. Watch-out: can run past people's feelings.
Slow down and bring the section with you.

SJ Sentinels — the Anchors

Strength: reliability and order. Watch-out: can resist change. **Stay open when the plan has to flex.**

NF Diplomats — the Motivators

Strength: inspiration and empathy. Watch-out: can avoid hard calls.
Hold the standard even when it is uncomfortable.

SP Explorers — the Sparkplugs

Strength: energy and adaptability. Watch-out: can skip the details. **Finish the follow-through, not just the start.**

Lead Yourself, Then Flex

Know your default—then meet your people where they are.

- ◆ If you lead by **Thinking (T)**, remember a **Feeling (F)** member needs the *why* and the care, not just the logic.
- ◆ If you run **Judging (J)** and structured, give a **Perceiving (P)** member room to get there their own way.
- ◆ If you are **Extraverted (E)**, make space for the **Introverted (I)** members who lead quietly and think before they speak.
- ◆ Your job is not to change your type—it is to **stretch past it** for the good of the section.

Open Discussion

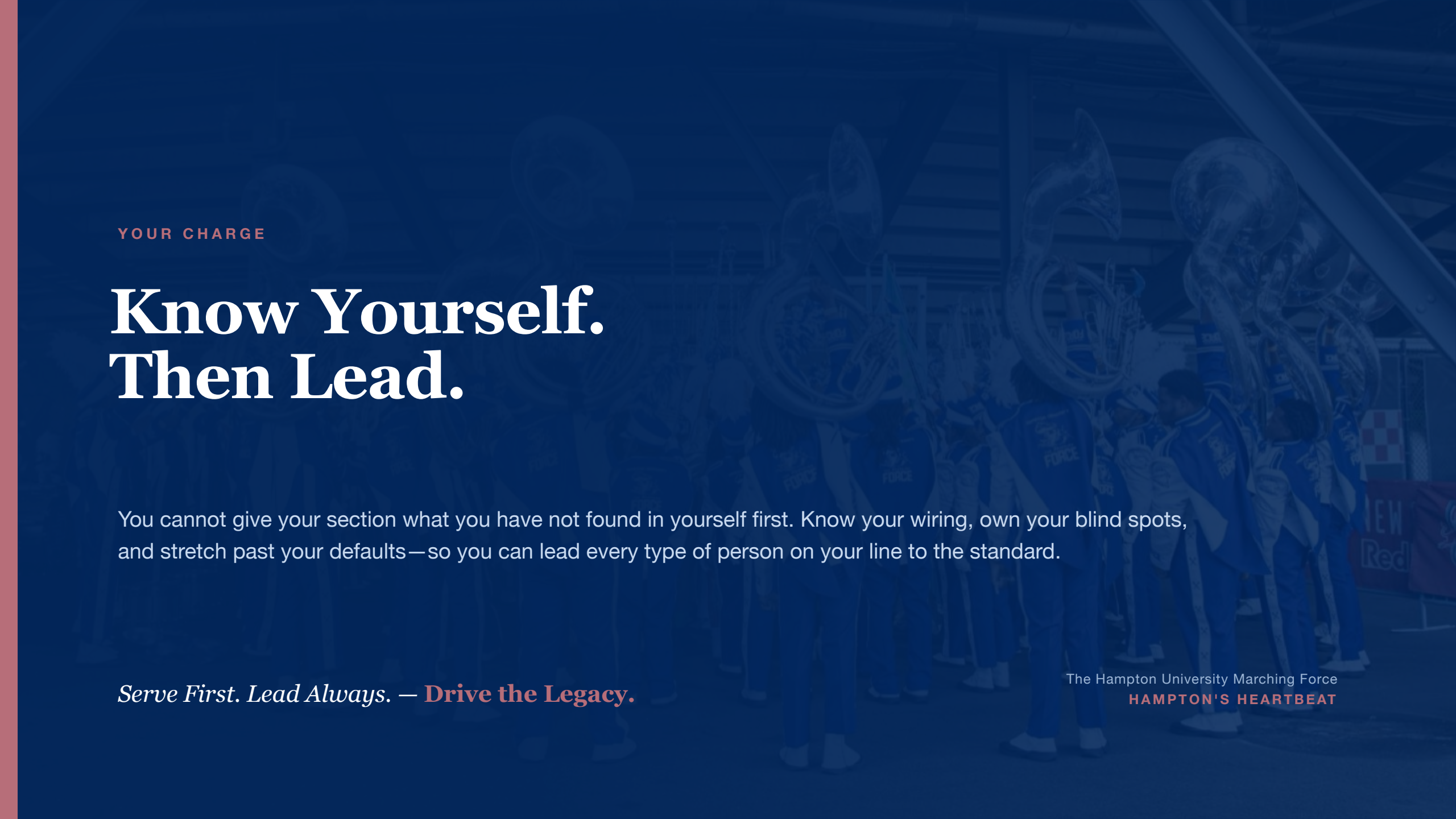
Now that you have your four letters—let's talk.

- ◆ What is your type, and **does it feel true**? Where is it off?
- ◆ Where does your type show up in **how you lead your section**—for better and for worse?
- ◆ Name one **blind spot** your type warns you about. How will you cover it?
- ◆ Who on your line is **your opposite**—and how will you adjust to lead them well?

— A WORD OF CAUTION

Your type is a mirror, not a box—and never an excuse. "That's just my personality" is not a reason to skip the standard or dodge the hard conversation. People are more than four letters, and they grow. Use what you learn here to understand yourself and your people—then lead them all to the same bar.

— A MIRROR, NOT A BOX.



YOUR CHARGE

Know Yourself. Then Lead.

You cannot give your section what you have not found in yourself first. Know your wiring, own your blind spots, and stretch past your defaults—so you can lead every type of person on your line to the standard.

Serve First. Lead Always. — **Drive the Legacy.**

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