THE MYERS-BRIGGS TYPE INDICATOR (MBTI)

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Agenda

- Pass out MBTI results
- Learning Outcomes
- Introduction to the MBTI and Individual Exercise
- Overview of the Fours Scales of MBTI and Group Exercise #1
- Group Exercise #2
- Group Discussion
- Evaluation
Learning Outcomes

At the end of this workshop, you will be able to …

- Identify and describe the characteristics of your MBTI type.
- Understand the differences between your type and other MBTI types.
- Explain the importance of having diversity of MBTI types in your workplace.
What is the MBTI?

- Myers-Briggs Type Indicator (MBTI)
- The MBTI was developed by Isabel Briggs Myers and Katherine Briggs and based on Carl Jung’s work regarding personality type preferences and research.
- Over 2 million individuals take the inventory each year around the world.
- One of the most widely used instruments in business and education.
The MBTI is a self-reported questionnaire used to determine preferences. It is not a test, nor does it measure skills or abilities.
The Benefits of the MBTI

- Increase your self-awareness and self-esteem as you learn about your strengths and blind spots.
- Gain insight into the different ways people gain energy, process information, make decisions, and organize their world.
- Build better relationships with your co-workers and improve workplace communication.
Exercise - Understanding Preferences

- Step 1: Write your name with your dominant hand.
- Step 2: Write your name with your non-dominant hand.
The Four Scales of the MBTI

- **Extroversion or Introversion:**
  Where people prefer to focus their attention and get their energy

- **Sensing or Intuition:**
  The way people prefer to take in information

- **Thinking or Feeling:**
  The way people prefer to make decisions

- **Judging and Perceiving:**
  How people orient themselves to the external world
The Four Scales of MBTI (Continued)

- Extraversion does not mean “talkative” or “loud”
- Introversion does not mean “shy” or “inhibited”
- Feeling does not mean “emotional”
- Judging does not mean “judgmental”
- Perceiving does not mean “perceptive”
Where do you prefer to focus your attention – and get your energy?

Extraversion

Introversion

Interest Orientation

E

Outer world of actions, objects, and people

I

Inner world of ideas and concepts
How do you prefer to take in information?

Sensing (S): Immediate reality and direct experience

iNtuition (N): Inferred meanings and relationships

Perception
How do you make decisions?

Thinking

Feeling

Judgment

Reliability of logical order – cause and effect

Priorities based on personal importance and values
How do you deal with the outer world?

Judging

Judging attitude – Control of events and systematic planning

Perceiving

Spontaneity – Curious, awaiting events and adapting to them
16 Different Types

<table>
<thead>
<tr>
<th>ISTJ</th>
<th>ISFJ</th>
<th>INFJ</th>
<th>INTJ</th>
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<tr>
<td>ISTP</td>
<td>ISFP</td>
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<td>ESTP</td>
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“The goal of knowing about personality type is to understand and appreciate differences between people. As all types are equal, there is no best type” (Myers Briggs Foundation, 2011).
Where do you prefer to focus your attention— and get your energy?

**Extroversion**
- Attention focused outward: people, things, and action
- Are energized by being with other people
- Act, then think
- Tend to think out loud
- Are easier to “read” and know; share personal information freely
- Communicate their enthusiasm
- Respond quickly; enjoy a fast pace

**Introversion**
- Attention focused inward: concepts, inner impressions, and feelings
- Are energized by spending time alone
- Think, then act
- Think things through inside their heads
- Are more private; prefer to share personal information with a select few
- Keep their enthusiasm to themselves
- Respond after taking the time to think things through; enjoy a slower pace
How do you prefer to take in information?

<table>
<thead>
<tr>
<th>Sensing</th>
<th>Intuition</th>
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<tbody>
<tr>
<td>Trust what is certain and concrete</td>
<td>Trust inspiration and inference</td>
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<tr>
<td>Like new ideas only if they have practical applications</td>
<td>Like new ideas and concepts from their own sake</td>
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<tr>
<td>Value realism and common sense</td>
<td>Value imagination and innovation</td>
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<tr>
<td>Like to use and hone established skills</td>
<td>Like to learn new skills; get bored easily after mastering skills</td>
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<tr>
<td>Tend to be specific and literal; give detailed descriptions</td>
<td>Tend to be general and figurative; use metaphors and analogies</td>
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<td>Present information in a step-by-step manner</td>
<td>Present information through leaps</td>
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<tr>
<td>Are oriented to the present</td>
<td>Are oriented toward the future</td>
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Group Exercise #1

- Divide yourself into two class groups based on either the Thinking or Feeling preference. Discuss the scenario with your group.

- You are an Assistant Residence Director and you are responsible for all intramural sports at a small, private university in Southern California. During a basketball game, a player told the referee, Damon, that he had made a “bad call.” Damon responded angrily and yelled profanity at the player for attacking him and not knowing the rules of the game. This is Damon’s second outburst at an intramural sporting event. What are your next steps? What things do you consider?
How do you make decisions?

**Thinking**
- Decisions based on the logic of the situation
- Uses cause and effect reasoning
- Strive for an objective standard of truth
- Described as reasonable
- Fair - want everyone treated equally

**Feeling**
- Decisions based on impact of people
- Guided by personal values
- Strive for harmony and positive interactions
- Described as compassionate
- Fair - want everyone treated as an individual
### How do you deal with the outer world?

<table>
<thead>
<tr>
<th><strong>Judging</strong></th>
<th><strong>Perceiving</strong></th>
</tr>
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<tbody>
<tr>
<td>Are happiest after decisions have been made</td>
<td>Are happiest leaving their options open</td>
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<tr>
<td>Have a “work ethic:” work first, play later (if there’s time)</td>
<td>Have a “play ethic:” enjoy now, finish the job later (if there’s time)</td>
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<tr>
<td>Set goals and work toward achieving them on time</td>
<td>Change goals as new information becomes available</td>
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<tr>
<td>Prefer knowing what they are getting into</td>
<td>Like adapting to new situations</td>
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<tr>
<td>Are product oriented (emphasis on completing the task)</td>
<td>Are process oriented (emphasis is on how the task is completed)</td>
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<tr>
<td>Derive satisfaction from finishing projects</td>
<td>Derive satisfaction from starting projects</td>
</tr>
<tr>
<td>See time as a finite resource and takes deadline seriously</td>
<td>See time as a renewable resource and see deadlines as elastic</td>
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Things to Consider about the MBTI

- The MBTI does not explain everything about a person. Many factors contribute to a person’s personality and preferences.
- People of the same type are not all alike.
- Avoid stereotyping your co-workers based on their type.
- MBTI type usually does not change during the lifetime, but individuals can grow in less preferred areas of their personality type.
Group Exercise #2

- You will create a structure with your assigned group with the straws and sewing pins given to you.
- Time limit: 20 minutes
- Your structure will be judged on three areas:
  1. Stability
  2. Height
  3. Beauty
Think of your strengths and possible areas of growth, what did you bring to the group? How did you MBTI type influence your group contribution?

How would you describe the group dynamic? Did your different MBTI types affect it?

Why is it important to have diverse group of MBTI types in a work environment? Provide examples.
Final Question

- How can you integrate what you learned today about your own MBTI type and other MBTI types into your work?
References

- Lawrence, G., & Martin, C. (2001). Building People, building programs: A practitioner’s guide for introducing the MBTI to individuals and organizations. Gainesville, FL: Center for Applications of Psychological Type.