



Myers Briggs Type Indicator

Surmises your personality preferences

How did the MBTI personality test get started?

- **During WWII the U.S. economy was booming**
- **Many workers took jobs because of high demand and out of patriotism**
- **Isabel Myers observed that some workers during WWII were either unsuited or unhappy in their profession**
- **Myers wanted to develop a way to assess personality and thus help people make better career choices**

Who is Katherine Briggs?

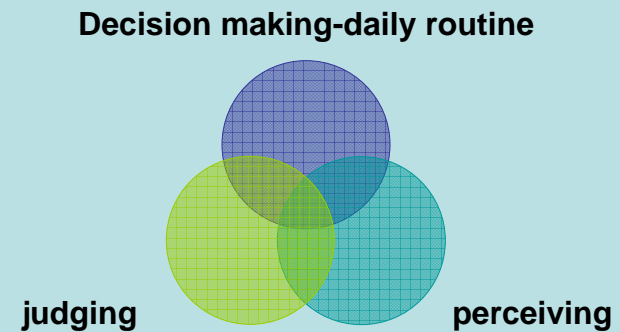
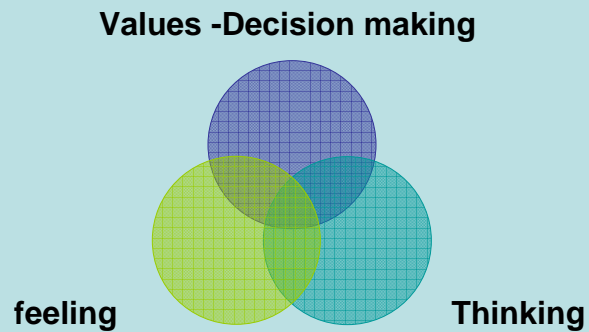
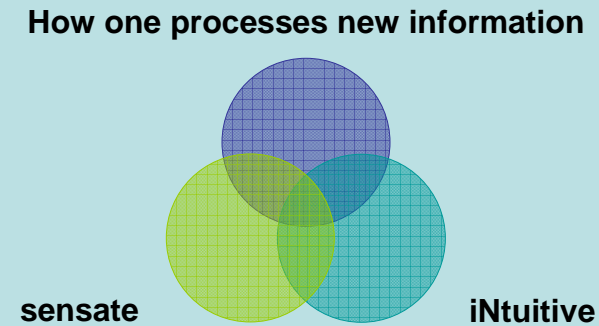
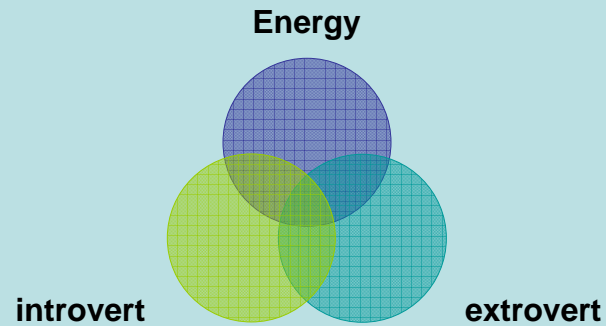
- Katherine Briggs; Isabel Myers daughter, assisted her with the development of the 'MBTI'
- Myers and Briggs used Carl Jung's theory of Personality development as a model
- Together they conducted a study and came up with the MBTI or Myers Briggs Type Indicator



MBTI theory

- There are sixteen basic personality types
- The 16 personality types are based on a combination of 4 different sets of poles, opposites or “dichotomies”
- The 4 focus areas of the MBTI are:
 - 1. how we give and receive energy
 - 2. how we take in and process new information
 - 3. how we make decisions
 - 4. how we do our daily lives

The four areas of MBTI



The first area they studied was how people direct and get their energy?

Extroverts

- 60% of the population
- Get energy from immersion into action
- Initiate interaction
- Socializing: Love groups or teams
- Exterior shows what is going on
- Learn from doing first
- Are accommodating and their thinking is done outside- verbally often

Introverts

- Get energy from withdrawing to peace
- Learn from watching first
- Wait to be approached often
- Like socializing one on one
- Are externally reserved
- Thinking is done autonomously and is inward



The second area they studied was how people learn and take in new information

Sensates

- 65% of population
- Practical reality
- Deal with the present-
live in the here & now
- Rely on experience
- Use what works
(proven methods)
- Like routine and
order
- Tend to be patient,

iNtuitives

- 35% of population
- World is socially
constructed
- Imagine what could
be
- Oriented towards
future
- Effectiveness
comes from
ingenuity

The third area is based on values- how do people make decisions?

Feeling

- Value people over ideas
- Look at wholes and similarities
- Tend to make decisions based on values and people (heart)
- Are warm and readable
- Often respond to praise and encourage
- Resist conflict

Thinking

- Are interested in ideas
- Have a sense of fairness
- Are good at putting things in logical order
- Predict logical outcomes
- Are reserved
- Are motivated by goals and achievement
- are invigorated by conflict

The fourth area is decision style and daily routine preferences

Judging

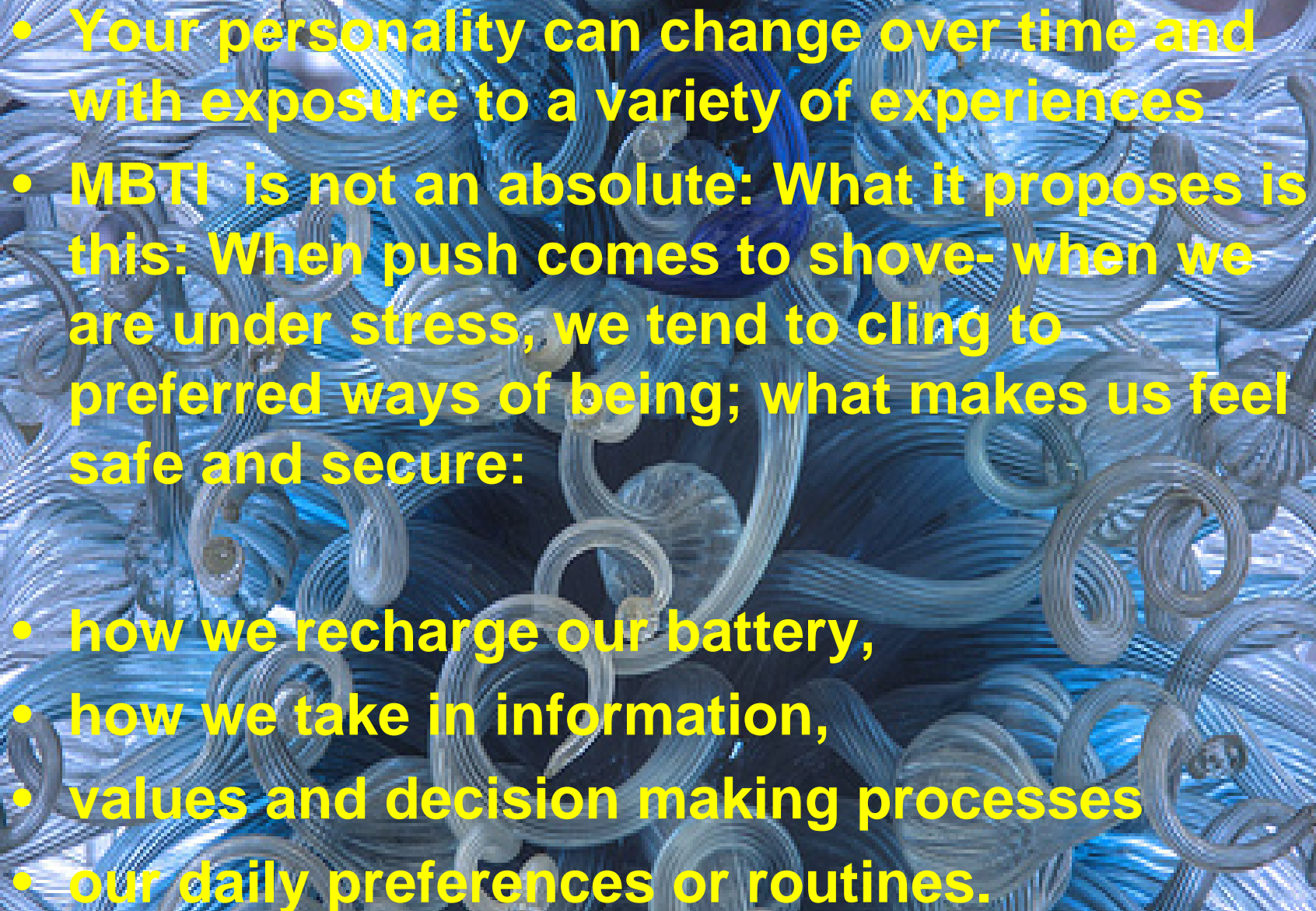
- More decisive than curious
- Like planned activities
- Have set opinions
- Like completion
- Like order
- Make decisions quickly
- List makers
- timely

Perceiving

- More curious than decisive
- Like spontaneity
- Flexible, adaptable and tolerant
- Like to keep options open
- Likes beginnings
- May have trouble making decisions quickly
- Get a lot accomplished at the last minute

What is your 'preference' in each of these areas?

- Introvert-----0-----Extrovert
- Sensate-----0-----iNtuitive
- Feeling-----0-----Thinking
- Judging-----0-----Perceiving
- The MBTI evaluates your '*preference*'; it does NOT mean that this is the sum total of you!

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- Your personality can change over time and with exposure to a variety of experiences
 - MBTI is not an absolute: What it proposes is this: When push comes to shove- when we are under stress, we tend to cling to preferred ways of being; what makes us feel safe and secure:
 - how we recharge our battery,
 - how we take in information,
 - values and decision making processes
 - our daily preferences or routines.