

MYERS-BRIGGS TYPE INDICATOR

Concepts for Understanding Type

TALKING IN TYPE

TALKING WITH EXTRAVERTS (E)

- Show energy and enthusiasm
- Respond quickly without long pauses to think
- Allow talking out loud without definite conclusions
- Communicate openly--do not censure
- Focus on the external world, the people and things

TALKING WITH SENSERS (S)

- Show evidence, i.e., facts, details and examples
- Be practical and realistic, and document successful applications
- Have a well-thought out plan with the details worked out in advance
- Show how your suggestion is a continuation of what is, not a radical change
- Be direct
- Be orderly--show the steps involved

TALKING WITH INTROVERTS (I)

- Include time for I's to get to know you and trust you
- Encourage responses with questions like "What do you think about _____?" but don't overwhelm the I with too many questions
- Allow time for I's to think before responding; don't expect immediate answers to questions (sending agendas before meetings helps)
- Have more individual or one-to-one activities than group activities
- Do not assume an I is uninterested; they may just be taking time to process information

TALKING WITH INTUITIVES (N)

- Present global schemes, the concept--give the main idea first
- Don't give lots of details unless asked to do so
- Indicate the challenges, the possibilities, and the differences your ideas will bring
- Delineate the future benefits
- Show the aspects that are nonroutine
- Be aware that work may come in bursts and spurts, not an even flow
- Let N's dream and don't burst the bubble--encourage imagination

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TALKING WITH THINKERS (T)

- Be brief and concise
- Be logical and do not ramble
- List the pros and the cons of each alternative
- Be intellectually critical and objective
- Be calm and reasonable
- Don't assume feelings are unimportant--they are just valued differently
- Present emotions and feelings as facts to be weighed in the decision

TALKING WITH JUDGERS (J)

- Present a timetable and stick with it
- Don't surprise J's; give warnings of coming changes when possible
- Allow time to prepare
- Show that you also accomplish things and can be counted upon to follow through
- Show your achievements, your results
- Take a stand, don't be wishy-washy

TALKING WITH FEELERS (F)

- Get to know the person before getting down to business
- Be personable and friendly
- Demonstrate empathy by presenting areas of agreement first
- Show why the idea is valuable to people and how it will affect people
- Be aware that F's may have difficulty being critical and giving negative feedback
- Pay close attention to the process, the way you are communicating not just what you are saying; watch body language and nonverbals

TALKING WITH PERCEPTIVES (P)

- Allow for things to flow, not to follow your time and action calendar
- Bring in new information and ideas
- Allow time for thorough discussion; complexity is desirable
- Allow for options, for changes
- Encourage autonomy
- Realize any change in direction is not necessarily impulsiveness

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