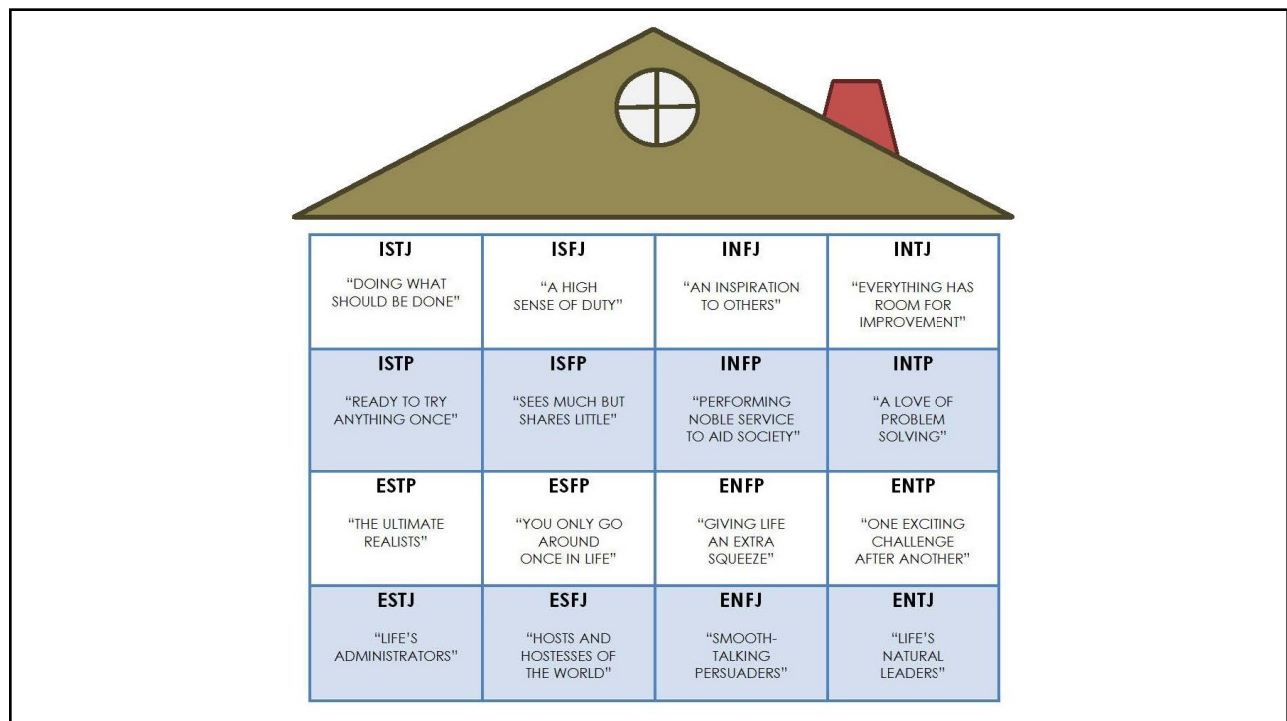




1



2

MBTI Overview



- Based on C. G. Jung's theory of Psychological Types
- Cognitive model concerned with hard-wired preferences for gathering information (Perceiving) and making decisions (Judging)
- Developed by Isabel Briggs Myers and her mother, Katharine Briggs
- Myers led development of the MBTI assessment over a 50-year period
- Extensive validity and reliability research done

3

MBTI - What it is...



- Framework and process yielding better self-management through greater self-awareness
- A self-administering and highly actionable tool
- Vocabulary allowing people and groups to speak more effectively about needs, expectations, preferences and conflict styles
- The most popular psychological assessment in the world (3 million people annually).

4

MBTI - What it is NOT...



- A measure of skill or ability
- An indicator of intelligence or mental health
- A predictor of success or performance
- A valid or ethical tool upon which to base hiring, firing, promotion or compatibility decisions

5

Preferences

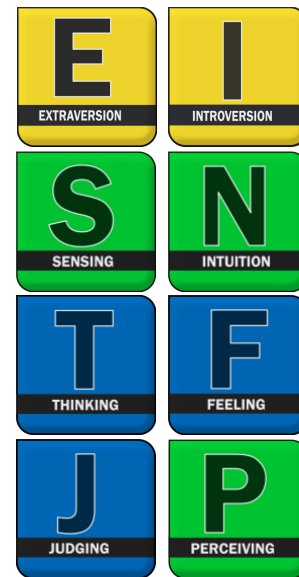


- Like handedness, type theory suggests that we have hard-wired preference for the elements of psychological type.
- Early in life, and throughout their days on earth, people manifest diverse spontaneous preferences in dealing with life. These preferences do not predetermine people's actions, but they profoundly affect the way in which we freely develop, especially in interactions with other people in the human environment.

6

Four pairs/dichotomies:

- ✓ **Where do we draw our energy from?**
- ✓ **How do we take in information?**
- ✓ **How do we make decisions?**
- ✓ **How do we relate to the world?**



7



8



**Describe what you
have been given.**

9



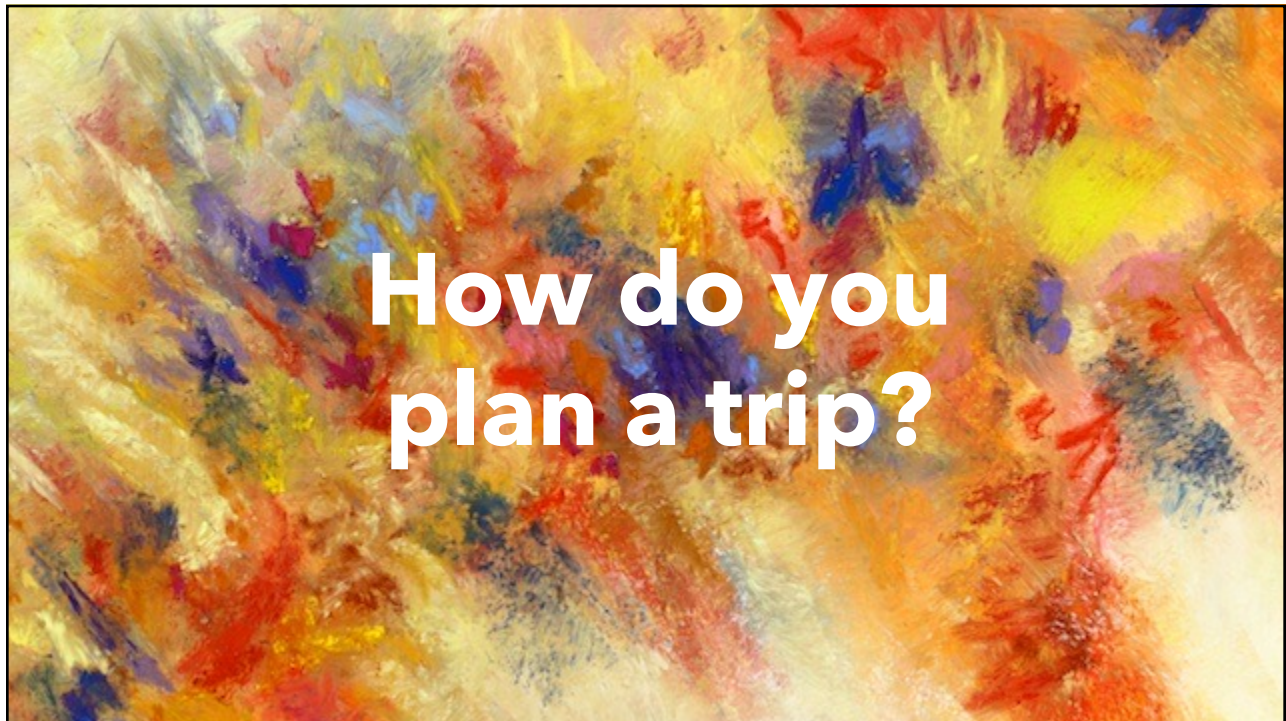
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13



14



- ❖ **Present/Past Focus**
- ❖ **Here-and-now**
- ❖ **Specifics**
- ❖ **Details**
- ❖ **Literal**
- ❖ **Actual**
- ❖ **Sequential**
- ❖ **5 Senses**

15



- ❖ **Attentive and drawn to sensate, immediate experience**
- ❖ **Tend to be history-aware, data-rich and informed**
- ❖ **Curious about what has happened and what is going on now**
- ❖ **Brings realism and detail to problem-solving**
- ❖ **People preferring Sensing tend to be literal and specific when they speak**

16



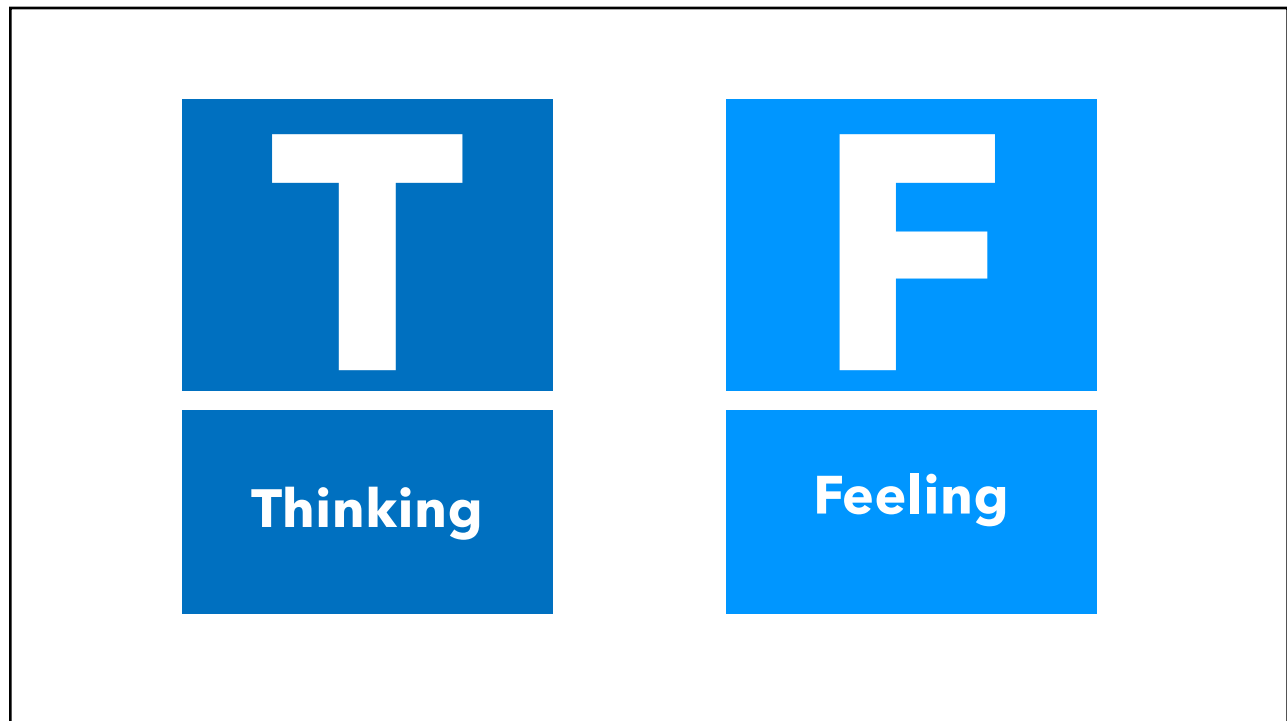
- ❖ **Future Focus**
- ❖ **Possibilities**
- ❖ **Generalities**
- ❖ **Patterns**
- ❖ **Figurative**
- ❖ **Theoretical**
- ❖ **Random**
- ❖ **6th Sense**

17

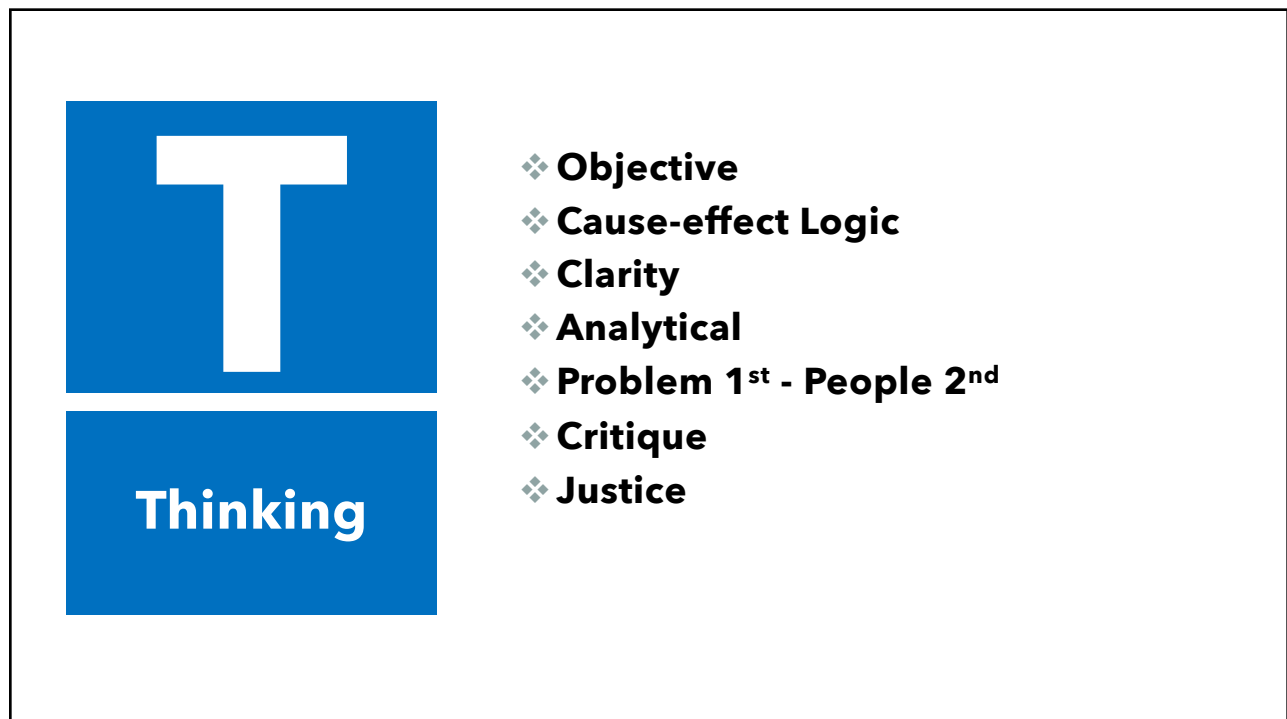


- ❖ **Vision—unencumbered by current constraints or past failures**
- ❖ **A natural generation of concepts, trends and patterns**
- ❖ **Curious about the future and possibilities**
- ❖ **Brings imagination and new ideas to problem-solving**
- ❖ **People preferring *iNtuition* tend to be general, figurative and big picture when they speak**

18



19



20



- ❖ **Solves problems, readily analyzing issues for solutions**
- ❖ **A force of logic and objectivity**
- ❖ **Effective conflict management - harnessing its power and learning from it**
- ❖ **Clear and organized decisions—whether expressed or not**
- ❖ **Driven to be right and answer the question: Is it true or false?**

21



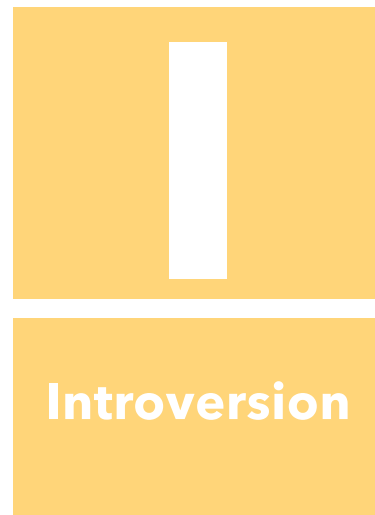
- ❖ **Subjective**
- ❖ **Person-centered Values**
- ❖ **Harmony**
- ❖ **Circumstantial**
- ❖ **People 1st - Problem 2nd**
- ❖ **Appreciate**
- ❖ **Mercy**

22



- ❖ **Personally connects to issues and people - meaning comes from relationships and actions**
- ❖ **A force of personalization & empathy**
- ❖ **Sensitive conflict resolution, disliking conflict and either avoiding it or diligently, even aggressively, working toward its resolution**
- ❖ **Driven to be harmonious with important values and answer the question: Is it good or bad?**

23



24



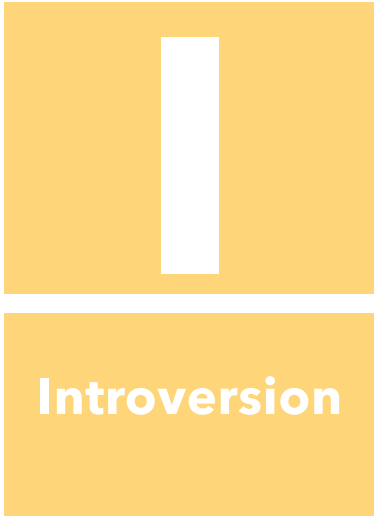
- ❖ **Externally Directed - toward people, places and things**
- ❖ **Action**
- ❖ **Gregarious**
- ❖ **Expressive**
- ❖ **Publicly Disclosing**
- ❖ **Speak-to-think**
- ❖ **Breadth**

25



- ❖ **External focus—attention on the outside world**
- ❖ **Developmental energy spent on groups, teams and communities**
- ❖ **Voice and expression—seen often as an energizing force**
- ❖ **The tendency to say it—to disclose the thought, feeling or idea**

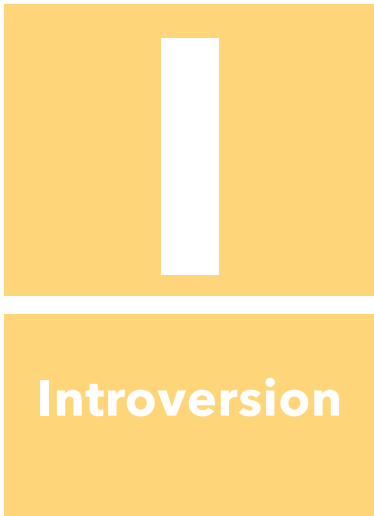
26



Introversion

- ❖ **Internally Directed - toward ideas, thoughts and concepts**
- ❖ **Reflection**
- ❖ **Reserved**
- ❖ **Contained**
- ❖ **Publicly Guarded**
- ❖ **Think-to-speak**
- ❖ **Depth**

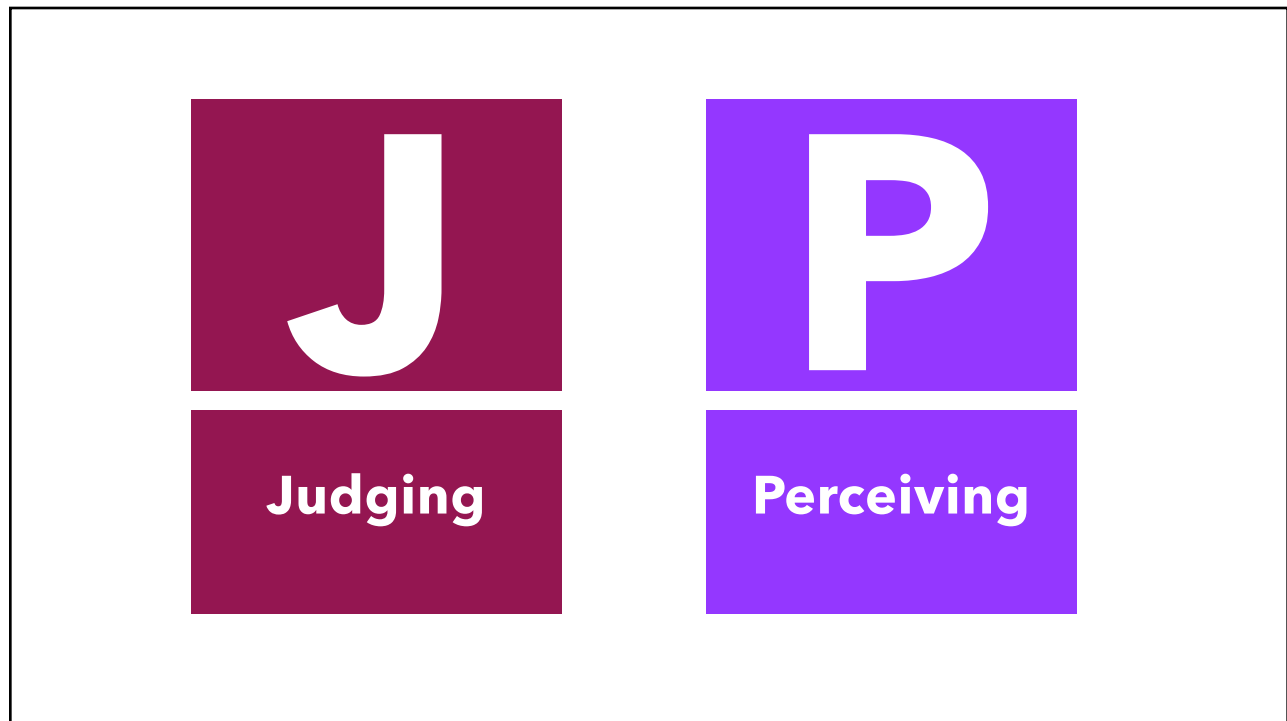
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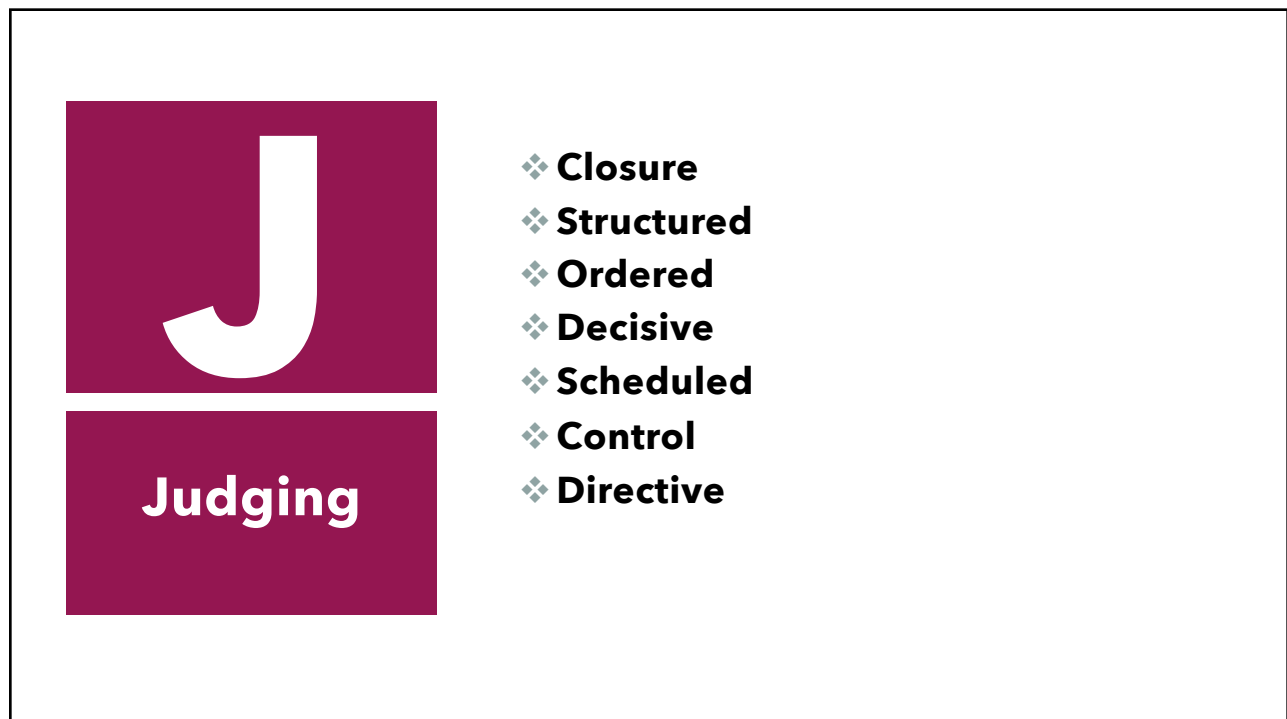
Introversion

- ❖ **Internal focus—attention on self and internal world of principles and values**
- ❖ **Developmental energy spent on internal understanding and agreement with external events and conditions**
- ❖ **Thoughtful containment—seen often as measured and cautious contributor and a good listener**
- ❖ **The tendency to hold it back—to internalize and filter the thought, feeling or idea**

28



29



30



- ❖ **An external force of control and order**
- ❖ **Brings decision, closure and structure to groups and organizational life**
- ❖ **Clear opinions and conclusions—certain and decisive speech and directives**
- ❖ **A natural tendency to project-manage most tasks and endeavors—striving to control the outcome**

31



- ❖ **Options**
- ❖ **Open-ended**
- ❖ **Go-with-the-flow**
- ❖ **Tentative**
- ❖ **Flexible**
- ❖ **Adapt**
- ❖ **Non-directive/
Facilitative**

32



- ❖ **An external force of flexibility and adaptation**
- ❖ **Brings spontaneity and changeability to groups and organizational life**
- ❖ **Good questions and an openness to their answers—a perpetual sense of curiosity**
- ❖ **A natural tendency to flex around constraints and schedules—to fold new data into established expectations**

33



Remember that we are a mix of our dichotomies... INTJ, ESTP, ENFJ, ISFP, etc... combining the attributes of each element (functions and attitudes).

34



In certain ways, I am like all other INTJs. In certain ways, I am like some other INTJs. In certain ways, I am like no other INTJs.

35



According to Type Theory, our preferences do not change, but over the course of time, we can and should learn how to use the opposite preference.

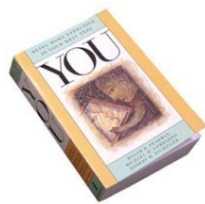
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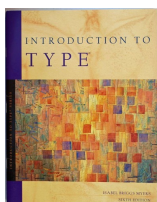
Questions?

37

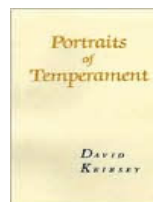
Resources:



You: Being More Effective in Your MBTI Type
 Michael Lombardo, Robert Elchinger, and Roger Pearman
 January 1, 2005



Introduction to Type
 Isabel Briggs Myers
 January 1, 1998



Portraits of Temperament
 David Keirsey
 August 8, 2004

38

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"Our deepest calling is to grow into
our own authentic selfhood.
As we do so, we will find our path
of authentic service in the world."
- Parker J. Palmer