

Introduction to Myers-Briggs Type Indicator (MBTI)

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FIND *your* FUTURE

- By the End of the Session You Will Have...
- A better understanding of your own personality
- A better appreciation of those who differ from you
- Insights into how to use this knowledge to:
 - enhance your team-working skills
 - enhance your leadership skills
 - support your own professional development

Applications of MBTI

Developing yourself

- Problem-solving
- Understanding stress reactions
- Career development

Working with others

- Working relationships
- Communication style
- Resolving conflict

Working in teams and organisations

- Leadership style
- Managing change
- Valuing diversity
- Considering team and organisational culture

What is MBTI?

- Based on theories of Carl Jung (1875-1961)
- Developed by Katherine Briggs (1875-1968) and Isabel Myres (1897-1980)
- 4000+ research papers on MBTI
- Today 3.5million 'do' MBTI annually
 - multinational companies
 - management consultancies
 - public sector organisations
 - business schools
 - counsellors
- No right or wrong type



What Does MBTI Measure?

MBTI considers STYLE not ability or achievement

4 dimensions

- Where you get your energy from
 - Extraversion ↔ Introversion
- How you take in information
 - Sensing ↔ iNtuition
- How you make decisions
 - Thinking ↔ Feeling
- How you organise yourself / your world
 - Judging ↔ Perceiving

■ MBTI - What are Preferences?



Preferred Hand

- Feels natural
- Didn't think about it
- Effortless, flows, easy
- Looks neat, legible, adult

Non-preferred Hand

- Feels unnatural
- Had to concentrate
- Took more energy
- Awkward and clumsy
- Looks childlike
- May get easier with practice

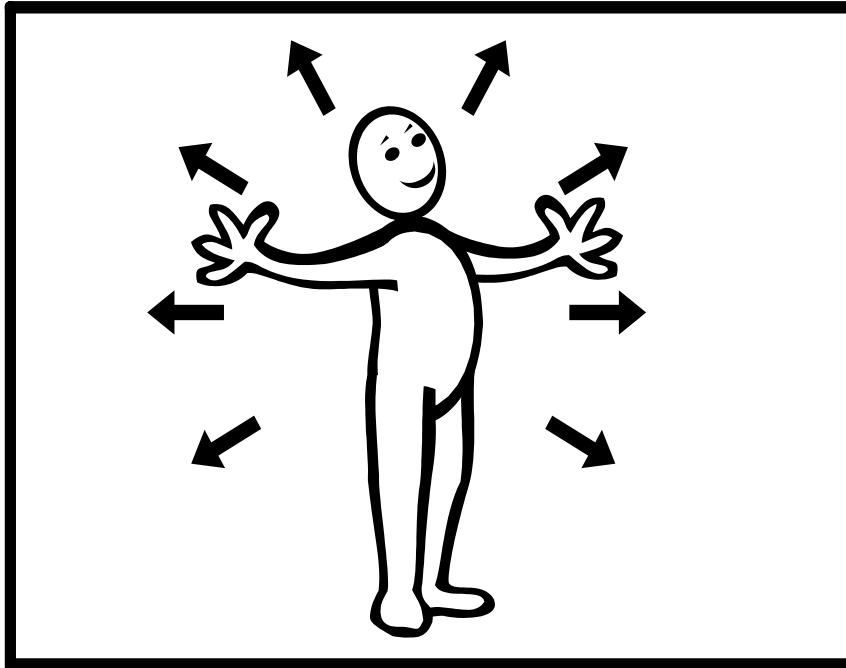
FIND *your* FUTURE

► Where You Get Your Energy From

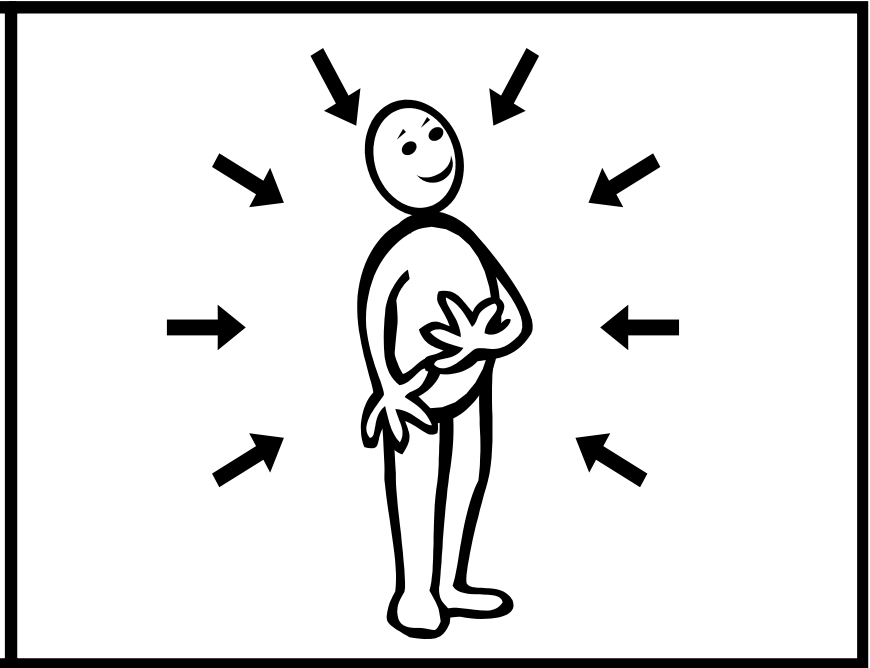
Extraversion

Introversion

FIND *your* FUTURE

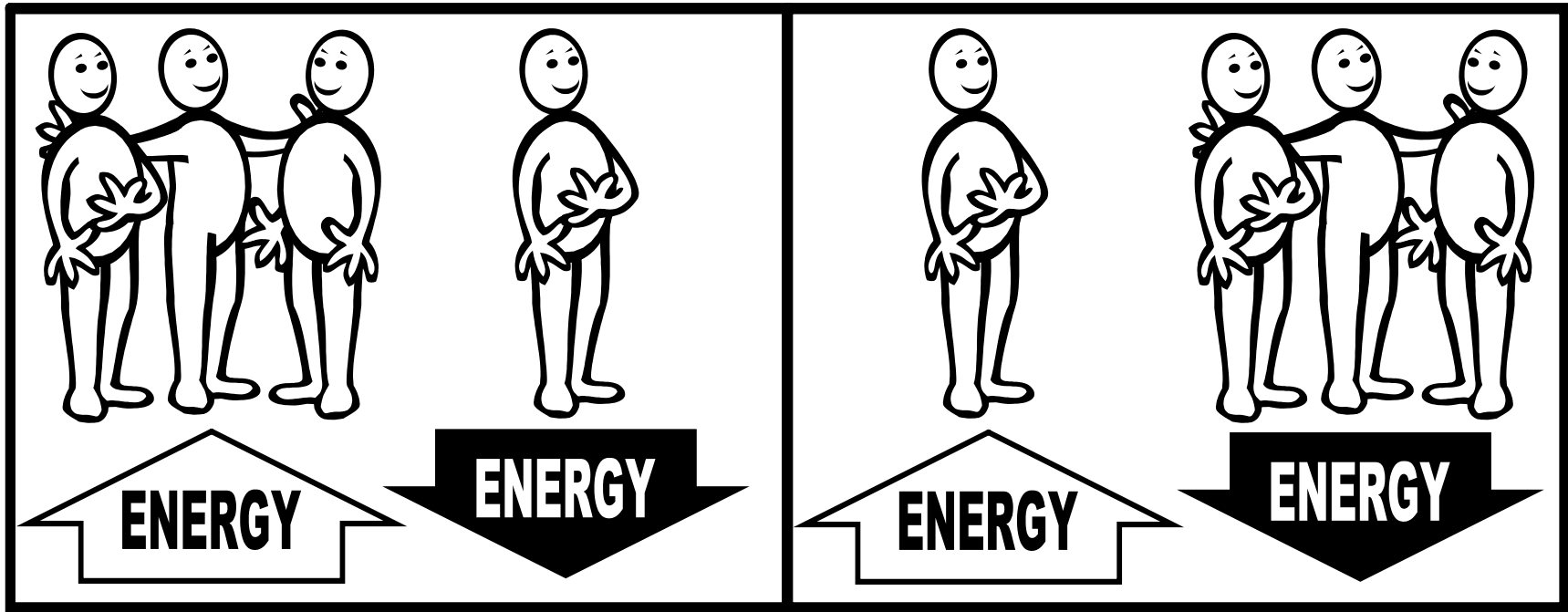


Drawn towards the
outer world
EXTRAVERSION



Drawn towards the
inner world
INTROVERSION

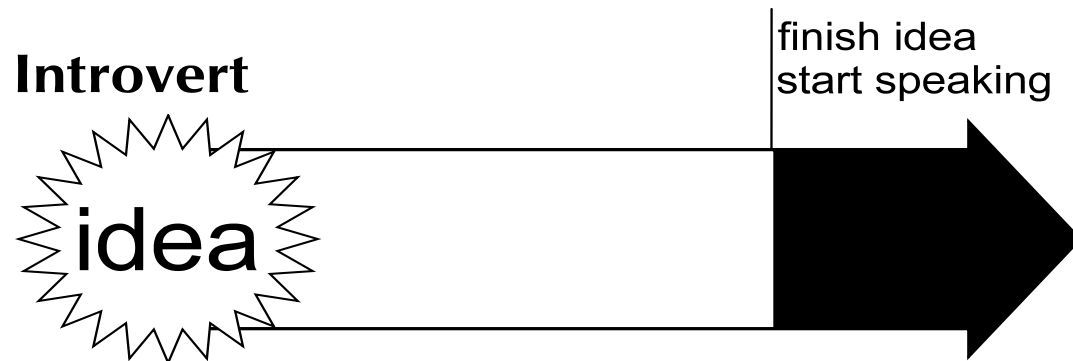
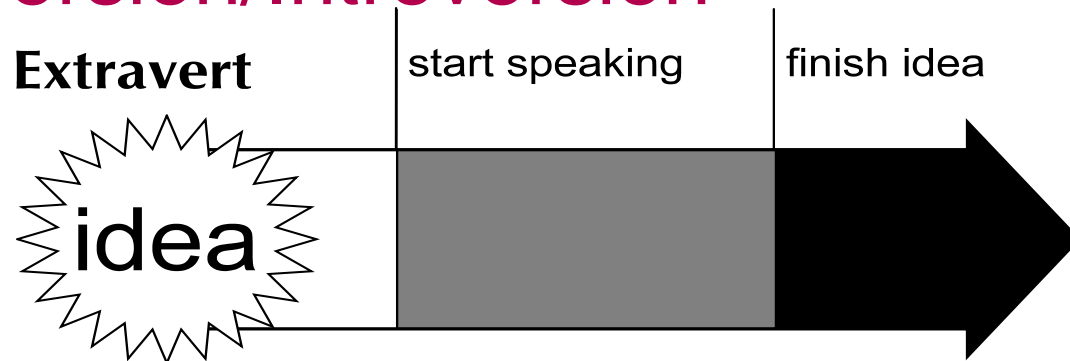
FIND *your* FUTURE



Gains energy during
time with people
Expend energy during
time alone
EXTRAVERSION

Gains energy during
time alone
Expend energy during
time with people
INTROVERSION

Extraversion/Introversion



Extraversion

- ▶ Prefer to communicate by talking ('talk things through')
- ▶ Learn best by doing or discussing
- ▶ Have broad range of interests
- ▶ Tend to speak /act first, reflect later
- ▶ Sociable & expressive
- ▶ 'Energy & Enthusiasm'

Introversion

- ▶ Prefer to communicate in writing ('think things through')
- ▶ Learn best by reflection or mental 'practice'
- ▶ Have a depth of interests
- ▶ Tend to reflect before acting or speaking
- ▶ Private & contained
- ▶ 'Reflection, identify issues and clarity'

Talking to Type

Extraverts...

- ▶ Allow time for talking out loud without conclusions
- ▶ Show energy and enthusiasm
- ▶ Give some sort of response
- ▶ Don't assume that they mean all they say

Introverts...

- ▶ Give information beforehand and allow time to think
- ▶ Give time to get to know you
- ▶ Encourage response with questions (gently!)
- ▶ Don't assume that they are not interested: they may be reflecting

FIND *your* FUTURE

▶ How You Take in Information

Sensing

iNtuition

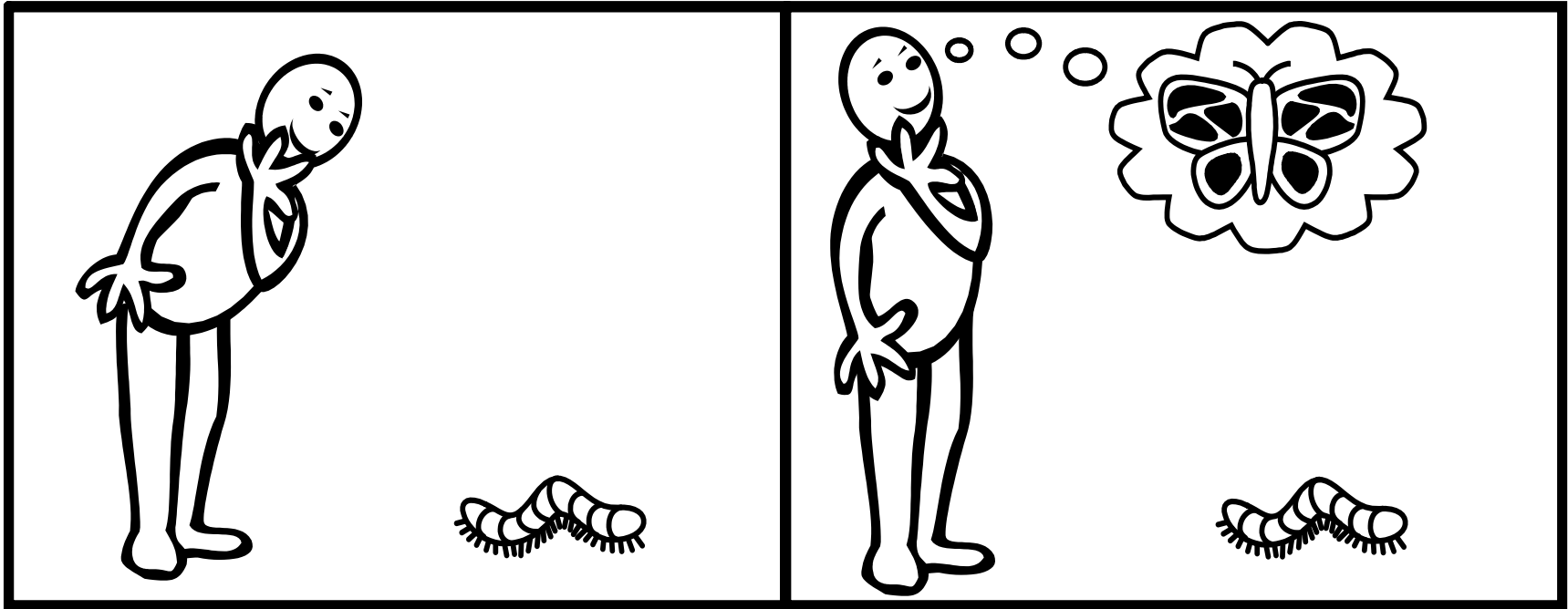
■ Taking in Information - Auditory

Close your eyes and listen – what do you hear?

https://www.youtube.com/watch?v=FVhwgvj_SfA

 Reading a Novel!

Nojovik

FIND *your* FUTURE

Tends to focus on
practical facts, details and
concrete past experience

SENSING

Tends to focus on
relationships, patterns and
future possibilities

INTUITION

► Sensing and Intuition



Sensing

Intuitive



Sensing







- Focus on what is real & actual (the facts of the picture)
- Observe & remember detail
- Oriented to present realities
- Want information step-by-step
- Trust experience
- Ensures data is accurate, may overlook patterns

iNtuition






- Oriented to future possibilities – will look at ‘big picture’
- Imaginative & verbally creative
- Will readily anticipate the future
- Trust inspiration/hunches
- Focus on patterns and meanings in data
- Ensures patterns are understood, may overlook accuracy of detail

Talking to Type

Sensing...

-  Give facts, details, instructions and examples
-  Be accurate, practical and realistic
-  Be orderly – show the steps
-  Emphasise continuation rather than radical change
-  Explain your assumptions
-  Ensure things work in practice

iNtuition...

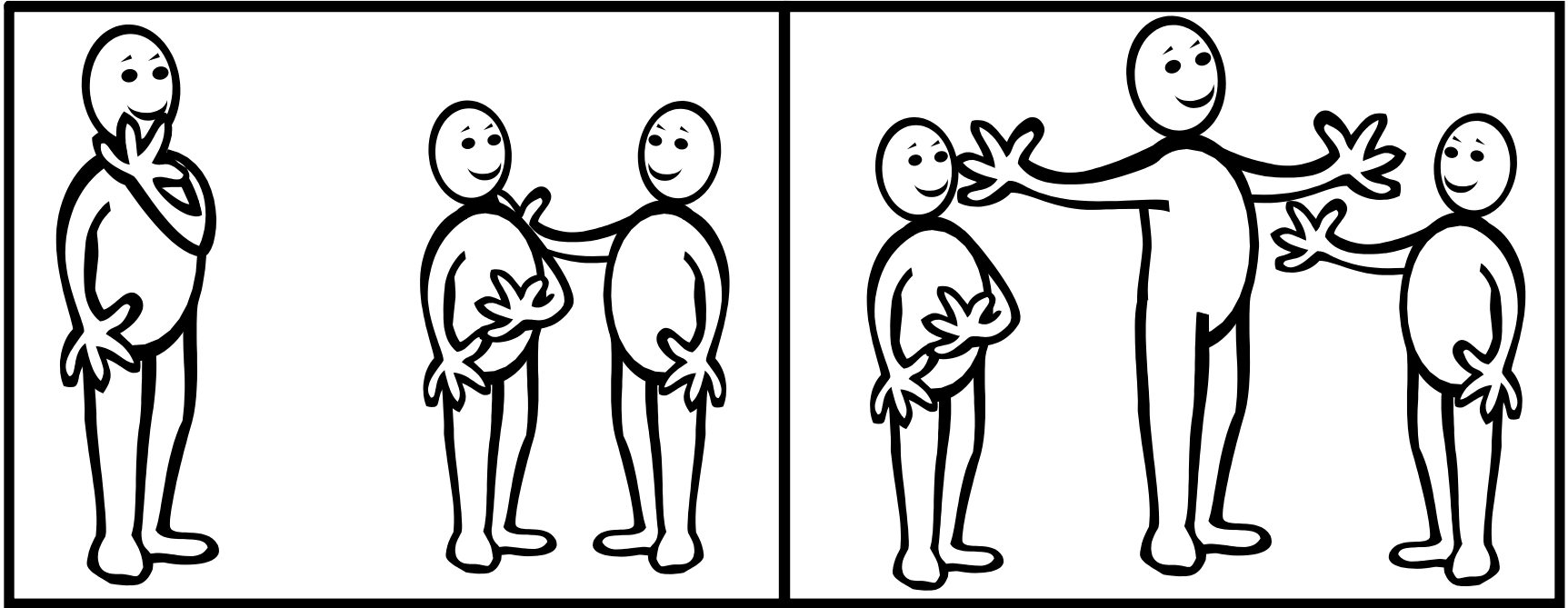
-  Give the overall picture first
-  Emphasise future benefits and possibilities
-  Don't give too much detail, adopt an imaginative approach
-  Allow space for speculation to seek out new ideas
-  Ensure things work in theory

FIND *your* FUTURE

▶ How You Make Decisions

Thinking

Feeling

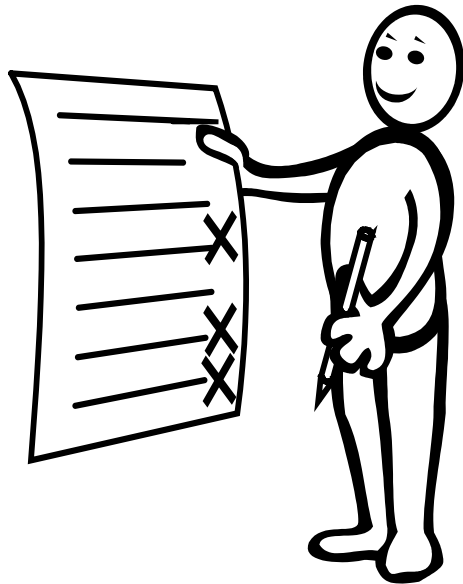
FIND *your* FUTURE

Tends to see situations
from the outside. Wants to help
by fixing the problem

THINKING

Tends to see situations
from within. Wants to help by
being empathetic / supportive

FEELING



Tends to help by
picking out flaws
for improvement first
THINKING



Tends to help by
appreciating the
positive first
FEELING

FIND *your* FUTURE

Thinking

- Task oriented
- Solve problems with logical reasoning
- Make decisions on impersonal criteria
- Strive for mutual respect
- Fair – want to treat everyone equally
- Good at providing critique

Feeling

- People oriented
- Empathic
- Assess impact of decisions on people
- Strive for harmony and positive interactions
- Compassionate and accepting
- Fair – want everyone treated as an individual
- Good at providing positive feedback

► Your Task – Thinking & Feeling





- You are the manager of a bakery in a supermarket. One of your team, Tina, has been caught stealing cakes. There have been rumours over the past 6 months that she has been stealing on a regular basis but this is the first time she has been caught. The store has a very clear policy on theft – thieves are dismissed.
- Tina has worked for the shop for 9 months. Her work to date has been OK.
She is 34 years old and the single parent to a son who is 8 years old.






► **What do you do and why?**

Talking to Type

Feeling...

-  Try to establish a rapport before getting down to business
-  Present areas of agreement first
-  Consider how it will affect the people involved
-  Encourage them to voice their criticisms

Thinking...

-  Try to establish respect and credibility first
-  Present pros and cons, actions and consequences
-  Be ready to point out the weaknesses of your own arguments and theirs

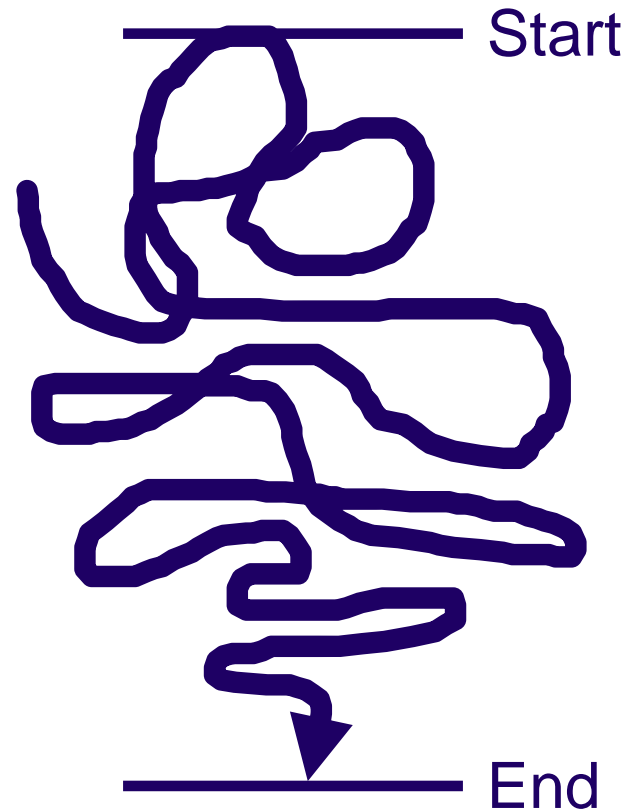
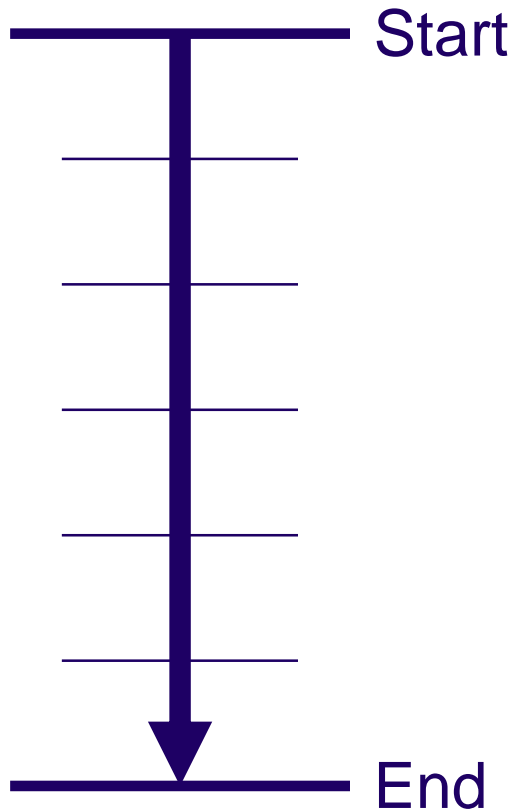
FIND *your* FUTURE

▶ How You Organise Yourself / Your World

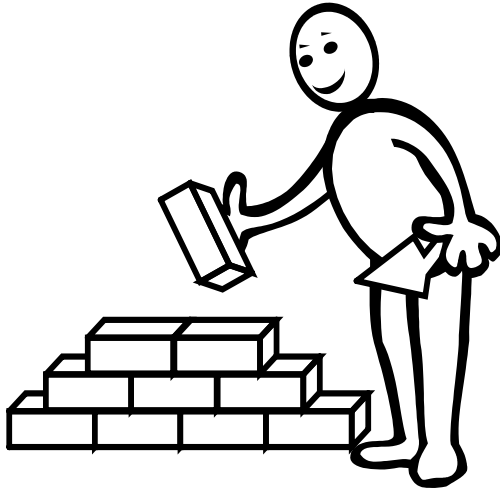
Judging

Perceiving

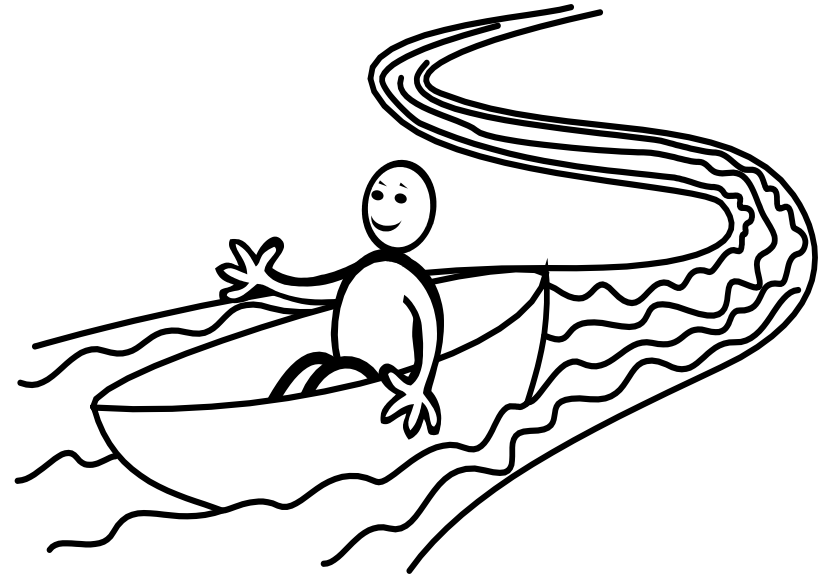
Judging/Perceiving



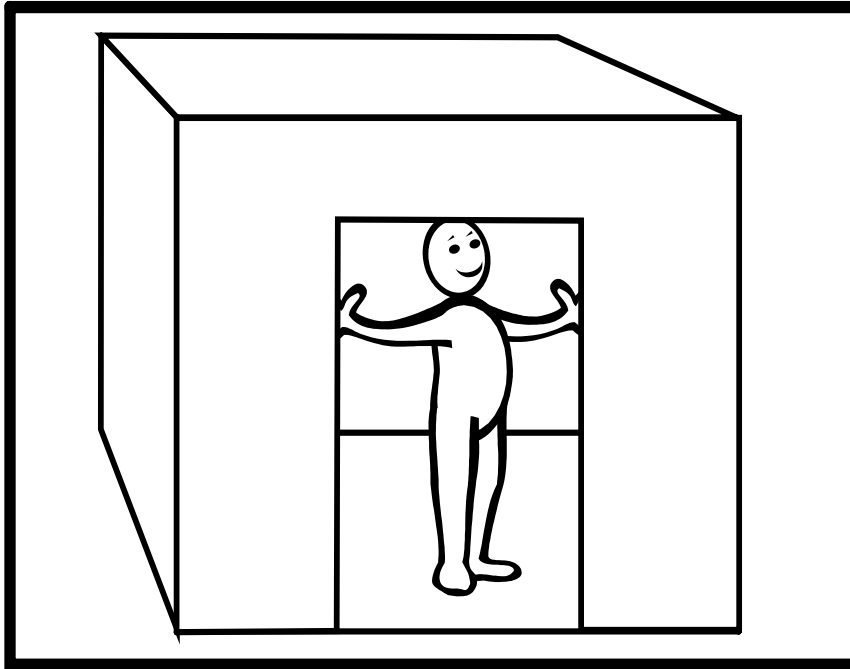
FIND *your* FUTURE



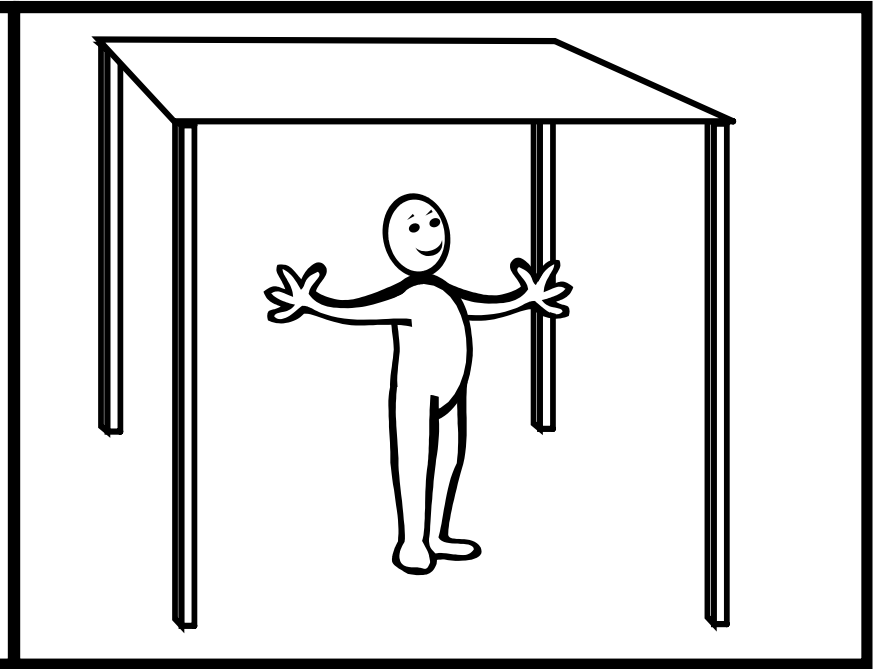
Prefers order
and structure
JUDGING



Prefers going with
the flow
PERCEIVING



Feels more comfortable
establishing closure
JUDGING



Feels more comfortable
maintaining openness
PERCEIVING

Judging

- Scheduled / structured / organised / methodical
- Like to plan
- Like 'to do' lists
- Like completion – decisions made
- See 'play' as a reward for completing work
- Try to avoid last minute stresses

Perceiving

- Spontaneous / flexible / adaptable / casual
- Open-ended
- Like things loose and open to change
- See work and play as interchangeable
- Feel energised by last-minute pressures

▶ Talking to Type

Judging...

- ▶ Present your structure and stick to it
- ▶ Don't spring surprises
- ▶ Focus on concrete achievements and results
- ▶ Be decisive, not 'wishy-washy'
- ▶ Allow 'ring-fenced' opportunity for opinion forming

Perceiving...

- ▶ Introduce new information and ideas
- ▶ Allow time for exploration
- ▶ Be prepared for things to flow and change
- ▶ Give a range of options
- ▶ Don't nag them

The Preferences

Extraversion

Sensing

Thinking

Judging

Introversion

iNtuition

Feeling

Perceiving

Your 'Type'

 Self-assessed Type

 Reported Type

 Best Fit Type

Why Don't They Match?

Your “self assessed” type and your “reported type” may not match for a number of reasons:

- ▶ The indicator is not infallible
- ▶ Answers can be influenced by
 - ▶ your upbringing
 - ▶ pressure from society
 - ▶ expected work behaviour
 - ▶ how you would like to be

You are the best judge!

US Research has Found...

75% of the population are Extraverted

75% of the population are Sensing

66% men are Thinking

66% women are Feeling

J/P are equally split amongst the population

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