

Understanding MBTI Personality Types

Discovering the unique value of yourself and others

- Principle One: Validation** *You are valuable and irreplaceable just as you are - and so is everybody else!*
- Principle Two: Flexibility** *You can grow beyond your natural comfort zone to meet the specific needs of other people and other situations.*
- Principle Three: Harmony** *Life can be even more rich and satisfying when you're surrounded by people who are different than you!*

Develop Realistic Expectations:

- 1) *Every type* has unique strengths and weaknesses.
- 2) *Every relationship* has its unique joys and challenges - whether the types paired are very different, very similar, or somewhere in between.

Identifying the unique strengths of yourself and others can help you overcome:

- 1) **Perfectionism** *Because neither you nor anybody else comes fully equipped with all the tools and insights – we're all learning, a little at a time.)*
- 2) **"Psychological Bigotry"** *(Thinking somebody's only worthwhile if they're like you!)*
- 3) **Contention** *(You won't tend to argue about "who's right" if you recognize that everyone is equally right and equally valuable; that each perspective is a crucial part of the whole.)*
- 4) **Putting Yourself Down** *(Thinking others are better than you is no healthier than thinking you're better than others! Learn to prize the unique gifts that you, as well as others, have to contribute.)*

Recommended References:

- Kiersey and Bates, [Please Understand Me](#) (best overall introductory book, with a personality test and profiles for each type.)
- Tieger and Barron-Tieger, [Do What You Are](#); [Just Your Type](#); [Nurture by Nature](#) (applying MBTI type theory to practical applications in: 1) career/education choices; 2) marital and other relationships; and 3) parenting, respectively.)

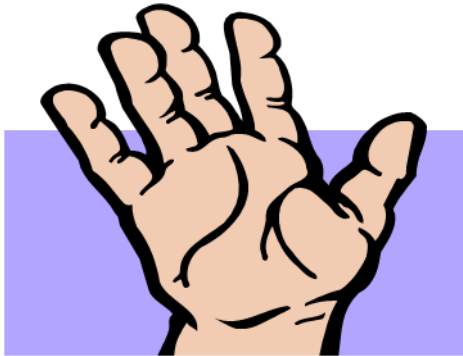
Created by Carrie M. Wrigley, LCSW. For more information, visit <http://morninglightcounseling.org/>



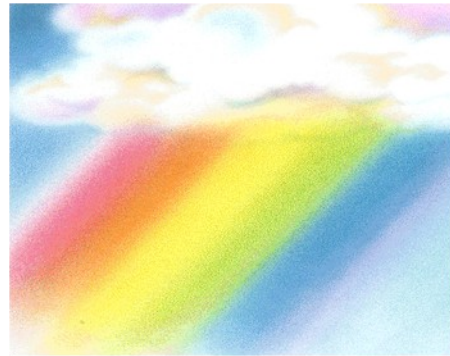
E—Extrovert



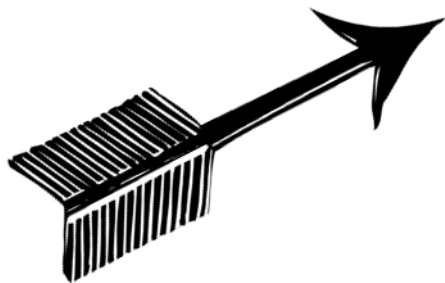
I—Introvert



S—Sensor



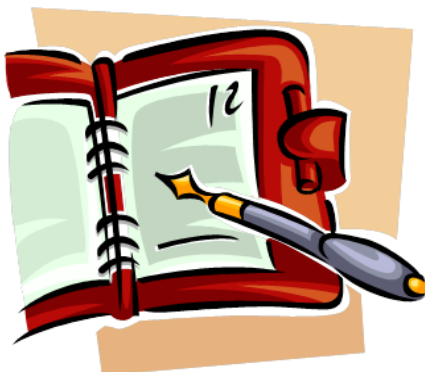
N—Intuitive



T—Thinker



F—Feeler



J—Judger



P—Perceiver

STRENGTHS OF PERSONALITY PREFERENCES:

<p><u>EXTROVERTS:</u> (E) (55% pop.)</p> <p>Breadth of ideas and relationships Variety/outreach; broad awareness Many friends with brief contact Talking; think out loud/dive right in Energized by interaction with people Outer world Initiate contact Easy to approach; sociable Enjoy crowds, bustling activity</p>	<p><u>INTROVERTS:</u> (I) (45% pop.)</p> <p>Depth of ideas and relationships Precision/focus; specific awareness Fewer friends with longer contact Listening; process internally before diving in Energized by quiet time alone, or with 1 or 2 Inner world Wait their turn More reserved and serious Enjoy solitude/closeness with a few they trust</p>
<p><u>SENSORS:</u> (S) (65% pop.)</p> <p>Aware of details, logistics ("The trees") Access the world through the 5 senses Awareness of people and things Practical and concrete; tune in to facts Realism - see actualities Like hands-on, usable information Utilize and care for what is here Common sense and experience Like doing things the usual way</p>	<p><u>INTUITIVES:</u> (N) (35% pop.)</p> <p>See the big picture ("The forest") World experienced through inner eye/6th sense Awareness of ideas and concepts Visionary and abstract; appreciate theories Idealism - see possibilities Enjoy symbolism, metaphors, figurative speech Envision and invent what is not here Fantasy and imagination Like doing things in new or unique ways</p>
<p><u>THINKERS:</u> (T) (50% pop; 65% men)</p> <p>Direct with others; "to the point" Firm; not afraid of conflict Cool headed; enjoy competition/debate Make decisions by logic, reason Thick skin; honesty/frankness Strength of will Focus on laws, principles, standards Justice and fairness Devise consequences</p>	<p><u>FEELERS:</u> (F) (50% pop.; 65% women)</p> <p>Considerate of others; personal and warm Gentle; avoid conflict Warm hearted; encourage cooperation/harmony Make decisions by feelings, effect on people Sensitivity; diplomacy/tact Strength of compassion Aware of circumstances, considerations Mercy and tenderness Exercise compassion</p>
<p><u>JUDGERS:</u> (J) (60% pop.)</p> <p>Making decisions Careful planning Scheduling; very aware of time Orderliness and structure Organization Determining "one right way" Getting the job done Directing life Coming to closure</p>	<p><u>PERCEIVERS:</u> (P) (40% pop.)</p> <p>Exploring options Spontaneity Adaptability; responsive to emerging needs Tolerance; ability to be comfortable in chaos Flexibility Seeing the value of various alternatives Enjoying the process Letting life happen Remaining open</p>

The 4 Temperaments (David Kiersey / Paul and Barbara Tieger)

<p><u>SP - ARTISANS</u> (<i>"Experiencers"</i>)</p> <p><u>Sensor + Perceiver</u> (ESTP, ISTP, ESFP, ISFP)</p> <p>38% population Motivation: Action, pleasure <i>"Spirited, charming, adventurous"</i> <i>"Keep things fun"</i></p> <p><u>Typical professions:</u> Entertainers, comedians Race car drivers, athletes Mechanics, construction workers Police officers, soldiers, firemen</p> <p><u>Strengths:</u> Fun; enjoyment; using tools; craftsmanship; physicality; spontaneity <u>Weaknesses:</u> Seriousness; studiousness; (often labeled ADHD); following directions</p>	<p><u>NF - IDEALISTS</u> (<i>"Idealists"</i>)</p> <p><u>Intuitive + Feeler</u> (INFJ, ENFJ, INFP, ENFP)</p> <p>12% population Motivation: Becoming (self and others) <i>"Help people become the best they can be"</i> <i>"Create ideas that make a better society"</i></p> <p><u>Typical professions:</u> Psychologists, therapists, counselors Writers, editors, journalists, professors Crusaders, theologians, religious teachers Artists, composers, actors</p> <p><u>Strengths:</u> Broad vision; imagination; awareness of possibilities; sense of mission <u>Weaknesses:</u> Realism; dealing with details; tolerating repetition</p>
<p><u>SJ - GUARDIANS</u> (<i>"Traditionalists"</i>)</p> <p><u>Sensor + Judger</u> (ESTJ, ISTJ, ESFJ, ISFJ)</p> <p>38% population Motivation: Duty <i>"Backbone of society"</i> <i>"Keep things running"</i></p> <p><u>Typical professions:</u> Administrators, managers, bureaucrats Bankers, business people, accountants Teachers, secretaries, librarians Homemakers, nurses, caregivers</p> <p><u>Strengths:</u> Stabilization; passing on values/ traditions; task fulfillment; dealing w/ structure; financial/time accountability <u>Weaknesses:</u> Adaptability, dealing with new ideas or differences in others</p>	<p><u>NT - RATIONALS</u> (<i>"Conceptualizers"</i>)</p> <p><u>Intuitive + Thinker</u> (INTP, ENTP, INTJ, ENTJ)</p> <p>12% population Motivation: Competence, power <i>"Logical, inventive, innovative"</i> <i>"Create new technologies and systems"</i></p> <p><u>Typical professions:</u> Scientists, researchers, inventors Computer gurus, university professors Executives, military commanders Architects, engineers, systems developers</p> <p><u>Strengths:</u> Independence, logical thinking, inventiveness, intensive study, careful objective analysis <u>Weaknesses:</u> Tolerance, emotional sensitivity, ability to have fun</p>

THE SIXTEEN TYPES

ARTISANS (SP, Dionysian, Sanguine)
(38%, "Pleasure") **"Experiencers"**

IDEALISTS (NF, Apollonian, Choleric)
(12%, "Becoming") **"Idealists"**

ESTP (6-8%) Promoter Adventurer <i>"Look Mom! No Hands!" / "Let's Get Busy!"</i>	ISTP (4-7%) Crafter Realist <i>"Making Sense of Things / Doing the Best I Can W/What I've Got"</i>	INFP (2-3%) Counselor Mystic <i>"My Secret Garden" / "Catalysts for Positive Change"</i>	ENFP (3-5%) Teacher Sage <i>"A Thousand Watts of Enthusiasm" / "Public Relations Specialists"</i>
ESFP (8-10%) Performer Joker <i>"Social Butterflies" / "Don't Worry - Be Happy!"</i>	ISFP (5-7%) Composer Aesthete <i>"Gentle Free Spirits" "It's the Thought That Counts"</i>	INFP (3-4%) Healer Dreamer <i>"Taking Everything to Heart" / "Still Waters Run Deep."</i>	ENFP (6-7%) Champion Visionary <i>"I've Got a Million Great Ideas" / "Anything's Possible"</i>
ESFJ (11-14%) Provider Helper <i>"Let's All Be Friends" / "What Can I Do For You?"</i>	ISFJ (7-10%) Protector Nurturer <i>"A Promise is a Promise" / "On My Honor to Do My Duty"</i>	INTP (3-4%) Architect Wizard <i>"Question Authority" / "Ingenious Problem Solvers"</i>	ENTP (4-6%) Inventor Innovator <i>"Everything's Negotiable" / "Life's Entrepreneurs"</i>
ESTJ (12-15%) Supervisor Enforcer <i>"Playing by the Rules" / "Taking Care of Business"</i>	ISTJ (7-10%) Inspector Reliant <i>"Being a Kid is Seri- ous Business" / Take Time, Do it Right</i>	INTJ (2-3%) Mastermind Free Thinker <i>"Creating Perfection" / "Competence + Inde- pendence=Perfection"</i>	ENTJ (3-5%) Fieldmarshall Leader <i>"Leader of the Band" / "Everything's Fine - I'm in Charge."</i>

GUARDIANS (SJ, Epimethean, Melancholic)
(38%, "Duty") **"Traditionalists"**

RATIONALS (NT, Promethean, Phlegmatic)
(12%, "Competence") **"Conceptualizers"**



Each of us starts with a basic set of tools—our core personality traits, or “true type.”



We tend to assume that our accustomed “tools” are the “right” ones to apply to every situation.



Eventually, we learn to expand our “toolboxes,” customizing our “tool” to the situation at hand.

DOES PERSONALITY CHANGE OVER TIME?

There are two ways in which personality can change over time. One is healthy, the other is unhealthy. It is important to understand the difference between the two :

1. TYPE DEVELOPMENT :

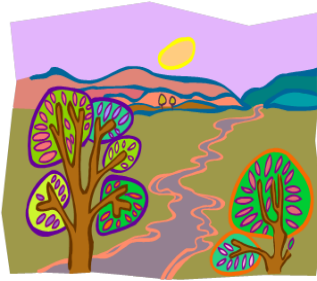
This type of change is HEALTHY. The individual keeps and continues to value his original set of tools, recognizing them as his core, foundational strengths. He then acquires additional “good enough” skills in his weaker areas, balancing and expanding his original set of tools. He recognizes that his core self will always be his greatest strength.



2. TYPE FALSIFICATION:

This type of change is UNHEALTHY. The individual denies his true self, cutting off important parts of his core strengths. He tries to substitute them with other tools. But those are never as strong or effective as his core natural strengths.





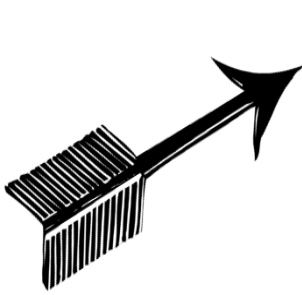
SUMMARY OF PERSONALITY PREFERENCES (MBTI)

Extrovert (E)

Breadth
Outer World
Variety
Energized by
Sociality

Introvert (I)

Depth
Inner World
Focus
Energized by
Solitude



Sensor (S)

Hands-On
Actualities
Realism
Details
Trust Experience

Intuitive (N)

Conceptual
Possibilities
Symbolism
Big Picture
Trust Hunch

Thinker (T)

Cool headed
Direct, to point
Thick skinned
Justice/fairness
Competative

Feeler (F)

Warm hearted
Diplomatic
Sensitive
Mercy/empathy
Avoid conflict



Sources:

***Myers and Briggs
Kiersey and Bates
Tieger and Barron-Tieger
(Based on Carl Jung's
"Psychological Types")***

Judger (J)

Organization
Planning
Deciding
Task fulfillment
Punctuality

Introvert (I)

Flexibility
Spontaneity
Openness
Enjoyment
Adaptability