



Your Personality Style

Explaining personality styles in terms of strengths
and weaknesses

*Matching your
personality strengths
with your objectives*



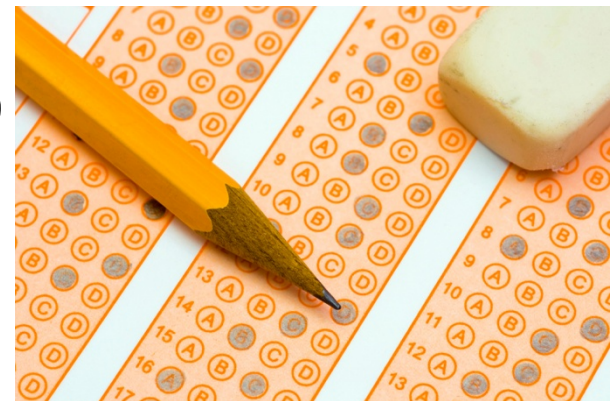
Today, we are going to learn about your personality style

Before we get started, please take the Myers-Briggs Personality test.

The Myers-Briggs Type Indicator (MBTI) assessment is a psychometric questionnaire designed to measure psychological preferences in how people perceive the world and make decisions.

Take a few minutes and take a (facsimile) test at: <http://sminds.com/mbti/> .

Print out your results or write them down.



The test uses 4 categories with opposite pairs for each

This results in a total of 16 combinations; each trait is noted with a letter:

(E) Extraversion or **(I) Introversion**

(S) Sensing or **(N) iNtuition**

(T) Thinking or **(F) Feeling**

(J) Judging or **(P) Perceiving**

The Sixteen Types

U.S. Population Breakdown

The table organizing the sixteen types was created by Isabel Myers (an INFP).

ISTJ 11.6%	ISFJ 13.8%	INFJ 1.5%	INTJ 2.1%
ISTP 5.4%	ISFP 8.8%	INFP 4.3%	INTP 3.3%
ESTP 4.3%	ESFP 8.5%	ENFP 8.1%	ENTP 3.2%
ESTJ 8.7%	ESFJ 12.3%	ENFJ 2.4%	ENTJ 1.8%

Look at strengths & weaknesses for each type; first: *Introverts & Extroverts*

	Introvert	Extrovert
Strengths	<ul style="list-style-type: none"> ▪ Independent ▪ Works alone ▪ Is diligent ▪ Reflects ▪ Works with ideas ▪ Is careful of generalizations ▪ Is careful before acting 	<ul style="list-style-type: none"> ▪ Understands the external ▪ Interacts with others ▪ Is open ▪ Acts, does ▪ Is well understood
Potential Weaknesses	<ul style="list-style-type: none"> ▪ Misunderstands the external ▪ Avoids others; is secretive ▪ Loses opportunities to act ▪ Is misunderstood by others ▪ Needs quiet to work ▪ Dislikes being interrupted 	<ul style="list-style-type: none"> ▪ Has less independence ▪ Does not work without people ▪ Needs change, variety ▪ Is impulsive ▪ Is impatient with routine

Sensing and *intuition* are the information-gathering (perceiving) functions

	Intuitive	Sensitive
Strengths	<ul style="list-style-type: none"> ▪ Sees possibilities ▪ Sees the big picture ▪ Imagines, intuits ▪ Works out new ideas ▪ Works with the complicated ▪ Solves novel problems 	<ul style="list-style-type: none"> ▪ Attends to detail ▪ Is practical ▪ Has memory for detail, fact ▪ Works with tedious detail ▪ Is patient ▪ Is careful, systematic
Potential Weaknesses	<ul style="list-style-type: none"> ▪ Is inattentive to detail ▪ Is inattentive to reality ▪ Is impatient with the tedious ▪ Leaves things out in leaps of logic ▪ Loses sight of the here-and-now ▪ Jumps to conclusions 	<ul style="list-style-type: none"> ▪ Does not see possibilities ▪ Loses the overall in details ▪ Mistrusts intuition ▪ Does not work out the new ▪ Is frustrated with the complicated ▪ Prefers not to imagine future

Thinking and *Feeling* are the decision-making (judging) functions

	Feeler	Thinker
Strengths	<ul style="list-style-type: none"> ▪ Considers others' feelings ▪ Understands needs, values ▪ Is interested in conciliation ▪ Persuades, arouses 	<ul style="list-style-type: none"> ▪ Is logical, analytical, objective ▪ Is organized ▪ Has critical ability ▪ Is just ▪ Stands firm
Potential Weaknesses	<ul style="list-style-type: none"> ▪ Is not guided by logic ▪ Is not objective ▪ Is less organized ▪ Is uncritical, overly accepting ▪ Bases justice on feelings 	<ul style="list-style-type: none"> ▪ Does not notice people's feelings ▪ Misunderstands others' values ▪ Is uninterested in conciliation or persuasion ▪ Does not show feelings ▪ Shows less mercy

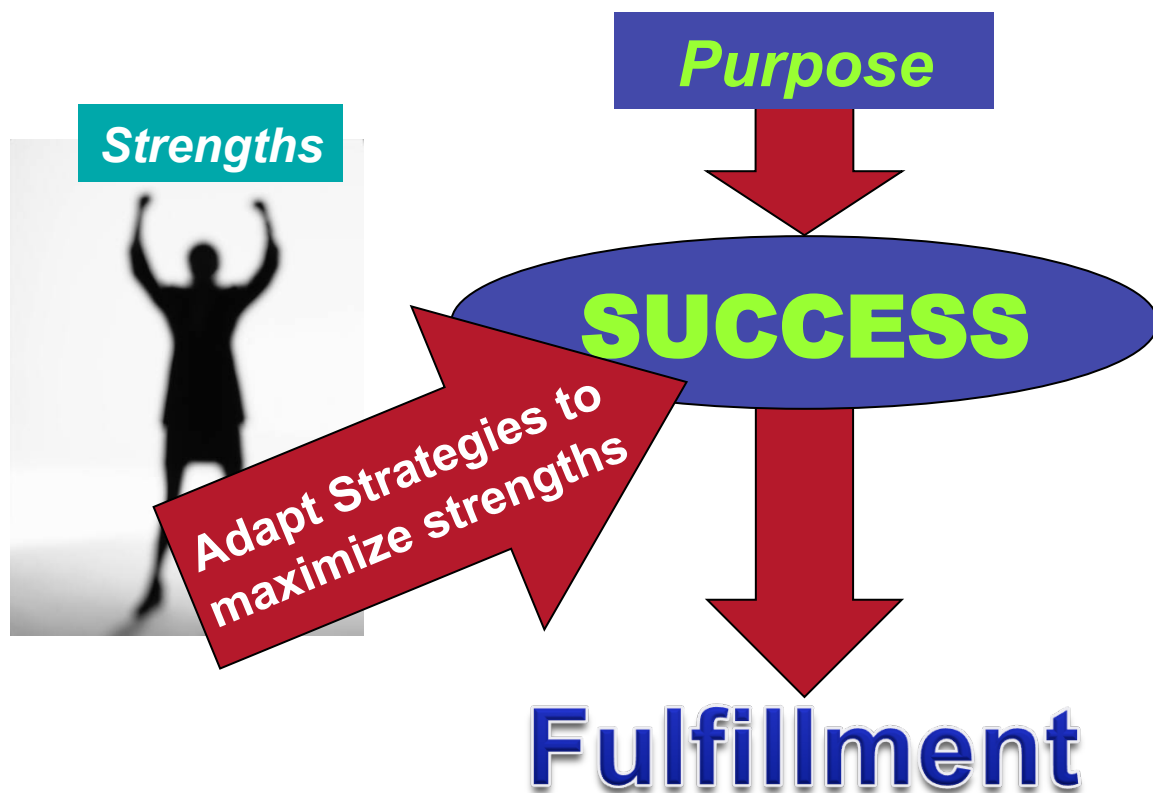
People use their Judging or Perceiving function when relating to the outside world

	Perceiver	Judger
Strengths	<ul style="list-style-type: none"> ▪ Compromises ▪ Sees all sides of issues ▪ Is flexible, adaptable ▪ Remains open for changes ▪ Decides based on all data ▪ Is not judgmental 	<ul style="list-style-type: none"> ▪ Decides ▪ Plans ▪ Orders ▪ Controls ▪ Makes quick decisions ▪ Remains with a task
Potential Weaknesses	<ul style="list-style-type: none"> ▪ Is indecisive ▪ Does not plan ▪ Has no order ▪ Does not control circumstances ▪ Is easily distracted from tasks ▪ Does not finish tasks 	<ul style="list-style-type: none"> ▪ Is unyielding, stubborn ▪ In inflexible, inadaptatable ▪ Decides with insufficient data ▪ Is judgmental ▪ Is controlled by task or plans

Adapting Strengths

Exercise (Small Group Activity)

In small groups (3 to 4), discuss the following and write down your individual answers



1. What are the strengths of your personality style? Weaknesses?
2. How do your strengths relate to engineering?
3. How can you best use and communicate your strengths in your job search and career development?