

Myers Briggs Type Indicator (MBTI) Summary



Isabel Briggs Myers
1897-1980



- The MBTI is a *reliable* and *valid* instrument that measures and categorizes your personality and behavior. It is *not* a test. There are no “right” or “wrong” answers.
- Around 1940 a mother-daughter team (Katharine C. Briggs and her daughter Isabel Briggs Myers) developed this instrument to help people understand and use Carl Jung’s theory of psychological type preferences.
- Swiss Psychologist, Carl Jung, (1875 – 1961) theorized that you can predict differences in people’s behavior if you know how they prefer to use their mind. According to Jung, we each have an *inborn preference* for using our mind in one of two different ways, in four different categories:

<i>Orientation to World</i>	<i>Take in Information</i>	<i>Make Decisions</i>	<i>Take in Info. or Decide</i>
<p>Extraverted Energized by others <i>or</i> Introverted Energized by ideas, emotions, memories</p>	<p>Sensing Using five senses <i>or</i> Intuition Using gut or instincts</p>	<p>Thinking Logical, problem solvers <i>or</i> Feeling Consider others, compassionate</p>	<p>Perceiving Taking in information <i>or</i> Judging Organizing information and making decisions</p>

- There are a total of 16 possible “types” based on unique combinations of the preferences.
- Four letters are used to represent a type, for example a person with preferences for **Extraverted**, **Sensing**, **Thinking**, **Judging** is called an **ESTJ**.
- Each type has strengths and weaknesses. No type is better than another.
- People can use this assessment tool to *validate* their preferences on each of the four dichotomies and understand the sixteen different personality types that result from the interactions among preferences.
- Knowing your type can help you:
 - choose a career that might be a good match for your personality
 - understand others
 - understand your own behavior
 - communicate better with others
 - work more cooperatively in groups with others
 - manage people better in a work situation
 - appreciate individual differences
 - and more...

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Self-"Guesstimate" Worksheet

Which side do you think more accurately describes you? Write the letter in the box at the end of each pair.

Orientation to the World

Extraversion

Focus on the outer world of people and things
Receive energy from interacting with people
Energized by taking action; active
Prefer communicating by talking (over writing)
Work out ideas by talking them through
Learn best through sharing/doing/discussing
Have broad interests

Introversion

Internal focus on ideas, memories, or emotion
Receive energy from reflecting on thoughts
Prefer communicating in writing (over talking)
Learn best by having time alone to process
Prefer working in quiet environments
Able to focus on one project at length
Known to be reflective, quiet, private, or deep

My code:

E or I

Preference for Taking In Information (Perceiving)

Sensing

Focus on the present; what is happening now
Prefer real/concrete/tangible information
Attentive to details, specifics, and facts
Enjoy tasks with an orderly, sequential format
Like having five senses engaged while working
Work at a steady pace and have stamina
Known to be practical, steady, and orderly

iNtuition

Focus on future; possibilities and potential
See the big picture, connections, or patterns
Remember specifics when part of a pattern
Imaginative and creative
Bored by routine and sequential tasks
Like solving problems and developing new skills
Have bursts of energy rather than stamina

S or N

Preference for Making Decisions (Judging)

Thinking

Examine logical consequences of decisions
Objectively weigh the pros and cons
Base decisions on impersonal analysis and logic
Energized by problem solving and critiquing
Seek standard principles to apply uniformly
Look for cause/effect relationships in data
Consider feelings when presented as facts

Feeling

Base decisions on subjective values
Enjoy appreciating and supporting others
Actively look for qualities to praise in others
Value and create harmonious environments
Honor each person as a unique individual
Assess impacts of decisions on others
Work best in supportive, encouraging settings

T or F

Preference for Either Taking In Information *or* Making Decisions

Judging

Prefer to make decisions with information
Make decisions as soon as possible
Enjoy having closure; like things settled
Plan and organize their world
Like roles and expectations to be clear
Enjoy getting things done/being productive
Plan ahead to avoid last minute stresses

Perceiving

Prefer to take in information and understand
Keep things open-ended as long as possible
Seek to experience and live life; not control it
Open to new options and last-minute changes
Enjoy starting projects but often never finish
Able to adapt; flexible
Energized by last minute pressures

J or P

Occupational Trends By Type

ST Business/Management Law/Law Enforcement Skilled Trades	SF Health Care Teaching/Education	NF Counseling Arts Teaching/Education Religion	NT Science Technology Management
ISTJ	ISFJ	INFJ	INTJ
<p>Occupational Trends: Management Administration Law Enforcement Accounting</p> <p>Focus: use attention to detail to get the job done.</p>	<p>Occupational Trends: Education Health Care Religious Settings</p> <p>Focus: personally help people behind the scenes</p>	<p>Occupational Trends: Religion Counseling Teaching Arts</p> <p>Focus: facilitate others' emotional, intellectual or spiritual development</p>	<p>Occupational Trends: Scientific/Technical Field Computers Law</p> <p>Focus: use intellectual creativity and technical knowledge to conceptualize, analyze and get tasks done</p>
ISTP	ISFP	INFP	INTP
<p>Occupational Trends: Skilled Trades Agriculture Law Enforcement Military Technical Fields</p> <p>Focus: work hands-on with data or things and analyze</p>	<p>Occupational Trends: Health Care Business Law Enforcement</p> <p>Focus: use gentle nature and attention to detail, in service-related positions</p>	<p>Occupational Trends: Counseling Writing Arts</p> <p>Focus: use creativity to honor or support their values</p>	<p>Occupational Trends: Scientific or Technical Fields</p> <p>Focus: apply objective analysis of problems and technical expertise in solitary environment</p>
ESTP	ESFP	ENFP	ENTP
<p>Occupational Trends: Marketing Skilled Trades Business Law Enforcement</p> <p>Focus: take action, work hands-on and attend to details</p>	<p>Occupational Trends: Health Care Teaching Child Care Skilled Trades</p> <p>Focus: use outgoing nature and enthusiasm to help people with practical needs</p>	<p>Occupational Trends: Counseling Teaching Religion Arts</p> <p>Focus: use creativity and communication to foster growth in others</p>	<p>Occupational Trends: Science Management Technology Arts</p> <p>Focus: continuously take on new challenges and solve problems</p>
ESTJ	ESFJ	ENFJ	ENTJ
<p>Occupational Trends: Management Administration Law Enforcement</p> <p>Focus: use logic and organization of the facts to get tasks done</p>	<p>Occupational Trends: Education Health Care Religion</p> <p>Focus: use their personal concern to provide service to others</p>	<p>Occupational Trends: Religion Arts Teaching</p> <p>Focus: help others with their emotional, intellectual and spiritual growth</p>	<p>Occupational Trends: Management Leadership</p> <p>Focus: use analysis, strategic planning, and organization to get tasks completed</p>

Sources: Consulting Psychologists Press MBTI Manual and MBTI Qualifying Program Training Packet

On The Job Stressors By Type

Try to select careers where you will *avoid or minimize* the following stressors for your personality preferences.

Job Stressors for:

Extraverts

Working alone
Having to communicate by email
Lengthy work periods with no interruptions
Having to reflect before taking action
Having to focus in-depth on one thing
Getting feedback only in writing

Sensing Types

Attending to own and others' insights
Having to do old things in new ways
Having to give an overview without details
Looking for the meaning in facts
Focusing on possibilities
Too many complexities

Thinking Types

Using personal experience to assess situations
Adjusting to individual differences and needs
Noticing and appreciating what is positive
Focusing on processes and people
Using empathy/personal values to make decisions
Having others react to questioning as divisive

Judging Types

Waiting for structure to emerge from the process
Being expected to use "inner timing"
Working with too flexible time frames/deadlines
Having to marshal energy at the last minute
Staying open to reevaluation of tasks
Dealing with surprises
"Winging" it

Introverts

working with others
talking on the phone a lot
frequent interruptions
having to act quickly without reflection
having too many concurrent tasks/demands
getting frequent verbal feedback

iNtuitive Types

having to attend to realities
having to do things the proven way
having to attend to details
checking the accuracy of facts
needing to focus on past experience
being required to be practical

Feeling Types

analyzing situations objectively
setting criteria and standards
critiquing and focusing on flaws
focusing only on tasks, not people
using logic alone to make decisions
asking questions that feel divisive

Perceiving Types

having to organize self or others
working within time frames and deadlines
others' distrust of last minute energy
having to finish and move on
developing contingency plans
being required to plan ahead
being on time

Source: Consulting Psychologists Press MBTI Manual