



MBTI – Myers-Briggs Type Indicator

July 15, 2013

Facilitated by Mike Normant

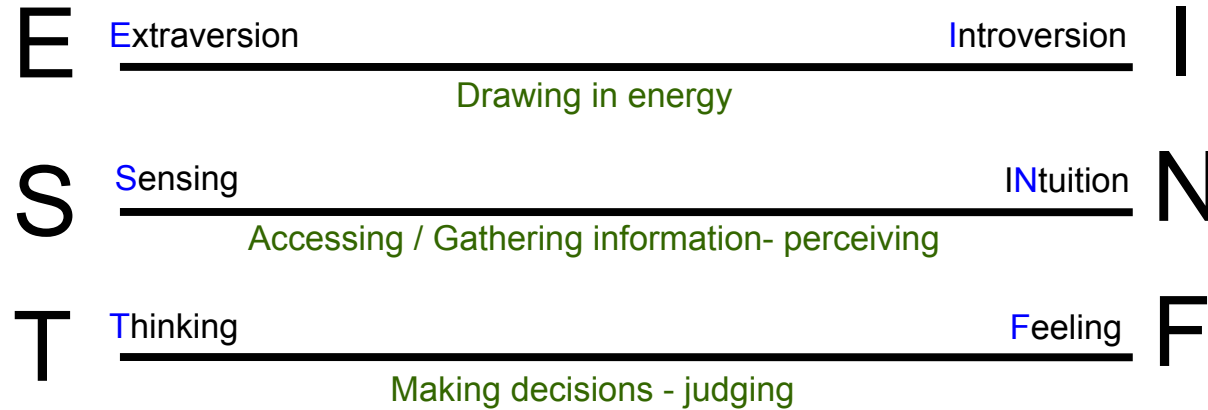
Session Objectives

- Raise awareness of MBTI model
- (Begin to) Identify your “best fit” Myers-Briggs Type
- Get ideas on how to interact effectively with others of differing types
- Understand the influence of type on how individuals / teams solve problems

Background

- Based on Carl Jung's theory of the psyche
- Early 1900s, Jung identified differences in how people draw energy, gather information, and make decisions
- Jung categorized these differences as opposite poles of three dichotomies

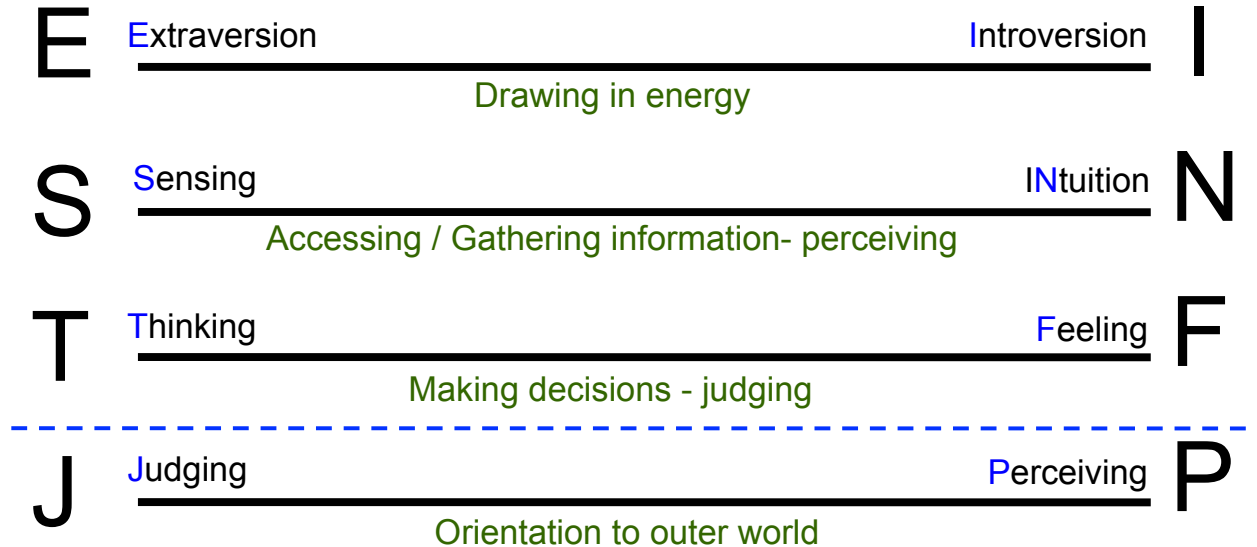
Jung's Dichotomies



Background (continued)

- Myers-Briggs were a mom/daughter team that did significant research to validate and further Jung's work (1930s and 1940s)
- Through their research they identified a fourth dichotomy

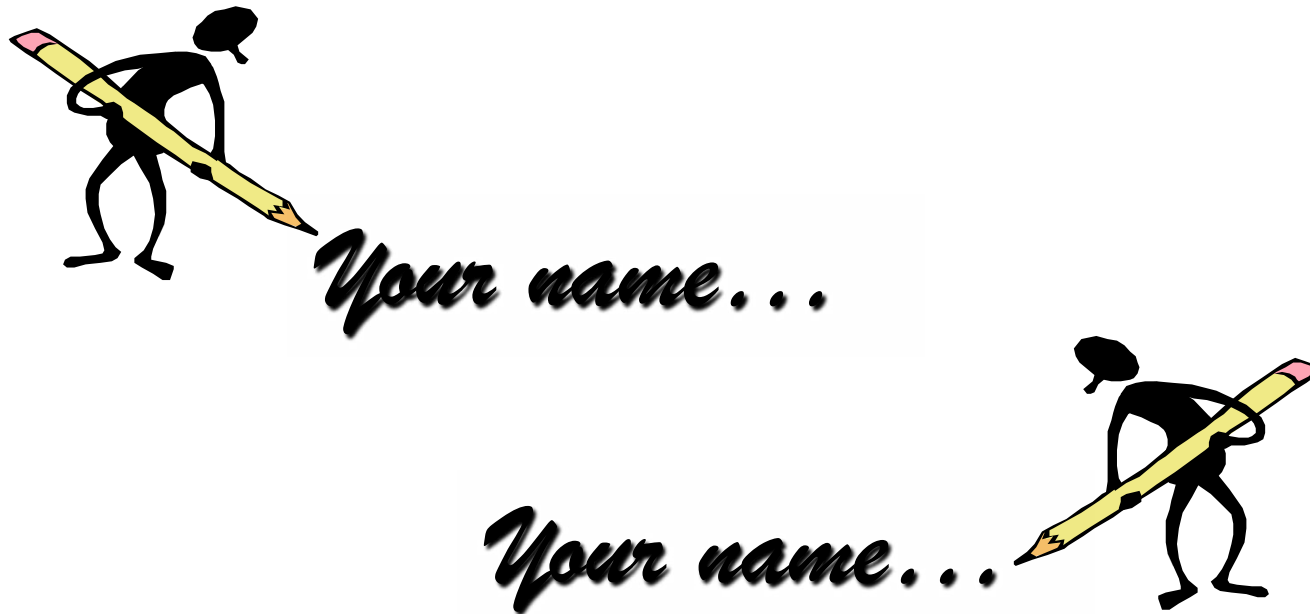
Myers-Briggs Type Indicator (MBTI)



Background (continued)

- In 1956, Educational Testing Services (of SAT fame) published first MBTI instrument.
- In 1975, Consulting Psychologist's Press (CPP) took over publishing rights
- Today
 - CPP still only licensed publisher
 - MBTI still highly regarded
 - Roughly 2M instruments delivered annually
 - Most common uses a) team building, b) conflict resolution, c) career counseling

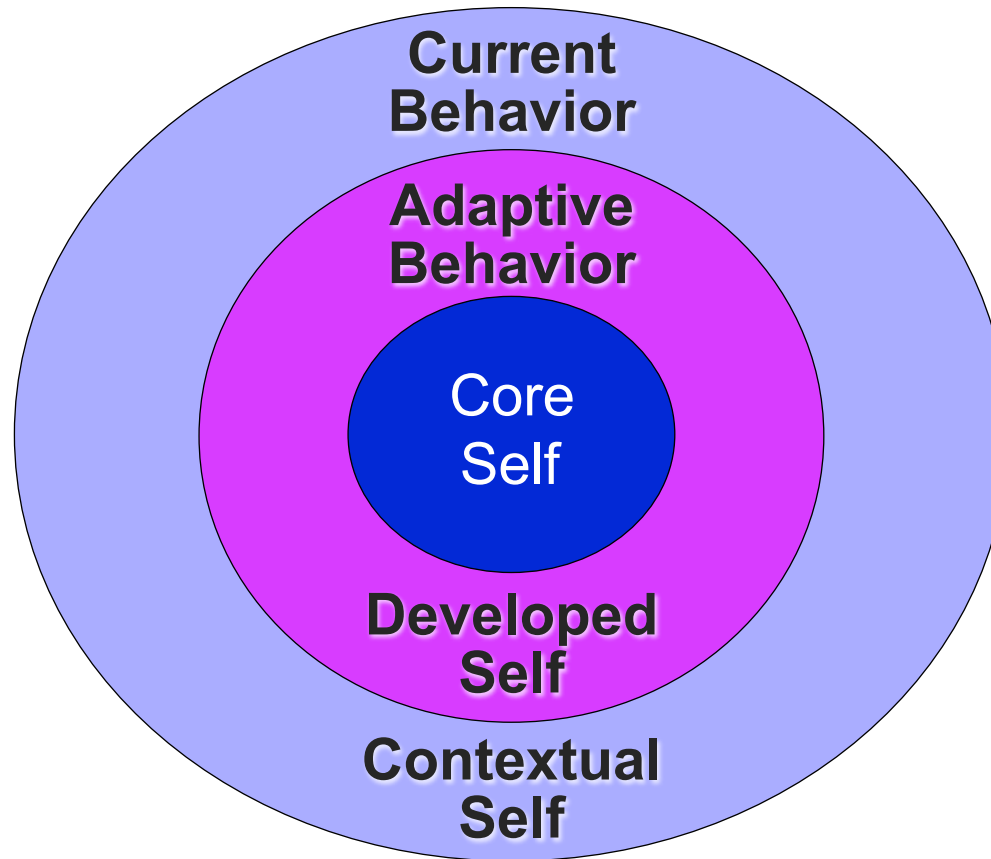
Writing Exercise

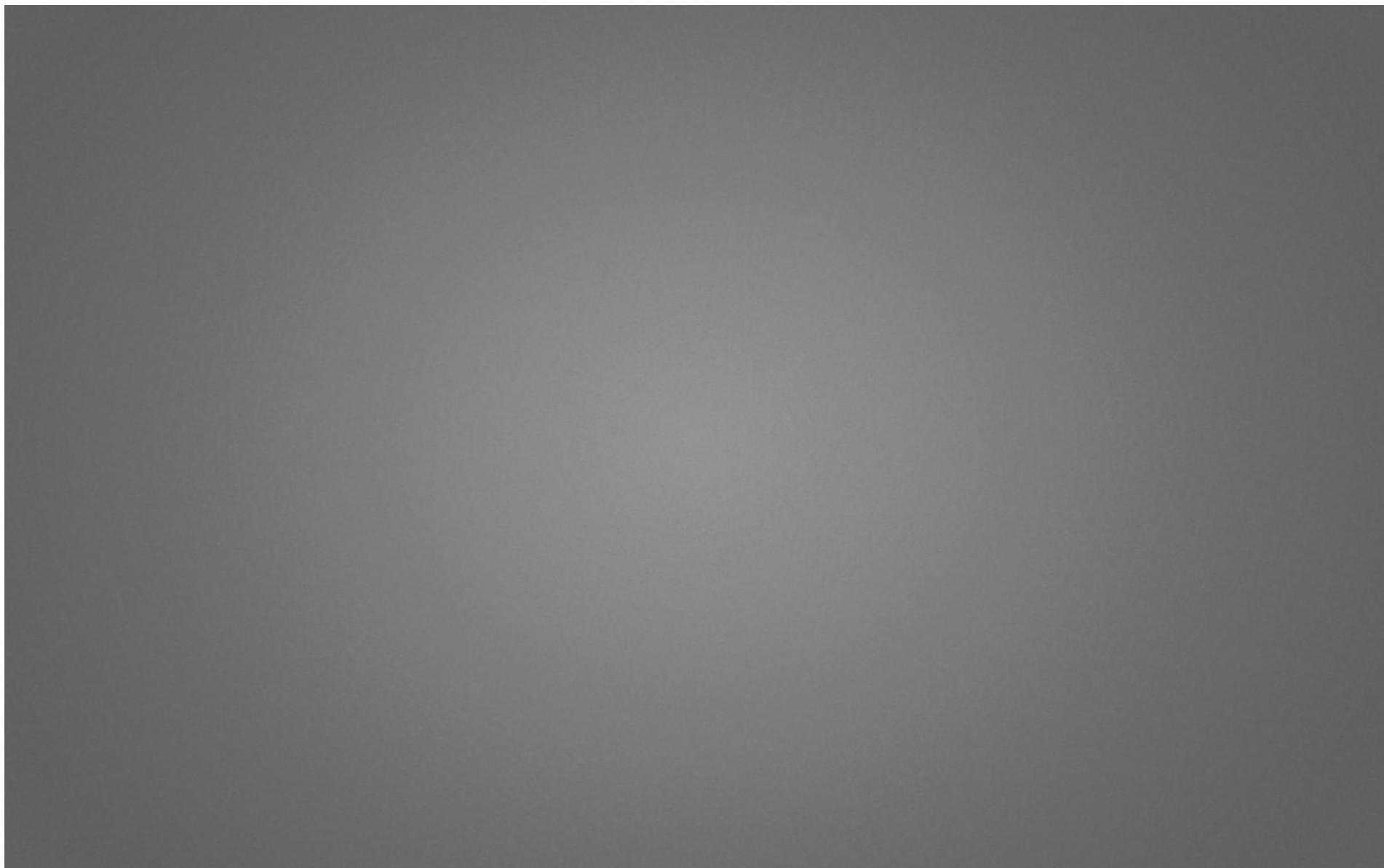


BLM



Understanding One's "Self"



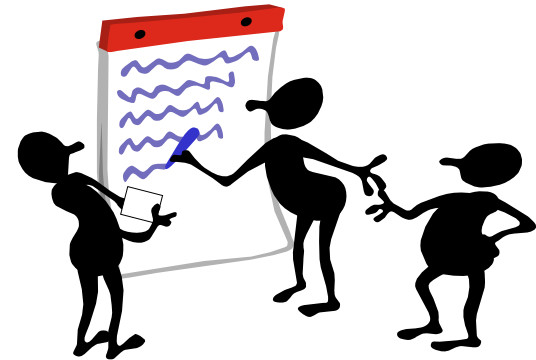


Extraversion-----Introversion *Energy*

- Draws energy from others
 - Discloses often
 - Thinks out loud
 - What is said is an option/idea
 - Many relationships
 - Tends to be uneasy with quiet
 - Action-oriented
 - Breadth of interests
 - Wants others' validations
- Draws energy from self
 - Discloses selectively
 - Thinks/talks to self first
 - What is said is a decision
 - Limited relationships
 - Comfortable with quiet
 - Reflective
 - Depth of interests
 - Demands self-evaluation

Extraversion – Introversion Activity

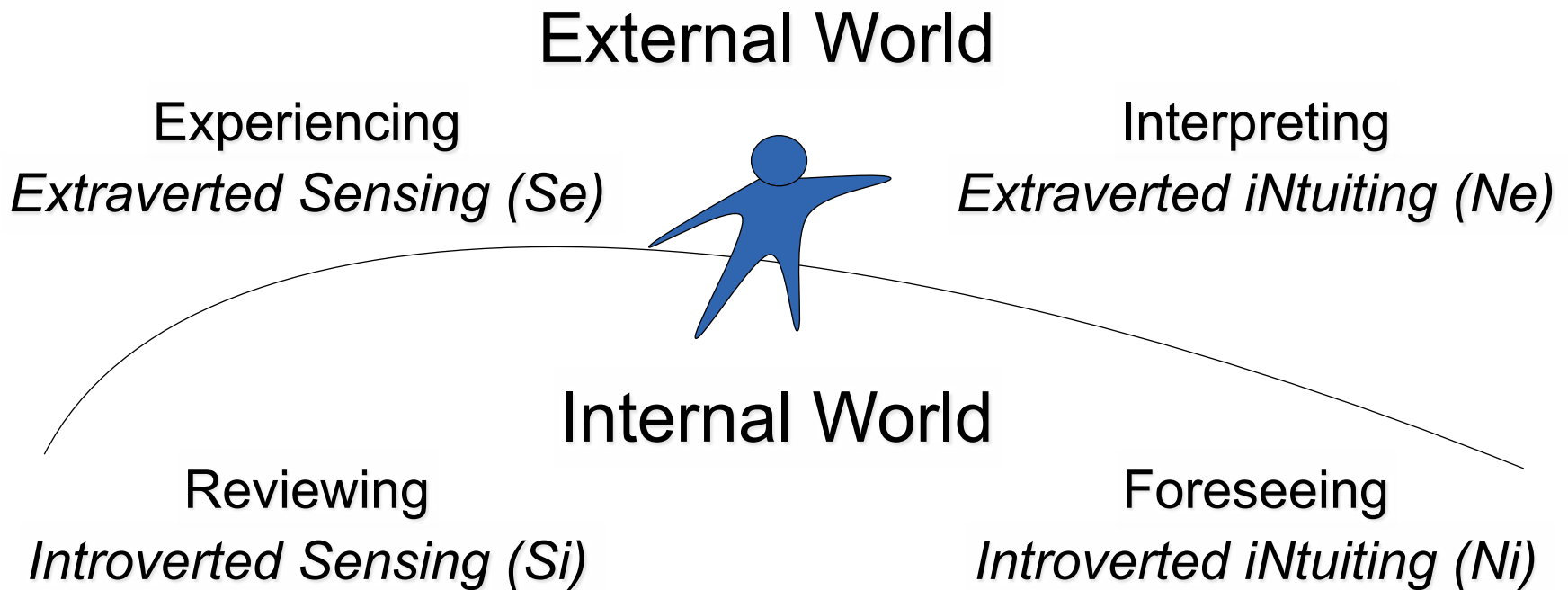
1. What do we like about being people who prefer...?
2. What do we find challenging about being people who prefer...?
3. What do we like about people who prefer... [the opposite preference]?
4. What do we find challenging about people who prefer... [the opposite preference]?



Sensing-----iNtuiting ***Accessing / Gathering information - Perceiving***

- Factual
- Detailed
- What is or was
- Literal
- Take in data through senses
- From specific to general
- See trees
- “Give me the facts”
- Conceptual
- General patterns
- What could be or will be
- Metaphor
- Take in data intuitively, “gut”
- From general to specific
- See forest
- “Give me the big picture”

Sensing-----iNtuiting
Accessing / Gathering information - Perceiving



Sensing – iNtuiting Activity



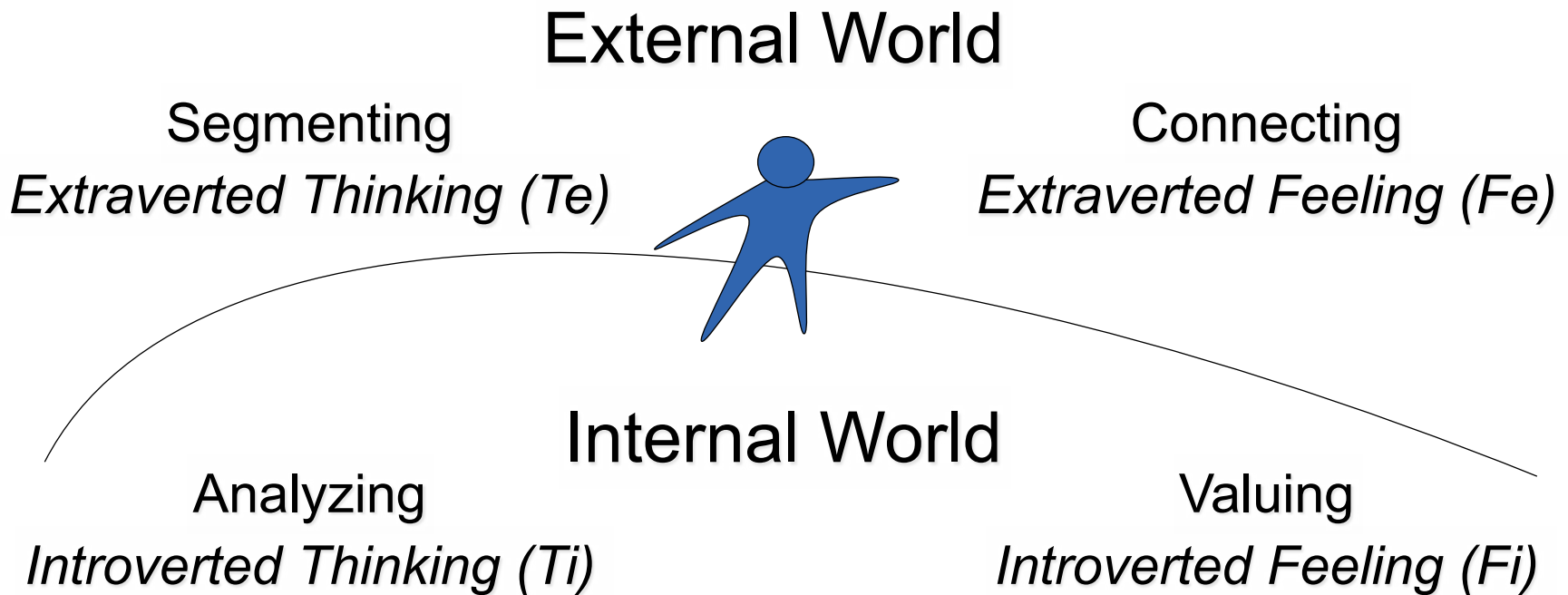
- Each group receives a copy of a photograph
- Each group should “talk about the photo and record your thoughts.”
- Debrief with larger group

Thinking-----Feeling

Organizing/Evaluating/Deciding - Judging

- Objective
- Weigh positions as 3rd party
- Cause and effect
- Driven by laws and principles; logic
- Head-oriented
- What = issue most considered
- Goal = fairness
- True Or False
- Subjective
- Measure impact on self, others, group
- Compassion
- Driven by values and relationships; people
- Heart-oriented
- Who = issue most considered
- Goal = harmony
- Agreeable or disagreeable

Thinking-----Feeling
Organizing/Evaluating/Deciding - Judging



Thinking – Feeling Activity

- Things are not going so well at your organization
- The decision has been made that there needs to be a reduction-in-force (RIF)
- For the groups of people with a Thinking preference:
 - Brainstorm and document what would be ‘stereotypical’ items that a person with a strong Thinking preference would consider in developing the RIF process
- For the groups of people with a Feeling preference:
 - Same as above, with emphasis on Feeling preference considerations

Judging-----Perceiving *Orientation to outer world*

- Planned, organized
 - Look finished, slow to change
 - “Let’s wrap this up”
 - Appears decided
 - Must be coerced to change a decision
 - May not get enough data
 - Goal/outcome-oriented
 - Needs/wants structure
- Spontaneous, loves surprises
 - Open-ended, quick to change
 - “Let’s get some more data”
 - Appears tentative
 - Flexible, willing to revise
 - May get too much data
 - Process-oriented
 - Stifled by structure

Judging – Perceiving Activity

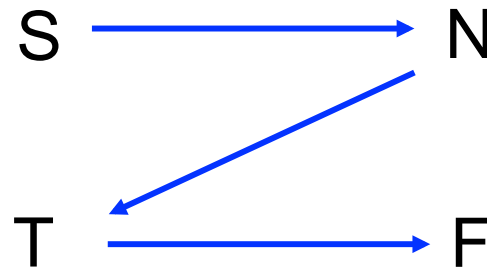
- This Wednesday is your last day of work before a week-long holiday. As of today, what have you done about it?

MBTI – Best-Fit Type

On your Type Preferences handout:

- Fill in Line 1 “Self-Assessment Type” based upon today’s activities
- Fill in Line 2 “On-Line Report Results”
- If Lines 1 and 2 match, find that type in the brown booklet and read the summary (pgs. 8 - 9) and the corresponding Portrait and Self-Portrait descriptors
- If they don’t match, read the corresponding type summaries (pgs. 8 – 9) to see if you can zero in on your likely type preference

MBTI - Sequential Nature of Problem Solving



- 1) Sensing: what/who are the issues, facts, examples
- 2) iNtuiting: what are possible solutions, brainstorm
- 3) Thinking: analytical thinking, logic, focus on what
- 4) Feeling: values thinking, impact on people, focus on who

Wrap-Up

- In theory we all have a core-self but our perceived type may change due to cultural and/or environmental changes
- People display behaviors across all preferences
- Be careful of putting yourself or others “in a box” (“He’s an ESFJ”). It’s about *preferences!*
- This model can be super helpful in improving self-awareness and in working with others