

Working with People Who Have Specific Personality Types



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Creating Profiles Based on Personality Types

“...preferences in how
people perceive the world
and make decisions.”

https://en.wikipedia.org/wiki/Myers%E2%80%93Briggs_Type_Indicator

Creating Profiles Based on Personality Types

How people **perceive the world** and **make decisions** impacts how you:

- Work with them
- Communicate with them
- Persuade them

Creating Profiles Based on Personality Types

People you work with



Creating Profiles Based on Personality Types

People you work with

People in your personal life



Creating Profiles Based on Personality Types

People you work with

People in your personal life

Profile yourself!



Creating Profiles Based on Personality Types

People you work with

People in your personal life

Profile yourself!

How you interact with others



Creating Profiles Based on Personality Types

People you work with

People in your personal life

Profile yourself!

How you interact with others

How you present information to others



Understanding the ISTJ (Inspector)

Understanding the ISTJ (Inspector)

Are you outwardly or inwardly focused?

Introverted

- Thinks things through inside his head
- Observant
- Contemplation

Understanding the ISTJ (Inspector)

How do you prefer to take in information?

Introverted

- Thinks things through inside his head
- Observant
- Contemplation

Sensing

- Reality
- Facts/details
- Practical application
- Describes literally

Understanding the ISTJ (Inspector)

How do you prefer to make decisions?

Introverted

- Thinks things through inside his head
- Observant
- Contemplation

Sensing

- Reality
- Facts/details
- Practical application
- Describes literally

Thinking

- Impersonal, logical
- Justice, fairness
- Seeks flaws in argument
- Level-headed

Understanding the ISTJ (Inspector)

How do you prefer to live your outer life?

Introverted

- Thinks things through inside his head
- Observant
- Contemplation

Sensing

- Reality
- Facts/details
- Practical application
- Describes literally

Thinking

- Impersonal, logical
- Justice, fairness
- Seeks flaws in argument
- Level-headed

Judging

- Settles matters
- Rules and deadlines
- Detailed instructions
- Makes plans

Understanding the ISFJ (Protector)

How do you prefer to make decisions?

Introverted

- Thinks things through inside his head
- Observant
- Contemplation

Sensing

- Reality
- Facts/details
- Practical application
- Describes literally

Feeling

- Personal Feelings
- How will affect others
- Harmony
- Please others

Judging

- Settles matters
- Rules and deadlines
- Detailed instructions
- Makes plans

Understanding the ESFJ (Provider)

Are you outwardly or inwardly focused?

Extraverted

- Talkative
- Outgoing
- Fast-paced
- Think out loud
- Center of attention

Sensing

- Reality
- Facts/details
- Practical application
- Describes literally

Feeling

- Personal Feelings
- How will affect others
- Harmony
- Please others

Judging

- Settles matters
- Rules and deadlines
- Detailed instructions
- Makes plans

Understanding the INFJ (Counselor)

How do you prefer to take in information?

Introverted

- Thinks things through inside his head
- Observant
- Contemplation

Intuition

- How things could be
- Big picture and connections
- Ideas and concepts

Feeling

- Personal Feelings
- How will affect others
- Harmony
- Please others

Judging

- Settles matters
- Rules and deadlines
- Detailed instructions
- Makes plans

Key to Understanding MBTI Results: Root Questions



Key to Understanding MBTI Results: Root Questions



Are you outwardly or inwardly focused?

Key to Understanding MBTI Results: Root Questions



Are you outwardly or inwardly focused?

- **Introvert: there will be quiet/lulls in the conversation**

Key to Understanding MBTI Results: Root Questions



Are you outwardly or inwardly focused?

- Introvert: there will be quiet/lulls in the conversation
- **Extravert: might sounds like rambling**

Key to Understanding MBTI Results: Root Questions



Are you outwardly or inwardly focused?

- Introvert: there will be quiet/lulls in the conversation
- Extravert: might sounds like rambling
- **Extravert: needs lots of credit**

Key to Understanding MBTI Results: Root Questions



How do you prefer to take in information?

Key to Understanding MBTI Results: Root Questions



How do you prefer to take in information?

- Sensing: reality and facts

Key to Understanding MBTI Results: Root Questions



How do you prefer to take in information?

- Sensing: reality and facts
- Intuition: Sees “beyond horizon”

Key to Understanding MBTI Results: Root Questions



How do you prefer to take in information?

- Sensing: reality and facts
- Intuition: Sees “beyond horizon”
- Intuition: likes figurative, poetic descriptions

Key to Understanding MBTI Results: Root Questions



How do you prefer to make decisions?

Key to Understanding MBTI Results: Root Questions



How do you prefer to make decisions?

- Thinking: impersonal, logical

Key to Understanding MBTI Results: Root Questions



How do you prefer to make decisions?

- Thinking: impersonal, logical
- Feeling: likes to please others

Key to Understanding MBTI Results: Root Questions



How do you prefer to make decisions?

- Thinking: impersonal, logical
- Feeling: likes to please others
- **Feeling: values harmony, forgiveness**

Key to Understanding MBTI Results: Root Questions



How do you prefer to live your outer life?

Key to Understanding MBTI Results: Root Questions



How do you prefer to live your outer life?

- Judging: prefers to settle matters

Key to Understanding MBTI Results: Root Questions



How do you prefer to live your outer life?

- Judging: prefers to settle matters
- Perceiving: likes to improvise as you go

Key to Understanding MBTI Results: Root Questions



How do you prefer to live your outer life?

- Judging: prefers to settle matters
- Perceiving: likes to improvise as you go
- Judging: likes plans and details

Key to Understanding MBTI Results: Root Questions



How do you prefer to live your outer life?

- Judging: prefers to settle matters
- Perceiving: likes to improvise as you go
- Judging: likes plans and details
- **Perceiving: leave options open**

What Did I Miss?

Thoughts & questions



Table of contents	Description	Exercise files	Discussion
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Wrap-up

Working with Individuals

- Why create profiles
- How to create profiles
- Using types to be more effective
- Understanding why people react differently than others
- The key to understanding MBTI

Actionable Takeaways

Wrap-up

Working with Individuals

- Why create profiles
- How to create profiles
- Using types to be more effective
- Understanding why people react differently than others
- The key to understanding MBTI

Actionable Takeaways

- Create a profile for a customer
- Create a profile for a colleague
- Create a profile for a boss
- Reword any aspect of the results (for example, what does I (introvert) mean?)

Wrap-up

What's Next?

Your own MBTI type, and
what that means for you
(and others)