

THE MYERS-BRIGGS PREFERENCE QUESTIONNAIRE

Directions: This 20 question questionnaire is designed to help you see who you really are. Keep in mind that self-evaluating questionnaires cannot be considered foolproof. Even when test-takers answer as honestly as possible, there are numerous reasons why they often score contrary to their true type.

Taking this questionnaire is only one step in the process to determine your true Myers-Briggs type. Consider your questionnaire results with objectivity and caution. After taking the Myers-Briggs Preference Questionnaire look at Table 1 and Table 2 below to help you further determine your actual type. Then read descriptions of the different temperaments and types you think you might be.

In the following questions you must make one of two choices: a or b. Set aside some time for yourself without interruptions. Perhaps, in some cases, you will feel like choosing both a and b. Even if you agree with both answers, check the one with which you agree more.

To yield an accurate description of yourself, it is imperative that you answer the questionnaire honestly. Answer as you really are, not as the person you would like to be.

There are no right or wrong answers. Just be honest with yourself as you read and make choices.

For each of the following 20 groupings of phrases and word pairs, choose the letter (a. or b.) that you think most accurately describes you. Record your answers on the score sheet directly below question 20 (notice that the questions on the score sheet run horizontally along the row before going down). See my example score sheet if you have questions.

1. a. expend energy, enjoy groups
b. conserve energy, enjoy one-on-one
2. a. interpret matters literally, rely on common sense
b. look for meaning and possibilities, rely on foresight
3. a. logical, thinking, questioning
b. empathetic, feeling, accommodating
4. a. organized, orderly
b. flexible, adaptable
5. a. more outgoing, think out loud
b. more reserved, think to yourself
6. a. practical, realistic, experiential
b. imaginative, innovative, theoretical

7. a. candid, straight forward, frank
b. tactful, kind, encouraging
8. a. plan, schedule
b. unplanned, spontaneous
9. a. seek many tasks, public activities, interaction with others
b. seek more private, solitary activities with quiet to concentrate
10. a. standard, usual, conventional
b. different, novel, unique
11. a. firm, tend to criticize, hold the line
b. gentle, tend to appreciate, conciliate
12. a. regulated, structured
b. easygoing, "live" and "let live"
13. a. external, communicative, express yourself
b. internal, reticent, keep to yourself
14. a. consider immediate issues, focus on the here-and-now
b. look to the future, global perspective, "big picture"
15. a. tough-minded, just
b. tender-hearted, merciful
16. a. preparation, plan ahead
b. go with the flow, adapt as you go
17. a. active, initiate
b. reflective, deliberate
18. a. facts, things, seeing "what is"
b. ideas, dreams, seeing "what could be," philosophical
19. a. matter of fact, issue-oriented, principled
b. sensitive, people-oriented, compassionate
20. a. control, govern
b. latitude, freedom

Myers-Briggs Preference Questionnaire Score Sheet

	a.	b.		a.	b.		a.	b.		a.	b.
1.			2.			3.			4.		
5.			6.			7.			8.		
9.			10.			11.			12.		
13.			14.			15.			16.		
17.			18.			19.			20.		
Total			Total			Total			Total		
	E	I		S	N		T	F		J	P

Example Myers-Briggs Preference Questionnaire Score Sheet

	a.	b.		a.	b.		a.	b.		a.	b.
1.	x		2.		x	3.	x		4.	x	
5.	x		6.	x		7.	x		8.		x
9.	x		10.		x	11.	x		12.	x	
13.	x		14.	x		15.		x	16.	x	
17.		x	18.		x	19.	x		20.	x	
Total	4	1	Total	2	3	Total	4	1	Total	4	1
	E	I		S	N		T	F		J	P

Extraversion (E)	Introversion (I)
Sensing (S)	Intuition (N)
Thinking (T)	Feeling (F)
Judgment (J)	Perception (P)

People who prefer extraversion draw energy from action: they tend to act, then reflect, then act further. If they are inactive, their motivation tends to decline. To rebuild their energy, extraverts need breaks from time spent in reflection. Conversely, those who prefer introversion *expend* energy through action: they prefer to reflect, then act, then reflect again. To rebuild their energy, introverts need quiet time alone, away from activity.

Sensing and *intuition* are the information-gathering (perceiving) functions. They describe how new information is understood and interpreted. Individuals who prefer *sensing* are more likely to trust information that is in the present, tangible and concrete: that is, information that can be understood by the five senses. They tend to distrust hunches,

which seem to come "out of nowhere. They prefer to look for details and facts. For them, the meaning is in the data. On the other hand, those who prefer *intuition* tend to trust information that is more abstract or theoretical, that can be associated with other information (either remembered or discovered by seeking a wider context or pattern). They may be more interested in future possibilities. They tend to trust those flashes of insight that seem to bubble up from the unconscious mind. The meaning is in how the data relates to the pattern or theory.

Thinking and *feeling* are the decision-making (judging) functions. The thinking and feeling functions are both used to make rational decisions, based on the data received from their information-gathering functions (sensing or intuition). Those who prefer *thinking* tend to decide things from a more detached standpoint, measuring the decision by what seems reasonable, logical, causal, consistent and matching a given set of rules. Those who prefer *feeling* tend to come to decisions by associating or empathizing with the situation, looking at it 'from the inside' and weighing the situation to achieve, on balance, the greatest harmony, consensus and fit, considering the needs of the people involved.

Myers and Briggs added another dimension to Jung's typological model by identifying that people also have a preference for using either the *judging* function (thinking or feeling) or their *perceiving* function (sensing or intuition) when relating to the outside world (extraversion).

Myers and Briggs held that types with a preference for *judgment* show the world their preferred judging function (thinking or feeling). So TJ types tend to appear to the world as logical, and FJ types as empathetic. According to Myers judging types like to "have matters settled." Those types who prefer perception show the world their preferred *perceiving* function (sensing or intuition). So SP types tend to appear to the world as concrete and NP types as abstract. According to Myers, perceptive types prefer to "keep decisions open."

For extraverts, the J or P indicates their *dominant* function; for introverts, the J or P indicates their *auxiliary* function. Introverts tend to show their dominant function outwardly only in matters "important to their inner worlds." For example:

Because ENTJ types are extraverts, the J indicates that their *dominant* function is their preferred judging function (extraverted thinking). ENTJ types introvert their auxiliary perceiving function (introverted intuition). The tertiary function is sensing and the inferior function is introverted feeling.

Because INTJ types are introverts, the J indicates that their *auxiliary* function is their preferred judging function (extraverted thinking). INTJ types introvert their dominant perceiving function (introverted intuition). The tertiary function is feeling, and the inferior function is extraverted sensing.

The Tasks of a College Student



COLLEGE STUDENTS WANTED

Seeking high school graduates who desire advancement. Must be able to work independently, set goals, follow through. This position requires skill in reading, written communication, and the ability to demonstrate learning on tests. Successful applicants must be able to work under stress in crowded living conditions. Hours and geographic location are flexible. Applications now being accepted for openings across the country in September.

Would you qualify for this job? Can you perform the necessary tasks—writing, studying, and test taking? How you go about doing these tasks depends on many things—your talents, motivation, interests—and your type.

Writing

All sixteen types can write clearly and well. All can also experience anxiety about writing (“writer’s block”) at times. As with learning styles, people of each type have their unique approach to writing.

There are two rules of thumb for succeeding.

- Trust and use your preferred style, especially on the first draft. Do whatever it takes to get your momentum going and to give you a sense of confidence.
- Revise your draft according to your instructor’s expectations, but do these revisions as near to the due date as possible.

The table below shows the writing approaches typically preferred by people of each MBTI preference. Using one or more of the strategies associated with your preferences can help you get started and avoid feeling blocked. The cartoon on the next page illustrates one approach.

Preferred Writing Approach for Each Preference

Extraversion—Active Writers

Write from experience
Talk about the theme before writing
Leap into writing; outline later
Take breaks for outer stimulation

Sensing—Realistic Writers

Report factual information
Follow a format that worked before
Attend to instructions and mechanics
Say it clearly, simply, and directly

Thinking—Analytical Writers

Strive for objectivity
Provide reader with logical organization
Critically analyze an argument
Writing guided by criteria for a “competent” product

Judging—Decisive Writers

Narrow options, decide topic quickly
Follow a set schedule to completion
Work on one project at a time
Work from present materials

Introversion—Reflective Writers

Write from ideas
Jot down ideas before writing
Pause to think ahead while writing
Find quiet to concentrate without interruptions

Intuition—Imaginative Writers

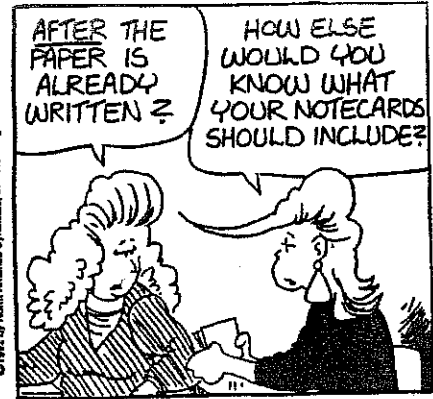
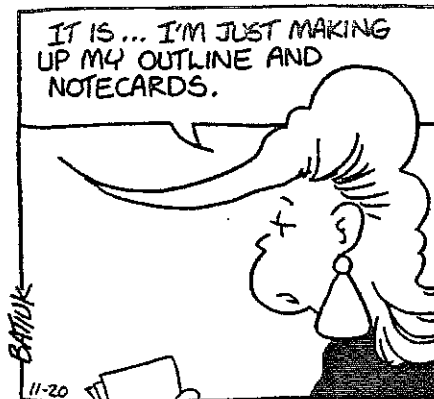
Discuss concepts and implications
Try out new approaches
Attend to interesting complexities that emerge
Say it with a flourish and with subtlety

Feeling—Personal Writers

Communicate personal viewpoint
Enliven content with human examples
Anticipate reader’s reaction
Writing guided by sense of flow and overall feeling tone

Perceiving—Inclusive Writers

Keep topic options open and flexible
Let deadlines motivate completion
Let multiple projects overlap
Extensive search for related facts or ideas



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Studying

Studying is the day-to-day work of a college student. But if you ask students what studying means, you will get different answers, depending on their type. Your preferences for Sensing (S) or Intuition (N) and Judging (J) or Perceiving (P) are relevant here.

Sensing (S) Style

Studying, for Sensing types, means learning facts. They accomplish this by methodically working their way through the material, trying to memorize or incorporate as much as possible. A possible disadvantage of this style, however, is that they may not see how the pieces fit together or lead to a general point or principle, which is often the very thing that their professor will ask them about.

Tip: Sensing types need to learn to skim material, to prepare outlines showing the relationship among the facts, and how to use the facts to arrive at the "big picture" or "bottom line." While they excel at learning "what is," they also need to think about what it all means.

Marcie, an ISTJ history major, approached her academic advisor to discuss whether she was in the right field. She had thoroughly enjoyed studying history in high school. But the "grand theories," as she called them, that were the focus of her current courses were far removed from the rich and exciting facts that she loved and that, for her, were history. It was clear that her previous experience of history had allowed her to exercise her Sensing (S), and that she was unhappy with the newer abstract (N) approach.

Intuitive (N) Style

Studying, for Intuitive types, means understanding concepts. They try to grasp the essential point, or overall meaning, of the material. They focus on broad ideas and try to relate one idea to another. The possible disadvantage of this style is that they often have difficulty supporting their ideas or conclusions with facts or real examples.

Tip: Intuitive types need to pay attention to details. Even tasks that seem to require imagination only, such as writing fiction, can be improved by attention to detail. Virginia Woolf noted this when she said, "The truer the facts, the better the fiction." Intuitive types naturally seek to know the meaning of things; they also must pay attention to the reality.

Jim was an Intuitive premed student. He was very unhappy with his required class in biochemistry until he learned to combine what he called the "nitpicky details" into broad clusters or categories (N). When he learned a new fact and could place it in the right category, he found it much easier to recall it later. He also found it helpful to talk (E) with his classmates about his vision (N) about how the field of medicine needed to change.

Judging and Perceiving Styles

Studying also requires effective time management. Judging types like to start organizing their time as soon as they receive an assignment. They need to feel that they are making steady progress. Perceiving types like to look for all possible angles on the assignment. They narrow their focus at the last minute before a test or a deadline with a final burst of energy. The cartoon on the next page illustrates one possible approach to time management.

Snapshots of the Sixteen Types

ISTJ

Thorough, hardworking, and responsible, ISTJs work well within traditional structures, following standard procedures and keeping track of facts and details. They clarify responsibilities and roles, seek to maintain what is efficient and useful, and follow through on their commitments.

Hallmark: Dependability

ISTP

Pragmatic, realistic, and adaptable, ISTPs work well when there are few rules and when they can apply skills in a practical, logical way. They recognize inconsistencies in methods and procedures, respond quickly in emergencies, and devise straightforward plans to meet needs as they arise.

Hallmark: Ingenuity

ESTP

Action oriented, energetic, and realistic, ESTPs work well when they can participate fully, enjoying challenges and attempting to eliminate obstacles through a logical, pragmatic, no-nonsense approach. They like to solve problems, work to achieve immediate results, and be where the action is.

Hallmark: Energy

ESTJ

Logical, directive, and organized, ESTJs work well when they can marshal and manipulate resources, implement plans, and accomplish tasks. They find and correct flaws, monitor events, and hold everyone accountable. Hardworking and responsible, they seek practical, realistic solutions to difficulties.

Hallmark: Decisiveness

ISFJ

Conscientious, loyal, and dedicated, ISFJs work well when roles and responsibilities are clearly defined. They take care of the specific and practical needs of people, relying on trusted, established methods. They seek stability and harmony, expect others to be diligent, and make sacrifices to get the job done.

Hallmark: Commitment

ISFP

Low-key, flexible, and modest, ISFPs work well when they can meet the individual needs of people in a direct and personal manner. Valuing harmony and tolerance, they are genuine, sincere, and open minded. They enhance their work environments by ensuring that people are cared for with kindness and artistry.

Hallmark: Sensitivity

ESFP

Friendly, outgoing, and enthusiastic, ESFPs work well when they can use their vitality and humor to make things happen. They make collaborative efforts enjoyable by applying common sense and a flexible and spontaneous approach to meeting challenges. They like to use their warmth and generosity to help people.

Hallmark: Enthusiasm

ESFJ

Helpful, warm, and cooperative, ESFJs work well when they can serve the needs of people in a structured, timely, and practical way. They strive to ensure that people and tasks are organized harmoniously. Exercising determination and follow-through, they work to achieve results that make things better for all concerned.

Hallmark: Affiliation

INFJ

Insightful, inspiring, and creative, INFJs work well when they can concentrate on what matters to people, quietly exert influence, and model integrity. They envision ways to reach long-range goals, want to develop an atmosphere of mutual trust, and organize people and processes so that all benefit.

Hallmark: Integrity

INFP

Original, values focused, and caring, INFPs work well when they can foster the well-being of others and help people achieve their fullest potential. They seek meaning and purpose in all they do. They offer authenticity and a spirit of harmony, loyalty, and compassion to the people and institutions they serve.

Hallmark: Idealism

ENFP

Lively, charismatic, and encouraging, ENFPs work well when they can innovate and be creative, persuade others to action, and stimulate positive change. They generate enthusiasm for startup activities, are tireless in pursuit of newfound interests, and anticipate the needs of people and organizations.

Hallmark: Imagination

ENFJ

Warm, supportive, and friendly, ENFJs work well when they can focus on people's aspirations, develop organized plans to meet goals, and maintain integrity as they work. They tune into others—easily getting to know their hopes and dreams—foster collaboration, and strive for the common good.

Hallmark: Responsiveness

INTJ

Independent, individualistic, and visionary, INTJs work well when they can develop strategies, use foresight, implement their ideas, and create intellectual structures to meet goals. Unafraid of difficulty, they objectively analyze varied factors and global issues to meet complex challenges they can foresee in the future.

Hallmark: Vision

INTP

Analytical, intellectual, and ingenious, INTPs work well when they can operate independently, search for truth, and use rational approaches to solve complex problems. Their curiosity leads them to research theories, contemplate what makes things work, and discover the long-term consequences of any given strategy or plan.

Hallmark: Logic

ENTP

Perceptive, adaptable, and clever, ENTPs work well when they can take on challenges, improvise conceptual frameworks, and rally others to conquer issues strategically. They bring an inventive spirit to entrepreneurial endeavors, embrace change and innovation, and see ways of doing things that are not immediately obvious.

Hallmark: Initiative

ENTJ

Energetic, assertive, and confident, ENTJs work well when they can manage projects, bring order and logic to tasks, use conceptual models to guide actions, and formulate long-range plans. They devise systems and structures to correct problems, take decisive stands, and shoulder responsibility for achieving team goals.

Hallmark: Drive



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The 16 MBTI® Types

ISTJ

Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized – their work, their home, their life. Value traditions and loyalty.

ISFJ

Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.

INFJ

Seek meaning and connection in ideas, relationships, and material possessions. Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.

INTJ

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance – for themselves and others.

ISTP

Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

The MBTI® I

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ISFP

Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, do not force their opinions or values on others.

INFP

Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened.

INTP

Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.

ESTP

Flexible and tolerant, they take a pragmatic approach focused immediate results. Theories and conceptual explanations bore them – they want to act energetically to solve the problem. Focus on the here-and-now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.

ESFP

Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

ENFP

Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.

ENTP

Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept

at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

ESTJ

Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.

ESFJ

Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.

ENFJ

Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone, want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.

ENTJ

Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy long-term planning and goal setting. Usually well informed, well read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

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- When partners have a Feeling preference in common, this can compensate for differences in other areas, perhaps due to Feelers' inclination to spend more time and energy on their relationships in general. Specifically, Sensing, Feeling Judgers (ESFJ and ISFJ) reported an 86% satisfaction rate when paired with Intuitive, Feeling Perceivers (ENFP and INFP). They had a 67% satisfaction rate when coupled with Intuitive, Feeling Judgers (ENFJ and INFJ).
- In some cases, having similar type preferences did not mean higher satisfaction. Sensing, Thinking and Perceiving types (ISTP and ESTP) had only a 33% satisfaction rate when paired with other STPs. The researchers theorized that this is due to their findings that ESTPs and ISTPs are the least concerned of all the types with the quality of their relationships.
- Similarly, Intuitive Thinking types (ENTP, INTP, ENTJ, INTJ) have only a 59% satisfaction rate when paired with another Intuitive Thinker. These types tend to be among the most critical of their partners and may be harder to please in general.

Additional research, led by Nancy Marioles, PhD. at St. Mary's University, provides important data on marriage patterns among the types.

- Some types are more likely to marry a person of their same type; this includes male INFPs, INFJs and INTPs and female ENFJs and INFJs.
- There are two combinations where opposites seem to attract: ESTJ men with INFP women, and ESTP men with INFJ women. However, this may be due in part to the fact that these two types of men are also the most likely to be married multiple times.
- Some types showed greater partner dissatisfaction in general. Women married to INTP men had the highest level of dissatisfaction, at 31%. INTP is one of the least common types in the population, and INTPs may find it especially important to find a like-minded partner.

We can see that overall, couples find more satisfaction when paired with a similar partner. However, researchers stress that in all of their findings, communication, common interests, and the quality of the couple's friendship were the most crucial factors in determining relationship success. While it may be easier to achieve these goals with a partner who is similar to you, it is absolutely possible even when significant differences exist. When couples make an effort to understand and appreciate their differences, they can turn what might be a problem or source of conflict into an asset for their partnership.

However, this does not mean that you must find your exact type in order to build a good relationship. In fact, the most common pairing is between two people with just two type preferences in common (for instance, ISTP with ESTJ). Researchers have also found that some type preferences are more important than others when determining compatibility, and that some types are especially likely to clash.

In a 1981 study, researcher Ruth Sherman found that differences on the Extraversion/Introversion scale caused the most conflict in long-term relationships. In particular, combinations of Extraverted women with Introverted men caused frustration, perhaps because this dynamic goes against our traditional concept of the man being the more expressive and dominant partner. However, this effect was found in a study that is over 20 years old. As we become more progressive in our relationships and more open to equality, differences in this preference area may become less important.

The Sensing/Intuition scale seems to play a key role in attraction. Studies by Isabel Briggs Myers and others have found that people tend to be drawn to partners who share their preference on this scale. When couples have a Sensing or Intuitive preference in common, they will tend to view the world in a fundamentally similar way. Couples with the same preference on this scale may find it easier to understand each other, and are more likely to feel they are speaking the same language.

While similarity on the Sensing/Intuition scale may determine attraction, long-term compatibility appears to be much more complicated. The last three scales—S/N, T/F, and J/P—play a complex role in determining compatibility. These scales have a fundamental effect on the way we communicate and prioritize our lives, and so have the potential to cause misunderstandings, miscommunication, and opposing goals in relationships where preference differences exist.

When researchers Tieger and Barron-Tieger examined couples on the S/N, T/F, and J/P scales, they found that, in general, more similar couples experienced a higher rate of satisfaction with their partner. However, there were some combinations that worked well despite having fewer preferences in common, and some pairings of similar partners that weren't quite so successful. Some examples:

- Sensing Judgers (ESTJ, ESFJ, ISTJ, ISFJ) have a satisfaction rate of 79% when paired with other Sensing Judgers. These types tend to be traditionalists who value and honor their commitments.
- Intuitive Feelers (ENFP, INFP, ENFJ, INFJ) have a satisfaction rate of 73% when paired with each other. Intuitive Feelers tend to place a high value on relationships and are the most likely of all the types to devote themselves to healthy relationships and open communication.
- Intuitive, Feeling, Perceiving types (INFP and ENFP) had a satisfaction rate of only 42% when they were paired with Sensing, Thinking, Judging types (ESTJ and ISTJ), although this was one of the more common pairings among the couples studied. The NFP partner is likely to feel that their partner is conservative and stifling, while the STJ partner may find their partner unpredictable and unreliable.

COMMUNICATION STYLES OF MBTI TYPES

For Explorers (ENTP and ENFP)

- ❖ Be enthusiastic and open-minded
- ❖ Make connections and show relationships
- ❖ Appeal to their flexibility and desire to change things.
- ❖ Focus on new ideas, patterns, and possibilities.
- ❖ Present opportunities or challenges.

For Expeditors (ESTJ and ENTJ)

- ❖ Be direct and concise
- ❖ Focus on competencies, goals, actions, and results.
- ❖ Explain your ideas logically
- ❖ Be objective and task oriented
- ❖ Be organized and efficient when presenting information

For Contributors (ESFJ and ENFJ)

- ❖ Be warm, friendly, empathetic, and appreciative
- ❖ Develop rapport and trust
- ❖ Mention and appreciate contributions
- ❖ Focus on collaboration, cooperation, and inclusion
- ❖ Take time to develop a personal relationship

For Responders (ESTP and ESFP)

- ❖ Provide immediate feedback
- ❖ Keep instructions short and to the point
- ❖ Use humor and playfulness
- ❖ Relate communications to real-life examples
- ❖ Avoid highly theoretical explanations

For Assimilators (ISTJ and ISFJ)

- ❖ Be detailed, accurate, and precise
- ❖ Focus on facts and real-life examples
- ❖ Make sure information is useful and relevant
- ❖ Listen to their expertise and experience
- ❖ Provide step-by-step, structured explanations

For Visionaries (INTJ and INFJ)

- ❖ Show this overall framework of ideas
- ❖ Focus on long-term planning and vision
- ❖ Provide complex models, concepts, and theories
- ❖ Be precise in your use of languages
- ❖ Use metaphors, symbols, and other figures of speech

For Analyzers (ISTP and INTP)

- ❖ Be calm and objective
- ❖ Be direct, frank, and concise
- ❖ Focus on logical reasons and explanations
- ❖ Provide detailed concepts, information, or data
- ❖ Allow time for them to critique and question

For Enhancers (ISFP and INFP)

- ❖ Communicate in a comfortable, one-to-one setting
- ❖ Be supportive, empathetic, quiet, and sensitive
- ❖ Focus on maintaining harmony and establishing rapport
- ❖ Approach situations in a personal and appreciative way
- ❖ Avoid being overly critical or analytical

Preferred Methods of Communication

Extraversion

- Communicate energy and enthusiasm
- Respond quickly without long pauses to think
- Converse about people, things, and ideas in the external environment
- May need to moderate expression
- Seek opportunities to communicate with groups
- Prefer face-to-face over written communication, voice mail over e-mail
- In meetings, like talking out loud to build their ideas

Introversion

- Keep energy and enthusiasm inside
- Pause and reflect before responding
- Thoroughly consider ideas, thoughts, and impressions
- May need to be drawn out
- Seek opportunities to communicate one-to-one
- Prefer written over face-to-face communication, e-mail over voice mail
- In meetings, verbalize ideas that have been thought through

Sensing

- Like evidence (facts, details, and examples) presented first
- Want practical and realistic applications shown with any relationships between the facts clearly explained
- Rely on direct experience to provide information and anecdotes
- Use an orderly step-by-step approach in conversations
- Like suggestions to be straightforward and feasible
- Refer to specific examples
- In meetings, follow the agenda

Intuition

- Like global schemes, with broad issues presented first
- Want to consider future possibilities and challenges
- Use insights and imagination as information and anecdotes
- Rely on a roundabout approach in conversations
- Like suggestions to be novel and unusual
- Refer to general concepts
- In meetings, use the agenda as a starting point

Thinking

- Prefer to be brief and concise
- Want the pros and cons of each alternative to be listed
- Can be intellectually critical and objective
- Convinced by cool, impersonal reasoning
- Present goals and objectives first
- Use emotions and feelings as secondary data
- In meetings, seek involvement with the task first

Feeling

- Prefer to be personable and in agreement
- Want to know an alternative's impact on people and values
- Can be interpersonally appreciative and accepting
- Convinced by personal authenticity
- Present points of agreement first
- Consider logic and objectivity as secondary data
- In meetings, seek involvement with people first

Judging

- Want to agree on schedules, timetables, and reasonable deadlines
- Dislike surprises and want advance warning
- Expect others to follow through and count on this
- State their positions and decisions as final
- Want to hear about results and achievements
- Focus on purpose and direction
- In meetings, concentrate on task completion

Perceiving

- Willing to discuss timetables but resist tight deadlines and unchangeable schedules
- Enjoy surprises and adapt to last-minute changes
- Expect others to respond to situational requirements
- Present their views as tentative and modifiable
- Want to hear about options and opportunities
- Focus on autonomy and flexibility
- In meetings, concentrate on the process being used

Adapted from *Talking in Type* by Jean M. Kummerow, Center for Applications of Psychological Type, 1985.

Effects of Preferences in Work Situations

Extraversion	Introversion
<ul style="list-style-type: none"> Like participating actively in a variety of tasks Are often impatient with long, slow jobs Are interested in the activities of their work and in how other people do them Act quickly, sometimes without thinking Find phone calls a welcome diversion when working on a task Develop ideas by discussing them with others Like having people around and working on teams 	<ul style="list-style-type: none"> Like quiet and private space for concentration Tend to be comfortable working on one project for a long time without interruption Are interested in the facts and/or ideas behind their work Like to think before they act, sometimes to the point of not acting Find phone calls intrusive when concentrating on a task Develop ideas alone through reflection Like working by themselves or occasionally in small groups
Sensing	Intuition
<ul style="list-style-type: none"> Like using experience and standard ways to solve problems Enjoy applying skills already perfected Seldom make errors of fact, but may ignore inspirations Like to do things with a practical bent Like to present the details of their work first Prefer continuation of what is, with fine tuning Proceed step-by-step or piece-by-piece, accurately estimating the time needed 	<ul style="list-style-type: none"> Like solving new, complex problems Enjoy the challenge of learning something new Seldom ignore insights but may overlook facts Like to do things with an innovative bent Like to present an overview of their work first Prefer change, sometimes radical, to continuation of what is Proceed in bursts of energy, following their inspirations as time goes by
Thinking	Feeling
<ul style="list-style-type: none"> Use logical analysis to reach conclusions Can work without harmony, concentrating instead on the task Upset people inadvertently by overlooking their emotions Decide impersonally, sometimes paying insufficient attention to people's wishes Tend to be firm-minded and ready to offer critiques Look at the principles involved in the situation Want recognition after task requirements are met or exceeded 	<ul style="list-style-type: none"> Use values to reach conclusions Work best in harmony with others, concentrating on the people Enjoy meeting people's needs, even in small matters Let decisions be influenced by their own and other people's likes and dislikes Are sympathetic and dislike, even avoid, telling people unpleasant things Look at the underlying values in the situation Want appreciation throughout the process of working on a task
Judging	Perceiving
<ul style="list-style-type: none"> Work best when they can plan their work and work their plan Enjoy organizing and finishing tasks Keep the focus on what needs to be completed, ignoring other things that come up Feel more comfortable once a decision has been made on a thing, situation, or person Decide quickly in their desire for closure Seek structure and schedules Use lists to prompt action on specific tasks 	<ul style="list-style-type: none"> Want flexibility in their work Enjoy starting tasks and leaving them open for last-minute changes Want to include as much as possible, thus deferring needed tasks Feel comfortable staying open to experiences, not wanting to miss anything Postpone decisions because of a search for options Adapt to changing situations and feel restricted with too much structure Use lists to remind them of possible things to do when time allows

Adapted from *Introduction to Type* (1st ed.), by Isabel Briggs Myers, CPP, Inc., 1962.

Learning Styles



College is for learning—but not everyone's learning style is the same. According to type theory, each of the sixteen types has a different style that works best for them. If you are having difficulty learning new material it may be because you are trying to learn in a way that is not consistent with your natural style.

Or, you may be using your preferred style so exclusively that you miss the chance to use other strategies when they may be more appropriate. The latter problem is illustrated in the cartoon on the next page. Our intrepid student is so caught up in the use of Intuition that he is in danger of being lost in a world of abstractions.

Learning Styles Associated with Each Preference

E Extraversion

Learn best when in action
Value physical activity
Like to study with others
Say they're high in verbal and interpersonal skills
Say they need training in reading and writing papers
Background sounds help them study
Want faculty who encourage class discussion

S Sensing

Seek specific information
Memorize facts
Value what is practical
Follow instructions
Like hands-on experience
Trust material as presented
Want faculty who give clear assignments

T Thinking

Want objective material to study
Logic guides learning
Like to critique new ideas
Can easily find flaws in an argument
Learn by challenge and debate
Want faculty who make logical presentations

J Judging

Like formal instructions for solving problems
Value dependability
Plan work well in advance
Work steadily toward goals
Like to be in charge of events
Drive toward closure
Want faculty to be organized

I Introversion

Learn best by pausing to think
Value reading
Prefer to study individually
Say they're below average in verbal expression
Say they need training in public speaking
Need quiet for concentration
Want faculty who give clear lectures

N Intuition

Seek quick insights
Use imagination to go beyond facts
Value what is original
Create their own directions
Like theories to give perspective
Read between the lines
Want faculty who encourage independent thinking

F Feeling

Want to be able to relate to the material personally
Personal values important
Like to please instructors
Can easily find something to appreciate
Learn by being supported and appreciated
Want faculty who establish personal rapport with students

P Perceiving

Like to solve problems informally
Value change
Work spontaneously
Work impulsively with bursts of energy
Like to adapt to events
Stay open to new information
Want faculty to be entertaining and inspiring