

The Myers-Briggs Type Indicator (MBTI)

INTRODUCTION

The MBTI reports some of your key personality preferences, tendencies and characteristics, but not all of them. It does not measure how “normal” you are nor your “IQ”, learning ability or maturity.

The MBTI identifies four separate dichotomies or dimensions:

- **Extraversion versus Introversion**
- **Sensing versus Intuition**
- **Thinking versus Feeling**
- **Judging versus Perceiving**

An individual is assumed to have a preference for one of each pair of opposites on the four dimensions. Nevertheless, it is common for people to be in “the middle” on one or more of the dimensions. It is important to remember that there is no ideal personality type just as there is no personality type that a person would want to avoid.

The MBTI Dimensions

(E) Extraversion —————+————— **Introversion (I)**

(S) Sensing —————+————— **Intuition (N)**

(T) Thinking —————+————— **Feeling (F)**

(J) Judging —————+————— **Perceiving (P)**

Extraversion – Introversion Dimension (attitudes or orientations of energy)

BRIEF OVERVIEW

Extraverts direct their energy mainly toward the outer world of people and objects and therefore tend to focus their energy on people, objects and activities. Extraverts seek out other people and enjoy lots of interactions, whether these interactions are one-on-one or in groups. They get their batteries charged by being with others and they usually know a lot of people. It is easy for them to know many people because they tend to meet new people frequently and with ease.

Introverts are oriented primarily toward the inner world and therefore tend to focus their energy on concepts, ideas and internal experiences. As such, Introverts spend time alone and need this time to “recharge their batteries.” Because they try to understand the world before they experience a lot of their activity is mental. Introverts prefer social interaction on a smaller scale (e.g., one-on-one or in small groups). They are more reserved than Extraverts and tend to get to know people slowly.

Self-Rating

☐	Act – then think	↔	Think – then act	☐
☐	Easy to get to know	↔	Hard to get to know	☐
E ☐	Energized by people	↔	Energized by privacy	☐ I
☐	Need relationships	↔	Need privacy	☐
☐	Breadth	↔	Depth	☐

Additional MBTI Vocabulary and Key Phrases

Extraversion	Introversion
• Verbal, sociable, expressive • Want to change the world • Relaxed and confident • Like to talk over ideas • Learn best when active	• Quiet, reflective, reserved • Want to understand the world • Questioning and impenetrable • Quiet time for ideas • Learn best when alone

My Estimate

Sensing – Intuition Dimension (functions or processes of perception)

BRIEF OVERVIEW

This dimension is designed to reflect how people gather information from their environment. Sensing people focus mainly on what can be picked up by the five senses (sight, smell, touch, hear and taste) and therefore are more interested in observable facts. They tend to trust whatever can be measured or documented and they enjoy seeking out facts and truths. Their story telling is filled with many details and they rarely make detail errors.

This dimension
is also called the
**PERCEIVING
FUNCTION**

Intuitive people rely on their “sixth sense” (i.e., their intuition) and tend to focus on relationships, meanings, and other possibilities, beyond the facts. They naturally “read between the lines” and therefore value imagination, inspirations and hunches. They tend to “day dream” more often than Sensing people and enjoy anticipating the future. They can be very “change oriented”. That is, they enjoy trying to make things different rather than maintaining them the way they are.

Self-Rating

☐	Specific - details	↔	Patterns & Relationships	☐
☐	Live in the present	↔	Future oriented	☐
☐	Practical matters	↔	Imaginative	☐
☐	One step at a time	↔	Start anywhere	☐
☐	Set procedures	↔	Change & Variety	☐

S

N

Additional MBTI Vocabulary and Key Phrases

Sensing	Intuition
- Visual realism and common sense - Like memorizing facts - Want new ideas to be pragmatic - Tend to be specific and literal; give detailed descriptions	- Value imagination and innovation - Like theoretical topics - Like new ideas for their own sake - Describe events or topics through leaps, in a roundabout manner

My Estimate

Thinking – Feeling Dimension

(functions or processes of judging)

BRIEF OVERVIEW

Every person in our society needs to make decisions and this dimension was constructed to reflect a person's preference between two contrasting ways of making a judgment. Thinking people base decisions on logical analysis with focus on objectivity and detachment. Perhaps the best model to describe the thinking type is Mr. Spock from Star Trek. A Feeling person, in contrast will base decisions on personal or social values and will be subjective and attached to the outcome. They want to feel good about their decisions and they pride themselves on their ability to be empathetic and compassionate. Think people and feeling people can have very different priorities and can speak "different languages." Thinking should not be confused with intelligence or competence and Feeling should not be confused with emotions. Feeling people can think and Thinking people do have feelings.

This dimension
is also called the
JUDGING
FUNCTION

Every person in our society needs to make decisions and this dimension was constructed to reflect a person's preference between two contrasting ways of making a judgment. Thinking people base decisions on logical analysis with focus on objectivity and detachment. Perhaps the best model to describe the thinking type is Mr. Spock from Star Trek. A Feeling person, in contrast will base decisions on personal or social values and will be subjective and attached to the outcome. They want to feel good about their decisions and they pride themselves on their ability to be empathetic and compassionate. Think people and feeling people can have very different priorities and can speak "different languages." Thinking should not be confused with intelligence or competence and Feeling should not be confused with emotions. Feeling people can think and Thinking people do have feelings.

Self-Rating

☐	Use the head & logic	↔	Use the heart & values	☐
☐	Truth & Justice	↔	Relationships & harmony	☐
T ☐	Spontaneously criticize	↔	Spontaneously appreciative	☒ F
☐	Analytical	↔	Understanding	☐
☐	Take a long view	↔	Immediate view	☐

Additional MBTI Vocabulary and Key Phrases

Thinking

- Value truth more than tact
- Believe feelings are only valid if logical
- Want a clear criteria for duties
- Apply interpersonal analysis

Feeling

- Value tact more than truth
- Believe any feeling is valid
- Perform best when heart is in work
- Consider effect of actions on others

My Estimate

Judging – Perceiving Dimension

(attitudes or orientations toward dealing with the outside world)

BRIEF OVERVIEW

This dimension was designed to identify how people deal with and approach the outside world. Judging people live in a more structured fashion and are happiest when their lives are structured and settled. These people are not necessarily judgmental. Rather, they like to have issues resolved. Perceiving people prefer to live in a spontaneous fashion and are happiest when allowed to be unsure about their plans. They seek to understand life rather than control it and this can result in the avoidance of planning and decision-making. Perceiving people are not necessarily perceptive; they simply enjoy having opportunities for finding alternatives.

Self-Rating

☒	Plan in advance	↔	Last minute rush	☐
☒	Definite order & structure	↔	Go with the flow	☐
☒	Organized life	↔	Flexible life	☐
☒	Enjoy being decisive	↔	Enjoy being curious	☐
☐	Comfortable with closure	↔	Comfortable with openness	☐

J **P**

Additional MBTI Vocabulary and Key Phrases

Judging

- Work first, play later
- Prefer knowing what they are getting into
- Focus on one task at a time
- Are outcome oriented

Perceiving

- Enjoy now, finish job later
- Like adapting to new situations
- Work on several projects at once
- Are process oriented
- Over commit themselves

My Estimate

Characteristics frequently associated with each type

Introverts

Extraverts

Sensing Types		Intuitive Types	
ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.	ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.	INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.	INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.
ISTP Cool onlookers – quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.	ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the present moment and do not want to spoil it by undue haste or exertion.	INFP Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.	INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply declined interests. Need careers where some strong interest can be used and useful.
ESTP Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.	ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.	ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.	ENTP Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.
ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.	ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.	ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.	ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.

Introverts

Extraverts