

# Myers-Briggs Type Indicator

Individual & Family Dynamics 12

Mr. Rich

2014

# History

- 1917 - As a hobby, Katharine Briggs starts researching personality.
  - Briggs determines 4 personality types while studying her in-laws.
  - 1919 - Her daughter, Isabel Myers, graduates from college.
- 1923 - Briggs reads Carl Jung's book, which is similar to her types, but much more detailed.
- 1926 & 1928 – Briggs writes papers about Jung's types.
- 1929 - Myers publishes a murder mystery book using the types she and her mother have been working on.
- In the 1930's, Myers is an apprentice in "psychometric testing" so she can providing testing and consulting.

# History

- 1942 – The first personality test is made.
- 1944 – Their first “Handbook” is published.
- 1956 – Renamed “Myers-Briggs Type Indicator”

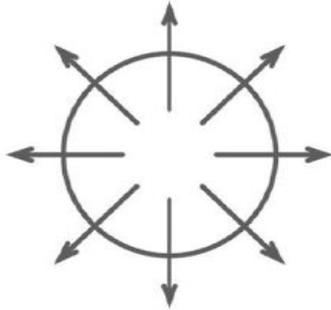
More history here: <http://www.myersbriggs.org>

# Notes & Activities

Extravert or Introvert

# Extravert or Introvert

## EXTRAVERSION



THE NATURAL FOCUS OF EXTRAVERSION IS  
THE EXTERNAL WORLD

## INTROVERSION



THE NATURAL FOCUS OF INTROVERSION IS  
THE INTERNAL WORLD

- When you need to 'recharge', where do you draw your energy from?

# Extravert or Introvert



- **What to do you want to do when you are tired?** (for example, after a week of assignments and tests)
- **Do you like to work alone or with a group?**
- Do you like to have many tasks to do, or do you prefer to focus on one thing at a time?
- When you are asked a question (for example in class) do you feel you need time to reflect before you answer?

# Extravert or Introvert

- Break into groups of 4 or more, equal numbers of 'E' and 'I' (if possible)
- Choose a topic (weather, food, jobs, ...)
- Everyone gets a counter.
- Each time someone talks, they pay (counter)
- When you don't have a counter, you have to wait until everyone has talked and put in their counter.
- If you have time, keep the same group, choose another topic and start over with new counters.

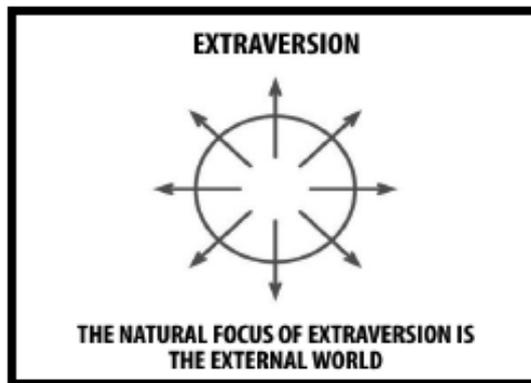
# Extravert or Introvert

- In your groups, ask:
  - Who ran out of sticks first? ('E' or 'I'?)
  - How did they feel when they ran out of sticks?
  - Who uncomfortable, like they were being forced to talk? ('E' or 'I'?)
  - Who talked the longest? ('E' or 'I'?)

# Typical Work Stressors for each of the Preferences

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*(Please write these in your notes.)*



## Stressors for Extraverts

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



## Stressors for Introverts

- Working with others
- Talking on the phone a lot
- Interacting with others frequently
- Having to act quickly without reflection
- Too many concurrent tasks and demands
- Getting frequent and verbal feedback

# Coping with Being Different

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Your Preference



Extraversion

Workgroup's Preference



Introversion

## Consider these tactics:

- Networking with others outside your team
- Asking them to voice their ideas
- Paying attention to written notices and email
- Allowing others to think about your idea before they provide feedback (count to three – or ten...)

Your Preference



Introversion

Workgroup's Preference



Extraversion

## Consider these tactics:

- Arriving at work early to take advantage of quiet time
- Intentionally seeking out private/reflective time – take the long way home
- Planning private breaks throughout the day to collect your thoughts
- In meetings, voicing even partially thought-through perspectives

# Extravert or Introvert

- **Extravert** statements:
  - I am seen as “outgoing” or as a “people person.”
  - I feel comfortable in groups and like working in them.
  - I have a wide range of friends and know lots of people.
  - I sometimes jump too quickly into an activity and don't allow enough time to think it over.
  - Before I start a project, I sometimes forget to stop and get clear on what I want to do and why.

# Extravert or Introvert

- **Introvert** statements:
  - I am seen as “reflective” or “reserved.”
  - I feel comfortable being alone and like things I can do on my own.
  - I prefer to know just a few people well.
  - I sometimes spend too much time reflecting and don't move into action quickly enough.
  - I sometimes forget to check with the outside world to see if my ideas really fit the experience.

# Extravert or Introvert

- For a business team, what are the benefits of having:
  - Extraverts?
  - Introverts?
- If you were leading a business meeting and wanted to hear from **everyone**, what could you do?

Sensing or iNtuition

# Sensing or iNtuition

**SENSING**



**TAKING IN AND PRESENTING INFORMATION IN A SEQUENTIAL,  
STEP BY STEP WAY**

**INTUITION**

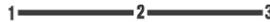


**TAKING IN AND PRESENTING INFORMATION IN A SNAP SHOT  
OR BIG PICTURE WAY**

- Do you prefer to look at the big picture, or at the details?
- Do you prefer create a project plan using past experience, or using an innovative new idea?
- Do you like to read the fine print and check the facts?

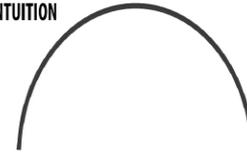
# Sensing or iNtuition

SENSING



TAKING IN AND PRESENTING INFORMATION IN A SEQUENTIAL,  
STEP BY STEP WAY

INTUITION



TAKING IN AND PRESENTING INFORMATION IN A SNAPSHOT  
OR BIG PICTURE WAY

- **Do you prefer to look:**
  - at the big picture?
  - at the details?
- **Do you prefer to create a project plan:**
  - using past experience?
  - using an innovative new idea?
- **Do you like to read the fine print and check the facts?**

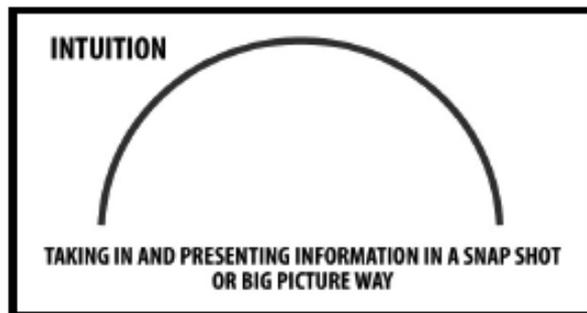
# Sensing or iNtuition

- Need 2 volunteers with an “S” for Sensing.  
You are Team Awesome.
- Need 2 volunteers with an “N” for iNtuition.  
You are Team Fantastic!
- Now, go down to the water fountain area and don't come back until you are called.

# Sensing or iNtuition

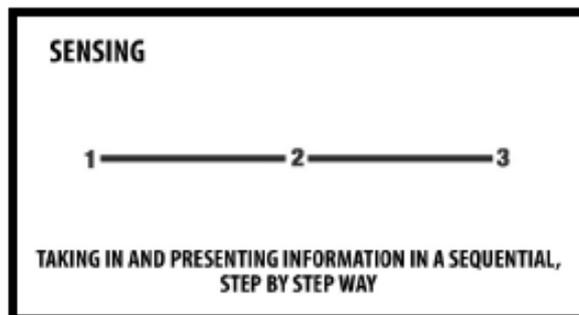
- How did the S team describe where the objects were?
- How did the N team describe where the objects were?
- Which team used:
  - measurements?
  - facts?
  - imagery?

# Typical Work Stressors for each of the Preferences



## Stressors for 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



## Stressors for Sensing Types

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

# Coping with Being Different

Your Preference



Sensing

Workgroup's Preference



Intuition

**Consider these tactics:**

- Getting involved in projects that require long-range or future thinking
- Practice "brainstorming" with the rest of the team
- Preparing yourself for "roundabout" discussions – look for patterns
- Going beyond specifics – try to discover meanings and themes

Your Preference



Intuition

Workgroup's Preference



Sensing

**Consider these tactics:**

- Practice presenting information in a step-by-step manner
- Providing specific examples of vital information
- Honouring organisational values surrounding experience and tradition
- Reading the fine print and getting the facts straight

# Sensing or iNtuition

- **Sensing** statements:
  - I remember events as snapshots of what actually happened.
  - I solve problems by working through facts until I understand the problem.
  - I am pragmatic and look to the “bottom line.”
  - I start with facts and then form a big picture.
  - I trust experience first and trust words and symbols less.
  - Sometimes I pay so much attention to facts, either present or past, that I miss new possibilities.

# Sensing or iNtuition

- **Intuitive** statements:
  - I remember events by what I read “between the lines” about their meaning.
  - I solve problems by leaping between different ideas and possibilities.
  - I am interested in doing things that are new and different.
  - I like to see the big picture, then to find out the facts.
  - I trust impressions, symbols, and metaphors more than what I actually experienced
  - Sometimes I think so much about new possibilities that I never look at how to make them a reality.

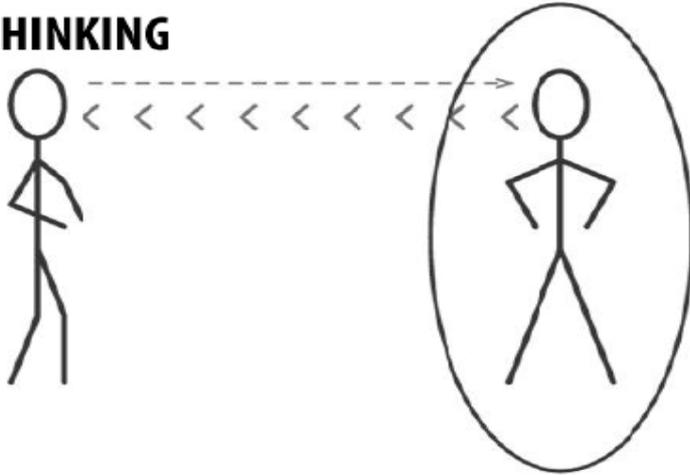
# Sensing or iNtuition

- For a business team, what are the benefits of having:
  - Sensing?
  - iNtuition?
- Where could N and S personality types come into conflict?
- As a manager how could you address these conflicts? (for example when you have N and S types making a 6-month company plan)

Thinking or Feeling

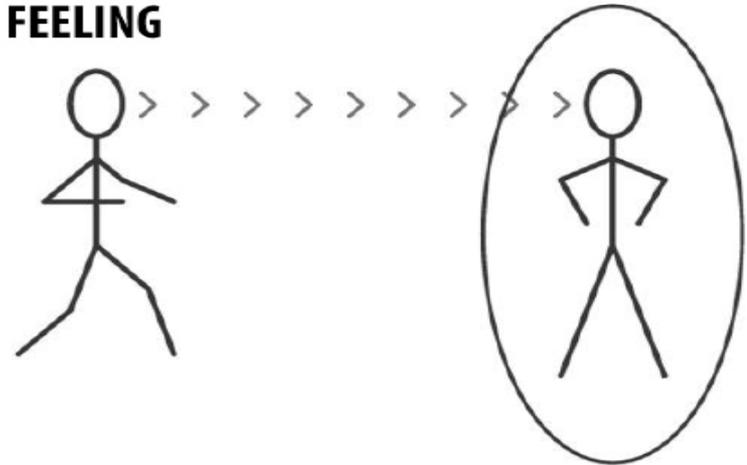
# Thinking or Feeling

**THINKING**



**MAKING DECISIONS BY STEPPING BACK FROM THE SITUATION, TAKING AN OBJECTIVE VIEW**

**FEELING**



**MAKING DECISIONS BY STEPPING INTO THE SITUATION, TAKING AN EMPATHETIC VIEW**

- When you make a decision, do you consider its impact on your co-workers, or customers?
- Do you think about your organization's values when making a decision?
- Are you comfortable providing someone with critical feedback?
- Is it easy for you to receive critical feedback?

# Thinking or Feeling

- Activity:
  - Need two volunteers:
    - 1 “F”
    - 1 “T”

# Thinking or Feeling

- How did the “**T**” handle the firing?
  - What was his/her strategy?
  - Was it effective?
- How did the “**F**” handle the firing?
  - What was his/her strategy?
  - Was it effective?

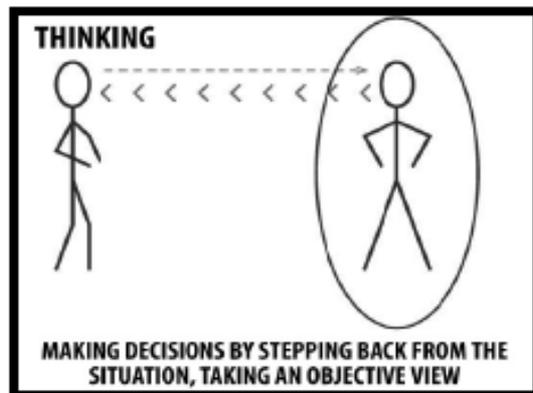
# Thinking or Feeling

Discuss in small groups:

1. What jobs / tasks would an “F” do well in?
2. What jobs / tasks would a “T” do well in?
3. In what activities would it be useful to have the perspectives of both of the “F” and “T” personality types?

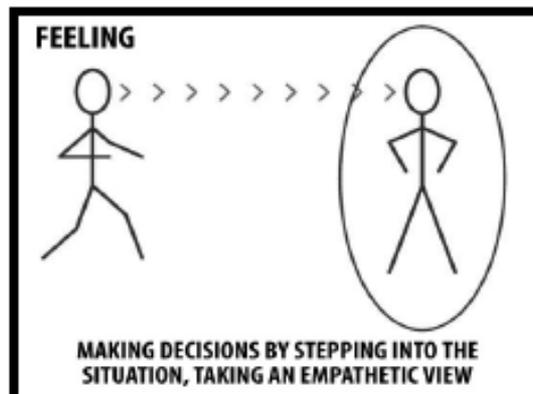
Have someone from your group share your responses.

# Typical Work Stressors for each of the Preferences



## Stressors for Thinking Types

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



## Stressors for Feeling Types

- Analysing situations objectively
- Setting criteria and standards
- Critiquing and focussing on flaws
- Focusing on tasks only
- Being expected to use logic alone to make decisions
- Asking questions that feel divisive

# Coping with Being Different

Your Preference



Thinking

Workgroup's Preference



Feeling

## Consider these tactics:

- Working on projects in which alternative causes and solutions are evaluated in personal terms
- Reminding yourself that factoring in the impact on people is logical even if people aren't
- Softening critical remarks – finding the positive, too
- Asking for others' opinions and concerns, looking for points of agreement before discussing issues

Your Preference



Feeling

Workgroup's Preference



Thinking

## Consider these tactics:

- Practice laying out an argument logically by saying if...then, or by considering the causes and effects
- Understanding that critical feedback is often given in the spirit of improving your professionalism
- Bringing attention to stakeholders' concern regarding projects/work
- Using brief and concise language to express your wants and needs

# Thinking or Feeling

- **Thinker statements:**
  - I enjoy technical and scientific fields where logic is important.
  - I look for logical explanations to most everything.
  - I believe telling the truth is more important than being tactful.
  - Sometimes I miss or don't value the "people" part of a situation.
  - I can be seen as too task-oriented, uncaring, or indifferent.

# Thinking or Feeling

- **Feeler statements:**
  - I am concerned with harmony and I am nervous when there is conflict.
  - I look for what is important to others and I express concern for others.
  - I believe being tactful is more important than telling the “cold” truth.
  - Sometimes I miss seeing or communicating the “hard truth” of situations.

# Thinking or Feeling

- Remember, everyone has emotions, not just the “F” types!
- Remember, everyone has to make decisions, not just the “T” types!
- No matter who you are, your decision making will work better if you remember how the other type thinks/feels their way to a decision.

Judging or Perceiving

# Judging or Perceiving

**JUDGING**



**A PLANNED APPROACH TO MEETING THE DEADLINE  
IN A SCHEDULED WAY**

**PERCEIVING**



**A SPONTANEOUS APPROACH TO MEETING THE DEADLINE  
WITH A RUSH OF ACTIVITY**

- Do you complete your work ahead of deadlines, or do you have a last minute burst of energy as the deadline approaches?
- Do you enjoy planning and organizing?
- Do you have a tidy workspace?
- Do dislike planning, and prefer to remain open and flexible?

# Judging or Perceiving

- Activity:
  - Everyone divide into groups of only:
    - “J”s
    - “P”s

# Judging or Perceiving

- Look at the different houses.
- What was the process in the “**J**” groups?
- What was the process in the “**P**” groups?
  - Did all groups finish on time?
- Compare the “**J**” and “**P**” houses.

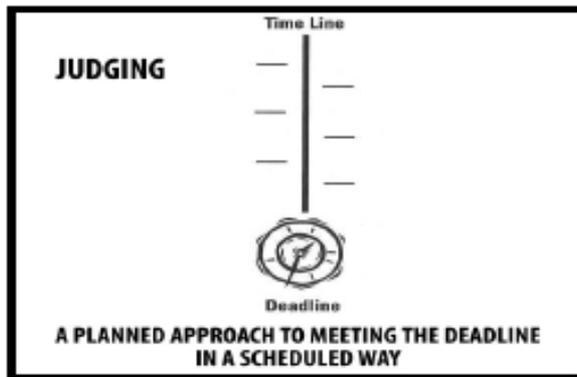
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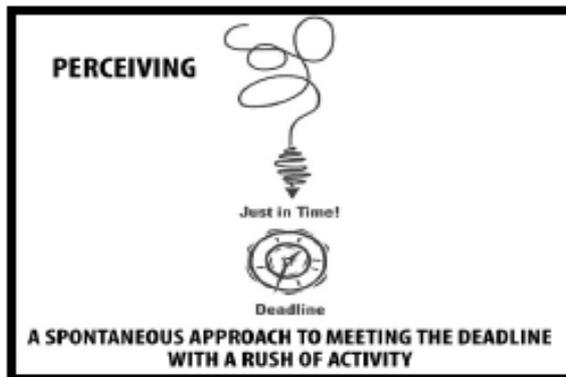
Have someone from your group share your responses.

# Typical Work Stressors for each of the Preferences



## Stressors for Judging Types

- Waiting for structure to emerge from process
- Too much flexibility around time frames and deadlines
- Having to marshal energy at the last minute
- Staying open to reevaluation of tasks
- Dealing with surprises



## Stressors for Perceiving Types

- Having to organise themselves and others planning
- Working within timeframes and deadlines
- Others' distrust of last minute energy
- Having to finish and move on
- Developing contingency plans
- Being required to plan ahead

# Coping with Being Different

Your Preference



Judging

Workgroup's Preference



Perceiving

## Consider these tactics:

- Seeking out projects that have definite milestones and a final deadline
- Trying to wait on a decision for a few days, continuing to gather more information and paying attention to ideas that may come up
- Understanding that work is progressing despite differences in work styles
- Making your own milestones and deadlines

Your Preference



Perceiving

Workgroup's Preference



Judging

## Consider these tactics:

- Recognising that deadlines set by the organisation may not be negotiable
- Using a past decision you believe others rushed to demonstrate the advantages of slowing down to gather more information
- Becoming active in projects where the process is just as important as the outcome
- Keeping "surprises" to a minimum and reducing your options

# Judging or Perceiving

- **Judger statements:**
  - I like to have things decided.
  - I appear to be task oriented.
  - I like to make lists of things to do.
  - I like to get my work done before playing.
  - I plan work to avoid rushing just before a deadline.
  - Sometimes I focus so much on the goal that I miss new information.

# Judging or Perceiving

- **P**erceiver statements:
  - I like to stay open to respond to whatever happens.
  - I appear to be loose and casual. I like to keep plans to a minimum.
  - I like to approach work as play or mix work and play.
  - I work in bursts of energy.
  - I am motivated by an approaching deadline.
  - Sometimes I stay open to new information so long I miss making decisions when they are needed.

# Judging or Perceiving

- Remember, everyone takes in information and everyone makes decisions!
- Know that it's possible to be a **“J”** in one situation and **“P”** in another.
  - “One person may feel very orderly/structured (J) on the inside, yet their outer life looks spontaneous and adaptable (P). Another person may feel very curious and open-ended (P) in their inner world, yet their outer life looks more structured or decided (J).”

# Careers

# Careers → E or I

## Extraverts

- Are attracted to careers where **action** and **interaction** are important
  - **business**
  - **sales / marketing**
  - **personal services**
  - **food services**
  - **public relations**
  - **government**

## Introverts

- Are attracted to careers where **ideas** are important
  - **college teaching**
  - **science research**
  - **library work**
  - **computers**
  - **mechanical work**
  - **electronics**
  - **engineering**

# Careers → S or N

## Sensing

- Are attracted to careers where production management of a business or service is important
  - construction
  - office details and accounting
  - patient care
  - police and military
  - similar hands-on activities to solve immediate problems

## iNtuition

- Are attracted to careers where communication or theory are important
  - counselling
  - journalism
  - teaching
  - writing and art
  - religion
  - science
  - research
  - law
  - long-range planning in business or policy development

# Careers → T or F

## Thinking

- Are attracted to careers
  - **skilled trades and crafts**
  - **science and technology**
  - **computers**
  - **production**
  - **management**
  - **law**
  - **police**
  - **criminal justice work**

## Feeling

- Are attracted to careers
  - **teaching**
  - **health care**
  - **clerical and office work**
  - **personal and human services**
  - **communication**
  - **entertainment**
  - **counselling**
  - **ministry**

# Careers → J or P

## Judging

- Are attracted to work settings:
  - **where plans, system, order, and deadlines are important**
  - **tasks where they can assume responsibility**

## Perceiving

- Are attracted to work settings:
  - **where change, flexibility and innovation are important**
  - **tasks where they can work independently**