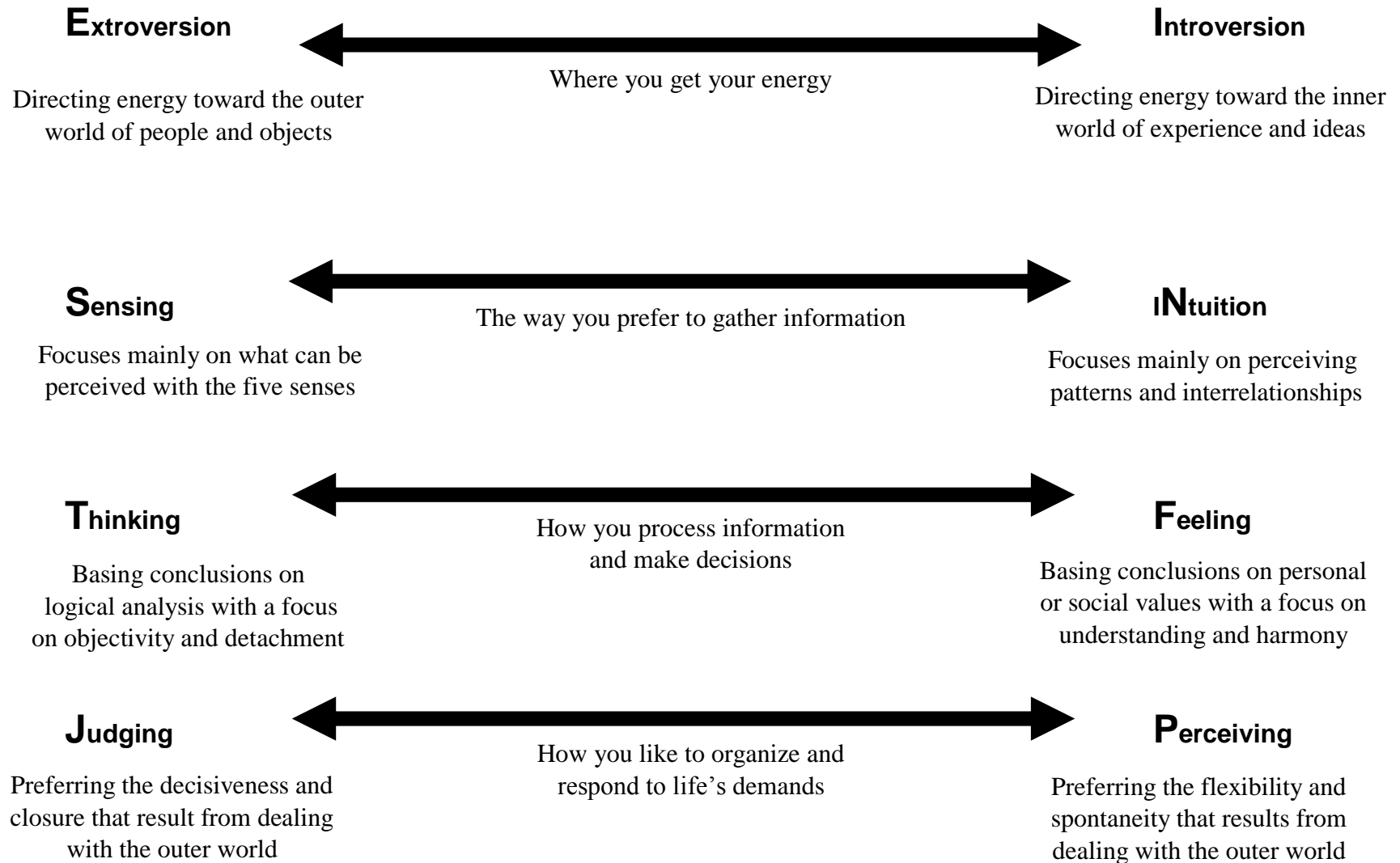


Myers Briggs Type Indicator: Four Preferences



Direction of Focus and Source of Energy

Extraversion

Outerworld—People—Action—Breadth

- Essential stimulation is from the environment; the outer world of people and things
- Energized by other people, external experiences
- Does best work externally in action
- Interests have breadth
- Usually communicates freely; expressive
- Acts → maybe reflects → acts
- Thinks best when talking to people
- Usually take the initiative in making contact with other people
- Have broad friendships with many people
- Sociable

Introversion

Innerworld—Ideas—Reflection—Depth

- Essential stimulation is from within; the inner world of thoughts and reflections
- Energized by inner resources, internal experiences
- Does best work internally in reflection
- Interests have depth
- Communication is usually reserved until they know and trust a person
- Reflects → maybe acts → reflects
- Thinks best when alone – shares with other people when clear what they believe
- Usually lets other people initiate contact
- Have a few deep friendships; intimacy
- Think best when alone

Ways of Perceiving and Acquiring Information

Sensing

Facts—Details—Experience—Present

- Gathers information by way of 5 senses (sight, sound, touch, taste and smell) either from the outer world or stored impressions
- Looks at specific parts and pieces
- Deals with known facts
- Lives in the present or past, enjoying what is or what was
- Trusts experience
- Prefers problems that are similar to previously solved ones
- Likes the concrete
- Learns sequentially; step by step
- Drawn to precise work
- Likes logic
- Focus on what is immediate, practical, and real

INtuition

Symbols—Patterns—Theory—Future

- Processes information by way of a “sixth sense” or hunch
- Looks at patterns and relationships; big picture
- Deals with possibilities
- Lives toward future, anticipating what might be
- Trusts theory more than experience
- Likes new problems and developing new solutions
- Likes the abstract
- Learns by seeing connections, jumps in anywhere, leaps over steps
- Drawn to creating designs
- Likes ideas and inspiration
- Good at spotting patterns and taking a high-level view



Ways of Deciding and Evaluating

Thinking

Impersonal—Logic—Cool—Tough-Minded

- Decides based on logic and objective considerations
- Tends to decide things impersonally based on analysis and principles
- Trusts Logic
- Places a premium on fairness
- Spontaneously finds flaws, criticizes
- Good at analyzing plans
- Values reasonableness
- Tends to question —ask why?
- Task oriented at work
- Have a technical or scientific orientation
- Concerned with truth and notices inconsistencies
- Believe telling the whole truth is more important than being tactful

Feeling

Personal—Values—Warm—Tenderhearted

- Decides based on personal, subjective values
- Tends to decide things based on what they like or don't like, their values, or on the impact of decisions on people
- Trusts personal reactions
- Places a premium on harmony
- Spontaneously looks for ways to connect
- Good at understanding people
- Values compassion
- Tends to accommodate
- Sociable and people-oriented at work
- Have a people or communications orientation
- Concerned with harmony and aware when it's missing
- Believe being tactful is more important than telling the "cold" truth

Ways of Perceiving and Acquiring Information

Judging

Structure—Decide—Organize—Scheduled

- Lifestyle is decisive, planned and orderly
- Enjoys being decisive
- Feels comfortable establishing closure
- Works best when can plan and follow the plan
- Schedules and plans to avoid anxiety resulting from too many tasks
- Does not tolerate uncertainty easily
- Likes definite order, structure
- At work, they decide quickly and clearly and work to get the job done
- Approach life in a structured way
- Like to make decisions, or at least like to have things decided
- Plan work to avoid rushing just before deadline

Perceiving

Flexible—Open—Adaptable—Spontaneous

- Enjoys being curious, discovering surprises
- Feels comfortable maintaining openness
- Enjoys working on different projects as interest surfaces
- Energized by deadlines—enjoys last minute rushes
- Able to tolerate ambiguity
- Likes going with the flow
- At work, they tend to avoid or put off decisions and prefer exploration of problems and situations
- Perceive structure as being more limiting than enabling
- Like staying open to respond to whatever happens
- Work in bursts of energy, and enjoy rushing just before deadlines



Characteristics Frequently Associated with Each MBTI Type

<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>
<p>ESTP Flexible and tolerant, they take a pragmatic approach focused on 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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>

PERSONALITY REFLECTION ACTIVITIES

Workplace Habits

1. What type of supervision do you desire?
2. What type of teammate will you be? Do you prefer teams or to work independently?
3. What type of leader do you desire to be?

Strengths & Weaknesses

1. What are your top personality strengths? What environments/activities will complement these?
2. What are your top personality weaknesses? How will you manage these?