



self- Knowledge video

Your path to
realizing self-
awareness

MBTI: INTRO
PART 1

MBTI® INTRODUCTION



MBTI Overview

- ◆ Based on C. G. Jung's theory of Psychological Types
- ◆ Cognitive model concerned with hard-wired preferences for gathering information (Perceiving) and making decisions (Judging)
- ◆ Developed by Isabel Briggs Myers and her mother, Katharine Briggs
- ◆ Myers led development of the MBTI assessment over a 50 year period
- ◆ Extensive validity and reliability research done

What the MBTI Assessment Is

- ◆ Framework and process yielding better self-management though greater self-awareness
- ◆ A self-administering and highly actionable tool
- ◆ Vocabulary allowing people and groups to speak more effectively about needs, expectations, preferences and conflict styles
- ◆ The most popular psychological assessment in the world

What the MBTI Assessment is not

- ◆ A measure of skill or ability
- ◆ An indicator of intelligence or mental health
- ◆ A predictor of success or performance
- ◆ A valid or ethical tool upon which to base hiring, firing, promotion or compatibility decisions

What is a Preference?

1

In the margin of page 3 of your Introduction Workbook or on a scratch sheet of paper, sign your name and write today's date.

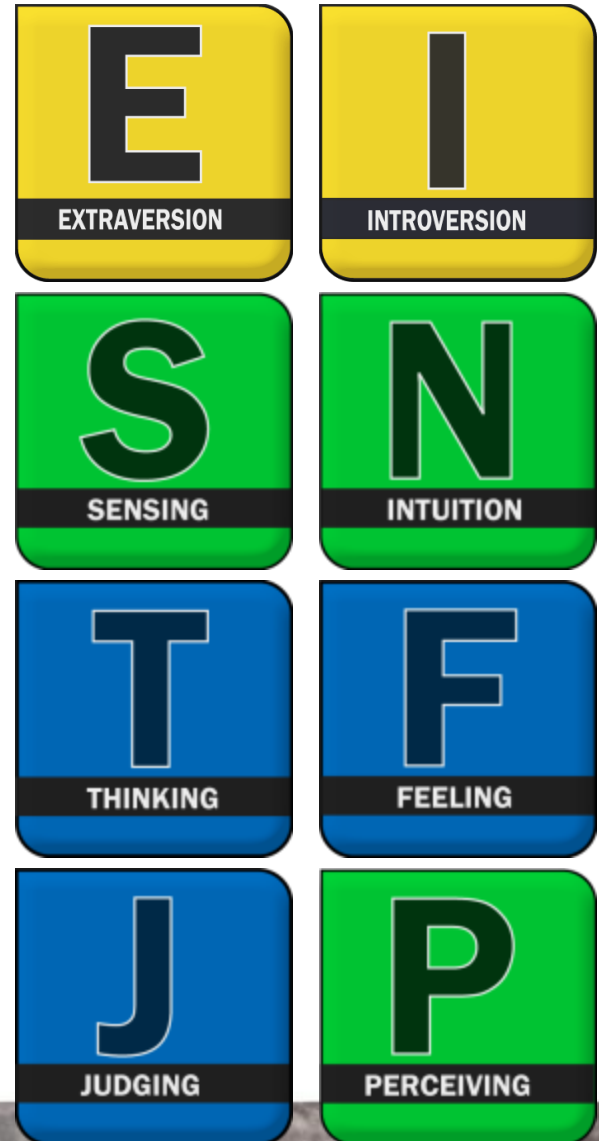
2

Put your pen or pencil in your other hand and just beside or under what you've just written, sign your name and write today's date.

What is Your Preference?

Like handedness, type theory suggests we have hard-wired preferences for the elements of psychological type

1. The first objective of this training is to help you determine your preference within each of the pairs to the right.
2. As the training unfolds, select the preference within each dichotomy that speaks more to you and your life—not your role or your job description, but the *you* beneath all of those expectations.
3. Remember that preference does not equal skill, nor does a non-preference indicate a lack of ability.





Self- Knowledge Video

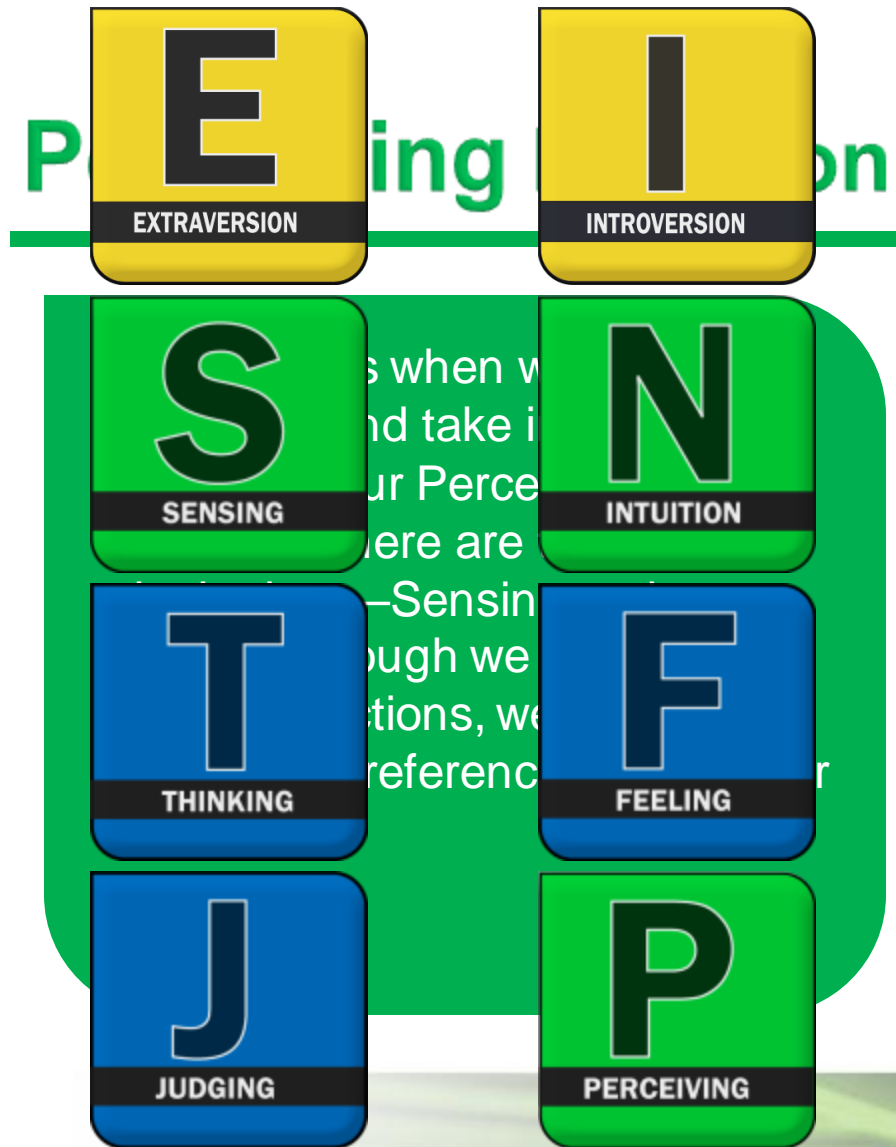
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MBTI INTRO
Part 1

Experiment

**Describe what you
have been given**

Core Model



Perceiving Function Facts

- ◆ Myers believed this preference to be the most important discriminator in learning. How we perceive our world impacts how and what we learn about it.
- ◆ Many theorists and practitioners see this preference as the most important in communication style.
- ◆ While in this function, people are open to receiving information about the world around them and are not focused on making a decision about the information. People with a preference for Sensing like specifics while those preferring iNtuition prefer more general information.
- ◆ Remember—you can and do access both functions, but theory suggests you prefer one over the other.

S/N Descriptive Words

Sensing

- ◆ Present/Past Focus
- ◆ Here-and-now
- ◆ Specifics
- ◆ Details
- ◆ Literal
- ◆ Actual
- ◆ Sequential
- ◆ 5 Senses

iNtuition

- ◆ Future Focus
- ◆ Possibilities
- ◆ Generalities
- ◆ Patterns
- ◆ Figurative
- ◆ Theoretical
- ◆ Random
- ◆ 6th Sense

What do Sensing and iNtuition contribute?

Sensing:

- ◆ Attentive and drawn to sense, immediate experience
- ◆ Tend to be history-aware, data-rich and informed
- ◆ Curious about what has happened and what is going on now
- ◆ Brings realism and detail to problem-solving
- ◆ People preferring Sensing tend to be literal and specific when they speak

iNtuition:

- ◆ Vision—unencumbered by current constraints or past failures
- ◆ A natural generation—in writing and/or speech—of concepts, trends and patterns
- ◆ Curious about the future and possibilities
- ◆ Brings imagination and new ideas to problem-solving
- ◆ People preferring iNtuition tend to be general, figurative and big picture when they speak

S/N Preference Selection

What questions do you have about Sensing and iNtuition?

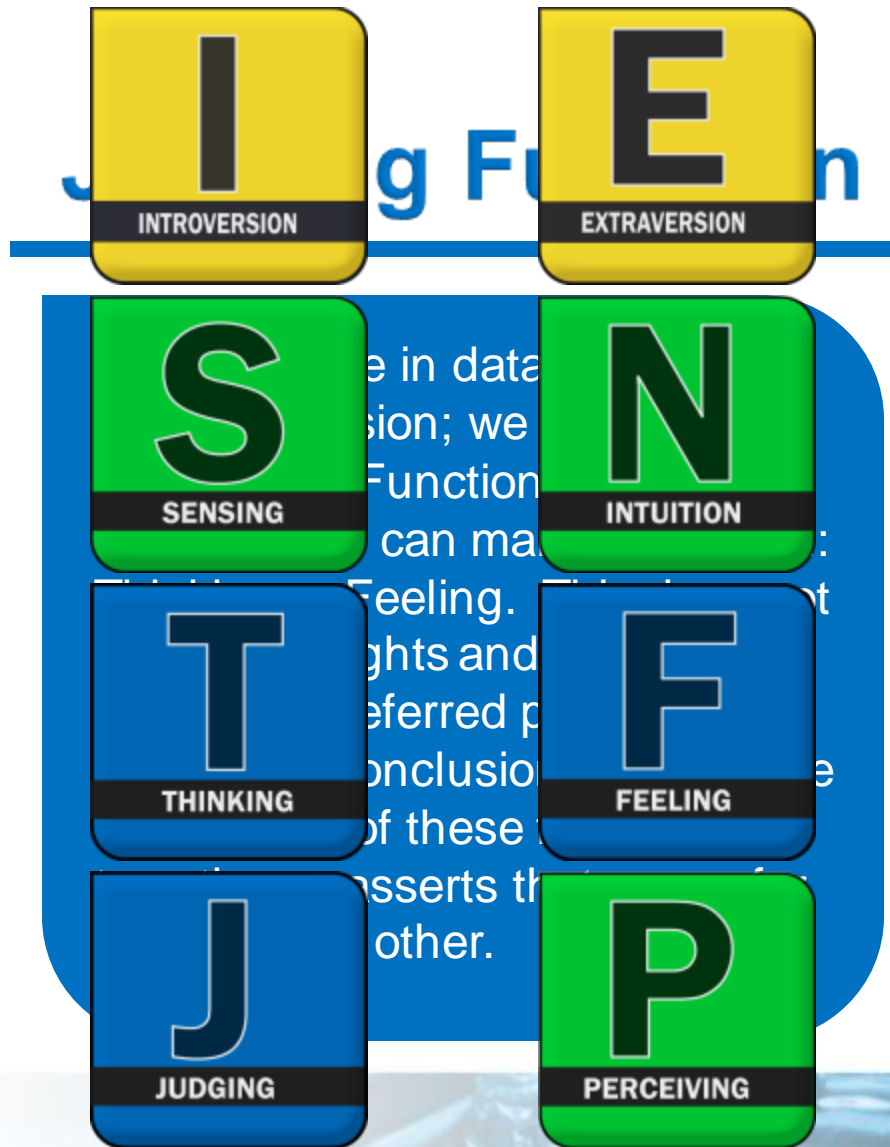


After considering both, circle the function that you believe is your preference on page 5 of your Workbook.

Experiment

**Define conflict and
your reaction to it.**

Core Model



Judging Function Facts

- ◆ Jung called the Judging Function the Rational Function, noting that both Thinking and Feeling judgments have a rationale.
- ◆ While in the function, people are focused on deciding what to do, not on gathering new information.
- ◆ Thinking deciders have emotions and feelings—they just prefer to make decisions logically and objectively, and Feeling deciders can make sound, intellectually compelling decisions—but they will likely be subjectively derived.
- ◆ Remember—you can and do access both functions, but theory suggests you prefer one over the other.



T/F Description Words

Thinking

- ◆ Objective
- ◆ Cause-effect Logic
- ◆ Clarity
- ◆ Analytical
- ◆ Problem 1st
 People 2nd
- ◆ Critique
- ◆ Justice

Feeling

- ◆ Subjective
- ◆ Person-centered Values
- ◆ Harmony
- ◆ Circumstantial
- ◆ People 1st
 Problem 2nd
- ◆ Appreciate
- ◆ Mercy



What do Thinking and Feeling judgments contribute?

Thinking:

- ◆ Solves problems, readily analyzing issues for solutions
- ◆ A force of logic and objectivity
- ◆ Effective conflict management, expecting or even inviting conflict but harnessing its power and learning from it
- ◆ Clear and organized decisions—whether expressed or not
- ◆ Driven to be right and answer the question: Is it true or false?

Feeling:

- ◆ Personally connects to issues and people, gleaning personal meaning from relationships and actions
- ◆ A force of personalization and empathy
- ◆ Sensitive conflict resolution, disliking conflict and either avoiding it or diligently, even aggressively, working toward its resolution
- ◆ Clear and organized personal ties and relationships—whether expressed or not
- ◆ Driven to be harmonious with important values and answer the question: Is it good or bad?



T/F Preference Selection

What questions do you have about
Thinking and Feeling Judgments?



After considering both, circle the function that you believe
is your preference on page 7 of your Workbook.

Function Summary



Perceiving Function



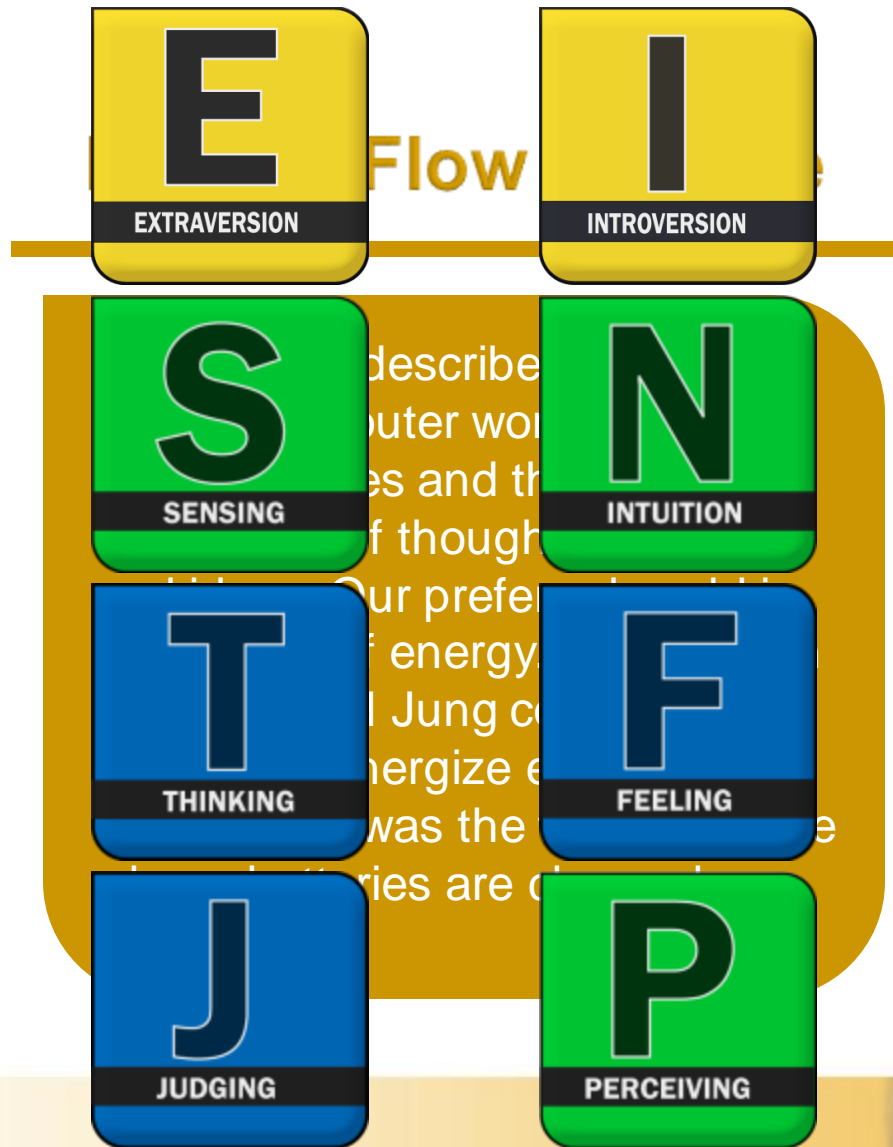
Judging Function



Experiment

What elements of a party do you most enjoy?

Core Model



Energy Flow Attitude Facts

- ◆ Jung coined both the terms Extravert and Introvert to describe the direction of our energy flow.
- ◆ To access the true strength of the Introvert, we must allow reflective time even if perceived by others as a “waste of time.”
- ◆ To access the strength of Extraverts, we must allow them to talk, to “brain-dump” or think out loud – even if perceived as redundant or a “waste of time.”
- ◆ The “open door” policy is the Extraverted model and the “behind closed door” policy is an Introverted model. Organizations must provide for both to be successful and typologically balanced.
- ◆ Remember—you both extravert and introvert, but theory suggests you prefer one over the other.



E/I Words

Extraversion

- ◆ Externally Directed
 - Toward people, places and things
- ◆ Action
- ◆ Gregarious
- ◆ Expressive
- ◆ Publicly Disclosing
- ◆ Speak-to-think
- ◆ Breadth

Introversion

- ◆ Internally Directed
 - Toward ideas, thoughts and concepts
- ◆ Reflection
- ◆ Reserved
- ◆ Contained
- ◆ Publicly Guarded
- ◆ Think-to-speak
- ◆ Depth



What do Extraversion and Introversion contribute?

Extraversion:

- ◆ External focus—attention on the outside world
- ◆ Developmental energy spent on groups, teams and communities
- ◆ Voice and expression—seen often as an energizing force
- ◆ The tendency to say it—to disclose the thought, feeling or idea (a great benefit when the thought, feeling or idea is positive or leads to constructive insight or action)

Introversion:

- ◆ Internal focus—attention on self and internal world of principles and values
- ◆ Developmental energy spent on internal understanding and agreement with external events and conditions
- ◆ Thoughtful containment—seen often as measured and cautious contributor and a good listener
- ◆ The tendency to hold it back—to internalize and filter the thought, feeling or idea (a great benefit when the thought, feeling or idea is half-baked or erroneous and would only inflame or alienate)



E/I Preference Selection

What questions do you have about
Extraversion and Introversion?



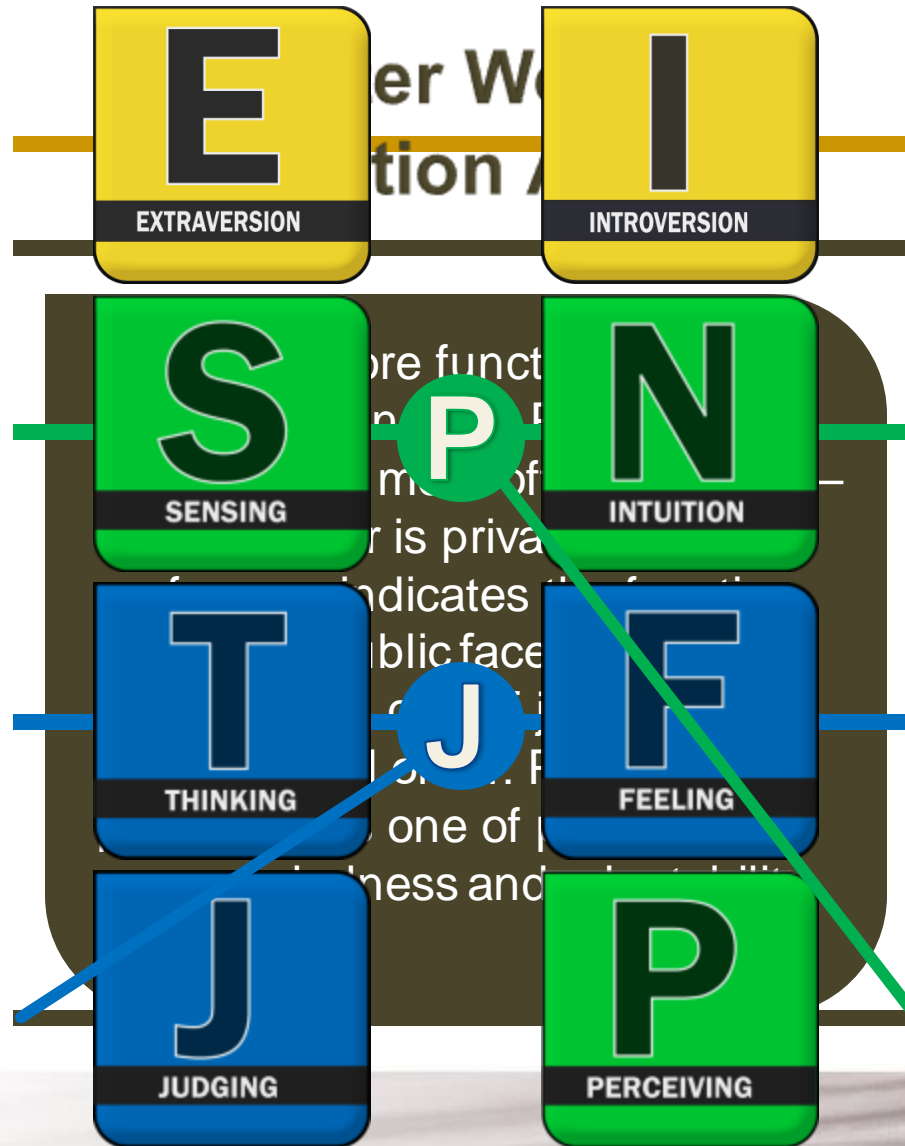
After considering both, circle the attitude that you believe is your
preference on page 9 of your Workbook.



Experiment

How do you make
a trip happen?

Core Model



Outer World Orientation Attitude Facts

- ◆ By adding this dimension to the indicator, Myers made explicit what Jung's work only implied.
- ◆ Judgers prefer to use the Judging Function (T/F) in the outer world. This tends to make their behavior look decisive, structured and organized.
- ◆ Perceivers prefer to use the Perceiving Function (S/N) in the outer world. This tends to make their behavior look spontaneous, flexible and adaptable.
- ◆ Remember—you can and do access both attitudes, but theory suggests you prefer one over the other.

J/P Descriptive Words

Judging

- ◆ Closure
- ◆ Structured
- ◆ Ordered
- ◆ Decisive
- ◆ Scheduled
- ◆ Control
- ◆ Directive

Perceiving

- ◆ Options
- ◆ Open-ended
- ◆ Go-with-the-flow
- ◆ Tentative
- ◆ Flexible
- ◆ Adapt
- ◆ Non-directive/
Facilitative

What do Judging and Perceiving contribute?

Judging:

- ◆ An external force of control and order
- ◆ Brings decision, closure and structure to groups and organizational life
- ◆ Clear opinions and conclusions—certain and decisive speech and directives
- ◆ A natural tendency to project-manage most tasks and endeavors—striving to control the outcome

Perceiving :

- ◆ An external force of flexibility and adaptation
- ◆ Brings spontaneity and changeability to groups and organizational life
- ◆ Good questions and an openness to their answers—a perpetual sense of curiosity
- ◆ A natural tendency to flex around constraints and schedules—to fold new data into established expectations

J/P Preference Selection

What questions do you have about
Judging and Perceiving?



After considering both, circle the attitude that you believe is your
preference on page 11 of your Workbook.

Assessing Your Type

- ◆ One of the essential aspects of psychological type is that it requires self-validation, and only you can know and validate your type preferences.
- ◆ Never take MBTI results at face value.

Assessing Your Type

**What is your self-assessed
4-letter type?**

Write the answer in the space provided on page 12 of your Workbook.

Validating Your Type

1. Determine both your self-assessed type and your reported type
2. Read type profiles of all types you are considering
3. Highlight points of agreement and mark Xs beside points of disagreement
4. Count and compare points of agreement and disagreement to reveal tighter fits
5. Give marked up profiles to colleagues for their input and feedback
6. Give marked up profiles to family and friends for their input and feedback
7. For some, validating type takes time and consideration.

Type Action Plan

Reflect upon and respond to the following questions.

- ◆ Three to five benefits of my type are:
- ◆ Three to five potential liabilities of my type are:
- ◆ Three to five actions I will take to put this learning to work immediately are:

THE END MBTI INTRO



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