

Intro to MBTI Personality Types

I. What does E/I S/N T/F J/P stand for?

Munch N Quiz Time:

1. If we were at a restaurant, who tends to know exactly what you like to order, or who would have a hard time narrowing down to one dish?
2. Are you the type who might get lost in the parking lot? Or are you the ones who back into a spot just so when you leave, you can drive right out?
3. Do you or someone you know have everything labeled in their pantry?
4. Say you've been researching cars to purchase. You've decided on the price range, the make, the model and the year. You went to the dealership, and found it! Everything was exact what you were looking for! But, the color was not good. Would you buy it, or would you look elsewhere?

Guess Who!

Succeed by perseverance and originality, desires 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.

A. E/I S/N T/F J/P

E/I- Our general orientation and focus of energy

The Question of **WHERE!**

Does your interest flow mainly to...

The outer world of actions, objects and persons? Or

The inner world of concepts and ideas?

1. Extraversion: when extraverting, I'm...

Oriented to the outer world

Focusing on people and things

Active

Using trial and error with confidence

Scanning the environment for stimulation

2. Introversion: when introverting, I'm...

Oriented to the inner world

Focusing on ideas, concepts, inner impressions

Reflective

Considering deeply before acting

Probing inwardly for stimulation

A different usage of *introverts* and *extraverts* than that of the American English

3 components: social	-	intimate
engaging	-	conserving
open	-	private

B. E/I S/N T/F J/P

S/N – Our preferred ways to **perceive** the world

The Question of **WHAT!**

Do you prefer to deal with...

The immediate, real, practical facts of experience and life? Or

The possibilities, relationships and meanings of experiences?

3. Sensing Perception:

Perceiving with the five senses

Attending to practical and factual details

In touch with the physical realities

Attending to the present moment

Confining attention to what is said and done

Seeing “little things” in everyday life

Attending to step-by-step experience

Letting “the eyes tell the mind

4. Intuitive Perception:

Perceiving with memory and associations

Seeing patterns and meanings

Seeing possibilities

Projecting possibilities for the future

Imagining; “reading between the lines”

Looking for the big picture

Having hunches; “ideas out of nowhere”

Letting “the mind tell the eyes”

Examples: Ss tend to like to stick to the agenda

Ns are the ones who do not mind changing ideas or plans

Collectors (e.g. stamp collectors into adulthood) tend to be S.

Ns think about ways to put ideas to work, but also can enjoy just the idea itself.

Ss like to manipulate their surroundings so they work for you, so many Ss like tools, they

wash the lawnmower when job is complete, and they re-

coil the hose after done watering the lawn...etc.

For many Ss, golf is just the greatest game – they are surrounded by

things they can see, smell, estimate, and they have a bag full of tools

from which they can choose to manipulate!

C. E/I S/N T/F J/P

T/F – Our preferred ways of **judging** the world around us

The Question of **HOW!**

Do you prefer to make judgements or decisions...

Objectively, impersonally, considering causes/effects of events & where decisions may lead? Or

Subjectively and personally, weighing values of choices, & how they matter to others?

5. Thinking Judgment:

Using logical analysis

Using objective and impersonal criteria

Drawing cause and effect relationships

Being firm-minded

Prizing logical order
Keeping a skeptical mind

6. Feeling Judgment:

Applying personal priorities
Weighing human values and motives, those of your own and others
Appreciating
Valuing warmth in relationship
Prizing harmony
Trusting

Examples: 1. Say you're buying a car, you've done your research, picked out the year, the make, the price range, and the color. When you arrive at the dealership, they have exactly what you're looking for, except the color. Who would take it? T or F? (T). This involves bigger consequences and longer-term planning.

2. Say Spring is here, you want to buy a green blouse with ruffled sleeves. You went to Oak Park Mall to look for it. The first store you stopped at had the exact same thing. What would a T do and what would an F do? The Fs would buy it, and the Ts would be glad that this one is here and that you can come back to, and would want to move on to check out other options.

D. E/I S/N T/F J/P

J/P – How we relate to the outer world

The Question of **HOW & WHY!**

Do you prefer mostly to live...

In a decisive, planned and orderly way, aiming to regulate & control events? Or

In a spontaneous, flexible way, aiming to understand life and adapt to it?

7. Judgement: When I take a judging attitude, I'm...

Using thinking or feeling judgment outwardly

Deciding and planning

Organizing and scheduling

Controlling and regulating

Goal oriented

Wanting closure, even when data are incomplete

8. Perception: When I take a perceiving attitude, I'm...

Using sensing or intuitive perception outwardly

Taking in information

Adapting and changing

Curious and interested

Open-minded

Resisting Closure to obtain more data

Examples: A couple goes out to eat on their date night every two weeks. One partner usually knows exactly where she would like to go, she tends to rotate among 3-4 favorites. The other likes to try new places. Once they go in and sit down with a menu, one of them usually knows what they want, the other likes to peruse the whole menu, and have a hard time narrowing down to just dish. Who is what?

J's Parenting style – into structure, time line, sometimes drill sergeants are Js

P's Parenting style – more relaxed, maybe inconsistent at times

II. The characteristics of Perception & Judgment combined

A. Sensing plus Thinking: ST mainly interested in facts, that can be collected and verified directly by the sense – by seeing, hearing, touching, etc.

They make decisions on these facts by impersonal analysis, with its step-by-step process of reasoning from cause to effect, from premise to conclusion.

B. Sensing plus Feeling: SF also interested in facts, but make their decisions with personal warmth, because the kind of judgement they trust is feeling, with its power to weigh how much things matter to themselves and others.

C. Intuition plus Feeling: NF people make decisions with the same personal warmth. But, since they prefer intuition, their interest is not in facts but in possibilities, such as new projects, things that have not happened yet might be made to happen, new truths that are not yet known but might be found out, or above all, new possibilities for people.

D. Intuition plus Thinking: NT people share the interest in possibilities with the NFs. But, since they prefer thinking, they approach these possibilities with impersonal analysis. Often the possibility they choose is a theoretical or technical one, with the human element sometimes ignored.

III. Pulling it all together

Descriptors for the Shockey Team:

Effects of the Combination of All Four Preferences

ESTJ

Practical realists, matter-of-fact, with a natural head for business. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. Tend to run things well, especially if they take the human elements into account in making decision. (such as others' feelings and points of view).

Fact-minded, practical Organizer; analytic, systematic; more interested in getting the job done than in people's feelings.

ESFJ

Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Always doing something nice for someone. Work best with plenty of encouragement and praise. Little interest in abstract thinking or technical subjects. Main interest is in things that directly and visibly affect people's lives.

Practical Harmonizer and worker-with-people; sociable, orderly, opinioned; conscientious, realistic and well tuned to the here and now.

ENFJ

Responsive and responsible. Feel real concern for what others think and want, and try to handle things with due regard for other people's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, active in social affairs, but put time enough on their own tasks to produce good work.

Imaginative Harmonizer and worker-with –people; expressive, orderly, opinioned, conscientious; curious about new ideas and possibilities.

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 always find compelling reasons for whatever they want.

Warmly enthusiastic, Planner of Change; imaginative, individualistic; pursues inspiration with impulsive energy; seeks to understand and inspire others.

ISFJ

Quiet, friendly, responsible and conscientious. Work devotedly to meet their obligations and serve their friends and company. Thorough, painstaking, accurate. May need time to master technical subjects, as their interests are not often technical. Patient with detail and routine. Loyal, considerate, concerned with how other people feel.

Sympathetic Manager of Facts and Details; concerned with peoples' welfare; dependable, systematic; stable and conservative.

INTJ

Have original minds and great drive, which they use only for their own 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, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.

Logical, critical, decisive Innovator of ideas; serious, intent, concerned with organization.

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.

People-oriented Innovator of ideas; serious, persevering; concerned with the common good, with helping others develop.

IV. Dominant & Auxiliary Process

Everyone has their dominant process, it might be a Perceiving process (whether Sensing or Intuition) used to perceive the world and process information, or a Judging process (whether Feeling or Thinking) used to assess and judge the world, and by which we derive a conclusion and decision. Our dominant process is our preferred mode of operation, i.e. our preferred position in dealing with our

daily experiences. It is the boss, it is the primary drive behind our questions, our response, and likes and dislikes.

A. When you are an Extravert, your dominant process is what the world sees.

If you are an E - - **J**, this means the preferred approach you use to judge the world, be it Feeling or Thinking, is your dominant process. For extraverts, what you see is what you get. They tend to have very well developed dominant process, since they use it naturally and frequently.

For example:

- If you are E - FJ, then your dominant process, the approach you most commonly use to deal with the outside world is Feeling. You tend to judge the situation as good or bad based on the presence or absence of harmony, and you tend to evaluate events according to participants' expressed emotion. Similarly, conflictual situations or sometimes just lack of affirmation can be particularly stressful for you.

B. When you are an introvert, your dominant process is prominent in your private domain, active when you're in your own reflective oasis. It is your auxiliary process that is out front greeting and receiving visitors on behalf of the general who's inside the Fort.

For example:

- If you are an I N T J, this means the world tends to see you in your logical, decisive mode (the Thinking side of you), but in private you're most at ease with, and most fluent in perceiving the world with **intuition**.

V. Potential Challenges

If our auxiliary process is not frequently used, we may forget about their values. For extraverts who are used to using their dominant processes all the time, they may not know they need the auxiliary. Below are some potential challenges, if the auxiliary process is neglected:

A. In Judging Extraverts

Judging extraverts with insufficient perception may not discover their lack. Making decisions without adequate information (often obtained through properly developed perceiving process), they can make mistakes but not "perceive" their own role in the consequence. They can miss the individuality of the persons and situations; and fall back on assumptions or cliché (whether it's common misconceptions, stereotyped attitudes or conventions). When the auxiliary skills are not well developed, EJs are at risk at dispensing their judgment promptly, consistently and with certainty, but miss the uniqueness of the situation because they did not pause to really perceive and understand the multi-faceted nature of the situation.

B. In Perceptive Extraverts

The opposite challenge is true for the perceptive extraverts. When the judging processes are not fully utilized, at times the perceptive extraverts may not take action, because they do not know what is best to do. Or they know what they should do, but cannot make themselves want to do it. EPs are often likable and charming people, but if they neglect their judging skills, they may not deal firmly with their difficulties.

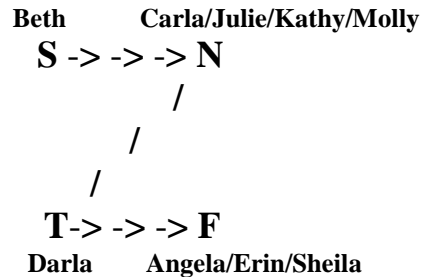
C. In Introverts

Because the auxiliary process is what introverts use in dealing with the outside world, they are more likely than extraverts to develop an adequate auxiliary. If they do not, the results are more

conspicuous and painful. They may experience their contact with their environment as hard and ineffective. They would be disadvantaged, even when dealing with an average extravert in the world of action. But, of course they'll have the compensating advantage in the world of ideas. Some introverts can and do develop an auxiliary process (whether it's in perceiving or in judging) without knowing how to explicitly process it and negotiate it with other people in the outside world. They get balance in their inner lives, but may have difficulty maintaining that interpersonally.

VI. Some Tips to Remember for a Productive and Happy Organization

A. The Z Factor in Corporate Effectiveness



When faced with a project, any given organization needs the strength of the Ss to research what's been done before, the existing protocol, the pros and cons of various approaches, and previous results. The organization then needs the Ns to be innovative, to think outside the box and to expand upon what they already know and do. Next comes the T action, to pull it together, to articulate the solutions, to create the product and to connect between the goals and idea with the results! And finally, the team has to evaluate their product by judging it against their mission and values, to determine the best way to present it to the clients, and to assess the clients' level of satisfaction.

- If any characteristic is completely missing from the team, the flow of execution would be out of balance.
- If staff's types are a direct opposite of the leader, it can result in ineffective communication or misunderstanding.
- Be cognizant of which type of mental process is required the most of you at work. Are your strengths well tapped and utilized?
- If your job relies on your auxiliary process, are those skills well honed?

B. What do we each need?

1. For Ss (whether it's your dominant or just preferred process)

Ss are reliable partners who provide good results, but they want direct communication, concrete expectations, examples, and tangible guidelines.
2. For Ns

To tune them in, instead of zeroing in on the details right away, make sure you are on the same page with them in the big picture.

For ENs: Like auditory reinforcement of the goals and expectations.

For NPs: To stay on task, need to create a protocol and the habit of checking/reviewing for detail-oriented projects.

3. For Ts

Sometimes Ts get in the habit of evaluating things/behavior/situations they see, and share their comments casually. They do not mean harm. It'll be best, if F teammates can view these comments as well-intended input and not take it personally; likewise, it'll be helpful if Ts refrain their running comments from less important things, or modify their input with listeners' feelings and values in mind.

4. For Fs

Morale is important for everybody in a work environment, but it's especially so for the Fs. Don't forget to encourage and affirm, and make sure they feel the work is in sync with their values and the original mission.

5. For Js & Ps

If you put a J with a group of Ps, The J can easily be frustrated by the spirit of spontaneity and perpetual openness to possibilities and new ideas of the group. They may complain that the Ps are dragging their feet. Conversely, if you put a P in the midst of all Js, it can be a stressful situation for the P, when everyone is watching the deadline and everyone needs to see concise and consistent results. Now. They may think the Js are too rigid and demanding.

So, in a mixed J/P work environment where there's deadline and goals, especially if you have Js handing tasks to Ps, it would be helpful to have clear prioritization and clear guidelines. (If you leave it to the Js, all tasks are important, they can have the tendency to focus on everything until they are all done, before they stop).

The Js need to be clear about the priority and communicate that to the Ps, so Ps know what is absolutely essential and what is not. Then they can focus on following the explicit steps in carrying out the high priority tasks. And at the same time, there's space and room given for the Ps to be creative, improvise, or even problem solve in crisis situation.