A Presentation on MBTI
Carl Gustav Jung (1875–1961), a Swiss psychiatrist, developed a theory of personality: Differences between people are not random. Instead they form patterns—types.

*Psychological Types* (published 1921, translated into English 1923)
Katharine C. Briggs (1875–1968), an American, read Jung’s *Psychological Types* in 1923.

She spent the next 20 years studying, developing, and applying Jung’s theory.
Isabel Briggs Myers (1897–1980) developed Jung’s theory in partnership with Briggs.

Beginning in 1943, she developed questions that became the Myers-Briggs Type Indicator® instrument.
Jung’s Personality Theory

• Every person carries out two kinds of mental processes:
  1. We take in information
  2. Then we make decisions about the information

• Everyone has preferred ways of using these mental processes
Jung’s Personality Theory

Jung observed that we all live in two worlds:

1. The **outer world** of things, people, and events

   and

2. The **inner world** of our own thoughts, feelings, and reflections
Jung’s Personality Theory

• Each person has a preference for either the outer world or the inner world
Jung’s Personality Theory

• Jung believed that preferences are innate—“inborn predispositions”

• He also recognized that they are shaped by environmental influences, such as family, culture, and education

Nature

*MBTI® instrument*

vs.

Nurture

Environment
The MBTI® Dichotomies

The MBTI® instrument indicates preferences on four pairs of opposites, called *dichotomies*:

<table>
<thead>
<tr>
<th>Extraversion</th>
<th>E or I</th>
<th>Introversion</th>
</tr>
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<tbody>
<tr>
<td>Sensing</td>
<td>S or N</td>
<td>Intuition</td>
</tr>
<tr>
<td>Thinking</td>
<td>T or F</td>
<td>Feeling</td>
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<td>Judging</td>
<td>J or P</td>
<td>Perceiving</td>
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**MBTI® Theory**

- Four pairs of opposites—like our right and left hands. We all use both sides of each pair, but one is our natural preference.

- The MBTI® instrument is designed to indicate those inborn preferences.

- The MBTI instrument is *not* designed to measure skills or effects of environment.
Extraversion (E) or Introversion (I)

Where we focus our attention and get energy

E–I Differences

People who prefer Extraversion:
• Direct their energy and attention outward
• Focus on the outer world of people and activity

People who prefer Introversion:
• Direct their energy and attention inward
• Focus on their inner world of ideas and experiences

We all use both preferences, but usually not with equal comfort.

Key Words Associated with E–I

Extraversion
- Action
- Outward
- People
- Interaction
- Many
- Expressive
- Do-Think-Do

Introversion
- Reflection
- Inward
- Privacy
- Concentration
- Few
- Quiet
- Think-Do-Think
We Have a Preference

We all do Extraverted and Introverted things.

But we usually do not do them with equal comfort.

Most of us have a preference for one or the other.
Sensing (S) or Intuition (N)

The way we take in information and the kind of information we like and trust

S–N Differences

People who prefer Sensing:
• Focus on present realities, verifiable facts, and experience

People who prefer Intuition:
• Focus on future possibilities, the big picture, and insights

*We all use both ways of perceiving, but we typically prefer and trust one of them more.*

Key Words Associated with S–N

Sensing
- Facts
- Realistic
- Specific
- Present
- Keep
- Practical
- What is

Intuition
- Ideas
- Imaginative
- General
- Future
- Change
- Theoretical
- What could be
We Have a Preference

We all use **Sensing** and **Intuition** when making our observations about the world.

But we usually do *not* use them with equal trust.

Most of us have a **preference** for one or the other.
Thinking (T) or Feeling (F)

The way we make decisions

T–F Differences

People who prefer Thinking:
• Make their decisions based on impersonal, objective logic

People who prefer Feeling:
• Make their decisions based on personal priorities and relationships

Both processes are rational and we use both, but usually not with equal ease.

How People Make Decisions

People who prefer **Thinking (T)**
- Step back to get an objective view
- Analyze
- Use cause-and-effect reasoning
- Solve problems with logic

People who prefer **Feeling (F)**
- Step in to identify with those involved
- Empathize
- Are guided by personal and group values
- Assess impacts of decisions on people

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 10.*
Key Words Associated with T–F

Thinking
- Head
- Detached
- Things
- Objective
- Critique
- Analyze
- Firm but fair

Feeling
- Heart
- Personal
- People
- Subjective
- Praise
- Understand
- Merciful
Judging (J) or Perceiving (P)

Our attitude toward the external world and how we orient ourselves to it

J–P Differences

People who prefer Judging:
• Want the external world to be organized and orderly
• Look at the world and see decisions that need to be made

People who prefer Perceiving:
• Seek to experience the world, not organize it
• Look at the world and see options that need to be explored

*We all use both attitudes, but usually not with equal comfort.*

How People Approach Life

People who prefer Judging (J)
- Organized
- Systematic
- Methodical
- Make short- and long-term plans, and then follow them

People who prefer Perceiving (P)
- Adaptable and curious
- Casual
- Open-ended
- Adjust flexibly to new information and changes

How People Approach Life

People who prefer Judging (J)

- Like to have things decided
- Resist reopening decisions
- Try to avoid last-minute stresses

People who prefer Perceiving (P)

- Like to explore options
- Resist cutting off options, making decisions too soon
- Feel energized by last-minute pressures

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 10.*
Key Words Associated with J–P

Judging
Organized
Decision
Control
Now
Closure
Deliberate
Plan

Perceiving
Flexible
Information
Experience
Later
Options
Spontaneous
Wait
Personality Type

When combined, your preferences indicate your personality type.
E/I Preference Exercise

What do you admire about introverts/extroverts?

What baffles you about introverts/extroverts?

What do you want introverts/extroverts to know about you?
Resources: Select Books

*People Patterns* – *a modern guide to the four temperaments*

by Stephen Montgomery Ph.D.

**NT – Rational**  **SJ – Guardian**

**NF – Idealist**  **SP – Artisan**
## MBTI Type Distribution
(National Representative Sample)

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