

# A Presentation on MBTI



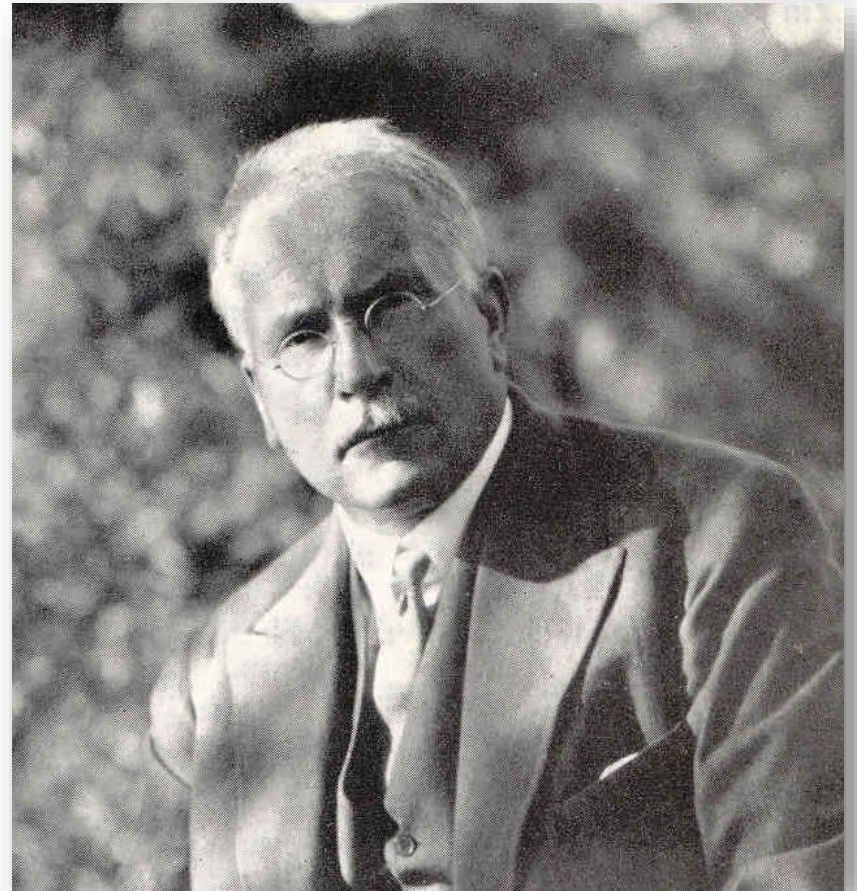
# Carl G. Jung

## **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



**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

**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*:

Extraversion    **E**    or    **I**    Introversion

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Sensing        **S**        or        **N**        Intuition

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Thinking       **T**        or        **F**        Feeling

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Judging        **J**        or        **P**        Perceiving

# 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

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 9.*

# 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.*

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 9.*



# Key Words Associated with E-I

**E**

## **Extraversion**

Action

Outward

People

Interaction

Many

Expressive

Do-Think-Do

**I**

## **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)

A large, white, bold letter 'S' is centered within a solid orange square. The square has a slight drop shadow, giving it a 3D appearance as if it's floating above the white background.A large, white, bold letter 'N' is centered within a solid orange square. The square has a slight drop shadow, giving it a 3D appearance as if it's floating above the white background.

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

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 9.*

# 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.*

Source: *Introduction to Type*® (6th ed.), I. B. Myers, p. 9.





# Key Words Associated with S–N

**S**

**Sensing**

Facts

Realistic

Specific

Present

Keep

Practical

What is

**N**

**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

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 10.*

# 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.*

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 10.*

# 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

**T**

**Thinking**

Head

Detached

Things

Objective

Critique

Analyze

Firm but fair

**F**

**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

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 10.*

# 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.*

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 10.*





# 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

*Source: Introduction to Type® (6th ed.), I. B. Myers, p. 10.*

# 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** *or* **I**

**S** *or* **N**

**T** *or* **F**

**J** *or* **P**

# 16 Personality Types

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

# **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)

	<b>ISTJ</b>	<b>ISFJ</b>	<b>INFJ</b>	<b>INTJ</b>
<i>Total Population</i>	11.6	13.8	1.5	2.1
female	6.9	<b>19.4</b>	1.6	<b>0.9</b>
male	<b>16.4</b>	8.1	<b>1.2</b>	3.3
	<b>ISTP</b>	<b>ISFP</b>	<b>INFP</b>	<b>INTP</b>
<i>Total Population</i>	5.5	8.8	4.4	3.3
female	2.3	9.9	4.6	1.7
male	8.5	7.6	4.1	4.8
	<b>ESTP</b>	<b>ESFP</b>	<b>ENFP</b>	<b>ENTP</b>
<i>Total Population</i>	4.3	8.5	8.1	3.2
female	3	10.1	9.7	2.4
male	5.6	6.9	6.4	4.9
	<b>ESTJ</b>	<b>ESFJ</b>	<b>ENFJ</b>	<b>ENTJ</b>
<i>Total Population</i>	8.7	12.3	2.5	1.8
female	6.3	16.9	3.3	<b>0.9</b>
male	11.2	7.5	1.6	2.7