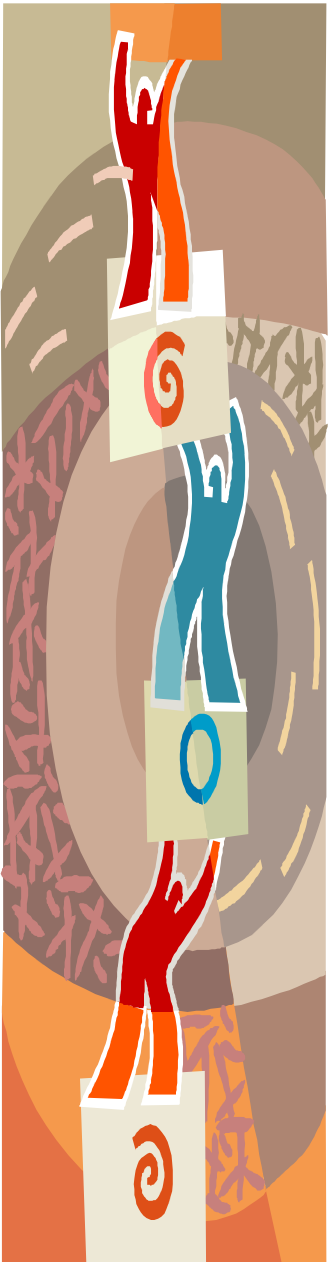
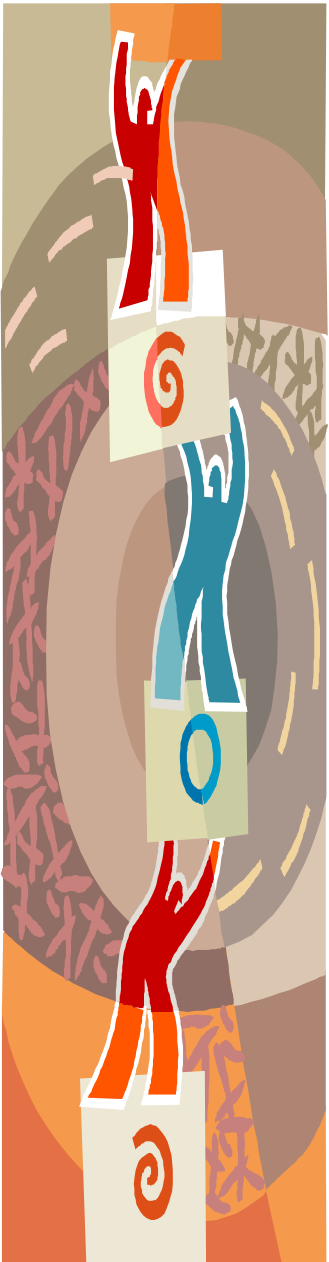
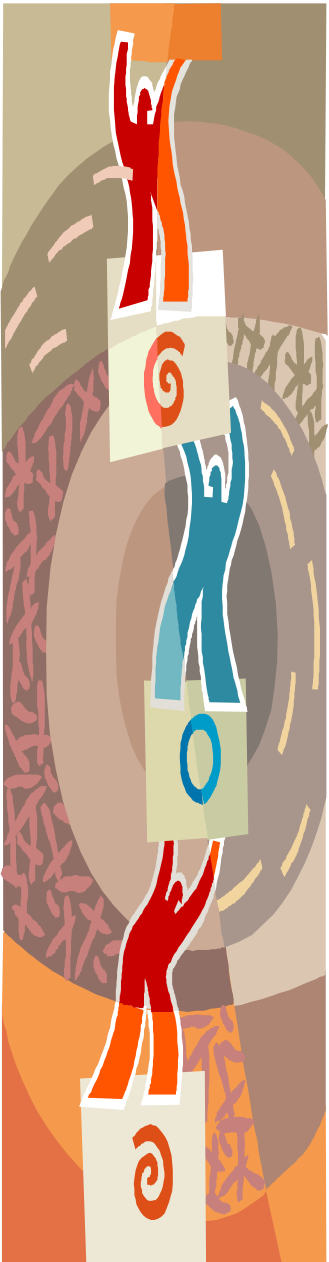


Welcome to the Myers-Briggs  
Introductory  
Personality Type Assessment and  
Team Effectiveness Webinar

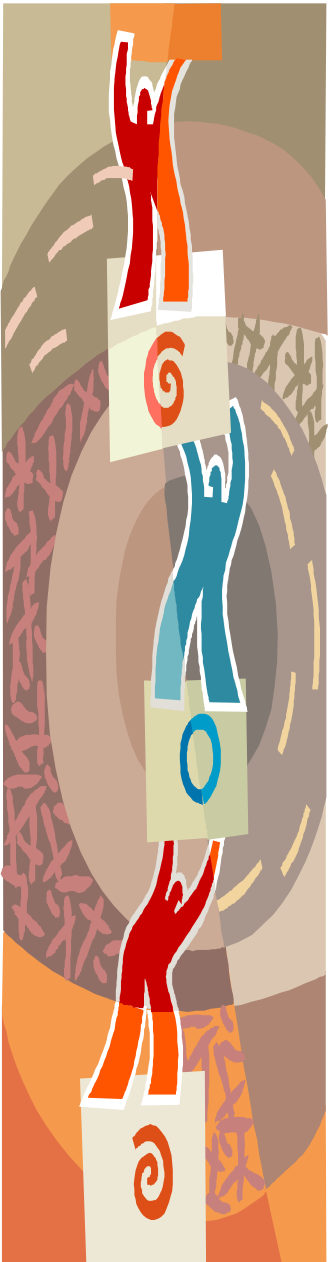




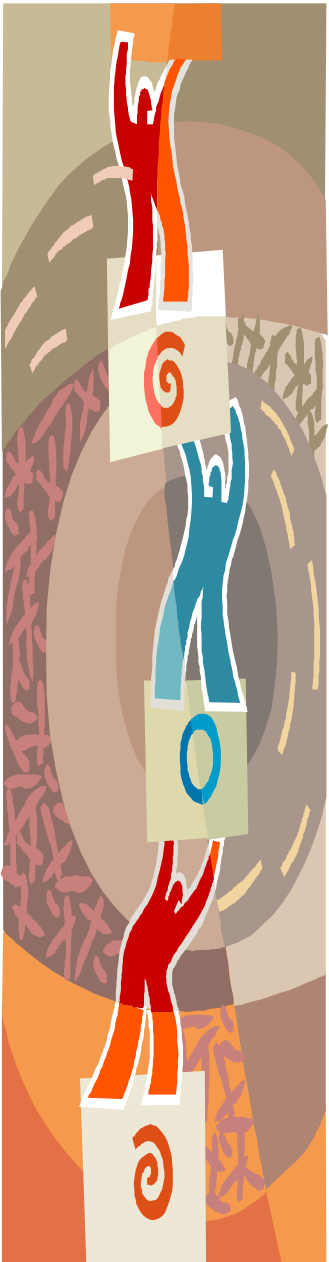
- The Myers-Briggs Type Indicator (MBTI) is Personality Assessment Tool



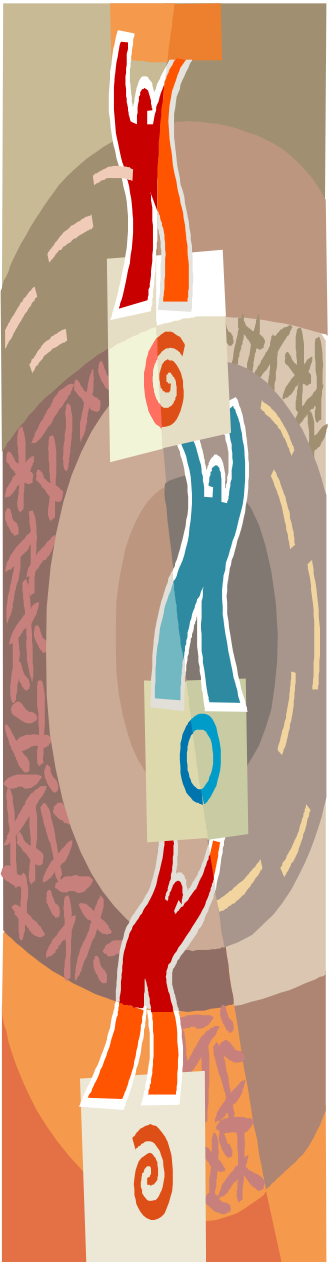
- Type indicates preferences and their associated behaviors – it does not indicate skills or abilities



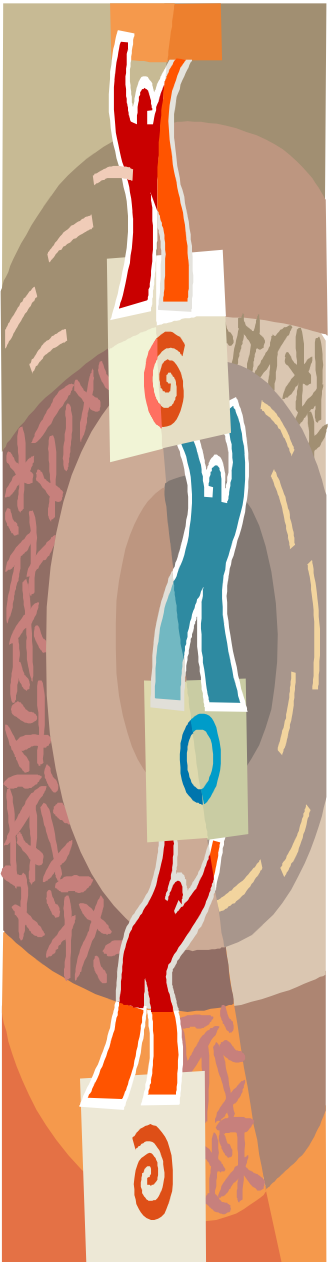
- Deals with everyday behavior of normal people



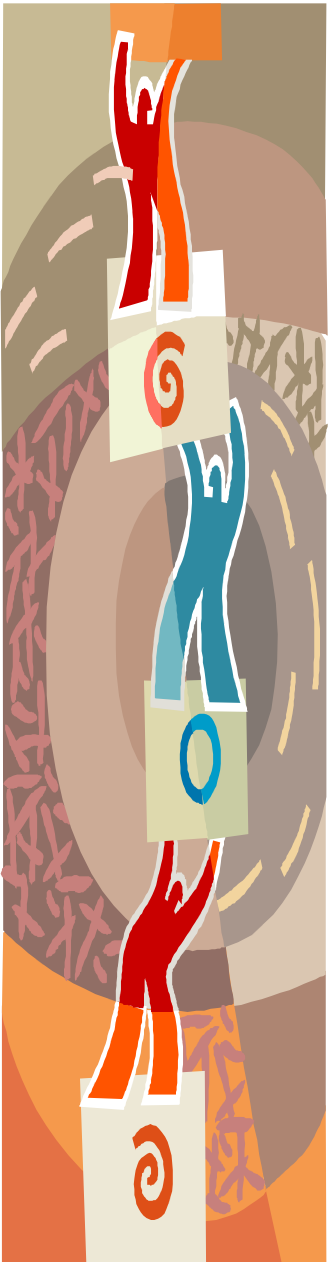
- Type is non-judgmental



- Type is self-reporting

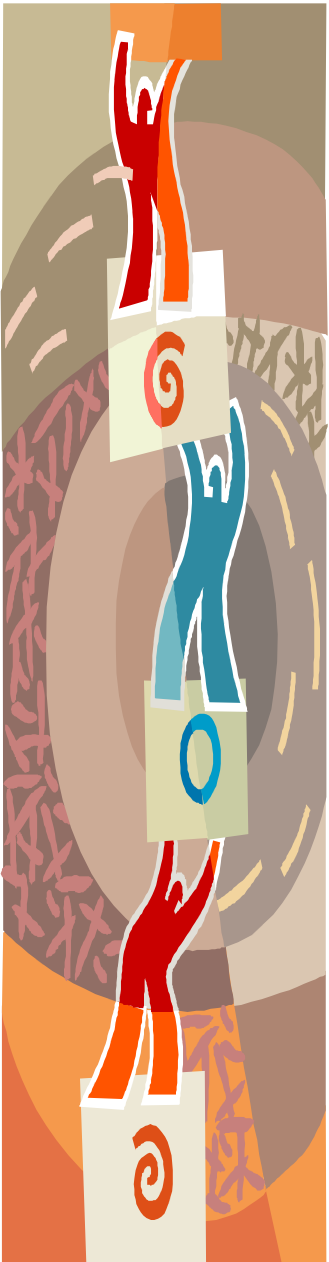


- The MBTI is the most widely used and researched Personality Assessment Tool in the world –
  - ❖ 3,500,000 Assessments are completed every year



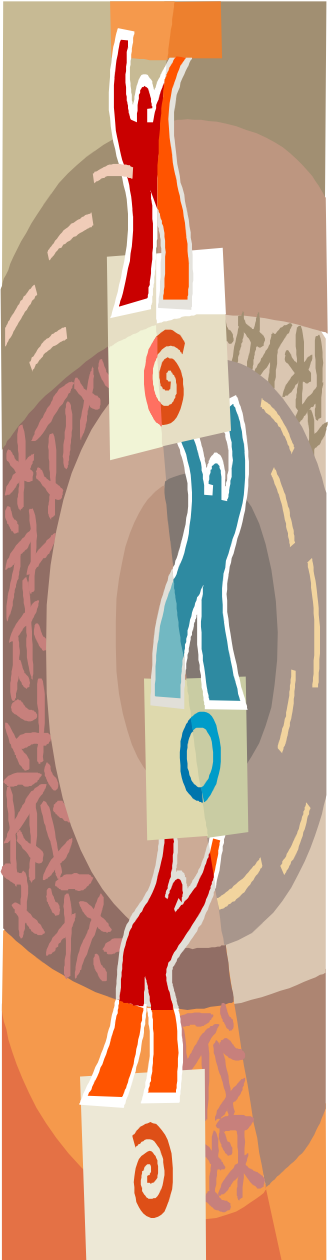
- Understanding of Myers-Briggs Personality Type is a powerful tool for individual development, interpersonal communications and relations, and especially for team development



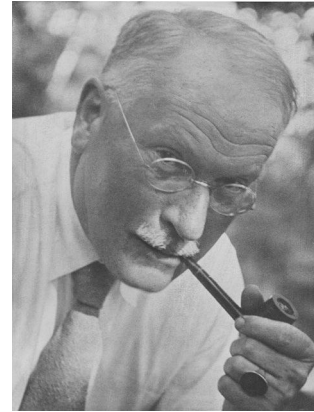
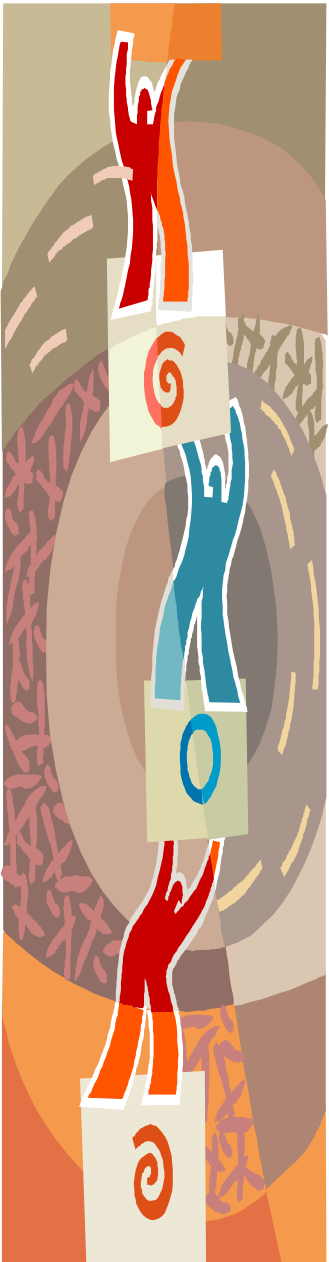


- Understanding Your Type can be:
  - ❖ Affirming!
  - ❖ Empowering!
  - ❖ Liberating!

# Type is FUN!!!

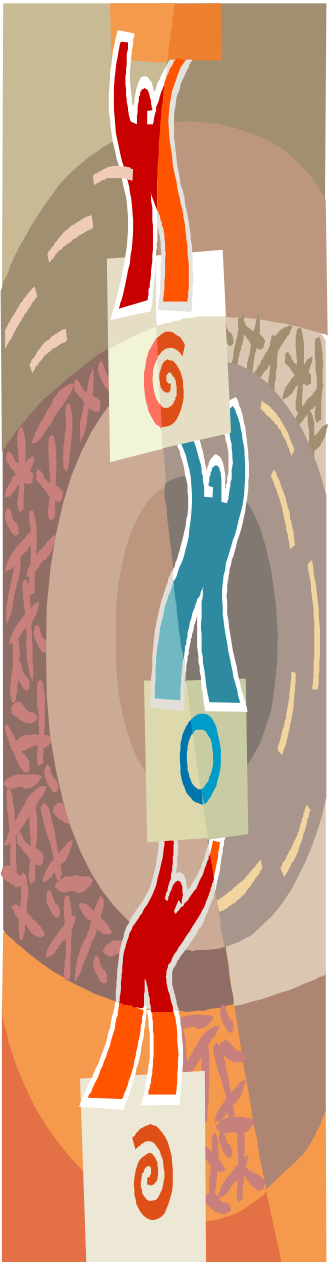


# The Father of Modern Psychological Type Theory



**“Everything that irritates us about others  
can lead us to an understanding of ourselves.”  
Carl G. Jung**

# The Mother-Daughter Team who developed the Myers-Briggs Type Indicator

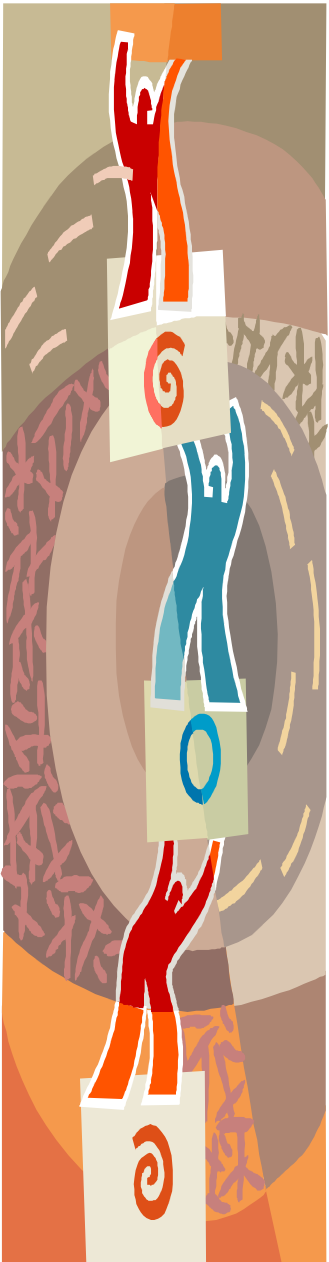


Katherine Cook Briggs



Isabel Briggs Myers

# Exercise One – Preferences



**Preferred**

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**Non-Preferred**

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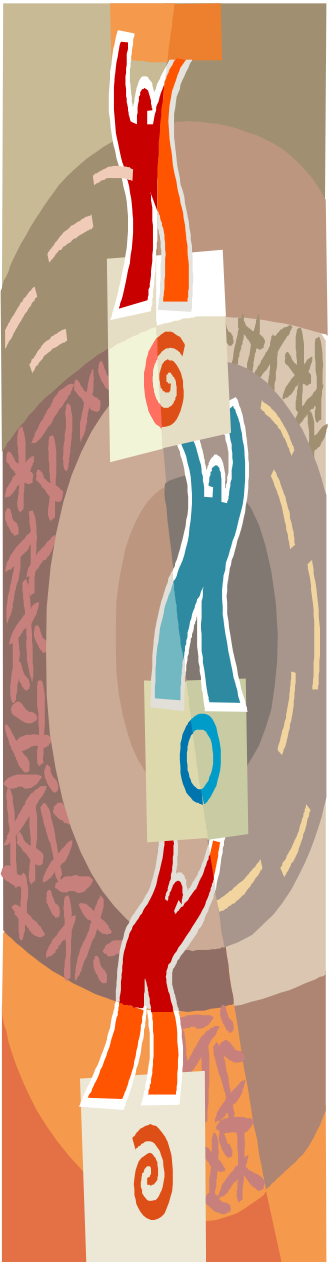
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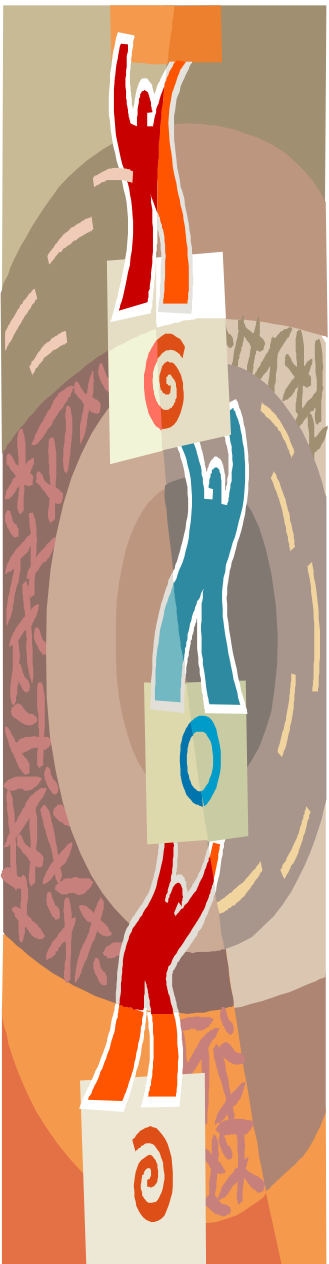
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- The MBTI is used to identify an individual's preferences for how she or he likes to receive and direct her or his energy, process information, make decisions, and orient her or his life.

# Preference Dichotomies/Dimensions



**Extraversion**

**ENERGY**

**Introversion**

**Sensing**

**INFORMATION**

**iNtuition**

**Thinking**

**DECISIONS**

**Feeling**

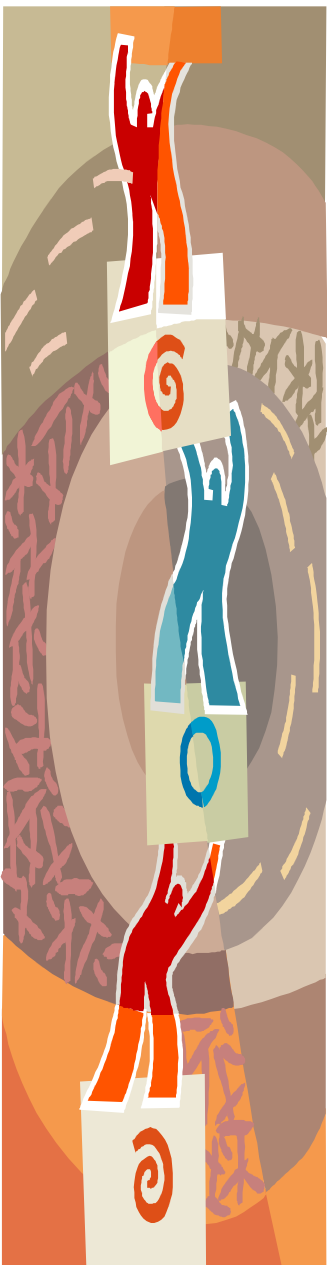
**Judging**

**LIFESTYLE**

**Perceiving**

# Exercise

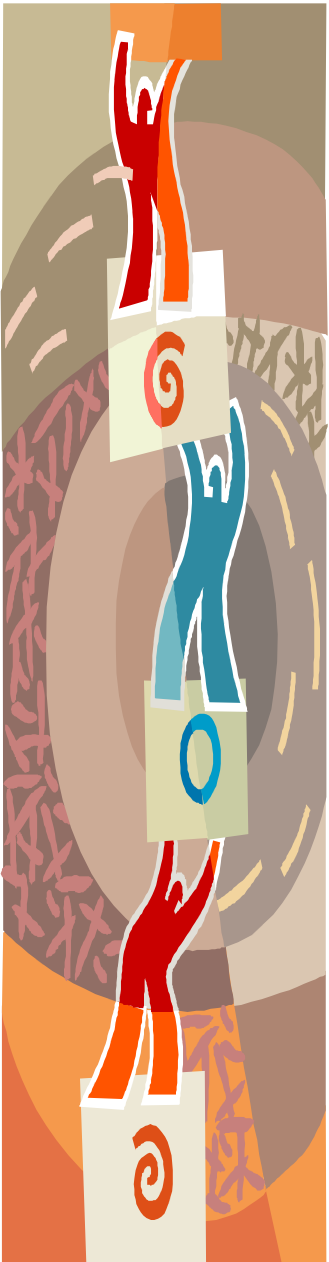
## Best-Fit and MBTI Type Validation



Extraversion		Introversion
Sensing		iNtuition
Thinking		Feeling
Judging		Perceiving
	Very Clear   Clear   Moderate   Slight	Slight   Moderate   Clear   Very Clear

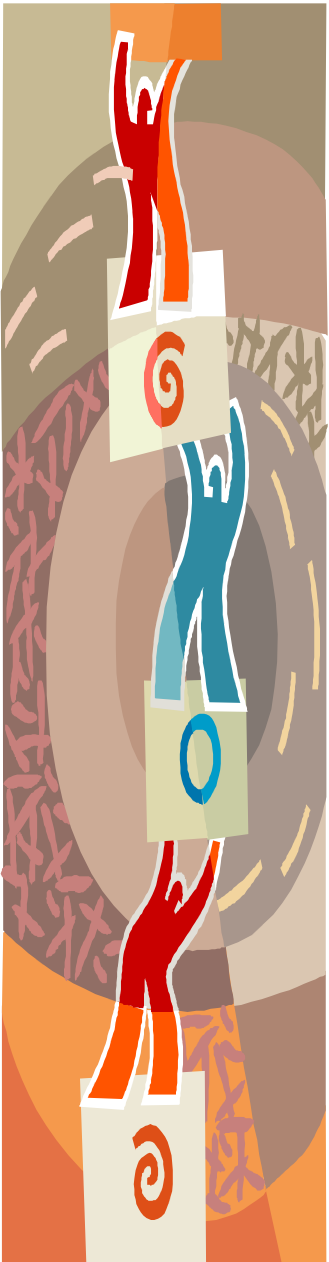
	E or I	S or N	T or F	J or P
Self-Assessment Type:	_____	_____	_____	_____
M-B Indicator Type:	_____	_____	_____	_____
<b>Best Fit Type:</b>	_____	_____	_____	_____





- Each one of these four dimensions or processes is represented by a pair of preferences, and identified by those words or initials to form a four letter type, creating sixteen distinctive types in total.

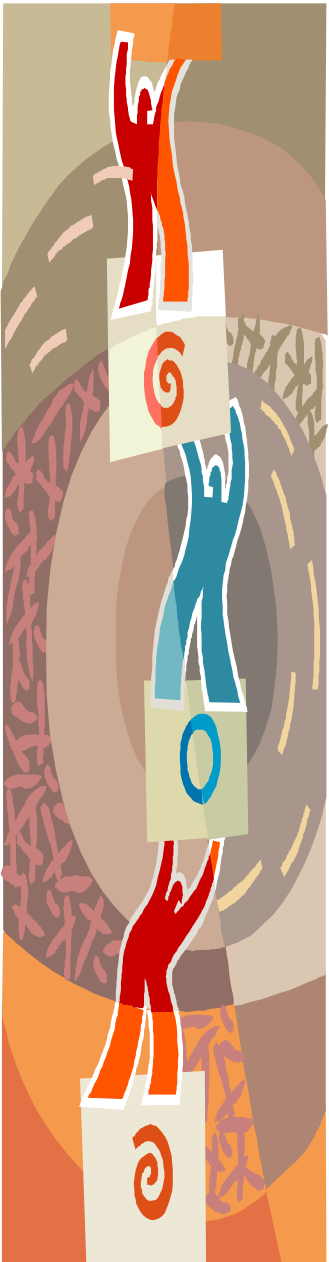
# Myers-Briggs Type Table



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

# The Energy Dimension

## Extraversion-Introversion



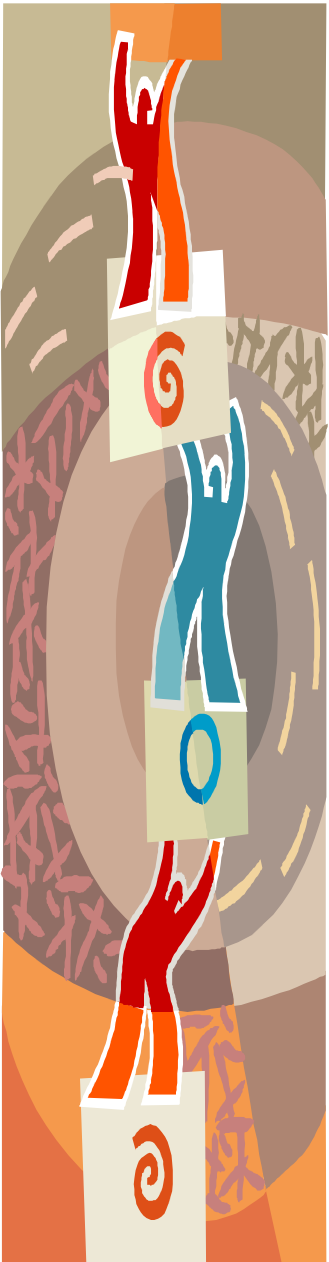
# Directing and Receiving *Energy*

## EXTRAVERSION

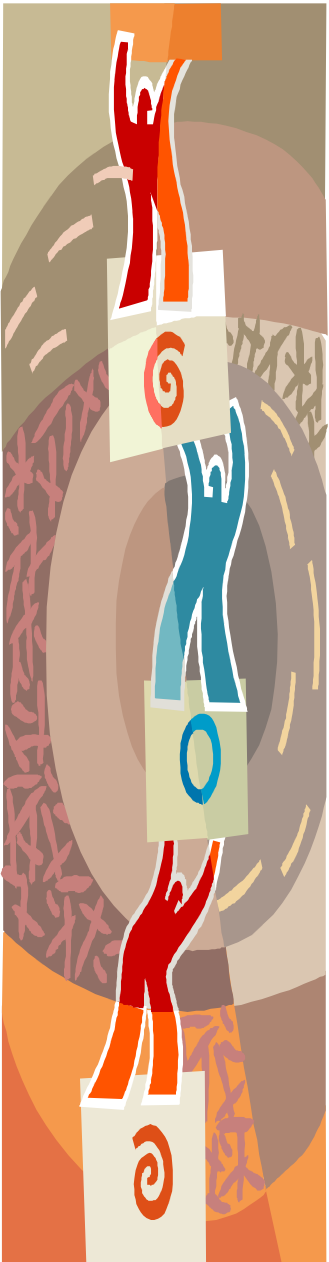
Being energized through contact with other people or through engaging in activities and external stimulation

## INTROVERSION

Being energized through ideas, quiet times, or solitude



# Exercise Two – Best-Fit and MBTI Type Validation for the Energy Dimension

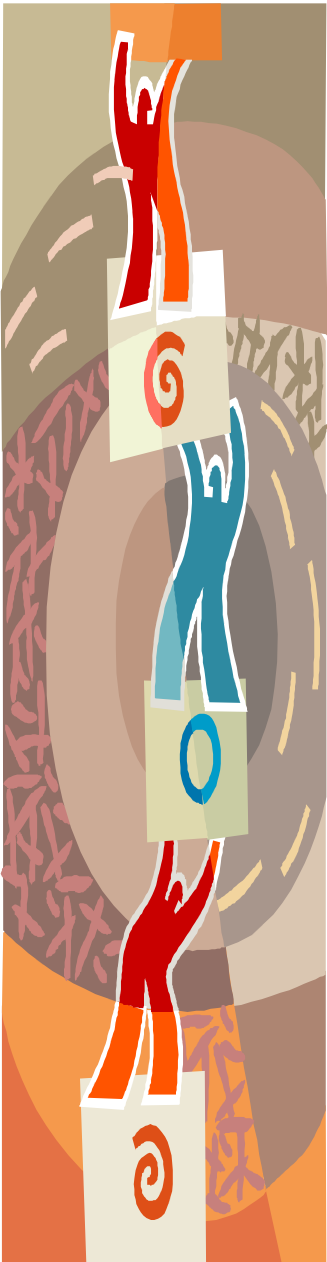


<b>Extraversion</b>	<b>Introversion</b>
<b>Sensing</b>	<b>iNtuition</b>
<b>Thinking</b>	<b>Feeling</b>
<b>Judging</b>	<b>Perceiving</b>
Very Clear   Clear   Moderate   Slight	Slight   Moderate   Clear   Very Clear

	E or I	S or N	T or F	J or P
Self-Assessment Type:	_____	_____	_____	_____
M-B Indicator Type:	_____	_____	_____	_____
<b>Best Fit Type:</b>	_____	_____	_____	_____

# The Information Dimension

## Sensing-Intuition



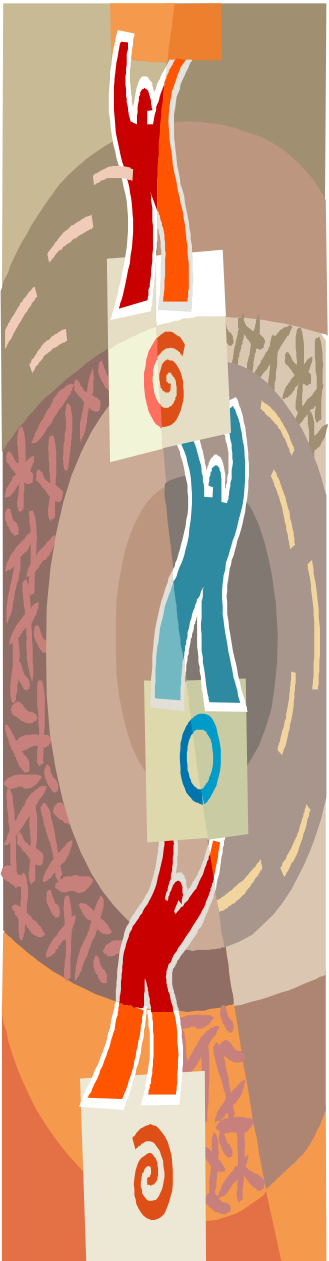
I'll need to see more data.



This looks like a great opportunity.



# Gathering and Processing Information



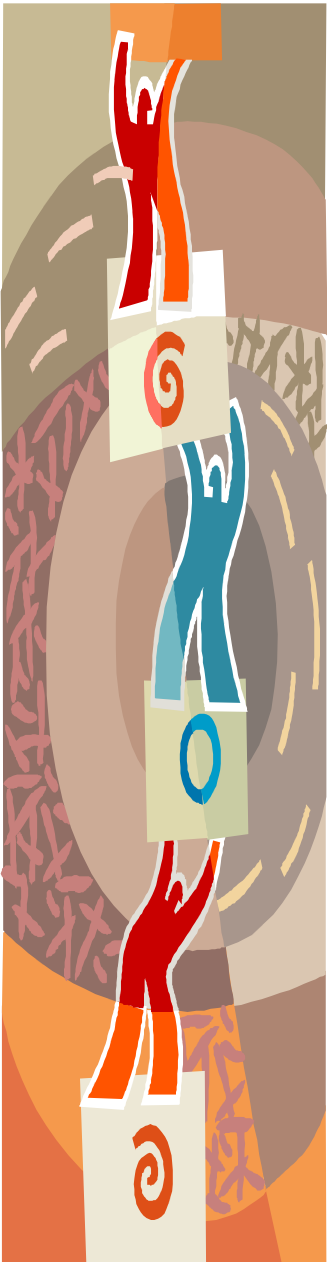
## SENSING

Paying attention to what you perceive through the five senses: seeing, hearing, touching, smelling, and tasting

## INTUITION

Paying attention to what might be described as the sixth sense—the unseen world of meanings, inferences, hunches, insights, and connections

# Exercise Three – Best-Fit and MBTI Type Validation for the Information Dimension



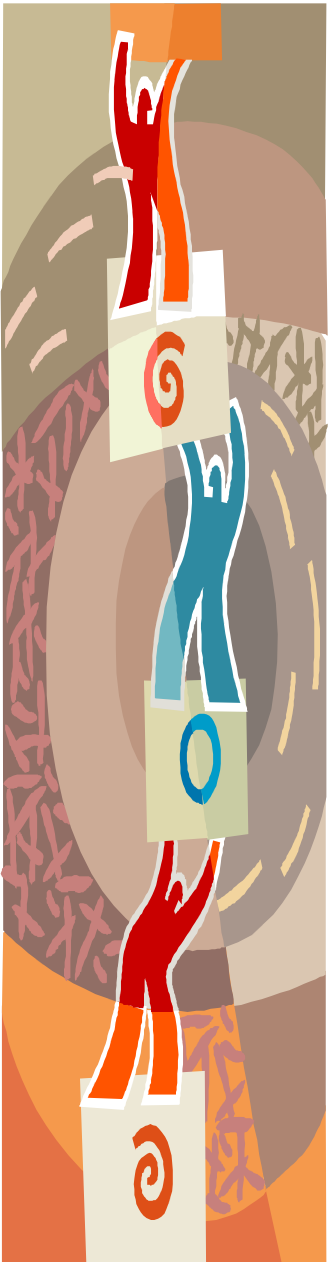
<b>Extraversion</b>	<b>Introversion</b>
<b>Sensing</b>	<b>iNtuition</b>
<b>Thinking</b>	<b>Feeling</b>
<b>Judging</b>	<b>Perceiving</b>
Very Clear   Clear   Moderate   Slight	Slight   Moderate   Clear   Very Clear

	E or I	S or N	T or F	J or P
Self-Assessment Type:	_____	_____	_____	_____
M-B Indicator Type:	_____	_____	_____	_____
<b>Best Fit Type:</b>	_____	_____	_____	_____



# The Decision Dimension

## Thinking-Feeling



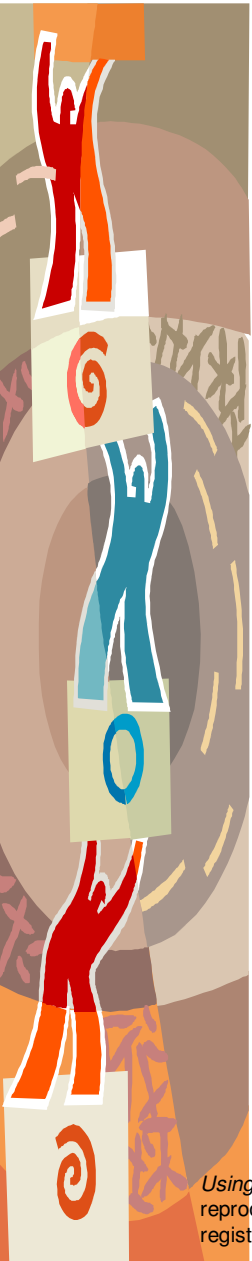
# Making Decisions

## THINKING

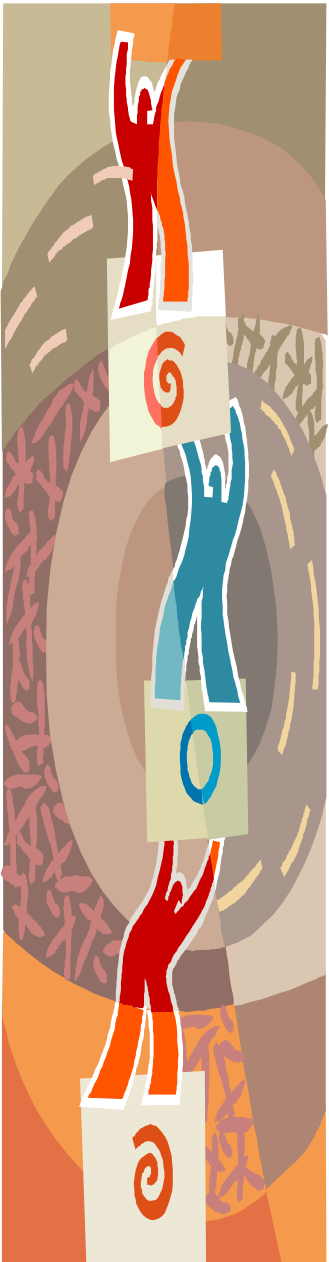
Making decisions based on impartial criteria—cause-effect reasoning, constant principles or truths, and logic

## FEELING

Making decisions based on values-based, people-centered criteria, seeking harmony



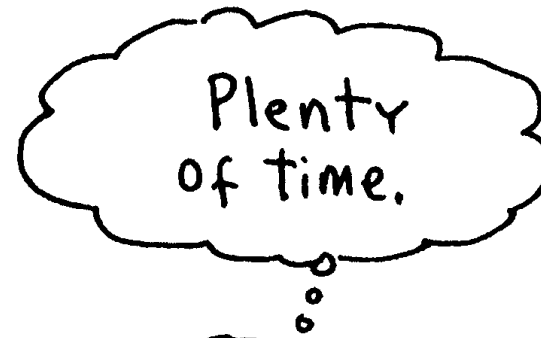
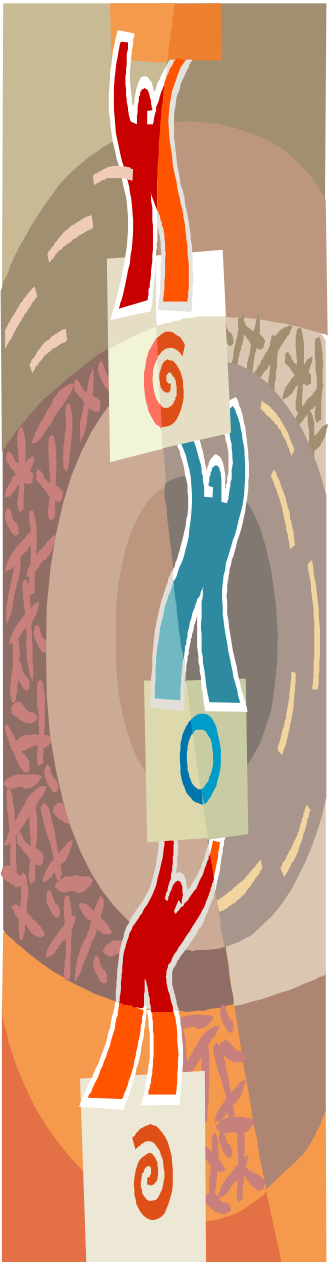
# Exercise Four – Best-Fit and MBTI Type Validation for the Decision Making Dimension



<b>Extraversion</b>		<b>Introversion</b>
<b>Sensing</b>		<b>iNtuition</b>
<b>Thinking</b>		<b>Feeling</b>
<b>Judging</b>	<div style="display: flex; justify-content: space-between; width: 100%;"> <span>Very Clear</span> <span>Clear</span> <span>Moderate</span> <span>Slight</span> </div>	<b>Perceiving</b>
	<div style="display: flex; justify-content: space-between; width: 100%;"> <span>Slight</span> <span>Moderate</span> <span>Clear</span> <span>Very Clear</span> </div>	

	E or I	S or N	T or F	J or P
<b>Self-Assessment Type:</b>	_____	_____	_____	_____
<b>M-B Indicator Type:</b>	_____	_____	_____	_____
<b>Best Fit Type:</b>	_____	_____	_____	_____

# The Life Dimension Judging-Perceiving



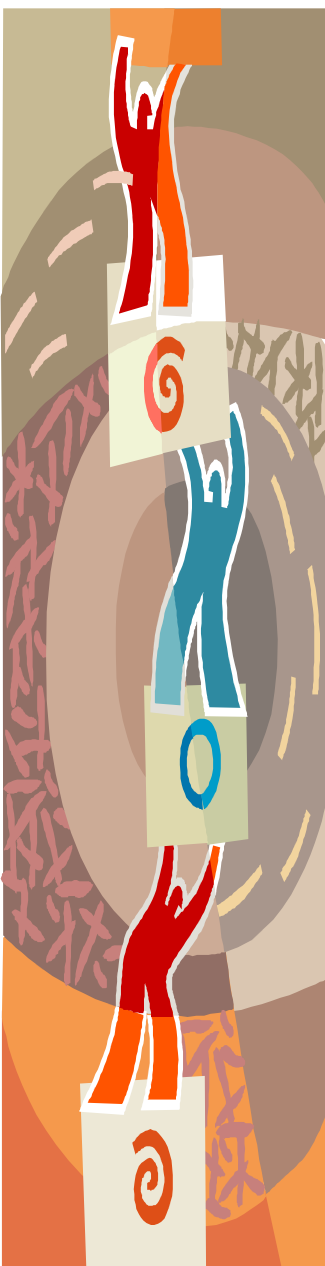
# Approach to Life (Orientation)

## JUDGING

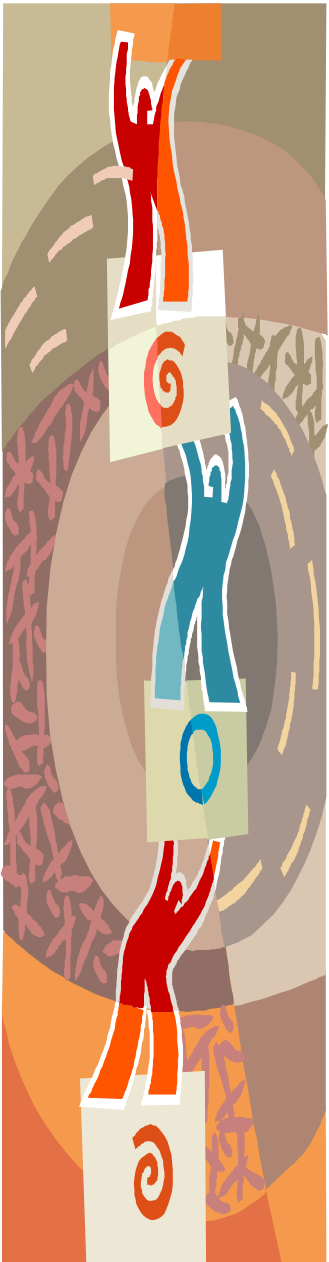
Want to live an ordered life, with goals and structure, making decisions so you can move on

## PERCEIVING

Want to live a spontaneous life with flexibility, staying open to new information and possibilities



# Exercise Five – Best-Fit and MBTI Type Validation for the Life Orientation Dimension



<b>Extraversion</b>		<b>Introversion</b>
<b>Sensing</b>		<b>iNtuition</b>
<b>Thinking</b>		<b>Feeling</b>
<b>Judging</b>	<div style="display: flex; justify-content: space-between; width: 100%;"> <span>Very Clear</span> <span>Clear</span> <span>Moderate</span> <span>Slight</span> </div>	<b>Perceiving</b>
	<div style="display: flex; justify-content: space-between; width: 100%;"> <span>Slight</span> <span>Moderate</span> <span>Clear</span> <span>Very Clear</span> </div>	

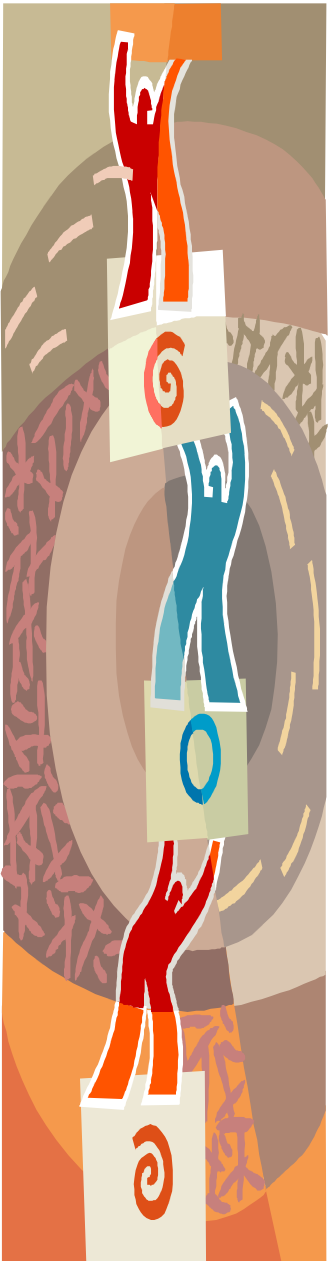
	E or I	S or N	T or F	J or P
<b>Self-Assessment Type:</b>	_____	_____	_____	_____
<b>M-B Indicator Type:</b>	_____	_____	_____	_____
<b>Best Fit Type:</b>	_____	_____	_____	_____

# Type Distribution of the U.S. National Representative Sample

<b>ISTJ</b> <b>11.6%</b>	<b>ISFJ</b> <b>13.8%</b>	<b>INFJ</b> <b>1.5%</b>	<b>INTJ</b> <b>2.1%</b>
<b>ISTP</b> <b>5.4%</b>	<b>ISFP</b> <b>8.8%</b>	<b>INFP</b> <b>4.4%</b>	<b>INTP</b> <b>3.3%</b>
<b>ESTP</b> <b>4.3%</b>	<b>ESFP</b> <b>8.5%</b>	<b>ENFP</b> <b>8.1%</b>	<b>ENTP</b> <b>3.2%</b>
<b>ESTJ</b> <b>8.7%</b>	<b>ESFJ</b> <b>12.3%</b>	<b>ENFJ</b> <b>2.5%</b>	<b>ENTJ</b> <b>1.8%</b>

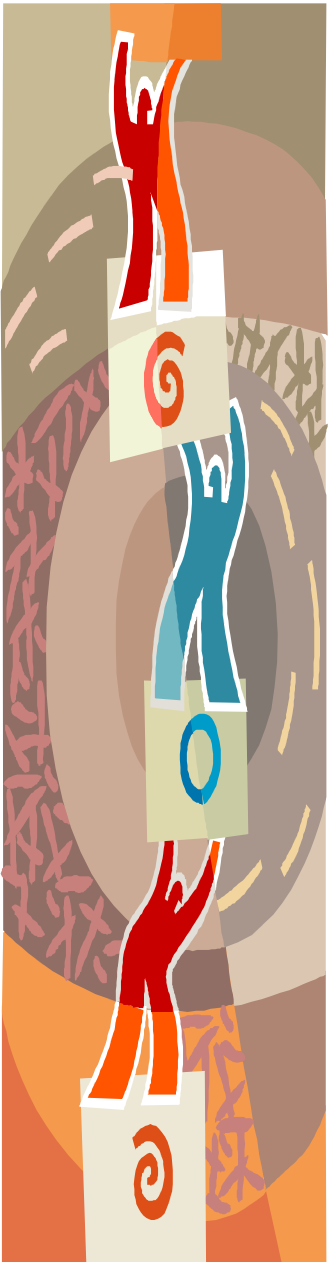
**E** = 49.3%  
**S** = 73.3%  
**T** = 40.2%  
**J** = 54.1%

**I** = 50.7%  
**N** = 26.7%  
**F** = 59.8%  
**P** = 45.9%



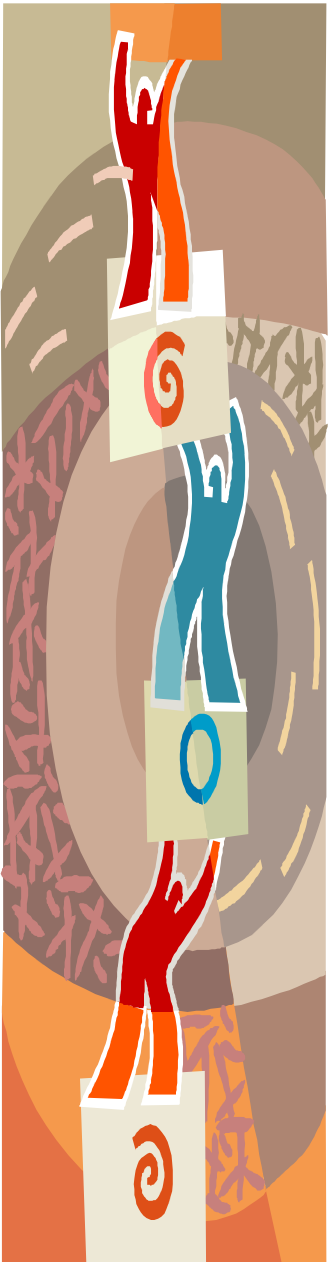
# Key Type Point to Remember!

- Type is an explanation of behavior, not an excuse for behavior!

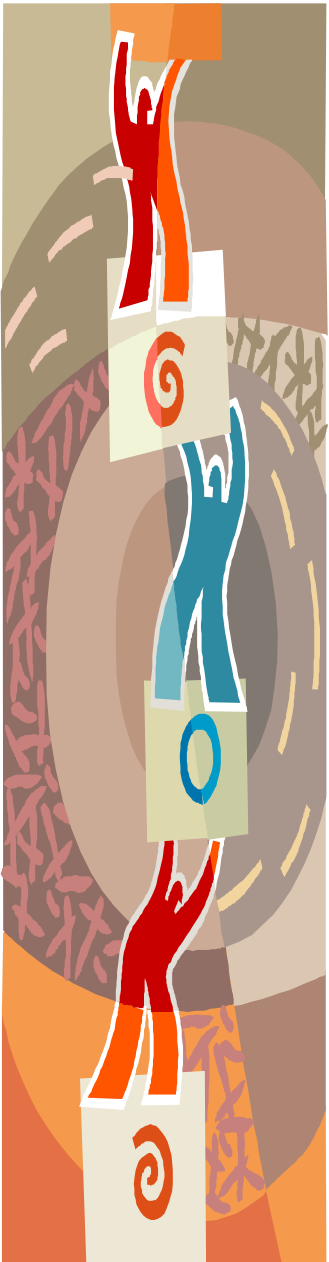




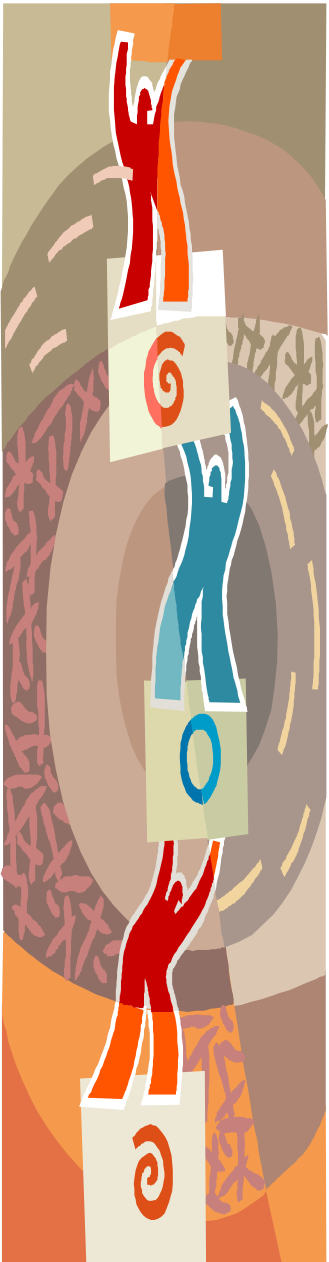
# Interpersonal and Team Applications of the Myers-Briggs Personality Type Methodology



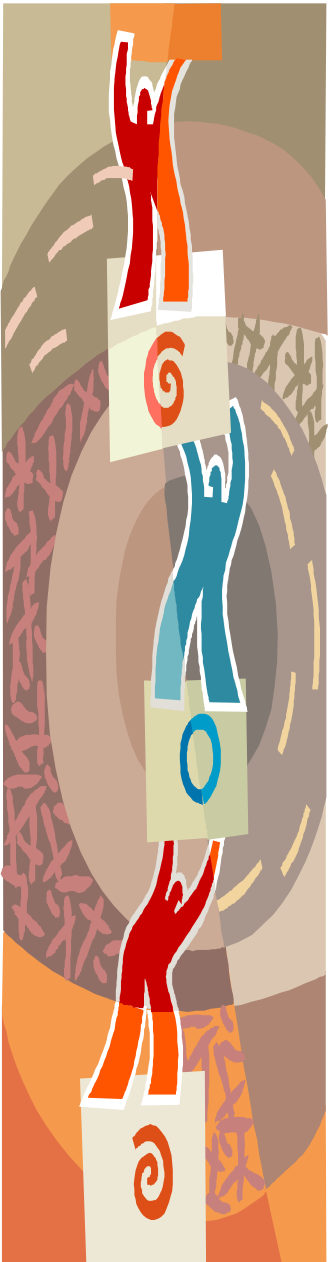
- Communication
- Proactive Conflict Aversion and Resolution (if necessary)
- Collaboration & Creativity
- Problem Solving/Decision Making
- Managing
- Coaching/Leader Development
- Selling



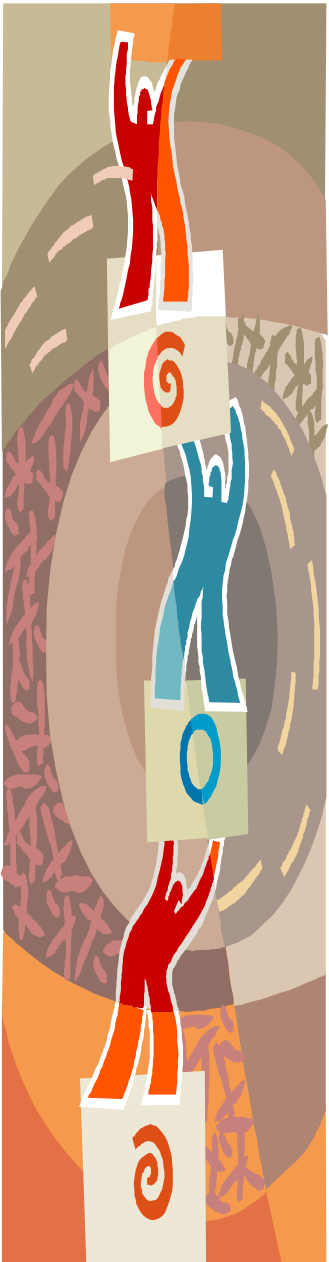
- Communication



- Proactive Conflict Aversion and Resolution (if necessary)



- Collaboration & Creativity



- Managing Employees

# Source and Reference Material

Much of the material used to create this workshop was based upon the following publications:

Using the Myers-Briggs Type Indicator in Organizations (3rd Edition), Sandra Krebs Hirsch and Jane Kise, 2001 (Consulting Psychologists Press: Palo Alto, CA)

Introduction to Type and Teams, Sandra Krebs Hirsch, 1992 (Consulting Psychologists Press: Palo Alto, CA)

Introduction to Type in Organizations (3rd Edition), Sandra Krebs Hirsch and Jean M. Kummerow, 1992 (Consulting Psychologists Press: Palo Alto, CA)

MBTI Manual (3rd Edition), Isabel Briggs Myers, Mary H. MacCauley, Naomi L. Quenk, Allen L Hammer, 1998 (Consulting Psychologists Press: Palo Alto, CA)

Gifts Differing, Isabel Briggs Myers, 1980 (Davies-Black Publishing: Palo Alto, CA)

Please Understand Me (4th Edition), David Keirsey and Marilyn Bates, 1984 (Prometheus Nemesis Book Company: Del Mar, CA)

## **related urls:**

<http://www.capt.org/>

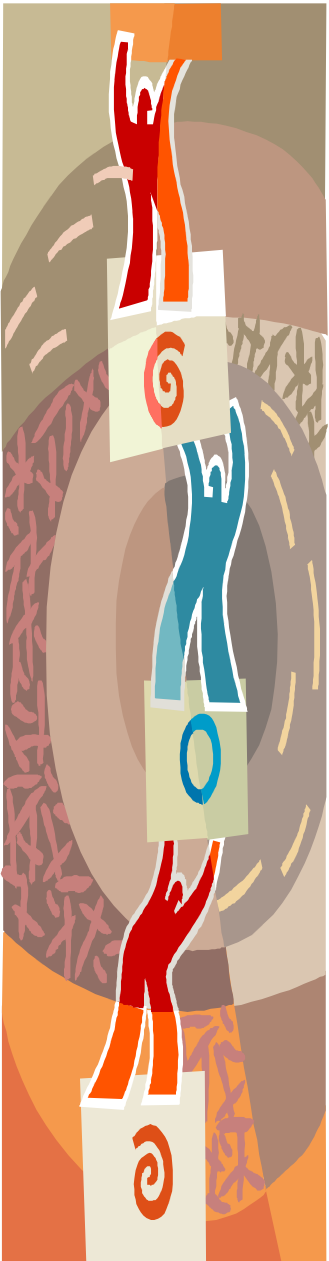
<http://www.apinternationl.org/>

<http://www.cpp-db.com/>

<http://www.keirsey.com/>

<http://www.knowyourtype.com/faq.html>

<http://www.personalitypage.com/four-prefs.html>



# Acknowledgements

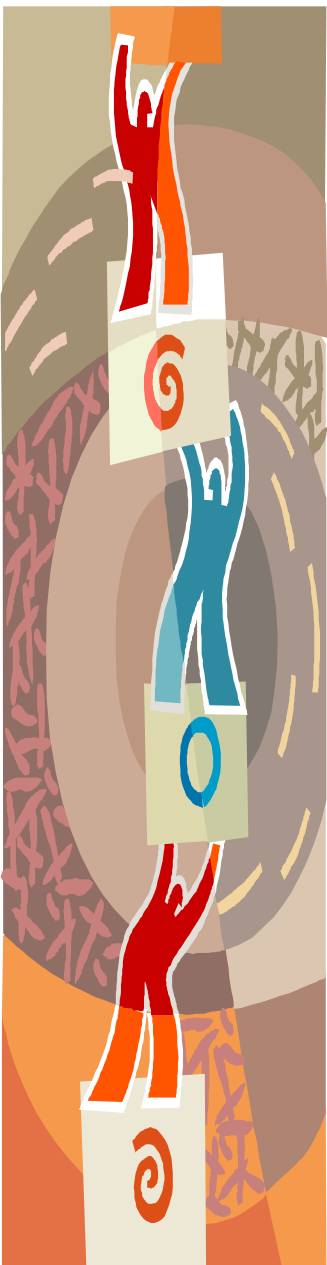
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**e** [jerry@pkwconsulting.com](mailto:jerry@pkwconsulting.com)

**i** <http://www.pkwconsulting.com/>



# QUESTIONS????

