

Myers-Briggs Essentials

I. History

- Carl Jung's book, Psychological Types, was translated into English in 1923.
- Katherine Briggs and her daughter, Isabel Briggs Myers, were fascinated by Jung's work and further developed his ideas. Originally, this was used during WWII to figure out why some people working in the war effort were in jobs that were obviously unsuited to their abilities.
- The first Briggs-Myers Type Indicator® was created in 1942
- MBTI® and Myers-Briggs Type Indicator® are registered trademarks of Consulting Psychologists Press (CPP, Inc.)
- Approximately two million people per year take the official MBTI (93 questions about an individual's preferences)

II. How the MBTI® Works

The MBTI seeks to answer the question, "What makes people tick?" by looking at four primary personality preferences, which can be formulated into four main questions.

1. *How does someone gain energy?*
 - a. Extroversion (E) – Prefers drawing energy from people and activities.
 - b. Introversion (I) – Prefers drawing energy from solitude.
2. *How does someone gather and process information?*
 - a. Sensing (S) – Prefers taking information in through the five senses (what is).
 - b. iNtuitive (I) – Prefers taking information in through the "sixth" sense (what could be).
3. *How does someone make decisions?*
 - a. Thinking (T) – Prefers to make decisions based on logic and objective data.
 - b. Feeling (F) – Prefers to make decisions based on emotion and values.
4. *How does someone order their world?*
 - a. Judging (J) – Prefers to live a planned and organized life.
 - b. Perceiving (P) – Prefers to live a spontaneous and flexible life.

III. The MBTI® Scales

Extravert	VC	C	M	S	S	M	C	VC	Introvert
Sensing	_____								iNtuitive
Thinking	_____								Feeling
Judging	_____								Perceiving

IV. The MBTI Types

ISTJ (7 - 10%)	ISFJ (7 - 10%)	INFJ (2 - 3%)	INTJ (2 - 3%)
ISTP (4 - 7%)	ISFP (5 - 7%)	INFP (3 - 4%)	INTP (3 - 4%)
ESTP (6 - 8%)	ESFP (8 - 10%)	ENFP (6 - 7%)	ENTP (4 - 6%)
ESTJ (12 - 15%)	ESFJ (11 - 14%)	ENFJ (3 - 5%)	ENTJ (3 - 5%)

Diagnosing Your Type

I. Where You Get Your Source of Energy

Extrovert	Introvert
60%	40%
Think out loud (talk first)	Think in head (rehearse before talking)
Have lots of "close" friends	Have only a few "close" friends
Energized by being with people	Energized by solitude
Prefer to interact	Prefer to contemplate
Tend to accept people quickly	Tend to be slow to accept new people
Outgoing, relate easily to new people	Tend to hold back meeting new people
Enter group activities readily	Frown on group activities
Want a breadth of relationships	Want depth in a few relationships
Like parties	Like being home
Find listening more difficult than talking	Find talking more difficult than listening
Enjoy phone calls	Endure phone calls
More gregarious	More reflective
Need to hear affirmation	Dislike stating the obvious or repeating

II. How You Gather and Process Information

Sensing	iNtuitive
70%	30%
Past to present-oriented	Future-oriented
Go by your senses	Go by your "gut"
Prefer rules	Prefer guidelines
Think realities	Think possibilities
More practical	More imaginative
See the trees	See the forest
Use straightforward sentences	Use compound sentences
Have sequential thoughts	Have roundabout thoughts
Think details	Think big picture
Prefer consistency	Prefer variety
Enjoy doing what you know how to do	Easily bored doing anything the same way
Prefer facts	Prefer theories
Deal in specifics	Deal in generalities

III. How You Make Decisions

Thinking	Feeling
50% (though 65% male)	50% (though 65% female)
Objective	Subjective
Prefer clarity	Prefer harmony
Able to detach emotionally	Want to attach emotionally
More analytical	More empathetic
Desire reasons	Desire to please
Often oblivious to feelings	Always in touch with feelings
Process logically	Process sensitively
Give praise sparingly	Give praise generously
Persuaded by logic	Persuaded by emotion
Appreciate conflict	Avoid conflict
Want the truth	Want to be liked
Tend to remain calm in crisis	Tend to lose control in crisis
Ask, "What's the best decision here?"	Ask, "How will this affect those involved?"

IV. How You Orient Your Way of Living

Judging	Perceiving
55%	45%
Organized	Spontaneous
Prefer structure	Prefer to keep your options open
Love to make "to do" lists	Hate to even see a "to do" lists
Decide quickly	Decide slowly
More formal	More casual
Prefer to plan for your vacation	Prefer to make it up as you go
Live by deadlines	Live for fun
Prefer to control what's happening	Fine with others calling the shots
Hate surprises (related to schedule)	Love surprises
Very time conscious	Time seems to slip away
Like goals	Avoid goals
Tend to take action quickly	Tend to procrastinate
Have a place for everything	Wonder where everything is

V. Your Most Probable Myers-Briggs Type

Circle: E or I; S or N; T or F; J or P; = _____