

The real voyage of discovery consists not in seeking new landscapes but in having new eyes.
Marcel Proust

Psychological Type is with the model of personality development created by Isabel Briggs Myers, the author of the world's most widely used personality inventory, [the MBTI \(Myers-Briggs Type Indicator\)](#). Myers' model and her inventory are largely based on the writings and theories of [Carl Jung](#). Through her extensive research with her daughter Katherine, Isabel refined the MBTI; putting Jung's concepts were put into language that could be universally understood. The MBTI is a registered trademark of [CPP, Inc.](#)

The purpose of the Myers-Briggs Type Indicator[®] (MBTI[®]) personality inventory is to make the theory of psychological types described by C. G. Jung understandable and useful in people's lives. The essence of the theory is that random variation in behavior is quite orderly, consistent and predictable

Key Points to Remember:

- All types are equal: The goal of knowing about personality type is to understand and appreciate differences between people.
- Importance of proper feedback: Individuals should always be given detailed feedback from a trained administrator and an opportunity to undertake a Best Fit exercise to check against their Reported Type.
- MBTI instrument does not measure aptitude: it simply indicates workstyle preferences.
- Type not trait: The MBTI sorts for type; it does not indicate the strength of ability.
- Own best judge: Individuals are considered the best judge of their own type.
- Confidentiality: The result of the MBTI Reported and Best Fit type are confidential

between the individual and administrator and not for disclosure without permission.

The Basic Model

In her studies of people and extensive reading of Jung's theories, Myers concluded there was four primary ways people differed from one another. She labeled these differences "preferences" - drawing a similarity to "hand preferences" to illustrate that although we all use both of our hands, most of us have a preference and "it" takes the lead in many of the activities in which we use our hands. **There are 4 Dichotomies of the MBTI are**

- 1) **E** Extraversion **or I** Introversion
- 2) **S** Sensing **or N** Intuition
- 3) **T** Thinking **or F** Feeling
- 4) **J** Judgment **or P** Perception

Activity: Guess your Best Fit MBTI Preferences. Circle the preference description that most speaks to you. This activity is required as part of a professional coaching session with a certified and trained MBTI assessment coach.

Extravert or Introvert?

This preference deals with how we prefer to interact with the world and how we prefer to get our energy and stimulation. **Extraverts** are energized by other people and action. They are talkers, often thinking out loud, interrupting people at meetings, or bursting into a co-worker's office to ask an opinion, and then not really listening to it. Extraverts become drained when they have to spend time alone; they need other people to function and ignite motivation.

Introverts, on the other hand, get their energy from their own thoughts and ideas, rather than heated discussions. Introverts rarely speak up at large meetings, preferring listening to talking. Introverts need alone time, especially after spending a few hours

with people. According to recent research, the number of Introverts and Extraverts are about equal (US data).

Sensor or iNtuitive?

This preference reflects how we prefer to gather information. Sensors prefer to use their five senses to gather information. **Sensors** are quite literal, preferring facts and details to interpretations. If a sensor asks what time it is, he or she expects to hear "11:07 a.m.," and not "a little after 11" or "about 11." About 65 percent of Americans are sensors. For **iNtuitives**, everything is relative. They aren't late unless the meeting has started without them. iNtuitives look at the grand scheme of things, trying to translate bits of information, through intuition, into possibilities, meanings, and relationships. Details and specifics irritate iNtuitives.

iNtuitives see the forest; sensors see the trees. Sensors prefer to learn through sequential facts; iNtuitives through random leaps.

Thinker or Feeler?

This preference deals with how we make decisions. **Thinkers** base their decisions on objective values, and are described as logical, detached, or analytical. Some Thinkers are perceived as cold or uncaring because they would rather do what is right than what makes people happy.

In contrast, **Feelers** tend to make decisions based on what will create harmony. Feelers avoid conflict; and will overextend themselves to accommodate the needs of others. Feelers "put themselves in somebody else's shoes" and ask how people will be affected before making a decision.

This personality preference is related to gender. About two-thirds of all males are Thinkers, and two thirds of females are Feelers. Everyone cares, thinks, and feels, but final decisions are reached through very

different routes, based on a person's true personality preference.

Judger or Perceiver?

This preference deals with how we orient our lives. **Judgers** are structured, ordered, scheduled, and on time. They are the list makers. Judgers wake up with a definite plan for the day, and feel stressed when the plan becomes unraveled. **Perceivers** rely on creativity, spontaneity, and responsiveness, rather than a plan or list. They'll burn the midnight oil to meet deadlines. Perceivers like to turn work into play, because if a task is not fun, it is probably not worth doing. Judgers prefer to have "the decision closed" while Perceivers prefer to have the "decision open".

Experts say that this personality type difference is the most significant source of tension in the workplace and in-group work. Perceivers prefer to keep gathering information rather than to draw conclusions. Judgers prefer to make decisions, often ignoring new information that might change that decision.

MBTI at Work and Career

The collection of these four preferences results in sixteen personality types that form the basis of Myers-Briggs model and the MBTI inventory. These inborn personality gifts lead to preferred work climates or careers, or communication, leadership and decision making styles. Understanding our gifts and appreciating the gifts of others enhances career satisfaction and work effectiveness.

Curious to know about MBTI preferences to optimize your career success and significance, leadership connections or team outcomes?

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