

Understanding and Working with Personality Type

PRESENTED BY

YOUR NAME HERE

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Facilitator Bio



- ◆ [insert name]
- ◆ MBTI® Certified Practitioner
- ◆ [add additional credentials]
- ◆ [add your experience working with type]
- ◆ [add other relevant experience]

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Objectives



In this session you will:

- ◆ Increase your understanding of personality type by learning about the Myers-Briggs® framework
- ◆ Develop greater self-awareness and awareness of others
- ◆ Identify ways to use personality differences constructively to improve personal interactions and team performance

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Today's Agenda



Explain and verify your MBTI® results by:

- ◆ Learning about the theory underlying the MBTI assessment and the meaning of *preferences*
- ◆ Completing a self-assessment
- ◆ Reviewing your results and verifying your best-fit type

Apply type information to your teamwork by:

- ◆ Experiencing type preferences through activities
- ◆ Developing action plans

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The Jung-Myers Theory of Personality Type

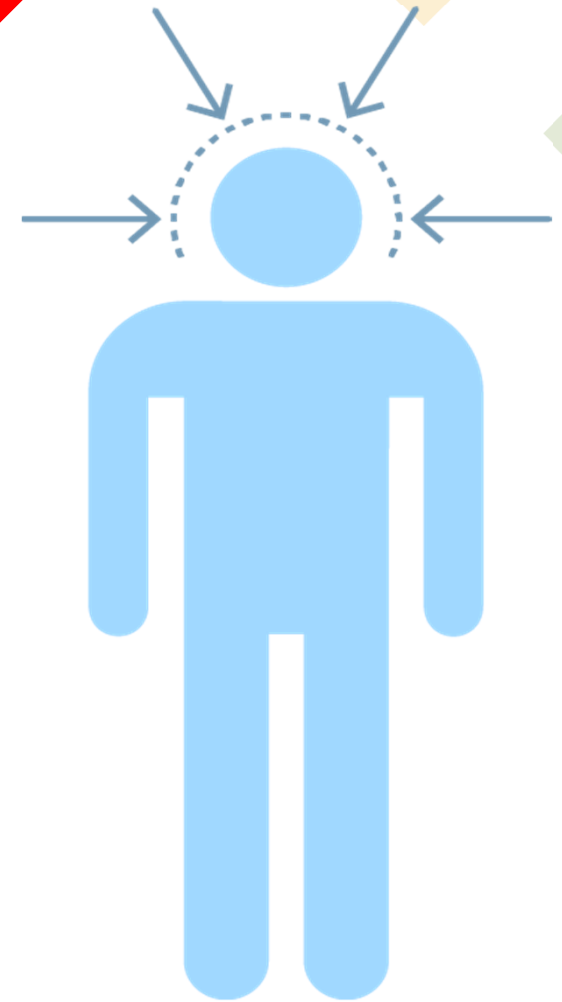


The Jung-Myers theory describes two kinds of mental processes:

- ◆ Taking in information (perception)
- ◆ Making decisions and coming to conclusions (judgment)

Everyone tends to have a preferred way of using these mental processes.


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The MBTI® Preference Pairs





The MBTI assessment reports your natural preferences on four pairs of opposites.

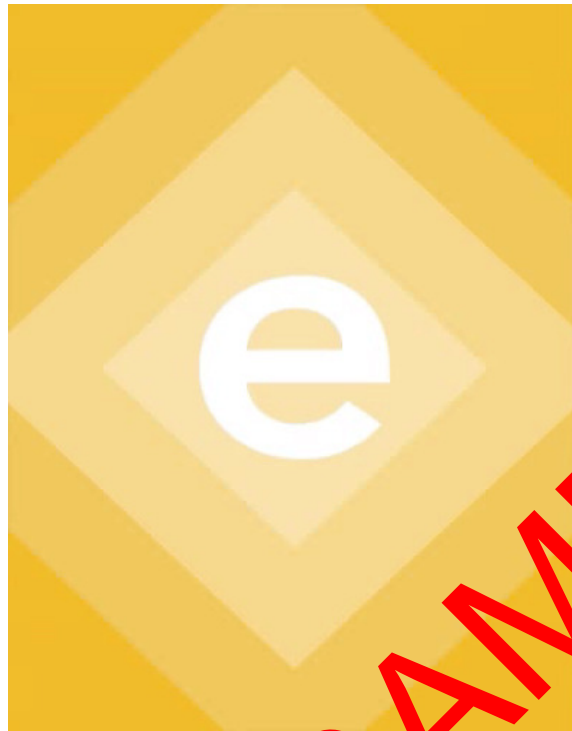
EXTRAVERSION  OR  **INTROVERSION**
Opposite ways to **direct and receive energy**

SENSING  OR  **INTUITION**
Opposite ways to **take in information**

THINKING  OR  **FEELING**
Opposite ways to **decide and come to conclusions**

JUDGING  OR  **PERCEIVING**
Opposite ways to **approach the outside world**

Opposite Ways to Direct and Receive Energy



EXTRAVERSION



INTROVERSION

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Source: *Introduction to Myers-Briggs® Type*, p. 5

E-I Differences



People who prefer
EXTRAVERSION

Direct their energy
and attention outward

Focus on the outside world
of people and activity



People who prefer
INTROVERSION

Direct their energy
and attention inward

Focus on their inner world
of ideas and reflection

*We all use both opposites,
but usually not with equal comfort or confidence.*

Source: Introduction to Myers-Briggs® Type, p. 5

T–F Self-Assessment



We can all use Thinking and Feeling when making decisions.

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

Everyone typically has a preference for one or the other.

In general, which do you prefer?



OR



THINKING

FEELING

Your MBTI® Step I™ Results

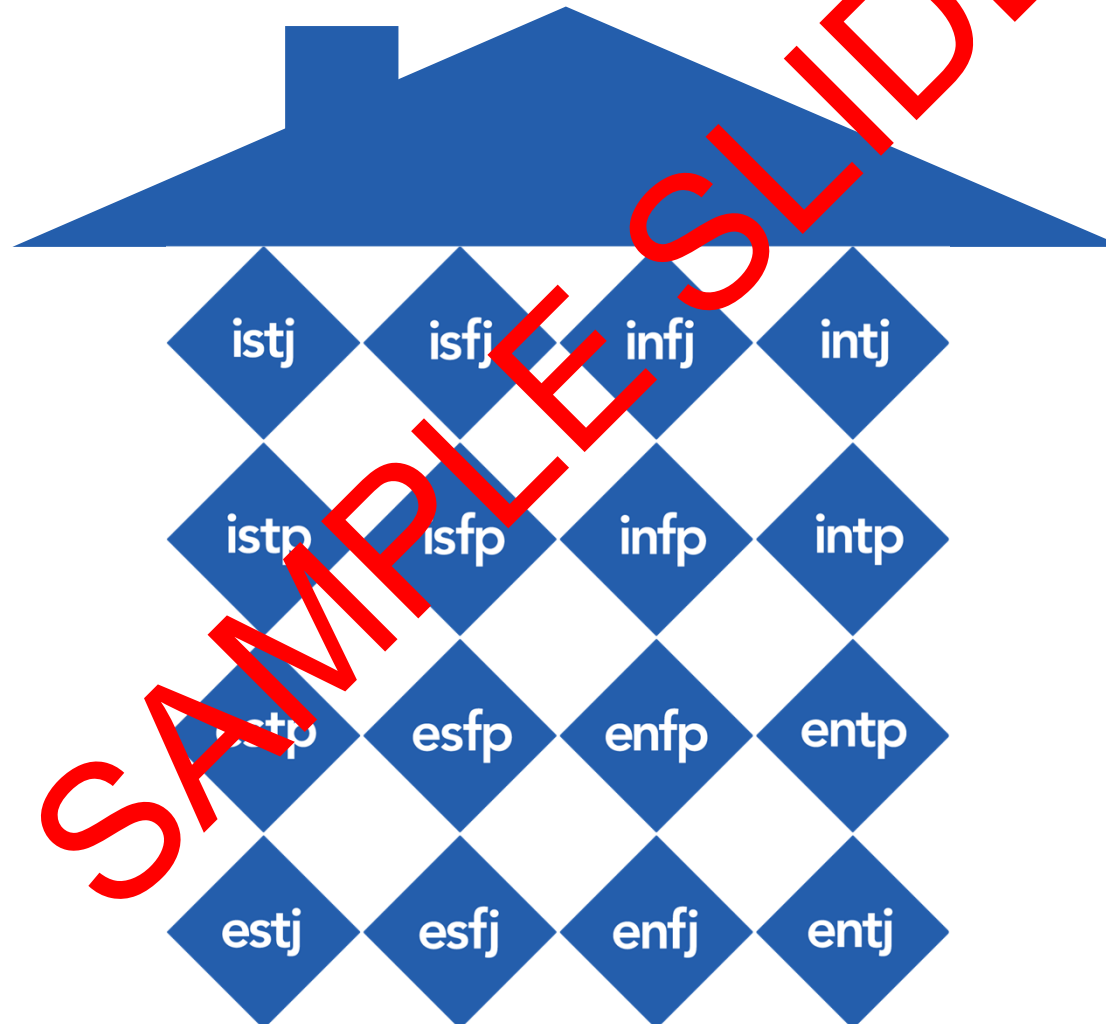


◆ Your MBTI report:

- ◆ Identifies your four-letter **reported type** based on computer scoring of your responses to the assessment items
- ◆ Presents the four preference pairs, with a brief description of each
- ◆ Lists characteristics frequently associated with your four-letter reported type

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The Type Table: Like a 16-Room House



Typical S–N Differences

s People with a preference for **SENSING** may

Describe what they literally see

Focus on the physical attributes of the picture

n People with a preference for **INTUITION** may

Interpret the picture, seeing possibilities and conceptual meanings

Make up a story about the picture

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