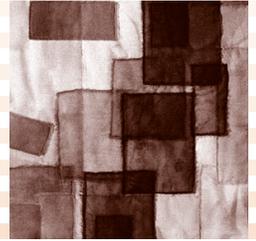


Contents



Introduction 1

Part I

The Dynamics of Psychological Type 2

- Type Dynamics 4
- The Hierarchy of Functions of Each Type 10
- Interactions of Dominant and Auxiliary Functions 12
- Extraverted and Introverted Dominant Functions 14
- Applying Type Dynamics 18

Part II

Type Development: A Model for Lifelong Growth 21

- Influences on Development in the
First Half of Life 24
- Common Development Patterns in the
First Half of Life 27
- The Second Half of Life 30

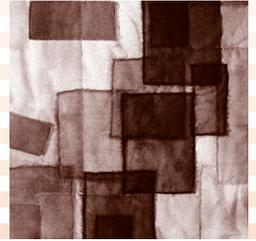
Part III

Conscious Type Development 34

- Experiencing the Functions 38

Resources 43

Introduction



I have looked at the world from the standpoint of type for more than fifty years and have found the experience constantly rewarding.

Isabel B. Myers, *Gifts Differing*

Looking at the world from the standpoint of type provides a framework for deeper understanding of oneself and others. *Introduction to Type® Dynamics and Development* is a map for exploring the deeper levels of psychological type and is intended as a companion to *Introduction to Type®*.

Introduction to Type® Dynamics and Development is for you if you have

- Been introduced to psychological type
- Taken the *Myers-Briggs Type Indicator®* instrument and clarified your preferences
- Developed some understanding of how differing preferences impact your personality and your interactions with others
- Wanted to move toward the next level of type understanding and use

The next level of exploration consists of two general areas of type theory:

1. **Type dynamics** is the basic structure that opens the door to a three-dimensional and more accurate picture of each type. Type differences are more complex than the characteristics associated with each preference. The *interaction* among the preferences is the key to understanding type at a deeper level.
2. **Type development**, which is based on type dynamics, suggests the probable path of development and

growth for each type. Jung's theory of psychological type includes a model of development you can use to better understand people, as well as to consciously foster your own and others' potential for growth and development.

The dynamic nature of the human personality and the developmental model underlying psychological type are the elements that keep types from being static boxes into which individuals are fitted. These dynamic elements are why looking at the world through the lens of type can be constantly rewarding—even after more than fifty years.

Introduction to Type® Dynamics and Development is divided into three parts.

- The first part introduces the dynamic view of type and provides examples to expand understanding of how different types function. It includes a summary of each dominant function, highlighting the differences that result from whether the dominant function is extraverted or introverted.
- The second part introduces Jung's model of lifelong development and then applies it to common developmental patterns through examples. This section includes a discussion of the effects of environmental influences on development and concludes with important cautions for using the Jungian model.
- The third part of this book provides practical applications of Jung's model. The self-assessment questions, strategies, and activities to explore and experience non-preferred functions were developed in workshops on type development, midlife transition, and in people 60 years and older. This part will be particularly useful for people in a transition or growth period, as well as for those who work with them.

Extraverted and Introverted Dominant Functions

Thinking

People who prefer to use Thinking in decision-making tend to look at the logical consequences of a choice or action. They try to mentally remove themselves from a situation to examine it objectively and analyze all the ramifications. Their goal is an objective standard of truth and the application of principles. Their strengths include figuring out what is wrong with something. Those who prefer Thinking are excellent at analyzing and solving technical problems, directing their logical process toward the desired goal.

Most people who prefer Thinking

Analyze readily
Focus on logical problem-solving
Use cause-and-effect reasoning

Strive for an impersonal, objective truth
Are "tough-minded"
Value fairness; seek justice

Dominant Extraverted Thinking Types (ESTJ & ENTJ)

- Seek to bring order to their external environment, to make it logical
- Express their thoughts and judgments with directness and clarity
- Are action-oriented and decisive
- Set goals, plan implementation, gather resources, and then direct others to achieve results
- Are impatient with inefficiency and incompetence—make and accept no excuses
- Readily devise systems and trust their systems to deal reasonably with others' needs
- Naturally critique systems, procedures, and ideas—see glitches that others may overlook
- Anticipate consequences, develop contingency plans, and act quickly to deal with problems
- *Approach life* as an interesting challenge—want to structure their world to achieve their goals

Dominant extraverted Thinking types are natural leaders—quick, assertive, and decisive. Their judgments are clear and logical; they seldom have second thoughts.

Goal: to create logical order in their external world; to make their environment rational.

Dominant Introverted Thinking Types (ISTP & INTP)

- Seek to order their internal thoughts; develop a logical system for understanding
- Seldom express their thoughts and judgments unless they are asked or their logic is challenged
- Are reflective observers
- Process information, categorize, and develop a structure for understanding
- Have high expectations of themselves—make and accept no excuses
- Readily devise internal systems into which they fit external data, including the needs of others
- Naturally critique reality; readily see inconsistencies and irrelevancies that others overlook
- Anticipate consequences; wait with detachment to see what will happen
- *Approach life* as an interesting puzzle—want to play with the pieces of reality to achieve understanding

Dominant introverted Thinking types are natural logicians—detached, quick to order and assimilate new information, reflective. Their judgment is directed to creating internal order in their ideas and principles.

Goal: to create logical order internally; to develop rational principles for understanding the world.