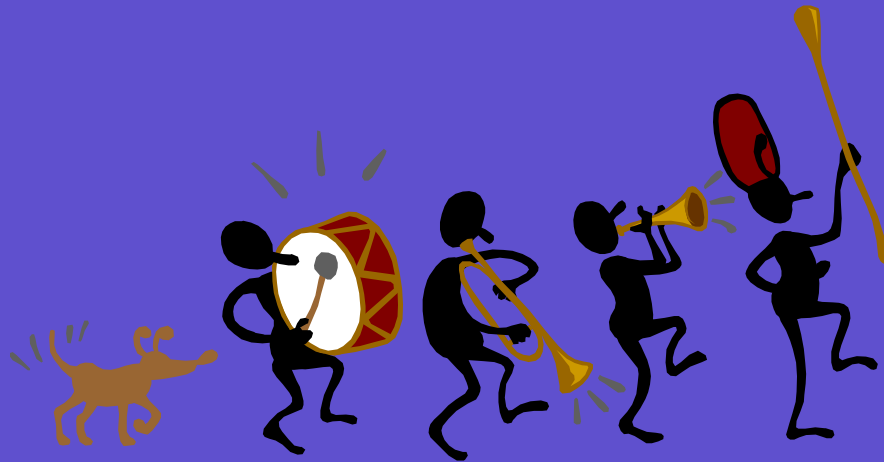


Myers-Briggs Personality Type Inventory (MBTI)



Understanding Yourself and Others

Why Does Personality Type Matter?



- Using your non-dominant hand, write your name.
- Look at the product and describe what you notice about it.
- Think about the process you went through and describe how you felt while writing.

The Function of Personality is to:

- To Perceive



- To gather data
- To take in information
- To observe the world around you

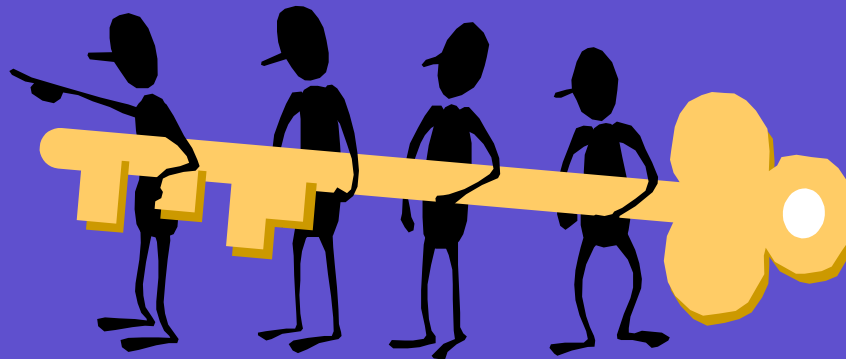
- To Judge



- To evaluate the data
- To make decisions on the information
- To critique your observations

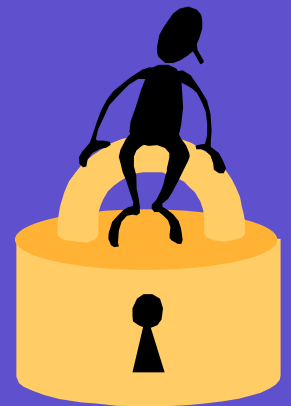
The Cast of Characters

- Carl Jung INTP
- Katherine Briggs INFJ
- Isabelle Briggs Myers INFP
- David Keirsey INTP



Ground Rules for Using Type

- There are no wrong or bad types. All types are equally valuable and should be appreciated for their differing gifts.
- Type-bashing is not allowed or tolerated. You have the right to say “ouch” if you feel your type has been portrayed in a negative light.
- Only you can validate your own type. No one else can type you any more than you can type them.
- Type shouldn't be used to excuse inappropriate or non-productive behavior.





The Theory

Extraversion (E) -----!----- Introversion (I)

(Direction of Energy Flow/Energy Source)

Sensing (S) -----!----- Intuition (N)

(Perceiving Function)

Thinking (T) -----!----- Feeling (F)

(Judging Function)

Judging (J) - -----!----- Perceiving (P)

(Attitude/Function Preference/Life Style Orientation)

Perceiving Function

- Sensing (S)

Facts

Details

Literal

Concrete

Observant

Present oriented

Collects data thru the 5 senses



- Intuition (N)

Theories

Possibilities

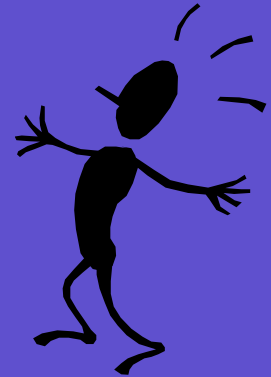
Figurative

Abstract

Introspective

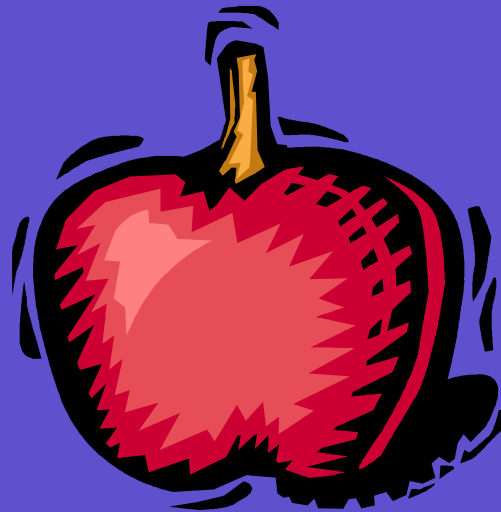
Future oriented

Collects data through the 6th sense



Perceiving Activity

Describe This



Judging Function

- Thinking

Objective

Analytical

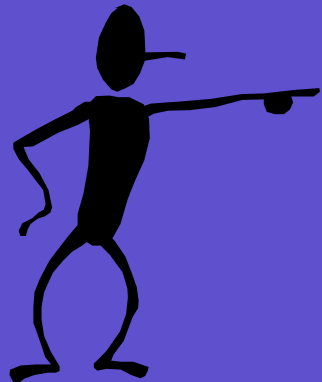
Non-personal

Clarity

Logical

Justice

Tough-minded



- Feeling

Subjective

Situational

Interpersonal

Harmony

Friendly

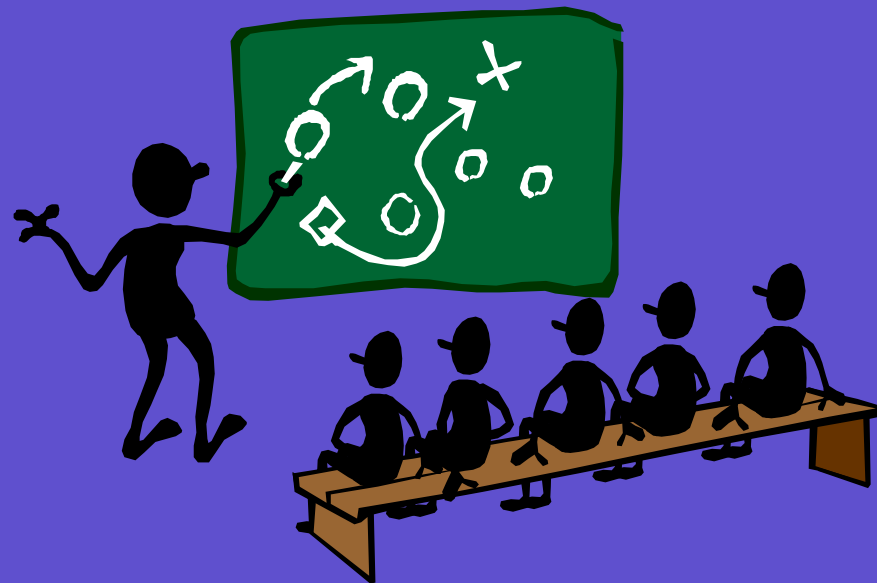
Mercy

Soft-hearted



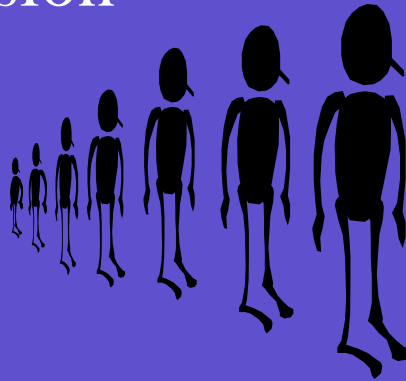
Judging Activity

Define Teamwork



Energy Source

- Extraversion



Outward focus

Speaks to think

Expressive

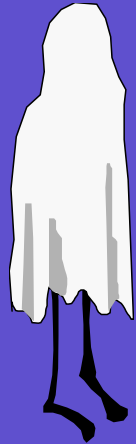
Broad scope of interest

Discloses freely

Public

Energized by interaction

- Introversion



Inward focus

Thinks to speak

Reserved

Narrow/deep scope of interest

Discloses cautiously

Private

Energized by solitude

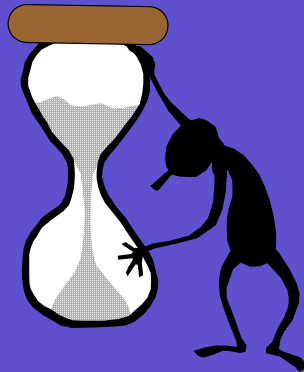
Energy Source Activity

Describe Your Ideal Vacation



Life Style Orientation

- Judging



Decisive

Structured

Planned

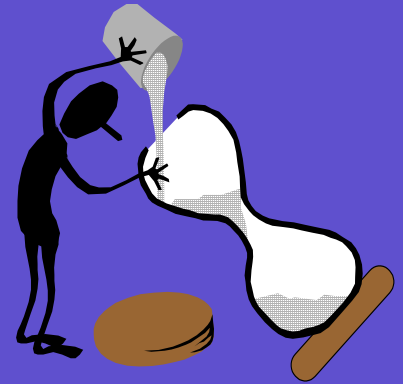
Scheduling

Seeks closure

Make lists and uses them

Likes to control the environment

- Perceiving



Open-ended

Flexible

Spontaneous

Probing

Seeks options

Makes lists and loses them

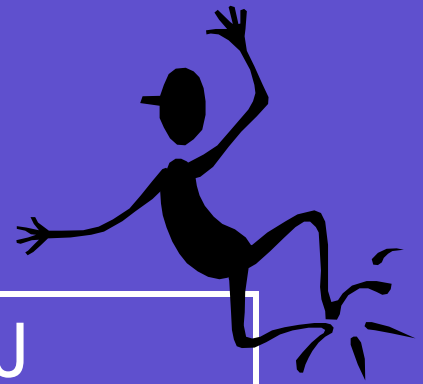
Likes to go with the flow

Life Style Activity

Describe How You Would Make
a Peanut Butter Sandwich



What's Your Type ?



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

Temperament Throughout History

Plato 340 BC	Artisan	Guardian	Idealist	Rational
Aristotle 325 BC	Hedonic	Proprietary	Ethical	Dialectical
Galen 190 AD	Sanguine	Melancholic	Choleric	Phlegmatic
Paracelsus 1550	Changeable	Industrious	Inspired	Curious
Adickes 1905	Innovative	Traditional	Doctrinaire	Skeptical
Spranger 1914	Aesthetic	Economic	Religious	Theoretic
Kretschmer 1920	Hypomanic	Depressive	Hyperaesthetic	Aesthetic
Fromm 1947	Exploitative	Hoarding	Receptive	Marketing
Myers 1958	Probing (SP)	Scheduling (SJ)	Friendly (NF)	Tough-minded (NT)

Understanding Temperament

The Idealist
NF's



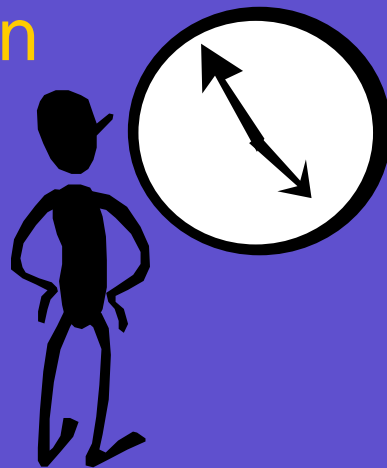
Asks Who?
(Heart)

The Rational
NT's



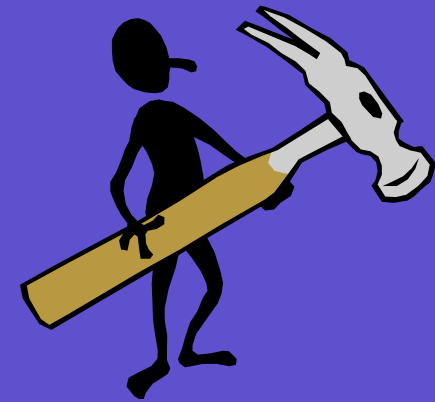
Asks Why?
(Head)

The Guardian
SJ's



Asks What?
(Hands)

The Artisan
SP's



Asks When?
(Feet)

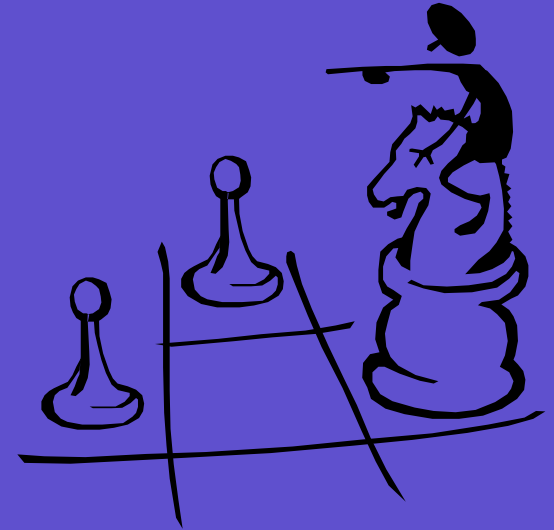
The Idealist (NF)

- Quest: Identity
- Style: Catalyst
- Achilles' Heel: Guilt
- Seductive, interpersonal, supportive, sympathetic, cooperative, imaginative, mysterious, sensitive, persuasive, expressive, diplomatic, empathic
- Song: “Getting to Know You”
- Slogan: “Be all that you can be.”
- Home Décor: hearts and flowers, symbols

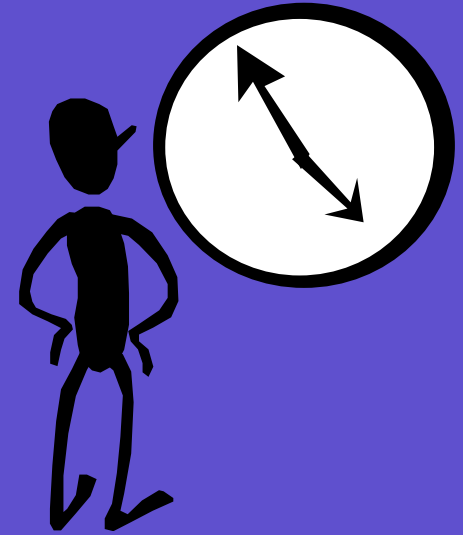


The Rational (NT)

- Quest: Competency
- Style: Visionary
- Achilles' Heel: Incompetence
- Knowledgeable, objective, intellectual, curious, conceptual, competitive, principled, complex, argumentative, innovative, fair
- Song: "My Way"
- Slogan: "Knowledge is power."
- Home Décor: books and computers, puzzles

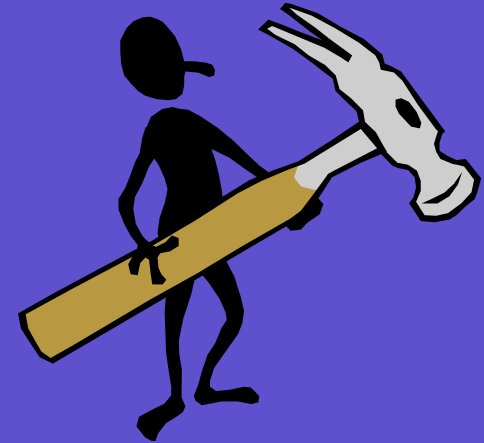


The Guardian (SJ)



- Quest: Belonging
- Style: Traditionalist
- Achilles' Heel: Disorganization
- Loyal, dutiful, precise, decisive, stable, responsible, structured, orderly, accountable, inclusive, authority-centered, rule-follower
- Song: "Tradition"
- Slogan: "To protect and to serve."
- Home Décor: neat and organized, decorated

The Artisan (SP)



- Quest: Action
- Style: Trouble Shooter
- Achilles' Heel: Routine
- Spontaneous, flexible, joyful, immediate, uninhibited, practical, adaptable, resourceful, fun, direct, skillful, experiential, tool-users
- Song: "Help Me Make It Thru the Night"
- Slogan: "Carpe diem." (seize the day)
- Home Décor: unfinished projects, craftsmanship

Intelligence Type

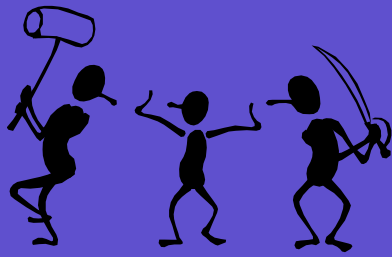


- Artisan – Tactical Intelligence, Concrete word usage, Utilitarian tool usage
- Guardian – Logistical Intelligence, Concrete word usage, Cooperative tool usage
- Idealist – Diplomatic Intelligence, Abstract word usage, Cooperative tool usage
- Rational – Strategic Intelligence, Abstract word usage, Utilitarian tool usage



Temperament Gestures

Idealist (NF)	Rational (NT)	Guardian (SJ)	Artisan (SP)
<ul style="list-style-type: none">•Open handed•Rowing or fanning with palms open•Palms or fingers clasped together	<ul style="list-style-type: none">•Fingers clawed or like talons•Grasping the air as if to shape it•Ticking off points on fingers	<ul style="list-style-type: none">•Finger wagging•Loose fist raised in front of face as if holding reins•Chopping hand as with a cleaver	<ul style="list-style-type: none">•Pawing motion with a loose fist•Shaking or pounding a hard fist•Pointing with the index finger



Temperaments in Teams

Idealist	Rational	Guardian	Artisan
<ul style="list-style-type: none"> •High sense of purpose •Try to develop potential •Build strong relationships •Focus on the possibilities •Empathize and build consensus •Bridge builders •Genuine 	<ul style="list-style-type: none"> •Strong strategic vision •Searching for principles •Debate options or approaches •Use theories, models, reason •Focus on ideas and results •Precise words •Conceptual 	<ul style="list-style-type: none"> •Strong team loyalty •Respect for authority •Know what worked in past •Responsible, follow through •Bring continuity •Give clear directions •Economical 	<ul style="list-style-type: none"> •Dynamic, light-hearted •Quick thinking •Good tactical problem solvers •Like action •Create shortcuts •Focus on the here and now •Adapt to change easily •Opportunistic

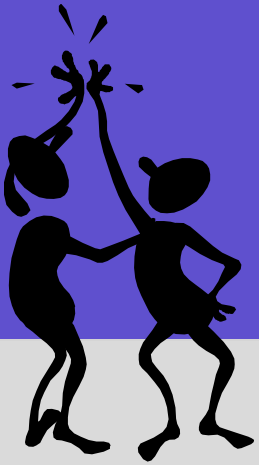
Temperament and True Colors

- NF Idealist = **BLUE** (Compassionate)
- SJ Guardian = **GOLD** (Conventional)
- NT Rational = **GREEN** (Conceptual)
- SP Artisan = **ORANGE** (Courageous)

Colors and Communication

BLUE	GOLD	GREEN	ORANGE
Acknowledge them, Show appreciation, Include them, Have patience, Don't bark orders.	Give details, Be consistent, Show respect, Recognize them, Don't interrupt.	Allow for pondering, Skip small talk, Avoid redundancy, Give big picture first, Don't feel interrogated.	Use sound bites, Move with them, Allow options & flexibility, Appreciate them, Don't be too serious.

Social Roles



ARTISANS

GUARDIANS

IDEALISTS

RATIONALS

MATING

Playmate

Helpmate

Soulmate

Mindmate

PARENTING

Liberator

Socializer

Harmonizer

Individuator

LEADING

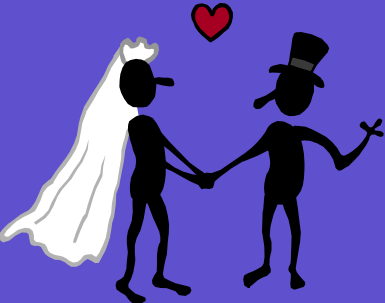
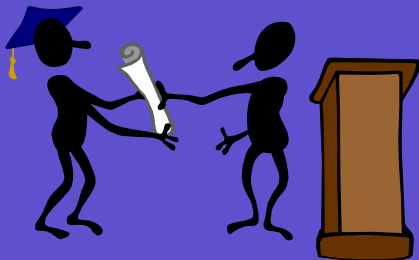

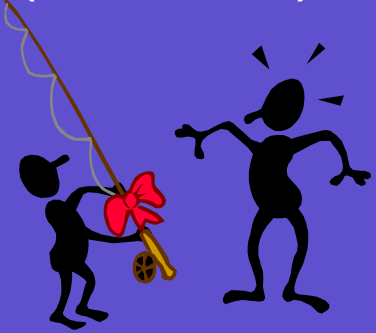
Negotiator

Stabilizer

Catalyst

Visionary

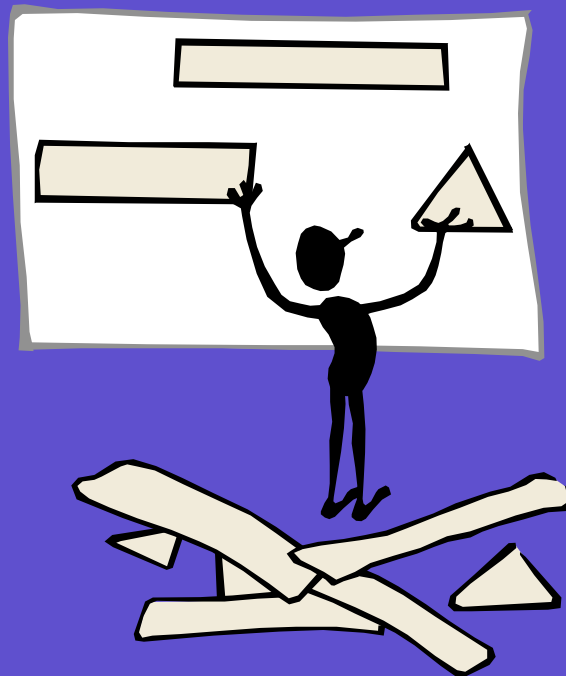
Temperaments in Love

Idealist	Rational	Guardian	Artisan
<p data-bbox="86 582 434 763">Soul Mate (10- 12%)</p> 	<p data-bbox="537 582 884 763">Mind Mate (7-12%)</p> 	<p data-bbox="987 582 1335 763">Help Mate (38-45%)</p> 	<p data-bbox="1437 582 1785 763">Play Mate (38-40%)</p> 

You and your ideal mate share the same Perceiving Function (S or N).
In all others (E or I, T or F, J or P) you are different.

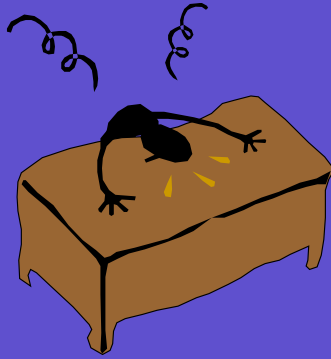
Temperament Activity

Using anything in your environment, create a picture.



Myers Briggs Type Indicator

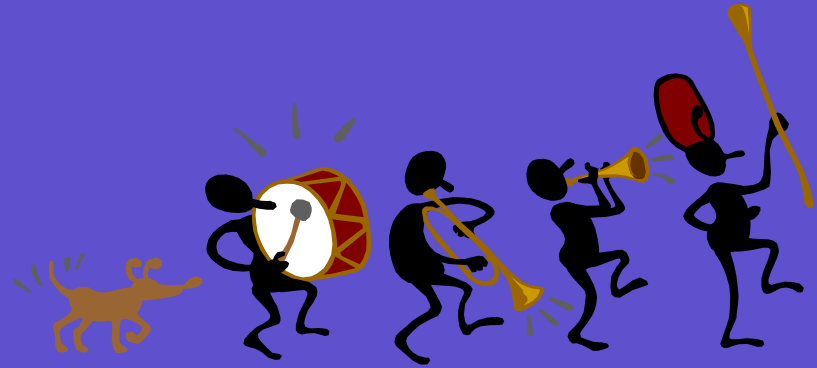
- The MBTI is a self-report questionnaire designed to make Jung's theory of psychological type understandable and useful in everyday life.
- It will help you identify your unique gifts, enhance your understanding of your motivations, natural strengths, and potential areas for growth, and encourage you to appreciate people who differ from you.
- It is the most widely used instrument for understanding normal personality differences.



Homework

- Highlight type characteristics which really apply to you
- Share your insights about yourself with your teammates
- Keep a file with your teammates' type information and notes
- Refer to your file occasionally

Different Drummers



“...If you will allow me any of my own wants, or emotions, or beliefs, or actions, then you open yourself to the possibility that some day these ways of mine might not seem so wrong, and might finally appear as right - for me. To put up with me is the first step to understanding me...And one day, perhaps, in trying to understand me, you might preserve and even cherish those differences...” David Keirse

Your Facilitator



Donna Minnix Proctor, M.S., CHES
(ENFJ)

Executive Director
Bernard Healthcare Center
Qualified User MBTI