The MBTI...

One of my favorite tools for helping individuals learn about themselves and their interactions with others.

- The results help you to identify your strengths and unique gifts.
- You can use the information to better understand yourself, your motivations, your strengths, and potential areas for growth.
- The MBTI helps you to better understand and appreciate those who differ from you.
The MBTI is used in...

- Self-development
- Organization development
- Team building
- Problem-solving
- Career development and exploration
- Management & leadership
- Relationship Counseling
- Diversity & multicultural training
- Education & curriculum development

Annually more than 3 million are administered internationally.
MBTI
Myers-Briggs Type Indicator
Expectations

What would make this a good experience for you?

– *It will be a good workshop for me if*…

– *What I most want to learn about is*…
Objectives of the workshop...

- Increase self-awareness & confirm self-perception
- Discover differences in people
  - energy source
  - information gathering
  - decision making
  - life style
- Appreciate the gifts & strengths of yourself & others
- Learn how to capitalize on your strengths & the strengths of others
Our Roadmap…

- Understanding how the MBTI is useful to people and organizations
- MBTI Video - Understanding the MBTI
- Group Activities…
  - Appreciating Differences
  - TEAM Work
As individuals, the MBTI can help us understand ourselves and our behavior - and recognize that others see things differently so that we can appreciate the contributions they make.

In organizations, the MBTI can help create a healthy and productive decision-making process that includes all people.
Reasons for using the MBTI...

- Self-report instrument
- Descriptive profile
- Nonjudgmental
- Indicator of preferences

- A way to sort, not measure
- Well-researched
- Rich in theory
- Used internationally
Preferences...

Draw two lines ___________________ ___________________

• First, sign your name on one line as you normally do. Now, sign your name again on the line below, but this time use your other hand.

• How would you describe the experience of writing your name with your preferred hand? ... with your non-preferred hand?

Preferred Hand
– feels natural
– didn’t think about it, just did it
– easy...effortless
– looks neat, legible, adult looking

Non-preferred Hand
– Feels unnatural
– Had to think & concentrate
– Requires energy
– Clumsy-Awkward
You can use either hand when you have to and you use both hands regularly; but for writing, one is natural and competent, while the other requires effort and feels awkward.

Similarly, everyone has a natural preference for one of the two opposites on each of the four MBTI scales. You can use both preferences at different times, but not both at once and not, in most cases, with equal confidence. When you use your preferred methods, you are generally at “YOUR BEST” and feel competent, natural, and energetic.
Everyone has a preferred path to excellence.

Myers and Briggs found 16 distinct paths, each unique.

Knowing and valuing ourselves makes us aware of the unique contributions we make and helps us respect the different and complementary contributions of others.
The MBTI indicates the differences in people result from:

- Where they focus their attention…
  - Extraversion or Introversion

- The way they prefer to take in information
  - Sensing or Intuition

- The way they prefer to make decisions
  - Thinking or Feeling

- How they orient themselves to the external world
  - Judging or Perceiving

As you use your preferences in these areas, you tend to develop behaviors and attitudes characteristic of people with those preferences. There is no right or wrong to these preferences.
Preview the 16 types which are placed around the room. Choose the type which best describes you and stand next to that type.
Distribution of Results and Type Packets
Points and Scores

- Cast votes for your preferences
  - About 75% will score the same if taken again
  - About 1 in 1,000 persons will change on all 4 scales
    - When change occurs it mostly occurs …
      - where there is a slight difference
      - T/F scale - least number of items…social desirability
- Higher scores do not reflect better use, ability or skill.
  - Scores indicate clarity of selection
# Preference Clarity

<table>
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<th>Slight</th>
<th>Moderate</th>
<th>Clear</th>
<th>Very Clear</th>
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<tbody>
<tr>
<td><strong>E OR I</strong></td>
<td>11-13</td>
<td>14-16</td>
<td>17-19</td>
<td>20-21</td>
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<tr>
<td><strong>S OR N</strong></td>
<td>13-15</td>
<td>16-20</td>
<td>21-24</td>
<td>25-26</td>
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<tr>
<td><strong>T OR F</strong></td>
<td>12-14</td>
<td>15-18</td>
<td>19-22</td>
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<tr>
<td><strong>J OR P</strong></td>
<td>11-13</td>
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Remember...

- Each preference and each type has its own “gifts” or strengths.
- It is up to you to decide whether or not to reveal your type to anyone.
- It is up to you to decide whether the results are accurate.
- Type should be used to understand yourself, not as an excuse for doing, or not doing, anything.
Organizations with I’s and E’s...

- Form four groups...
  - 2 groups of “E’s”
  - 2 groups of “I’s”

Instructions to the E’s....write down all the adjectives that you could think of that describe “I’s”....List assets and liabilities of organizations made up totally of “I’s”....What questions would you like to ask I’s?

Instructions to the I’s....write down all the adjectives that you could think of that describe “E’s”....List assets and liabilities of organizations made up totally of “E’s”....What questions would you like to ask E’s?

Regroup....”I’s” say “OUCH” if you think the word is not accurate of “I’s.” If one person says ouch...we cross off the word.

What is remaining are adjectives that describe our preferences and not stereotypes.
Architectural Design

Divide group into Judgers & Perceivers

Design a working drawbridge in which a boat can pass through.

(10 minutes)

How did the J’s/P’s initially begin the project?

Discuss your interactions…

leadership…input…feedback…planning…time
A Place for Everything

- Life tends to support our preferences, making us even more distrustful of our nonpreferences.
- Your strength maximized becomes a liability.
- Typewatching is only a theory; it takes real life to validate it.
- Typewatching is only an explanation; it’s never an excuse.
- Typewatching is only one lens through which to view human personality.
- Typewatching can’t solve everything.
Thank you for your participation in the MBTI workshop. Knowing and valuing ourselves makes us aware of the unique contributions we make and helps us respect the different contributions of others.
What’s important is that each of us gets something different out of almost everything in life. It’s in valuing these differences that makes for a more satisfying workplace -- and a more satisfying world.
Type Distributions for Faculty & Students

The first two letters show where you like to focus your attention and how you take in information.

There are almost twice as many faculty with preferences for both Introversion and Intuition than there are students with those preferences.

The ES types, which are predominate among students, are usually more interested in the practical usefulness of learning, while IN professors are usually more interested in abstractions and learning for its own sake.
There are three times as many students who prefer Sensing and Perceiving as there are faculty with this combination.

SP students prefer a flexible approach to factual material. Their NJ professors, on the other hand, prefer structure and theories. The SP students are more likely to view the facts themselves as more important than the theories and are less likely to want the facts organized according to some grand structure.
Questions and Discussion