MBTI Personality Assessment

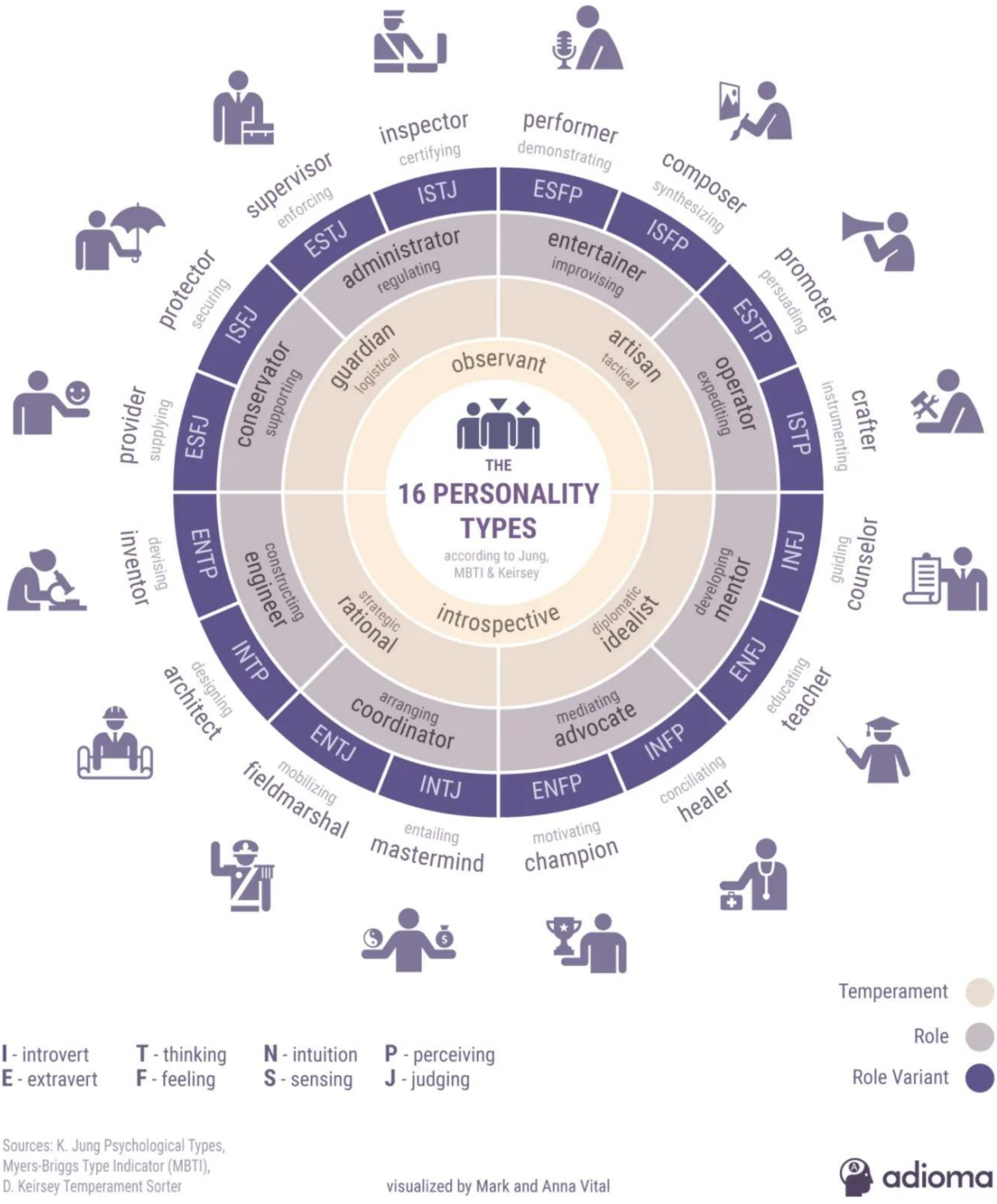
Idea In Short

Each of us has a different way of taking in information, making decisions, and approaching life. The Myers Briggs Type Indicator [MBTI] is a tool that helps people gain insight to their own psychological ‘type' preferences, which can help you understand natural differences among people. Understanding your preferences and the preferences of others can be beneficial to you at work. It will enable you to approach your tasks, projects and coworkers in a way that suits your style, while accommodating others' styles.

MBTI, short for Myers-Briggs Type Indicator, is a personality metric developed by and her daughter Isabel Briggs Myers, based on Carl Jung's theory on psychological types. Carl G. Jung introduced in the theory of psychological types in the 1920s by. Katharine Cook Briggs and her daughter, Isabel Briggs Myers, developed the MBTI tool in the 1940s. Millions of people worldwide have taken the Indicator each year since its first publication in 1962.

Myers-Briggs Type Indicator [MBTI]

The original goal of MBTI was to improve the lives of working people by providing a rational basis for aligning people with jobs. It was designed to be used as a placement tool, a convenient and easy-to-use method for sorting employees in ways that maximized their happiness and the productivity of organizations. Today, it is a common tool used by individuals and organizations alike, be it to better understand themselves or to optimize workplace dynamics.

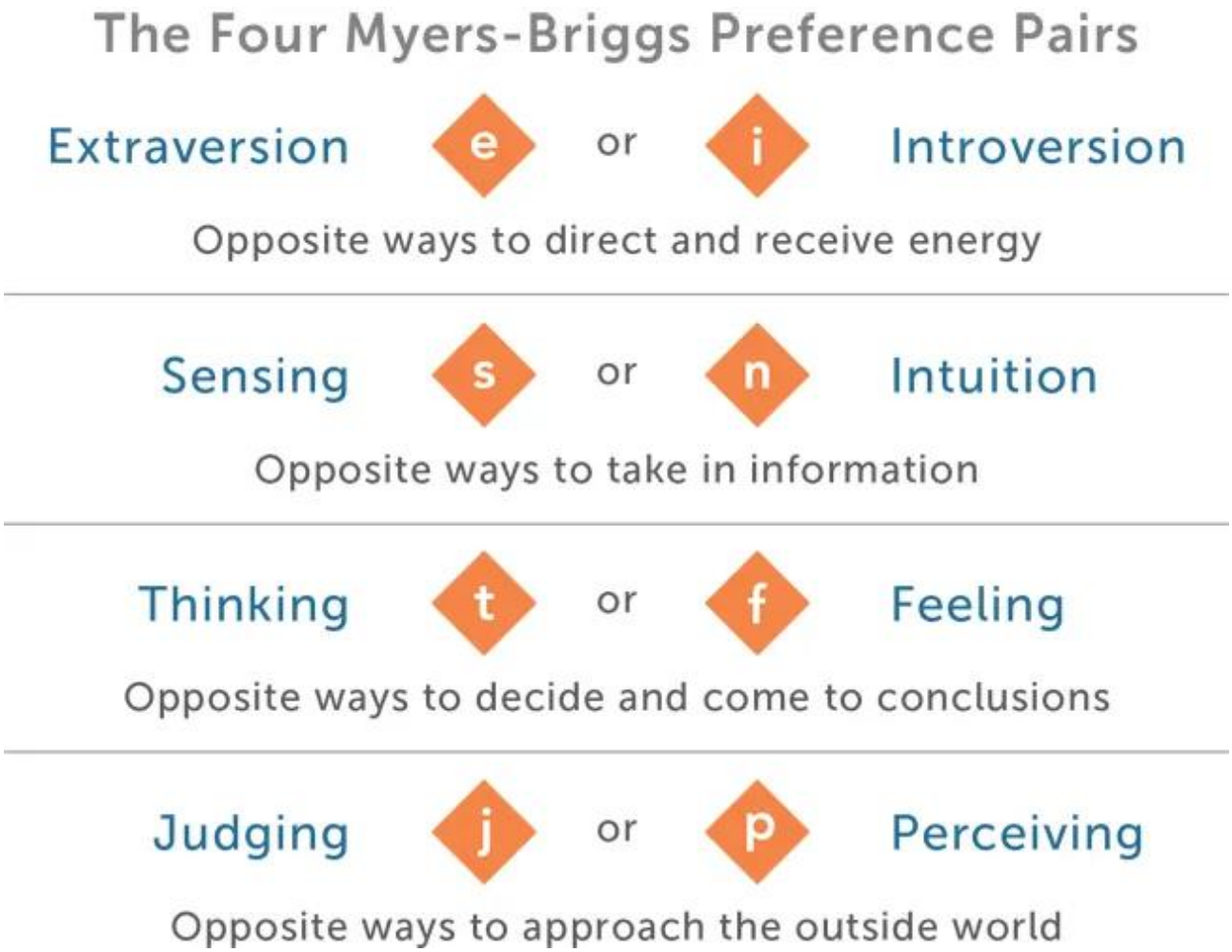


16 Personality Types

Personality Types

The Myers-Briggs Type Indicator [MBTI] classified people into four personality types:

- Extraversion / Introversion
- Sensing / Intuition
- Thinking / Feeling
- Judging / Perceiving



Myers-Briggs Preference Pairs

Extraversion vs. Introversion

The traits of extroversion and introversion are a central dimension in some human personality theories as the MBTI assessment. Generally, people who prefer to direct their energy outwards – to people, things, situations – are extroverts [E]. Contrarily, people who prefer to direct their energy inwards – to ideas, information, beliefs – are introverts [I]. Extroverts are action-oriented, while introverts are thought-oriented. An extrovert prefers to focus on other people and things. The introvert, however, prefers to focus on internal thoughts and ideas.

Sensing vs. Intuition

People who prefer to deal with facts, details, and concrete information are sensing types [S]. People who prefer to deal with ideas, abstract concepts, and theories are intuitive types [N]. The sensing person prefers to use the five senses to receive information. The intuitive person, however, receives input from internal thinking processes.

Thinking vs. Feeling

People who prefer to make decisions from a detached standpoint, using reason and logic to make conclusions are thinking types [T]. People who prefer to make decisions from an insider, emotional standpoint are feeling types [F]. The Thinking person judges using logic, while the Feeling person uses affective measures to judge.

Judging vs. Perceiving

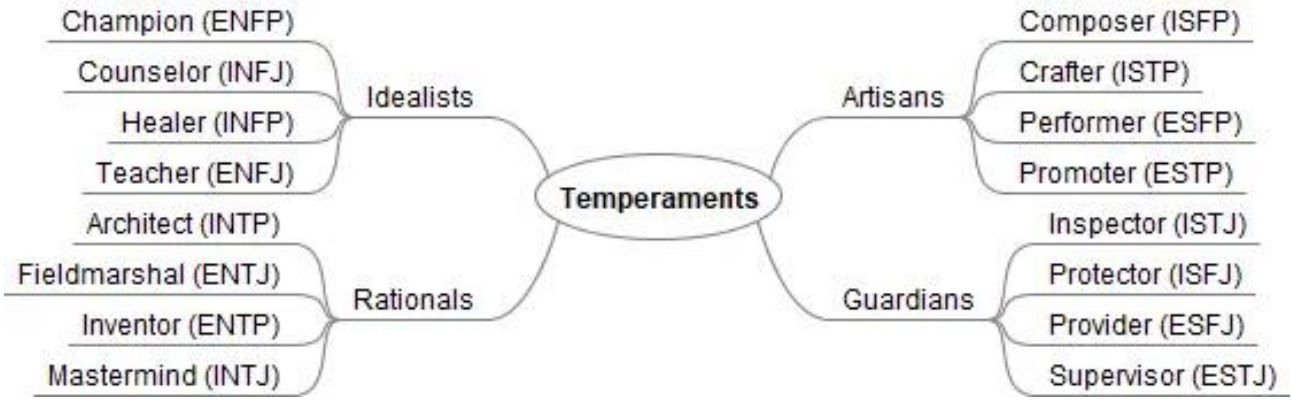
People who prefer a planned, well-structured life are judging types [J]. Whereas, people who prefer to go with the flow are perceiving types [P]. Correspondingly, the judging aspect of the type results in sequential step-by-step mental processing. In contrast, the Perceiving person responds in a spontaneous and flexible way. In total, there are 16 personality types. For example, someone who is ENFJ means that this person is **Extroverted**, **iNtuitive**, **Feeling** and **Judging**. So, each personality type indicates a preference.

Keirsey Temperaments

David Keirsey expanded on the ancient study of temperament by Hippocrates and Plato. In his works1, Keirsey used the names suggested by Plato:

1. Artisan (iconic)
2. Guardian (pistic)
3. Idealist (noetic)
4. Rational (dianoetic)

Keirsey divided the four temperaments into two categories [roles], each with two types (role variants).



Temperaments

In other words, he took the 16 types and simplified them into 4 temperaments by dividing the S side of the chart into J's and P's and the N side into F's and T's. The resulting 16 types correlate with the 16 personality types described by Briggs and Myers [MBTI]. Furthermore, MBTI is also compatible with the DiSC personality assessment2.

Keirsey Temperaments	SJ's (Guardians)	SP's (Artisans)	NF's (Idealists)	NT's (Rationalists)
Myers-Briggs Types	ISTJ, ISFJ, ESTJ, ESFJ	ISTP, ISFP, ESTP, ESFP	INFJ, INFP, ENFP, ENFJ	INTJ, INTP, ENTP, ENTJ
Description	value security and stability; are practical and well-organized; like to belong to some sort of institution and are usually responsible, loyal and hard-working, being careful to uphold and live by the established rules, structures and traditions of those institutions	live in the present moment and like to enjoy life; are often good at sports, artistic expression or activities which require special skills; like to be busy with practical, hands-on jobs but need to have freedom and flexibility; are adventurous and adaptable; make good problem solvers in times of crisis but are also known for sometimes breaking the rules	are concerned mostly with developing human potential, both in themselves and others; are focused on the future and are good at seeing possibilities, especially those that relate to people; want their lives to be meaningful and like to feel needed by others; have strong values and good communication skills and are therefore usually the ones who maintain harmony in groups.	value knowledge and competence above all else; want to make sense of the world so that they can help improve it but are generally not interested in taking care of the details; are good at seeing the big picture, connecting ideas and recognizing patterns; often do things their own way and can be somewhat serious or absent-minded
Classification	Concrete Cooperators	Concrete Utilitarians	Abstract Cooperators	Abstract Utilitarians
Intelligence type	logistic	tactical	diplomatic	strategic
Four elements (typology.net)	earth (stabilizer)	fire (activator)	water (unifier)	air (clarifier)
Sources of happiness (Aristotle)	material	sensual	ethical	logical
Card suits / medieval roles	diamonds (merchants)	clubs (workers)	hearts (priests)	spades (soldiers/rulers)
Four living creatures (Ez. 1:10; Rev. 4:7)	ox (hard working)	lion (courageous)	human (compassionate)	eagle (sees the big picture)
Four Gospels	Matthew (an orderly account written by a tax collector)	Mark (a fast-paced, action-oriented account)	Luke (a people-centered account written by a physician)	John (a more symbolic, theologized account)
Hindu paths to salvation	bhakti yoga (salvation via devotion)	karma yoga (salvation via action)	raja yoga (salvation via meditation)	jnana yoga (salvation via knowledge)
Wizard of Oz	Dorothy (wanted to go home)	The lion (wanted courage)	The tin man (wanted a heart)	The scarecrow (wanted a brain)
Harry Potter	Hufflepuff (hardworking)	Gryffindor (courageous)	Slytherin (idealistic)	Ravenclaw (brainy)
Narnia	Susan (practical)	Edmund (impulsive)	Lucy (caring)	Peter (leaderly)

Keirsey Temperaments

Finding your personality type

The most common way to find out your type is to take the MBTI personality test. This test requires you to answer questions or statements, as accurately as possible, to determine your type. Often, these questions require you to rate how well you relate to the question asked as these questions to map your personality type. For example, such a question may be:

> Which answer comes closest to telling how you usually feel or act? Are you inclined to:

- value sentiment more than logic, or
- value logic more than sentiment?

Do you prefer to:

- arrange dates, parties, etc., well in advance, or
- be free to do whatever looks like fun when the time comes?

Once you've taken the test, you can find out how much each personality factor affects your disposition. In the consulting profession, some people may think only certain personalities can be successful. For example, it's a common belief that only extroverts can engage with and relate to customers. However, according to research3, introversion is slightly more common than extroversion. Furthermore, it takes both extroverts and introverts to build a successful engagement team.

Summary

The MBTI assessment has provided an intuitive, relatable, easy-to-apply self-discovery & diversity awareness platform that enables our employees at all levels to better understand their own & others preferred styles of work, communication, & collaboration. This has made leaders better at leading, & all contributors more effective at being led & partnering for success.