

MBTI

**MYERS-BRIGGS TYPE INDICATOR
and Team Leadership**

Presented by Career Services

INTRODUCTIONS

- Four words *others* would use to describe you
- Tell us your first name
- Try to use the 4 words (or just say them)

Smart

Funny

High energy

Calm



THE MBTI

- System for understanding human behavior
 - A way to sort, not measure
 - Non-judgmental
- Sixteen different personality types
 - Innate combination of preferences, not traits, skills, competencies or abilities
 - Everyone has one type
- Well-researched
- Indicator of preferences



THE MBTI

- Increase self-awareness and confirm self-perception
- Enhance your understanding of others
- Identify sources of conflict
- Appreciate and capitalize on strengths
- Supplement and augment non-preferences



THE MBTI

- Indicator of Preferences



THE FOUR DIMENSIONS OF PERSONALITY

Extraversion-----Introversion
*(How we interact with the world and where we
direct our energy)*

Sensing-----iNtuition
*(The kind of information we naturally notice and
remember)*

Thinking-----Feeling
(How we make decisions)

Judging-----Perceiving
(How we deal with the outer world)



EXTRAVERSION VS. INTROVERSION

WHERE WE DIRECT OUR ENERGY

E

Energy

Directed outward
Drawn from outside

Focus

People, activities, things
Talking things out
Action: do-think-do

I

Energy

Directed inward
Drawn from internal world

Focus


Ideas, thoughts, emotions
Keeping thoughts in
Reflection: think-do-think

WORK ENVIRONMENT

Extraverts

- Seek variety and action
- Like people and teams
- Impatient
- Like phone calls and discussing ideas
- Act quickly, w/out thinking

Introverts

- Seek quiet for concentration
 - Want time to be alone
 - Patient with long, slow jobs
 - Interested in facts/ideas
 - Think before acting or speaking
- 

EXTRAVERSION OR INTROVERSION?



COMPARISON OF SENSING AND INTUITION

MODE OF PERCEPTION

S

N

Mode of Perception

Five senses

(reliance on experience
and actual data)

“Sixth sense”

(reliance on possibilities
and inspiration)

Focus

Practicality

Reality

Present moment

Innovation

Theory

Future achievement



WORK ENVIRONMENT

Sensors

Intuitives

Orientation

Live life as it is

Change, improve life

Work Environment

Prefer using learned skills

Prefer adding new skills

Pay attention to details

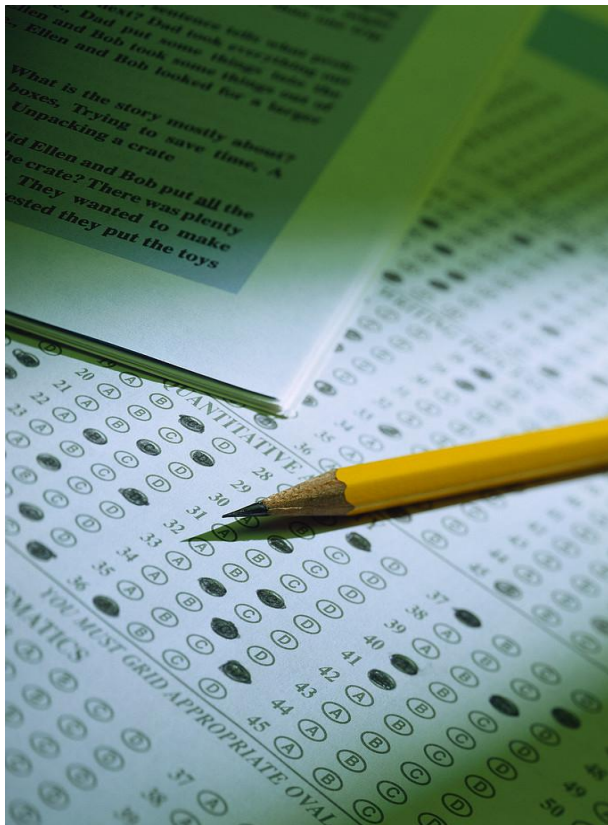
Look at “big picture”

Make few factual errors

Identify complex patterns



SENSING OR INTUITION?



COMPARISON OF THINKING AND FEELING MODE OF DECISION MAKING

T

F

Mode of Decision Making

Decisions based on the
logic and objectivity

Decisions based on
values and needs

Focus

Head

Heart

Justice

Mercy

Reason

Empathy

Principles

Harmony



WORK ENVIRONMENT

Thinkers

Feelers

Orientation

Solves problems

Supports others

Work Environment

Use logic

Use values

Are brief, businesslike

Are naturally friendly

Firm-minded

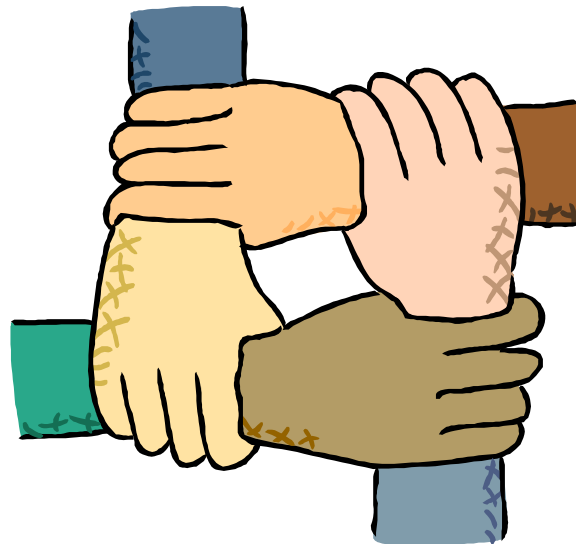
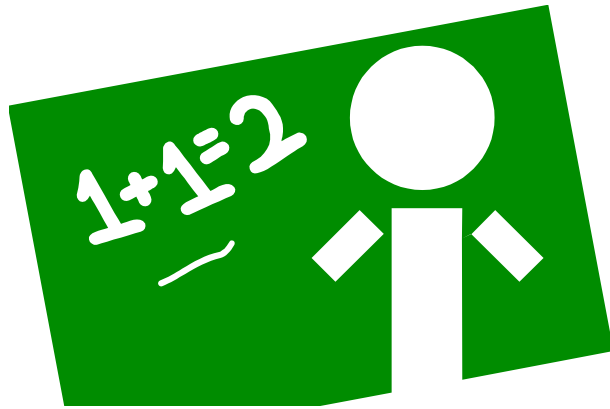
Sympathetic

Treat others fairly

Treat other uniquely



THINKER OR FEELER?



COMPARISON OF JUDGMENT AND PERCEPTION LIFESTYLE IN THE OUTER WORLD

J

P

Lifestyle

Planned / organized

Spontaneous / flexible

Focus

Decisive

Curious

Self-regimented

Let life happen

Set goals

Seek options



WORK ENVIRONMENT

Judgers

Perceivers

Orientation

Settled

Tentative

Work Environment

Plan their work/Work their plan

Focus on completing tasks

Make decisions quickly

Want only the essentials

Flexible, open to changes

Enjoy starting tasks

Postpone decisions

Want to find out more



JUDGING OR PERCEIVING?



MBTI RESULTS

WHAT IS YOUR TYPE?

- Guess your type.
- What does the report say?
- What is your best fit?



GROUP FUN!



EXTRAVERSION VS. INTROVERSION

WHAT ARE THE COMMUNICATION STRENGTHS?

E's

Energy

Directed outward

Drawn from outside

Focus

People, activities, things

Talking things out

Action: do-think-do

I's

Energy

Directed inward

Drawn from internal world

Focus

Ideas, thoughts, emotions

Keeping thoughts in

Reflection: think-do-think



SENSING AND INTUITION

TEAM CONTRIBUTIONS

S's

N's

Mode of Perception

Five senses

Experience and data

“Sixth sense”

Possibilities and inspiration

Focus

Present moment

Practicality

Reality

Detail

Theory

Innovation

Future achievement

Big picture; complex patterns



THINKING AND FEELING

PRAISE/RECOGNITION/FEEDBACK

T's

F's

Mode of Decision Making

Logic and objectivity

Values and needs

Problem solvers

Supporters

Businesslike

Friendly

Focus

Head

Heart

Justice

Mercy

Reason

Empathy

Principles

Harmony



JUDGMENT AND PERCEPTION

ANNOYANCES

J's

P's

Lifestyle

Planned / organized

Spontaneous / flexible

Focus

Decisive

Curious

Self-regimented

Let life happen


Set goals

Seek options

Task completion

Likes deadline





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COMMUNICATIONS

WHEN PRESENTING TO, INFLUENCING, EXPLAINING TO, OR TRYING TO UNDERSTAND:

Sensors

- Be factual
- Document successful applications
- Reduce risk factors
- Work out details in advance
- Show why it makes sense

Intuitives

- Give the global scheme
- Don't let opportunity pass
- Be confident and enthusiastic
- Indicate challenges
- Point out future benefits



COMMUNICATIONS

WHEN PRESENTING TO, INFLUENCING, EXPLAINING TO, OR TRYING TO UNDERSTAND:

Thinkers

- Be logical
- State principles involved
- Stress competent handling of issue
- Be well-organized
- List the costs and benefits

Feelers

- Mention other proponents
- Be personable and friendly
- Indicate how it's helpful
- Tell why it's valuable
- Show how it supports personal goals



CAREER SERVICES

- If you would like to learn more about your type, please contact Career Services at careers@jjc.edu or 815/280-2756 to schedule an appointment with a professional counselor.

