



OhioHealth

BELIEVE IN WE™

Growing Global Leaders... Advancing Palliative Care



MBTI

Introduction

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OhioHealth

BELIEVE IN WE™

Objectives

By the end of this session participants will be able to:

- **Recognize the characteristics of their own type and verify their type**
- **Recognize the characteristics of different types**

MBTI

- **Developed by Isabel Myers and Katherine Briggs in 1920's**
- **Based on work by Carl Jung**
- **50+ years of research**
- **Most widely used psychological/personality tool in world**
- **First available in 1975**

Preferences

- Are like “handedness”
- Are not the same as skills or abilities
- Are *all* accessible to everyone
- These are your strengths and gifts

Basics of the MBTI® Assessment

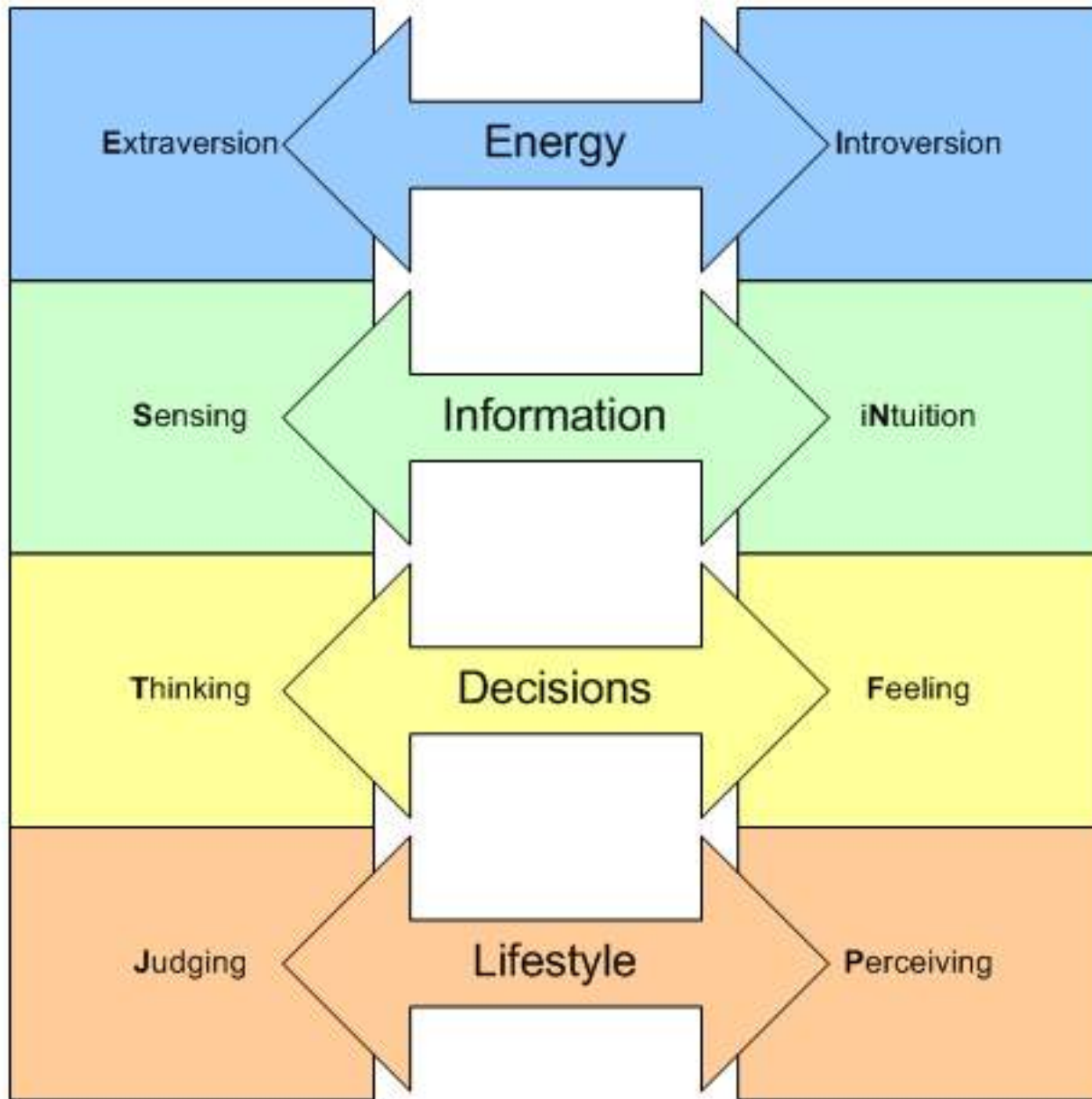
- A framework for understanding healthy personality
- No “good” or “bad,” better or worse personalities
- Does not explain everything about people

4 Stages of using type

- **Wow! Ah hah's**
- **Use “letters” on others**
- **Mine's best**
- **Excuses for my type**
- **Appreciate all types and mine**
- **Remember: the MBTI is an indicator of preference. If we are balanced we use all 8 types**

What does each TYPE measure?

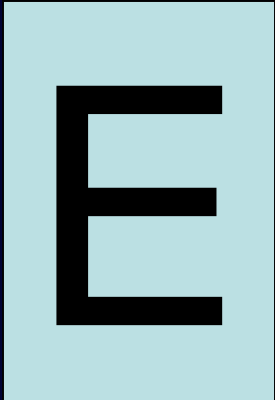
- Get our energy (Introvert/Extrovert)
- Gather information (Sensing / iNtuitive)
- Make decisions (Thinking / Feeling)
- Relate to the outer world (Judging / Perceiving)



*Image [via Bing](#)

*Image [via Bing](#)

Extraversion & Introversion



E

Extraversion - energized by the outside world of people and things



I

Introversion - energized by the inner world of thoughts and ideas

Both attitudes are used by everyone, but one is usually preferred and better developed.

Tendencies/Characteristics

EXTRAVERSION



Feels pulled outward by external claims and conditions

Energized by other people, external experiences

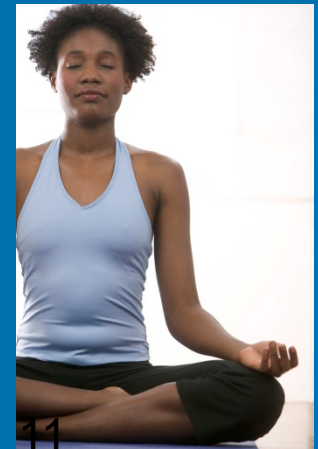


INTROVERSION



Feels pushed inward by external claims and intrusions

Energized by inner resources, internal experiences



Tendencies/Characteristics

EXTRAVERSION



Acts.
Then
(maybe)
reflects

INTROVERSION



Reflects,
then
(maybe)
acts

Is often
friendly,
talkative,
easy to
know



Is often
reserved,
quiet,
hard to
know



Tendencies/Characteristics

EXTRAVERSION



Expresses
Emotions

Needs
Relationships



INTROVERSION



Bottles
up
Emotions

Needs
Privacy



Tendencies/Characteristics

EXTRAVERSION



Gives
breadth
to life

INTROVERSION



Gives
depth
to life

E's
may
seem
shallow
to I's



I's may
seem
withdrawn
to E's



QUOTE

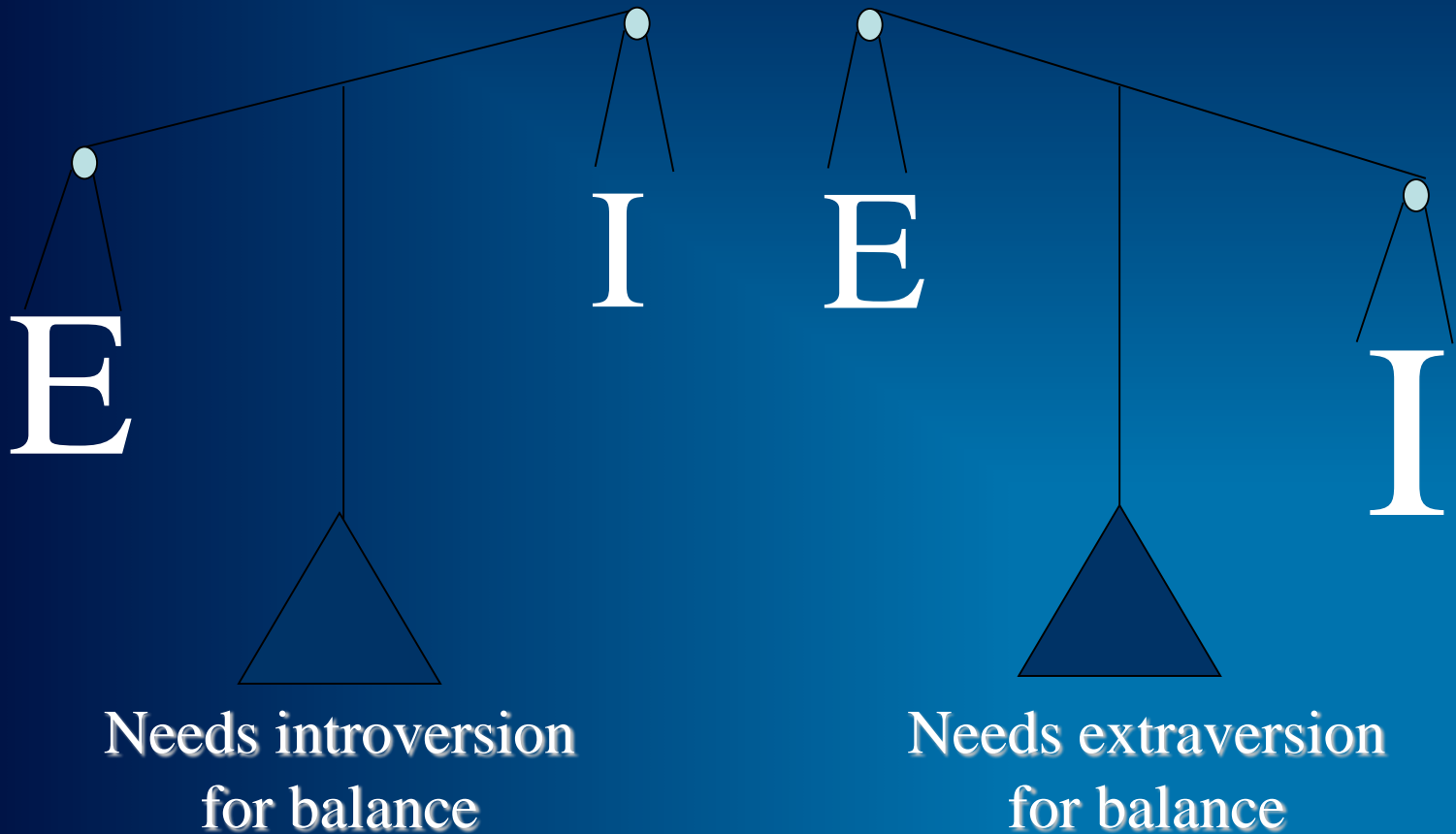
If you don't know what an "E" is thinking, you haven't been listening.

If you don't know what an "I" is thinking, you haven't asked.

~Isabel Briggs

Myers~

E/I Balance



Guess Your Type

**Mark where you see
yourself on the
Extrovert – Introvert Scale**

Key Words



E

Extraversion

Active

Outward

Sociable

People

Many

Expressive

Breadth



I

Introversion

Reflective

Inward

Reserved

Privacy

Few

Quiet

Depth

*These characteristics often develop from E and I preferences.
Some of them may be true of you.*

S

Taking in Information

The *sensing* function takes in information by way of the five senses
– Sight, sound, feel, taste and smell

The *intuiting* function processes information by way of a “sixth sense” or hunch

N

Both ways of perceiving and taking in information are used by everyone, but one is usually preferred and better developed.

Tendencies/Characteristics

SENSING



Looks at
specific
parts and
pieces

Lives in the
present,
enjoying
what's there



INTUITION



Looks at
patterns and
relationships

Lives toward
the future
anticipating
what might be



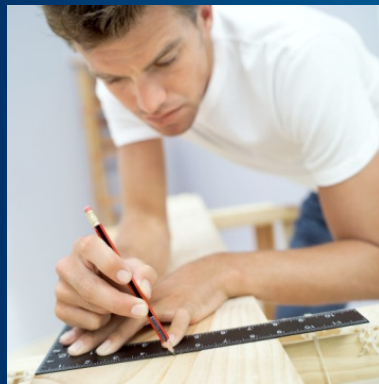
Tendencies/Characteristics

SENSING



Prefers
handling
practical
matters

Likes things
that are
definite and
measurable



INTUITION



Prefers
imagining
possibilities

Likes
opportunities
for being
inventive



Tendencies

SENSING

Starts at the beginning, takes a step at a time



Reads instructions, notices details

INTUITION

Jumps in anywhere, leaps over steps



Studies the overall design to see how the parts fit together



Tendencies

SENSING

Likes set procedures, established routines



S's may seem materialistic and literal-minded to N's

INTUITION

Likes change and variety



N's may seem fickle, impractical dreamers to S's



Questioning an S / N

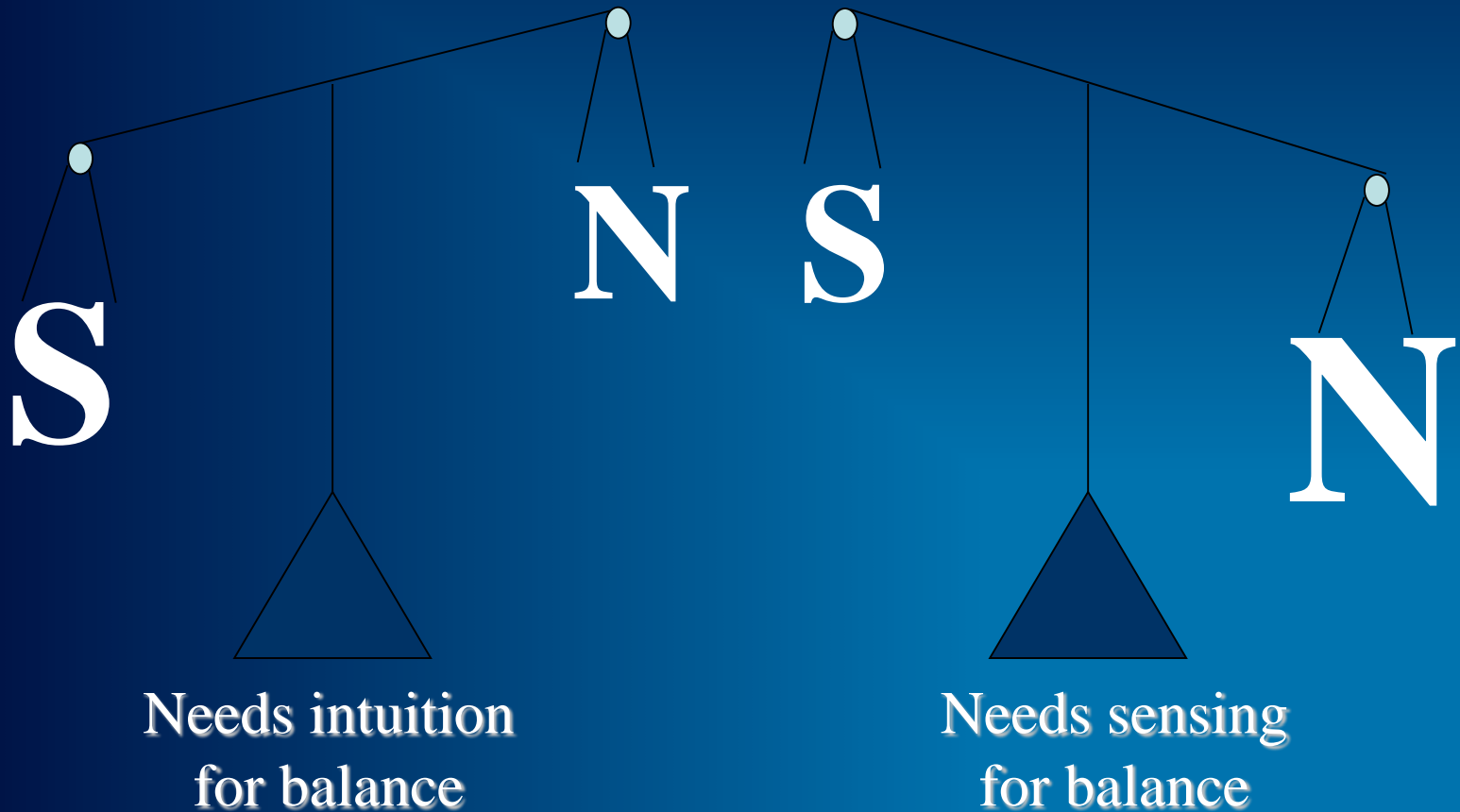
Sensing Probes:

- How much?
- How many?
- How often?
- Who? Where?
When?
- What kind?

Intuition Probes:

- Tell me more
- What else should I know?
- Why do you say that?
- For example....?
- Repeating their words

Sensing-Intuition (S/N) Balance



Guess Your Type

Mark where you see
yourself on the
Sensing - iNtuitive Scale

Key Words



S

Sensing
Details
Present
Practical
Facts
Sequential
Directions
Repetition
Enjoyment
Perspiration
Conserve



N

Intuition
Patterns
Future
Imaginative
Innovations
Random
Hunches
Variety
Anticipation
Inspiration
Change

These characteristics often develop from S and N preferences. Some of them may be true of you.

Thinking and Feeling

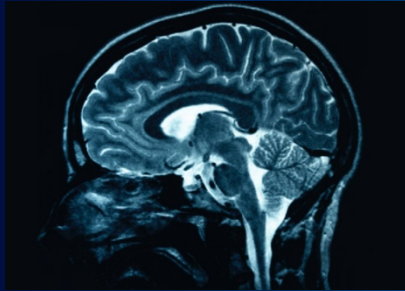
T The thinking
function decides
on the basis of
logic and objective
considerations

F The feeling
function decides
on the basis of
personal,
subjective values

Both ways of deciding and evaluating are used by everyone, but one is usually preferred and better developed.

Tendencies/Characteristics

THINKING



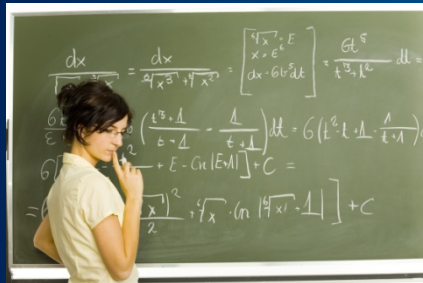
Decides
with the
Head

FEELING



Decides
with the
Heart

Goes
by
Logic

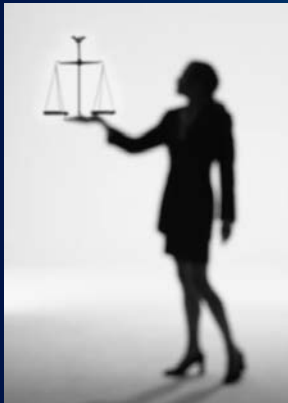


Goes by
Personal
Convictions



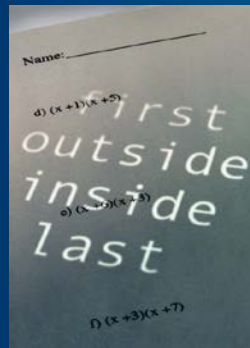
Tendencies/Characteristics

THINKING



Concerned
for truth,
justice

Sees things as
on-looker from
outside a
situation



FEELING



Concerned
for
relationship,
Harmony

Sees things
as a
participant,
from within
a situation



Tendencies

THINKING

Takes
a long
View



Spontaneously
finds flaws,
criticizes



FEELING

Takes an
immediate
and
personal
view



Spontaneously
appreciates



Tendencies

THINKING

FEELING

Good at
analyzing
plans



Good at
understanding
people



T's may seem
cold and
condescending
to F's



F's may seem
fuzzy minded
and emotional
to T's



Quote

Thinking and Feeling are like two TV channels. You can tune into

Logical Content

OR

What People Care About

If you only listen to one channel, you're missing a lot of good information.

Catherine Fitzgerald

Guess Your Type

**Mark where you see
yourself on the
Thinking – Feeling Scale**

Judging and Perceiving

J

A judging lifestyle is decisive, planned, & orderly.

A perceiving lifestyle is flexible, adaptable, & spontaneous.

P

Both attitudes are part of everyone's lifestyle, but one is usually preferred and better developed.

Tendencies

JUDGING

Prefers an organized lifestyle



Likes definite order and structure



PERCEIVING

Prefers a flexible lifestyle



Likes going with the flow



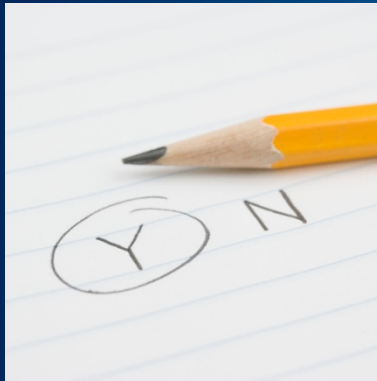
Tendencies

JUDGING



Likes to
have life
under
control

Enjoys
being
decisive



PERCEIVING



Prefers to
experience
life as it
happens

Enjoys being
curious,
discovering
surprises



Tendencies

JUDGING

Likes clear
limits and
categories



Feels
comfortable
establishing
closure

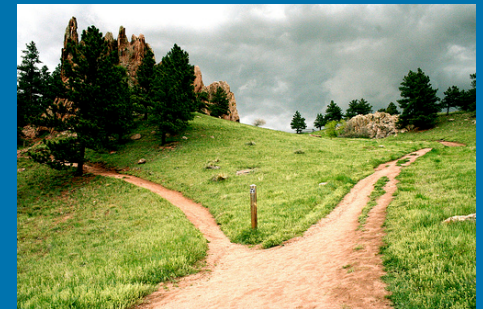


PERCEIVING

Likes
freedom to
explore
without
limits



Feels
comfortable
maintaining
openness



Tendencies

JUDGING

Handles
deadlines,
plans in
advance



J's may seem
demanding,
rigid, uptight
to **P's**



PERCEIVING

Meets
deadlines by
last minute
rush



P's may seem
disorganized,
messy,
irresponsible to
J's



Guess Your Type

**Mark where you see
yourself on the
Judging – Perceiving Scale**

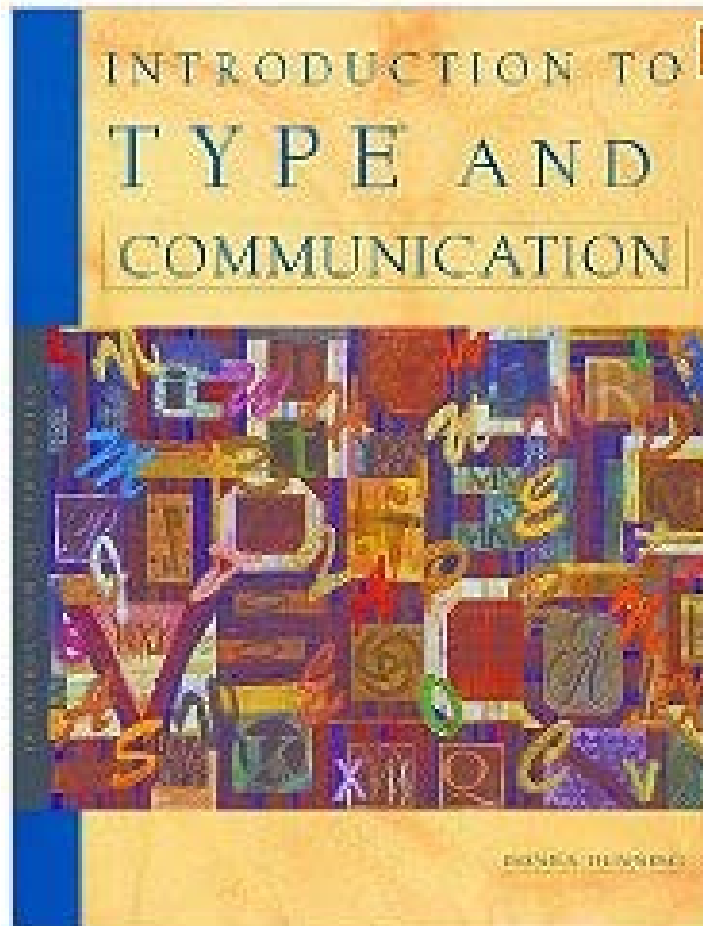
MBTI – Type Table – Read Yours

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

MBTI Type 1 – Page 2

**See if what you guessed
matches your report.**

Click to **LOOK INSIDE!**



kindle edition

Preferences and Time

- **E – Time is to be overpowered and used.**
- **I – Time is spatial, a concept.**
- **S – Time is now; there is no time like the present.**
- **N – Time is possibilities; there's always time for one more thing.**

Preferences and Time

- T – Time is an object – a resource.
- F – Time is relational.
- J – Time is to be scheduled.
- P – Time can be added to, adapted.

MBTI® Coaching and IDP Plans

- **Discuss MBTI® information with mentor and identify:**
 - **Strengths that support and hinder**
 - **What to watch out for**
 - **How to connect with others**
 - **Impact on IDP**
- **Continue working on Development Plan seeking input from manager, coach and/or peers**



Finally...

- Type is only one framework for understanding people—there are others!
- Type suggests what you prefer, not what you're good at.
- Type is descriptive, not prescriptive.

Thanks for participating today!!



OhioHealth

BELIEVE IN WE™

Gandhi...

*You need to be the change
you want to see in the world...*

**Kobacker House
Columbus, Ohio**

