



# Presentation for MBTI® Group Feedback



*“it’s about  
respecting  
differences”*

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# Purpose



The MBTI instrument will help you to:

- Learn about yourself, understanding where you fit in a framework that describes personality differences in positive and constructive ways
- Appreciate important differences between people, and understand how different types can work together in a complementary way



# Applications

The MBTI instrument will help you to apply this knowledge to:

- Value diversity
- Improve working relationships
- Develop your leadership style
- Improve communication
- Improve problem-solving strategies
- Help manage change



## History

- The Indicator is based on the personality theories of the eminent Swiss psychologist Carl Jung.
- The model was developed by two non-psychologists, Briggs and Myers, who wanted to give as many people as possible access to these powerful ideas.
- It is one of the few models of personality that describes differences positively.
- There are no better or worse types to be; each type has its strengths and possible pitfalls.



## Research

- Over 20 years of research went into the MBTI questionnaire prior to its publication.
- Research papers on the Indicator number over 4,000, and provide strong support for the reliability and validity of the MBTI questionnaire.
- The MBTI questionnaire continues to be refined and updated. Culturally sensitive forms have been published, including the UK MBTI Step I. It is available in many European languages.
- Authors from a wide range of backgrounds have written about the Indicator, and hundreds of practical, easy-to-read resources are available.



# What is a preference?

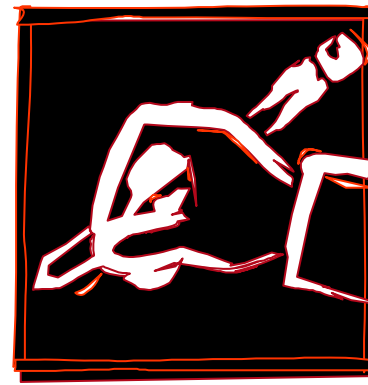


Write your signature on a piece of paper.

Now do it again with the OTHER hand!



# The concept of 'preference'



“Natural”

“Unnatural”

“Easy”

“Difficult”

“Flowing”

“Jerky”

“Comfortable”

“Awkward”

“Took less Energy”

“Took more Energy”



## Basic assumptions of type theory

- The MBTI questionnaire assesses preferences.
- Preferences are not absolutes: everyone uses all eight.
- Preferences are not abilities: MBTI preferences do not tell you what you can and can't do.
- There are no better or worse types: all types have potential.
- People are the best judges of their own type – hence the MBTI questionnaire is an indicator, not a test.



## Ethics

- The MBTI questionnaire should only be used for development.
- The MBTI questionnaire cannot be used for selection, because it tells you nothing about a person's skills and abilities.
- People should only be asked to share their MBTI type if they feel comfortable doing so – each individual owns their data and can choose to share it or not as they wish.



# The four dimensions of type

**E**xtraversion and **I**ntroversion

Where you prefer to get and focus your 'energy' or attention

**S**ensing and **iN**tuition

What kind of information you prefer to gather and trust

**T**hinking and **F**eeling

What process you prefer to use in coming to decisions

**J**udging and **P**erceiving

How you prefer to deal with the world around you, your 'lifestyle'



# Terminology



Extraversion/  
Introversion

**Not** about social confidence or  
social skill

Sensing

**Not** the same as ‘sensitive’

Intuition

**Not** ‘woman’s intuition’  
**Not** ‘gut feeling’

Thinking

Thinkers have feelings and  
emotions

Feeling

Feelers can think and are rational  
**Not** about emotion

Judging

**Not** ‘judgmental’

Perceiving

**Not** ‘perceptive’



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# The four dimensions of type

**E**xtraversion and **I**ntroversion

Where you prefer to get and focus your 'energy' or attention



People who prefer:



## Extraversion

Get energy from the outer environment of people and experiences

Focus energy and attention outwards in action

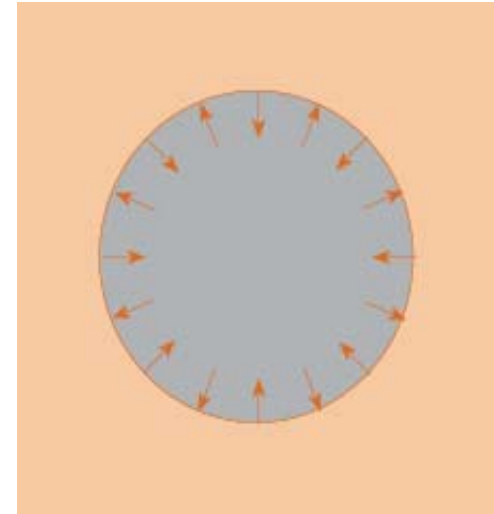
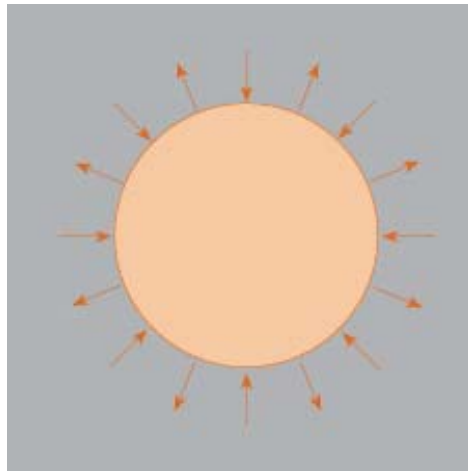
## Introversion

Get energy from the inner environment of reflections and thoughts

Focus energy and attention inwards in reflection



# Illustration





# Characteristics



**E**xtraversion vs **I**ntroversion

Do-think-do vs Think-do-think

Action vs Reflection

Talk things through vs Think things through

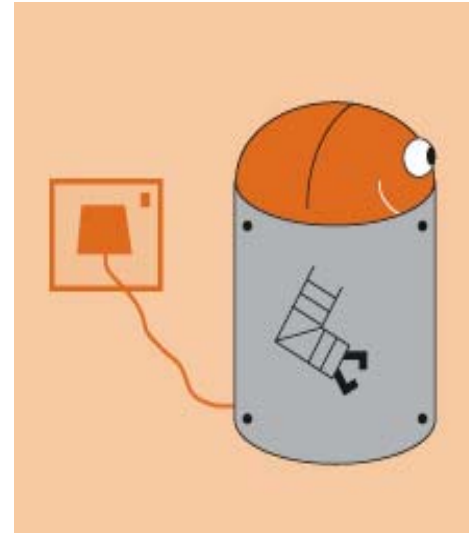
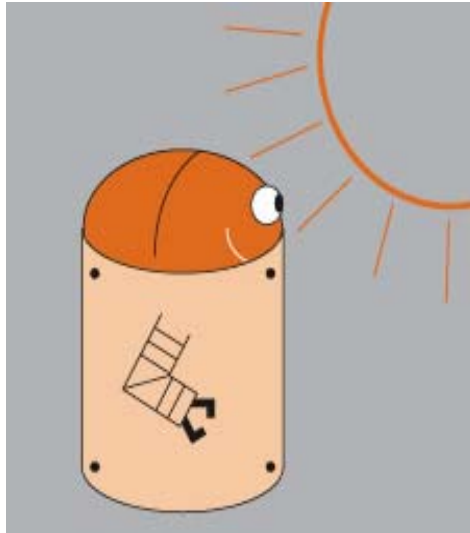
Expressive vs Contained

Interaction vs Concentration

Breadth of interest vs Depth of interest



# Analogy





## Ask yourself...



- What would be your perfect weekend break?
- How comfortable are you with your own company?
- What are your hobbies?



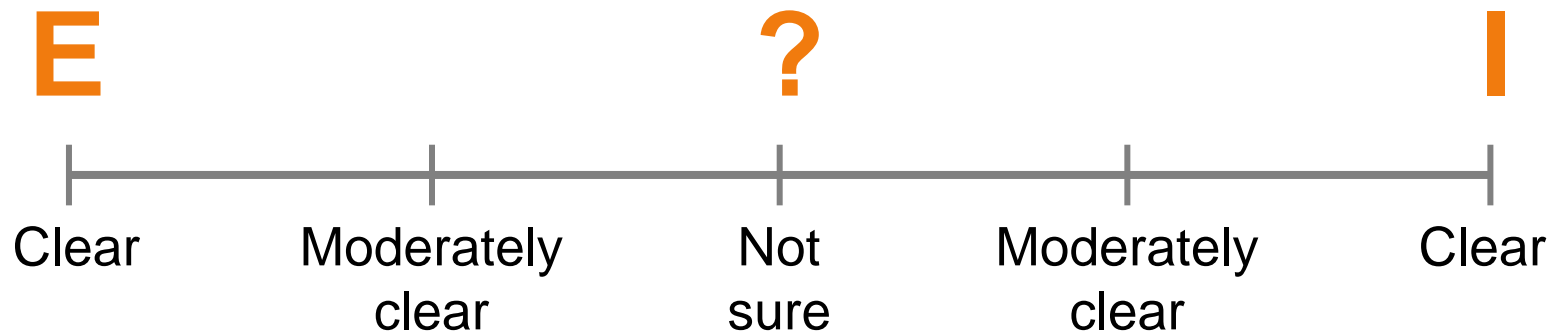
# Exercise

To bring out the differences  
between E and I



# What is your preference?

While everyone can operate in both modes, we do not prefer them equally.





Listen everybody! I'm off to the toilet. I won't be long, but nature calls you know, weak bladder, old age and all that. We'll resume when I come back in about two minutes.







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# The four dimensions of type



**S**ensing and **iN**tuition

What kind of information you prefer to gather and trust



People who prefer:



## Sensing

Prefer information  
coming from the five  
senses

Focus on what is real

Value practical  
applications

## iNtuition

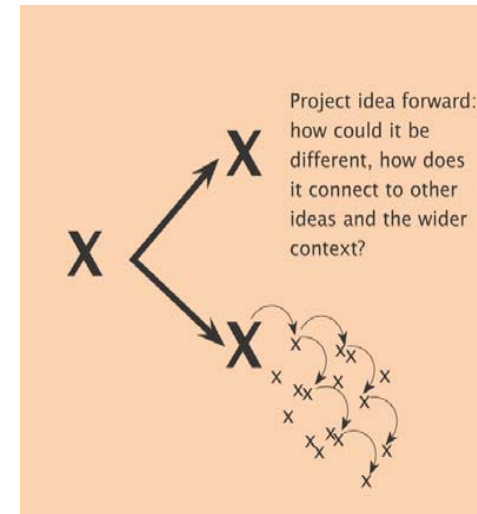
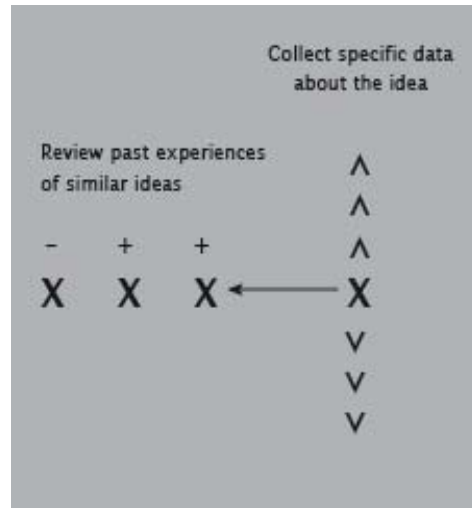
Prefer information  
coming from association

Focus on what might be

Value imagination and  
insight



# Illustration





# Characteristics



**S**ensing vs **iN**tuition

Facts vs Ideas

Specifics vs Big picture

Realistic vs Imaginative

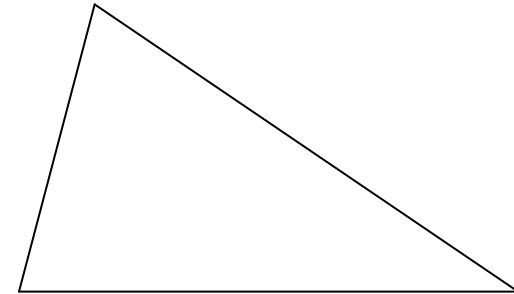
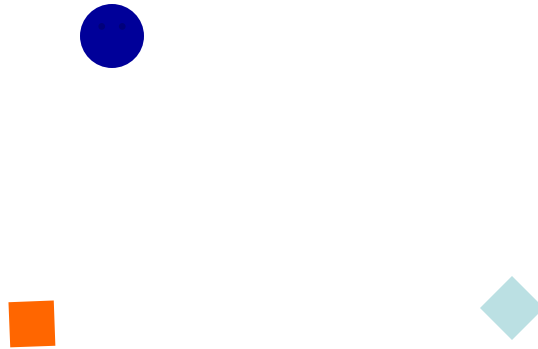
Here and now vs Anticipating the future

Practical vs Theoretical

Observant vs Conceptual



# What do you see?



See the specifics  
then the pattern

See patterns  
then the specifics



## Ask yourself...

- What information do you need before setting off to an unknown location?
- How do you assemble flat pack furniture?
- Do you like to use metaphors and analogies, or do you prefer to “tell it like it is”?



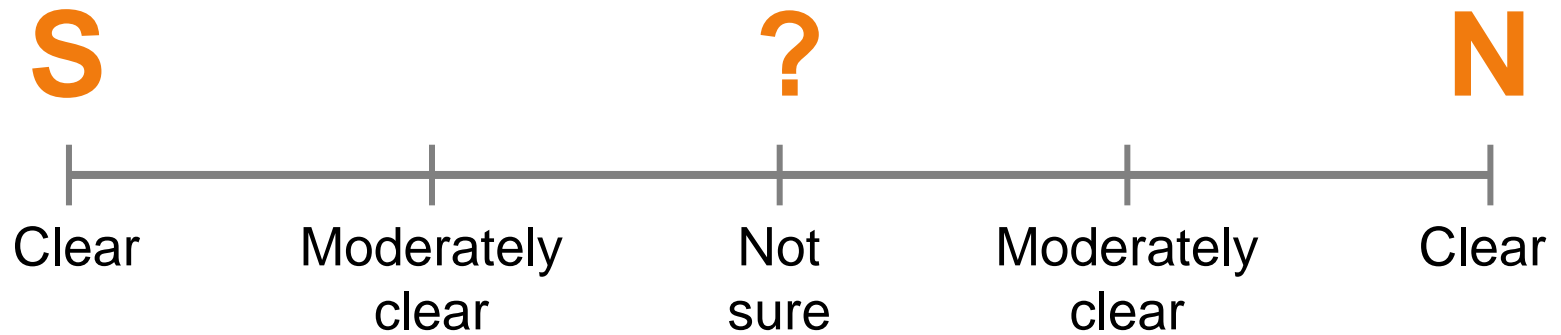
# Exercise

To bring out the differences  
between S and N



# What is your preference?

While everyone can operate in both modes, we do not prefer them equally.



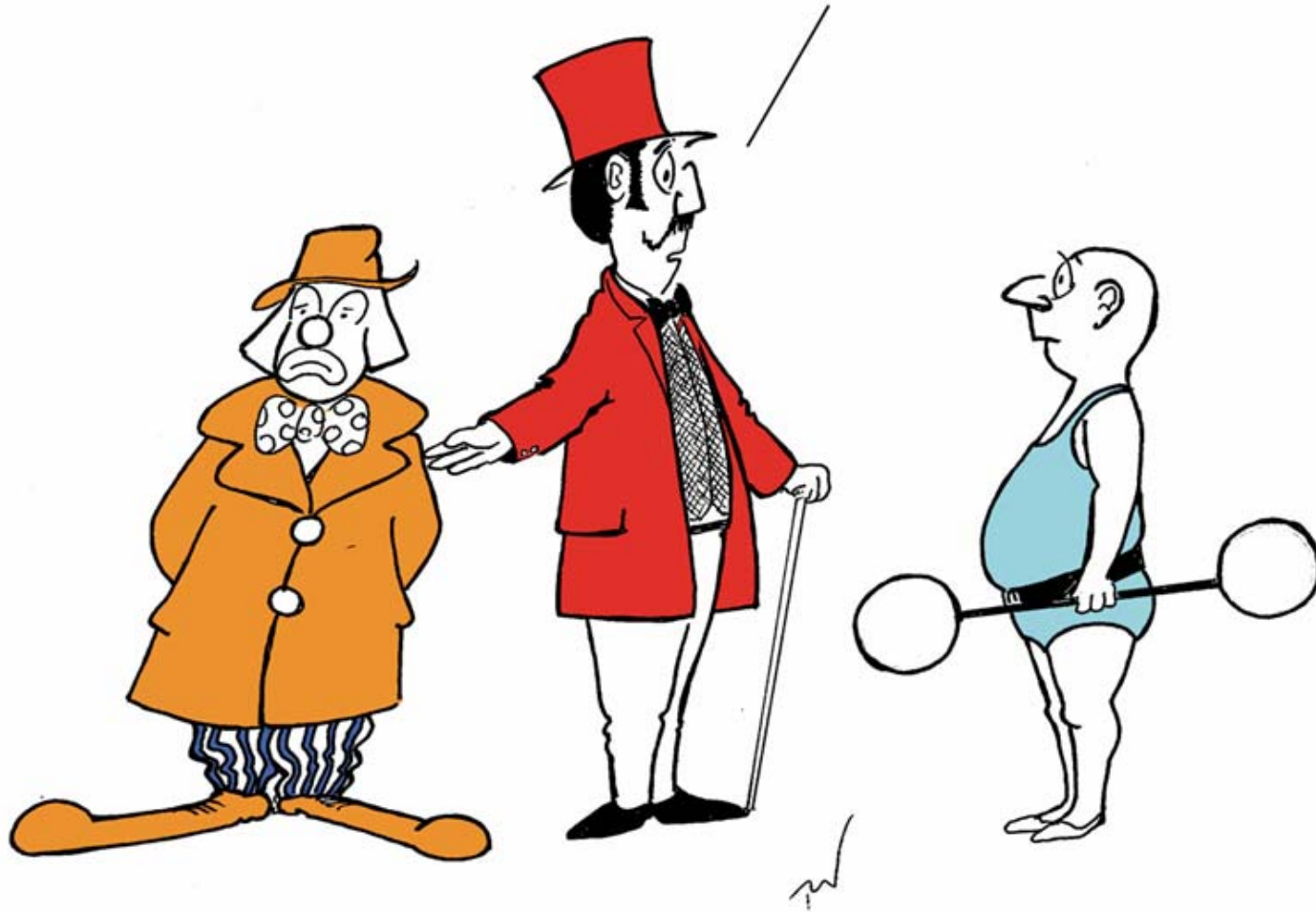


No mummy! It's not a fairy castle. It's just the box the telly came in.





Joe is a little discouraged: despite the huge number of original and creative ideas in his new act, he still got the biggest laugh with the old custard pie routine.





# The four dimensions of type

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**T**hinking and **F**eeling

What process you prefer to use in coming to decisions

**J**udging and **P**erceiving

How you prefer to deal with the world around you, your 'lifestyle'



# The four dimensions of type

**T**hinking and **F**eeling

What process you prefer to use in coming to decisions



## People who prefer:



### Thinking

Prefer to make decisions on the basis of logic and objectivity

Quick to see errors and give a critique

Step out of situations in order to analyse dispassionately

### Feeling

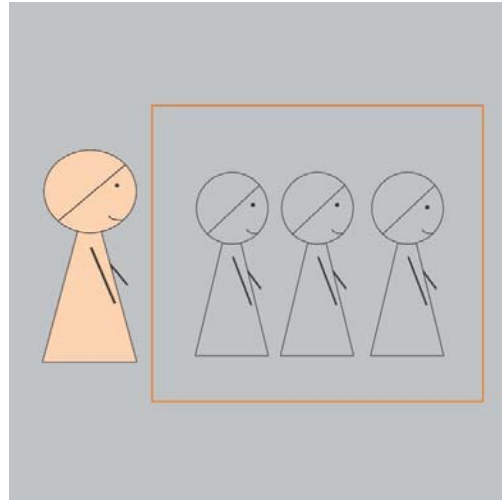
Prefer to make decisions on the basis of values and personal convictions

Quick to show appreciation and find common ground

Step into situations to weigh human values and motives

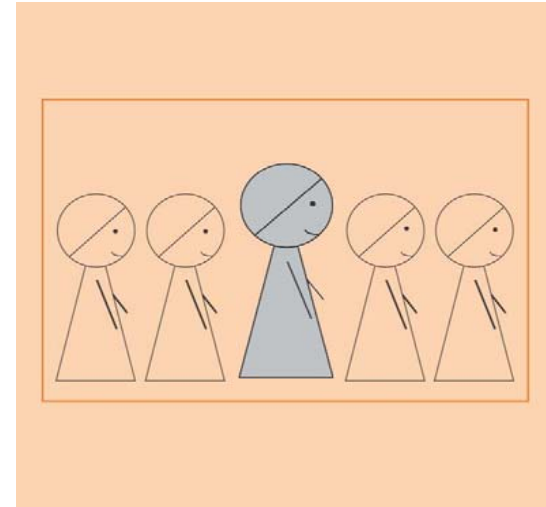


# Illustration



**T**

Makes decisions by stepping out of the problem to be objective



**F**

Makes decisions by stepping into the problem to be compassionate



# Characteristics

## Thinking vs Feeling

Guided by cause-and-effect reasoning

vs

Guided by personal values

Logical analysis

vs

Understand others' point of view

Seek objective truth

vs

Seek harmony

Impersonal criteria

vs

Personal circumstances

Critique

vs

Praise

Focus on task

vs

Focus on relationship



# Analogy



Search for truth



Search for harmony



## Ask yourself...

- What would you do if a friend was burgled?
- Think of a recent important decision you have made – did you weigh up the pros and cons or did you make a decision that felt the right thing to do?
- How do you react to criticism?



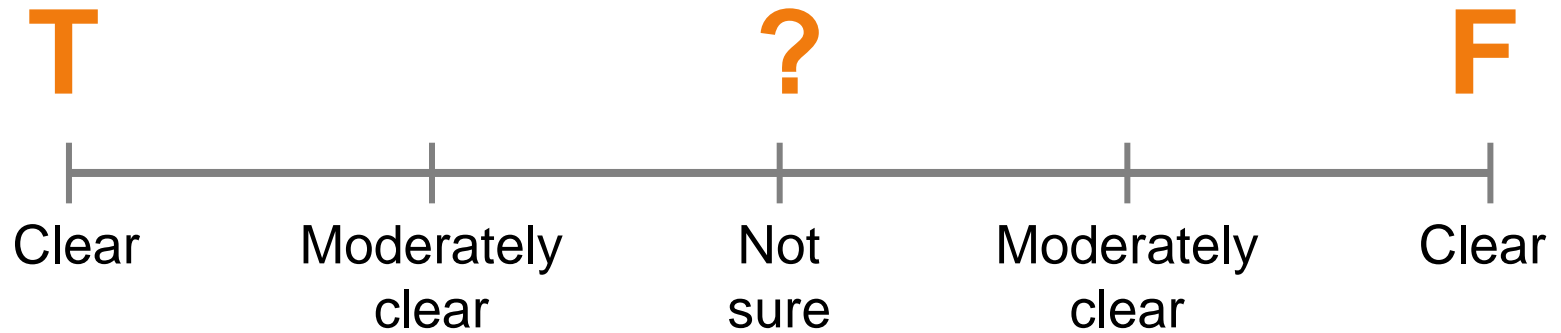
# Exercise

To bring out the differences  
between T and F



# What is your preference?

While everyone can operate in both modes, we do not prefer them equally.





# MBTI® Group Feedback





# MBTI® Group Feedback



I know you must have loved your darling budgie, but this poor little cat must have been ever so hungry.





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# The four dimensions of type

**J**udging and **P**erceiving

How you prefer to deal with the world around you, your 'lifestyle'



## People who prefer:



### Judging

Prefer to live life in a planned and organised manner

Enjoy coming to closure and being decisive

Avoid stressful last-minute rushes

### Perceiving

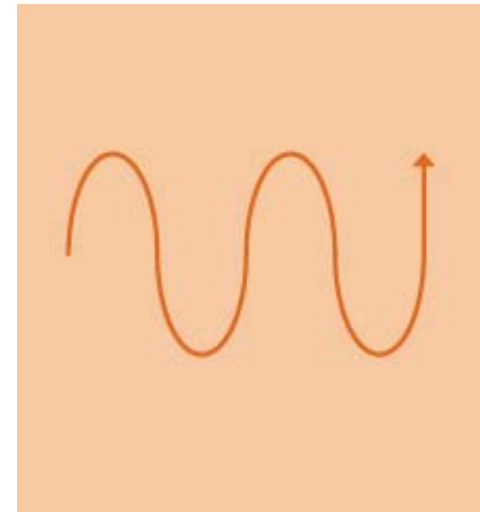
Prefer to live life in a spontaneous and adaptable manner

Enjoy keeping options open and being curious

Feel energised by last-minute pressures



# Illustration





# Characteristics



**J**udging vs **P**erceiving

Planned vs Emergent

Organised vs Flexible

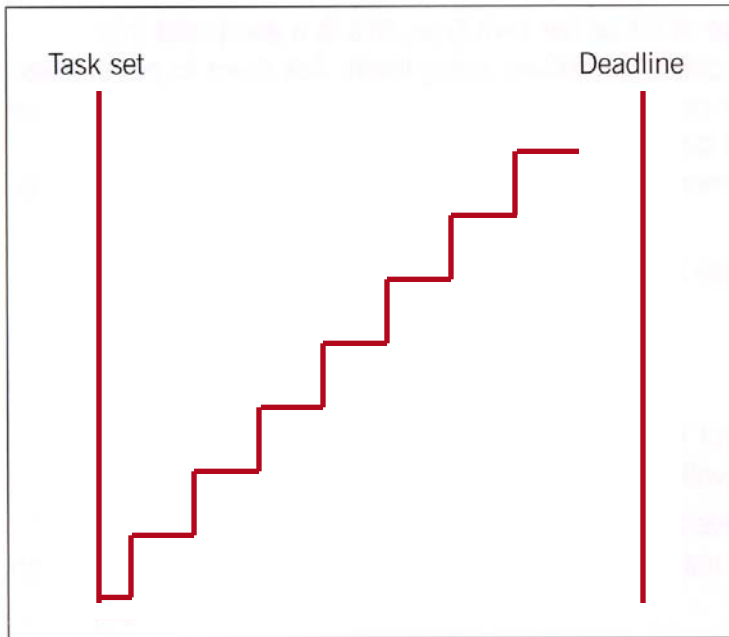
Controlled vs Unconstrained

Structured vs Go with the flow

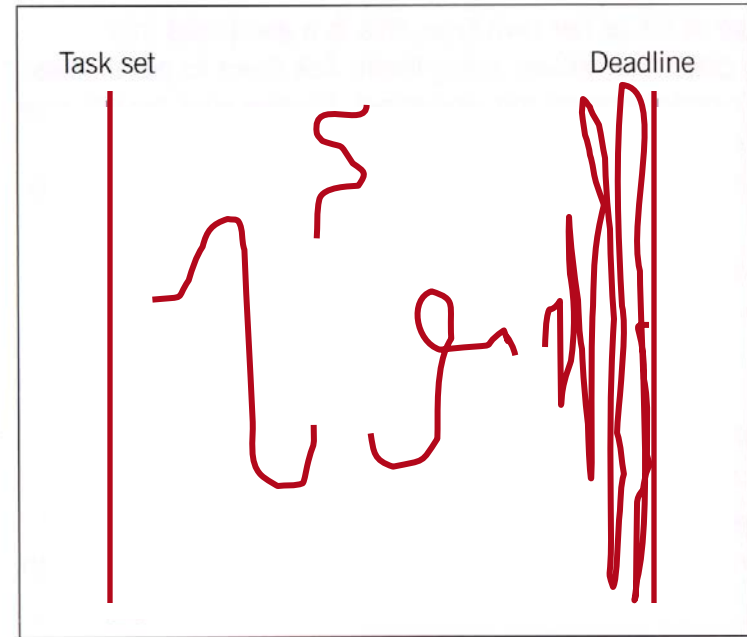
Scheduled vs Spontaneous



# Anecdote



**J**



**P**



## Ask yourself...

- How do you do your food shopping?
- How do you book your holidays?
- If tomorrow's work were cancelled, what would you do?



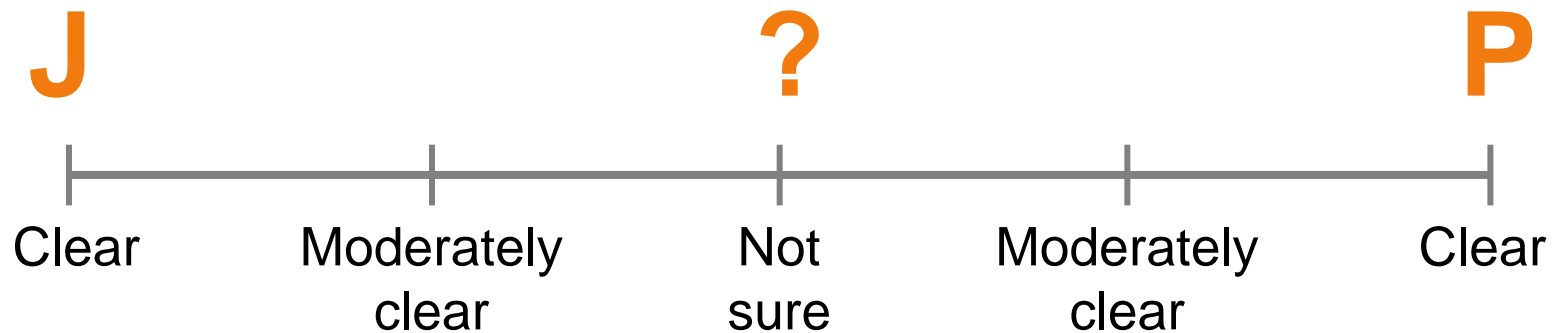
# Exercise

To bring out the differences  
between J and P



# What is your preference?

While everyone can operate in both modes, we do not prefer them equally.







Welcome to flight 236 Edinburgh to Heathrow. We should be landing at Heathrow in 10 minutes but, hey, the weather's better in Barcelona so we'll go there instead.





## What the MBTI questionnaire says

- You will now look at how you chose to answer the MBTI questionnaire earlier.
- The preference score for each MBTI letter is the questionnaire's equivalent of 'clear', 'moderately clear' and 'not sure'.
- If this is different from what you thought yourself earlier, talk to a qualified MBTI practitioner, who can help you to decide on your 'best-fit type'.



## Best-fit type

- This is the MBTI type YOU think fits you best.
- Read a full page description of your best-fit type in the booklet *Introduction to Type* to make sure.
- Remember, you know yourself best!
- Don't worry if you are still unsure – many people need to reflect for a long time to decide!



## Applications

- Now you have a new framework to think about personalities.
- You might now think about how others may perceive you!
- Remember, no types are better or worse than any others.
- Knowing about MBTI preferences can help you to work better with others, reduce conflict, improve communication and influencing strategies, and make better decisions. How will you use it?



## Keen to know more?

- Read the *Introduction to Type* booklet.
- Ask an MBTI qualified practitioner to tell you about MBTI type dynamics. This can explain how you might react under stress, and how your type might develop over time.
- MBTI Step II is a more in-depth questionnaire that can inform you about 20 facets of type.
- There are many books available from OPP Ltd and good book shops/websites about MBTI type, and many different applications.



**Let the MBTI  
framework help  
you to make a  
difference!**



*"it's about  
respecting  
differences"*