

MBTI

This is a shortened version of the slides used at the workshop

MBTI

The Myers Briggs Type Indicator

Reflecting on self to
improve
performance

Agenda

- Introduction to MBTI
- Self assess your own MBTI type
- Report of your own MBTI
- MBTI and implications for work and when under stress

History

- The Indicator is based on the personality theories of the eminent Swiss psychologist Carl Jung.
- The model was developed by mother and daughter, 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 before it was published.
- There are over 4,000 research papers on the MBTI instrument, which provide strong support for its reliability and validity.
- 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 14 European languages.
- Authors from a wide range of backgrounds have written about the Indicator, and hundreds of practical, easy-to-read resources are available.

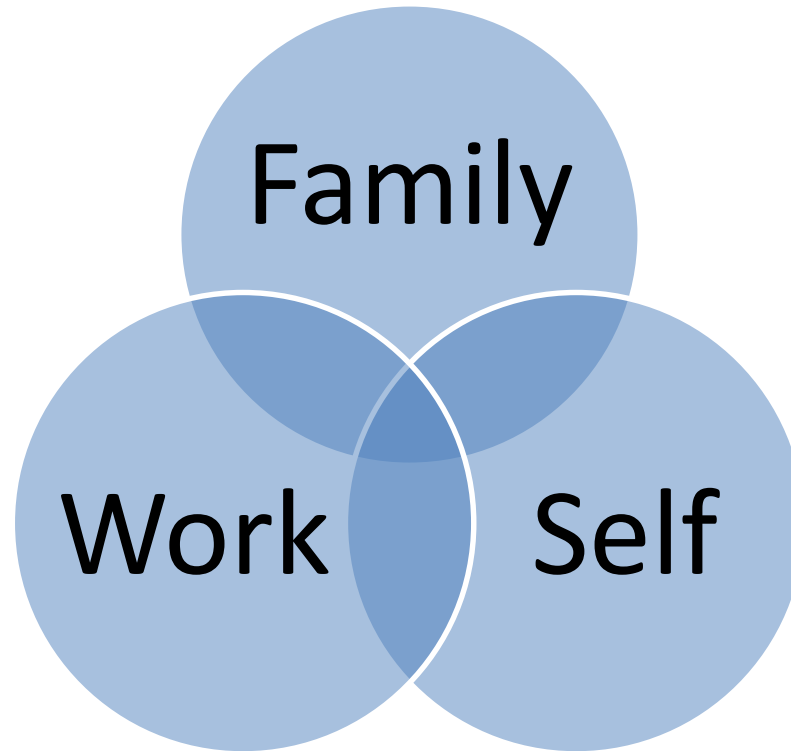
‘Everything that irritates us about others can lead us to an understanding of ourselves’ *(Carl Jung)*

How is MBTI useful?

Helps to:

- Identify valuable differences between people – differences that can be the source of misunderstanding and miscommunication
- Explain why different kinds of people are interested in different things, are good at different kinds of work and sometimes find it hard to understand each other.

MBTI can help with...



Improve relationships with:

- Partner
- Children
- Parents
- Siblings

- Improve work relationships
- Enhance team performance
- Enable you to play to your strengths
- Awareness of your blind spots

- Improve self confidence
- Increase self knowledge
- Personal effectiveness and growth

What do we mean by preferences ?

- Write your signature using your usual hand
- Now write your signature three using your other hand
- What does it feel like- with each hand and what is different?

What was the difference?

Typical responses:

Preferred hand

- Feels natural, flowing and comfortable
- Didn't think about it, just did it
- Quick, effortless and easy
- Looks distinctive, recognisably my work

Non-preferred hand

- Feels unnatural, difficult and awkward
- Required concentration to do it
- Slow, jerky, takes more effort
- Not 'me', but gets easier with practice

Basic assumptions of MBTI

- Preferences are innate and natural
- Everyone uses ALL of the preferences in everyday life
- Preferences are not abilities or skills
- There are no better or worse types to be
 - all have their strengths and blind spots

Things to remember

- Preference tells us what you find most energising and comfortable.
- Type cannot determine ability or skill.
- There is no such thing as the 'right' or 'wrong' type.
- Everyone is able to use all eight of the preferences.
- You are best placed to decide your own type.

The four dimensions of type

EXTRAVERSION

INTROVERSION

Where do you get your energy from?

SENSING

INTUITION

What kind of information do you prefer to use?

THINKING

FEELING

What process do you use to make decisions?

JUDGING

PERCEIVING

How do you deal with the world around you?

Identifying your preferred style ie your MBTI type

1. self-assessed type
2. reported type
3. best fit type

Self Assessed Type

Characteristics

E

Tend to speak or act before
thinking

Prefer to get into action

Talk things through

More expressive when interacting

Gain energy from interaction

Have a breadth of interests

I

Tend to think before speaking or
acting

Prefer to spend time on reflection

Think things through

More contained when interacting

Gain energy from concentration

Have a depth of
interests

Characteristics

S

Want to know the facts

Likes detail

Look at the specifics

Adopt a realistic approach

Focus on the here and now

Ensure things work in practice

N

Seek out new ideas

Bored/impatient with detail

Look at the bigger picture

Adopt an imaginative approach

Anticipate the future

Ensure things work in theory

Characteristics

T

- Apply logical reasoning
- Use cause and effect analysis
- May debate or challenge information
- Seek objective truth
- Decide using impersonal criteria
- Focus on tasks
- Ask 'Is this logical?'
- Provide a critique

F

- Apply individual values
- Understand others' viewpoints
- Shares personal situations, likes making connections with others.
- Seek harmony
- Decide by personal circumstances
- Focus on relationship
- Ask 'Will anyone be unhappy?'
- Offer praise

Characteristics

J

Like to come to closure

Make plans

Act in a controlled way

Prefer to act within a structure

Prefer to schedule activities

Manages time

P

Keep a range of choices open

Remain flexible

Respond to emerging information

Prefer to go with the flow

Prefer to be spontaneous

Adapts to time

Reported Type



**Myers-Briggs® Report for
Healthcare Professionals**

European Edition
Report prepared for
A Test
28 January 2015

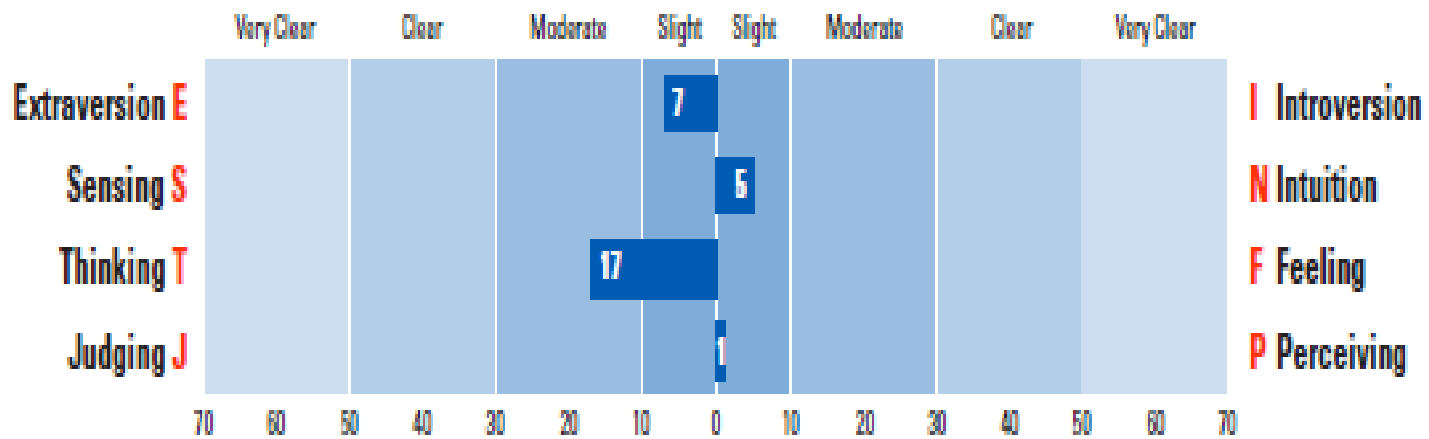
- You will be one of the sixteen types
- Is this similar to your self assessed type
- How clear are you on each dimension
- Your type will have potential strengths
- You can develop your type and also learn skills of opposites

Pulling together your best-fit type

- This is the MBTI whole type YOU think fits you best.
- If you are unsure on any preference pair, consider whether there are demands on you to operate differently from your natural preference.
- Remember, you know yourself best!
- Don't worry if you are still unsure – you can continue to reflect on your preferences.



Clarity of Reported Preferences: ENTP



PCI Results Extraversion 7 Intuition 5 Thinking 17 Perceiving 1

Areas report looks at

- **Making patients feel comfortable - *Patient:*** *“Do you care about me and about making me feel comfortable?”*
- **Assuring patients that their opinions about their care matter *Patient:*** *“How much does my opinion matter in the care and treatment I receive?”*
- **What you can do to help patients manage pain**
- **What you can do to facilitate patients’ post-hospital transition**
- **Managing your stress and the impact it has on patients**

In the grip

- **ESTP/ESFP/ISTJ/ISFJ**
 - Doom and gloom attitude; end of the world, no possible way out;
 - "The sky is falling" - Hopelessness or denial
- **ENFP/ENTP/INTJ/INFJ**
 - Detail-bound; stubbornly preoccupied with irrelevant facts, fine print
 - Overindulgent; "Eat, drink, and be merry"
- **ENTJ/ESTJ/INTP/ISTP**
 - Little things set them off; emotions are out of control and inappropriate to stimulus; may be hyperactive
 - Feel worthless, guilty; take failure personally
- **ENFJ/ESFJ/INFP/ISFP**
 - Demand that blame be allocated; criticize; "You should have..."
 - Dominate and railroad others; treat people as pawns, mere numbers

Where are you now?

- Clear about your MBTI type?
- Still unsure or confused?
- Remember - each person is unique and you are the final judge of your best-fit type
- Keep observing yourself.....

Improving yourself: action planning

- Once you are sure about your best-fit type, have a look at a more detailed description of your type.
- How can you make best use of your strengths?
- How might others see you?
- Are there any areas you would like to develop?

Using your MBTI preference

- Now you have a new framework to think about personalities.
- You might now think about how you can work more effectively with others.
- 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?***

Remember...

- Each person is unique
- No right or wrong type to be
- We all use each preference to some degree
- Type does not explain everything
- Type should not keep you from considering any career, activity or relationship

Follow up after the workshop

Websites to explore type further

- www.teamtechnology.co.uk
- <http://personalityjunkie.com/>
- www.personalitypage.com