



## Myers-Briggs Type Indicator®

# DISCOVER

THE WORLD'S MOST WIDELY USED PERSONALITY INDICATOR



## What is the Myers-Briggs Type Indicator®?

The *Myers-Briggs Type Indicator*® (MBTI®) is a short, self-report questionnaire used to measure and describe people's preferences for how they like to get information, make decisions and orient their lives. Created by a mother-daughter team, Katherine Briggs and Isabel Myers, the MBTI® instrument was designed to make Carl Jung's theory of psychological types understandable and useful in everyday life. The MBTI® instrument provides a versatile measure of personality that looks at eight personality preferences people use at different times. These eight preferences are organized into four, dichotomous scales, which are illustrated below. After more than 50 years of research and development, the current MBTI® tool is the most widely used instrument for understanding individual personality differences. Last year alone, over two million people gained valuable insight about themselves and the people they interact with by taking the MBTI® instrument.

**E**

**Extraversion**

Energized by people and things in the external world.

**FOCUS OF ATTENTION**

**I**

**Introversion**

Energized by ideas or impressions in the inner world.

**S**

**Sensing**

Gather details and facts that can be confirmed by experience.

**INFORMATION INPUT**

**N**

**Intuition**

Gather ideas and see future possibilities.

**T**

**Thinking**

Make decisions by logic and analysis.

**DECISION MAKING**

**F**

**Feeling**

Make decisions based on personal values.

**J**

**Judging**

Enjoy planning and deciding.

**LIFESTYLE**

**P**

**Perceiving**

Enjoy remaining open to new options.

## Why is the MBTI® instrument so popular?

- The MBTI® tool is an indicator, not a test, so there are no right or wrong answers.
- It sorts people into 16 broad personality types. Each type has its own strengths and challenges.
- The MBTI® tool looks only at normal behaviour. It does not measure or detect psychiatric disturbances, trauma, intelligence or maturity.
- You can share your results or keep them confidential.
- The MBTI® instrument gives results that are practical and can be used in everyday life.

## What are the benefits of knowing your type?

- Greater understanding of yourself and others.
- Improved communication skills.
- Ability to understand and reduce conflict.
- Increased ability to manage change and reduce stress.
- Improved time management.
- Knowledge of your personal and work style and its strengths and development areas.
- Identifying the jobs and tasks that give you satisfaction.

## Taking the Indicator

Remember, there are no right or wrong answers to the questions in the MBTI® instrument. For each question, you should choose the answer that best describes the way in which you more often feel or act. Answer as you really are, not as you think you would like to be. Don't try to force consistency. The MBTI® tool requires 20 minutes to complete and is best taken without interruption.

## Things to remember

For you to make the most of your results, it is important to understand that the MBTI® instrument:

- Describes rather than prescribes; it feeds back to you in an organized form the preferences you indicated when answering the questions.
- Describes preferences, not skills or abilities.
- Considers all preferences equally important.
- Is well documented and researched with hundreds of scientific studies conducted over a 50 year period.

## The Type Table

When you take the *Myers-Briggs Type Indicator*®, the four preferences with which you most closely identify (one from each scale) are combined into what is called "type". Altogether, there are 16 different personality types, which are shown in the type table below. Each type has its own set of preferred behaviours and personality functions. If you take an introductory workshop or have an individual consultation you will undertake a series of exercises and explanations. This will help you verify your type and allow you

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

to make immediate and valuable use of your results. The MBTI® instrument will help you to identify your strengths and unique gifts.

You can use the information to better understand yourself, your motivations, your strengths and potential areas for growth. It will also help you to better understand and appreciate those who differ from you. The understanding and

appreciation of the differences in the way people prefer to function can greatly enhance the effectiveness of how people relate to one another.

## For more information

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