

MBTI

Myers Briggs
Typology Indicator

Slideshow
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Typology Indicator

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Right hand vs left hand analogy

MBTI Legend

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MBTI®: the legend

EI
SN
TF
JP



MBTI Introvert vs Extrovert: How Energized

EXTRAVERSION-INTROVERSION

Extraversion	Introversion
Energized by working with others	Energized by thoughts, ideas, and feelings
Like to talk	Like to listen
Easy to get to know	More private
Broad interests, Seek "breadth" of Knowledge	Focused interest, Seek "depth" of knowledge
Variety and action oriented	Thought oriented and enjoy quiet time
"There are no strangers, only friends you haven't met yet." ~ Anonymous	"Well-timed silence has more eloquence than speech" ~ Martin Fraquhar Tupper

MBTI iNtuitive vs Sensing: Intake Information

How Do You Take In Information?

SENSING

- ◆ Present orientation
- ◆ What is real
- ◆ Practical
- ◆ Facts
- ◆ Perfecting established skills
- ◆ Utility
- ◆ Step-by-step
- ◆ The five senses

INTUITION

- ◆ Future possibilities
- ◆ What could be
- ◆ Theoretical
- ◆ Inspirations
- ◆ Learning new skills
- ◆ Novelty
- ◆ Insight-by-insight
- ◆ The sixth sense, a hunch

Source: *Introduction to Types in Organizations* (2nd ed.) by Sandra Krebs Flinch and Joan M. Kummerow. Mountain View, CA: CIP, Inc., 1988. Reprinted with permission. Using the MBTI® Tool in Organizations (2nd ed.) © 2011 by CIP, Inc. Permission is hereby granted to reproduce this overhead master for workshop use. Duplication for any other use, including resale, is a violation of copyright law. MBTI is a trademark or registered trademark of the Myers-Briggs Type Indicator Trust in the United States and other countries.

MBTI Thinkers vs Feelers: Make Decisions

Thinking - Feeling

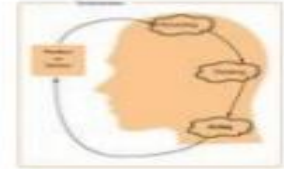


- Most people who prefer **Thinking**
 - Are analytical
 - Use cause-and-effect reasoning
 - Solve problems with logic
 - Strive for objective standard of truth
 - Described as reasonable
 - Search for flaws in an argument
 - Fair – want everyone treated equally
- Most people who prefer **Feeling**
 - Empathetic
 - Guided by personal values
 - Assess impact of decisions on people
 - Strive for harmony and positive interactions
 - Described as compassionate
 - Search for point of agreement in an argument
 - Fair – want everyone treated as an individual

Which is worse: working in an environment that lacks logic or an environment that lacks harmony?

MBTI Judging vs Perceiving: Organize/Act

Judging - Perceiving



- Most people who prefer **Judging**
 - Are scheduled/organized
 - Strive to finish one project before starting another
 - Like to have things decided
 - May decide things too quickly
 - Try to avoid last-minute stresses; finish tasks well before deadline
 - Try to limit surprises
 - See routines as effective

- Most people who prefer **Perceiving**
 - Are spontaneous/flexible
 - Start many projects but may have trouble finishing them
 - Like things loose and open to change
 - May decide things too slowly
 - Feel energized by last-minute pressures; finish tasks at the deadline
 - Enjoy surprises
 - See routines as limiting

Which is worse: “winging it” or adhering to a schedule?

MBTI Key

PERSONALITY TYPES KEY



Extroverts

Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.



Introverts

Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.



Sensors

Sensors are realistic people who like to focus on the facts and details. They apply common sense and past experience to find practical solutions to problems.



Intuitives

Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.



Thinkers

Thinkers tend to make their decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.



Feelers

Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.



Judgers

Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.



Perceivers

Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

MBTI Stats & Types

ISTJ Traditionalists 13.7% Dutiful Practical Logical Methodical	ISFJ Protectors 12.7% Dutiful Practical Supportive Meticulous	INFJ Guides 1.7% Devoted Innovative Idealistic Compassionate	INTJ Visionaries 1.4% Independent Innovative Analytical Purposeful
ISTP Problem-solvers 6.4% Expedient Practical Objective Adaptable	ISFP Harmonisers 6.1% Tolerant Realistic Harmonious Adaptable	INFP Humanists 3.2% Insightful Innovative Idealistic Adaptable	INTP Conceptualisers 2.4% Questioning Innovative Objective Abstract
ESTP Activists 5.8% Energetic Practical Pragmatic Spontaneous	ESFP Fun-lovers 8.7% Spontaneous Practical Friendly Harmonious	ENFP Enthusiats 6.3% Optimistic Innovative Compassionate Versatile	ENTP Entrepreneurs 2.8% Risk-taking Innovative Outgoing Adaptable
ESTJ Co-ordinators 10.4% Organised Practical Logical Outgoing	ESFJ Supporters 12.6% Friendly Practical Loyal Organised	ENFJ Developers 2.8% Friendly Innovative Supportive Idealistic	ENTJ Reformers 2.9% Determined Innovative Strategic Outgoing

Statistics

Myers Briggs Test Statistics	Total	Male	Female
ISFJ	13,80 %	8,10 %	19,40 %
ESFJ	12,30 %	7,50 %	16,90 %
ISTJ	11,60 %	16,40 %	6,90 %
ISFP	8,80 %	7,60 %	9,90 %
ESTJ	8,70 %	11,20 %	6,30 %
ESFP	8,50 %	6,90 %	10,10 %
ENFP	8,10 %	6,40 %	9,70 %
ISTP	5,40 %	8,50 %	2,40 %
INFP	4,40 %	4,10 %	4,60 %
ESTP	4,30 %	5,60 %	4,30 %
INTP	3,30 %	4,80 %	1,80 %
ENTP	3,20 %	4,00 %	2,40 %
ENFJ	2,50 %	1,60 %	3,30 %
INTJ	2,10 %	3,30 %	2,10 %
ENTJ	1,80 %	2,70 %	0,90 %
INFJ	1,46 %	1,30 %	1,60 %

MBTI Characters: Harry Potter

HARRY POTTER MBTI CHART

THE EXAMINER
ISTJ
SEVERUS SNAPE

INTROVERTED | SENSING | THINKING | JUDGING

DEFINED BY THEIR HONOR AND DUTY, TAKE ANY TASK SERIOUSLY AND GIVE IT MORE THAN THEIR BEST, SOMEWHAT RESERVED AND PREFER TO WORK ALONE, BUT CAN MAKE GREAT TEAM MEMBERS IF THE NEED ARISES. DEEPLY VALUE TRADITIONS AND LOYALTY AND OFTEN PUT DUTY BEFORE PLEASEURE.

THE DEFENDER
ISFJ
NEVILLE LONGBOTTOM

INTROVERTED | SENSING | FEELING | JUDGING

TRADITIONAL, LOYAL, KIND AND OBSERVANT OF OTHERS, VALUE STABILITY AND CULTURAL MOORS AND ARE OFTEN CONSISTENT WITH WORK, KNOWN FOR THEIR KINDNESS AND WILINGNESS TO GO TO ANY LENGTH TO HELP THOSE IN NEED, STRIVE TO CREATE AN ORDERLY ENVIRONMENT.

THE COUNSELOR
INFJ
REMUS LUPIN

INTROVERTED | INTUITIVE | FEELING | JUDGING

SEEK MEANING AND CONNECTION IN IDEAS, RELATIONSHIPS, AND THE NATURAL WORLD, WANT TO UNDERSTAND WHAT MOTIVATES PEOPLE AND ARE UNSETTLED ABOUT OTHERS, ORGANIZED AND DECISIVE IN IMPLEMENTING THEIR IDEAS, PRIVATE, INTUITIVE, AND COMPLEX BY NATURE.

THE STRATEGIST
INTJ
DRACO MALFOY

INTROVERTED | INTUITIVE | THINKING | JUDGING

NATURAL LEADERS THAT STRIVE FOR PERFECTION, OBJECTIVE, INDEPENDENT, CONCEPTUAL, AND ADAPTABLE, QUICKLY SEE PATTERNS IN EXTERNAL EVENTS AND DEVELOP LONG-RANGE EXPLANATORY PERSPECTIVES, SKEPTICAL AND INDEPENDENT, TEND TO HAVE AN AIR OF DEFINITE SELF-CONFIDENCE.

THE CRAFTSMAN
ISTP
HARRY POTTER

INTROVERTED | SENSING | THINKING | PERCEIVING

FIERCELY INDEPENDENT, ADVENTUROUS, DON'T LIKE MUCH ATTENTION, MORE INTERESTS IN THEIR OWN PURSUITS RATHER THAN OTHERS, DO NOT BELIEVE IN RULES AS THEY PREFER TO FIGURE OUT TO DO THEIR OWN THING, ORGANIZE FACTS USING LOGICAL PRINCIPLES AND VALUE EFFICIENCY.

THE ARTIST
ISFP
RUBENS Hagrid

INTROVERTED | SENSING | FEELING | PERCEIVING

QUIET, FRIENDLY, SENSITIVE AND KIND, LOYAL AND COMMITTED TO THE PEOPLE AND MATERIALS THAT THEY CARE ABOUT, DISLIKE DISAGREEMENTS AND CONFLICT, HAPPY AND SOFT-SPOKEN, FRIENDS ON OTHERS, LIKE TO HAVE THEIR OWN SPACE AND OFTEN TAKE MATTERS TOO PERSONALLY.

THE DREAMER
INFP
LUNA LOVEGOOD

INTROVERTED | INTUITIVE | FEELING | PERCEIVING

IDEALISTIC, LOYAL TO THEIR VALUES AND TO THE PEOPLE WHO ARE IMPORTANT TO THEM, CURIOUS, QUICK TO SEE POSSIBILITIES, CAN BE CATALYSTS FOR IMPLEMENTING IDEAS, SEEK A CONNECTION WITH PEOPLE AND HELP THEM FULFILL THEIR POTENTIAL, ADAPTABLE, FLEXIBLE, AND ACCEPTING.

THE ARCHITECT
INTP
HERMIONE GRANGER

INTROVERTED | INTUITIVE | THINKING | PERCEIVING

A NATURAL-BORN THINKER, RESERVED, THEORETICAL, ANALYTICAL AND LOGICAL, IDEAS COME UP WITH SYSTEMS WITH WHICH TO SOLVE PROBLEMS, QUICK TO CORRECT OTHERS, INTERESTED MORE IN IDEAS THAN IN SOCIAL INTERACTION, HAVE A STRONG ABILITY TO STAY ON TASK.

THE PROMOTER
ESTP
GINNY WEASLEY

EXTROVERTED | SENSING | THINKING | PERCEIVING

FLEXIBLE AND TOLERANT, THEY WANT TO ACT INSTINCTUALLY TO SOLVE THEIR PROBLEMS USING THEIR QUICK WIT AND CLEVERNESS, EXCEL AT SELLING THEIR IDEAS, ENJOY ACTIVITIES INVOLVING PHYSICAL ACTION AND RISK-TAKING, AND ESPECIALLY THRIVE ON THE SPIRIT OF COMPETITION.

THE PERFORMER
ESFP
FRID & GEORGE WEASLEY

EXTROVERTED | SENSING | FEELING | PERCEIVING

OUTGOING, FRIENDLY, AND ACCEPTING, ENJOY ANY FORMS OF LIFE, PEOPLE, AND MATERIAL COMFORTS, ENJOY WORKING WITH OTHERS TO MAKE THINGS HAPPEN AND MAKE WISE DECISIONS, FLEXIBLE AND SPONTANEOUS, ADAPT READILY TO NEW PEOPLE AND ENVIRONMENTS, HATE BEING ALONE.

THE CHAMPION
ENFP
RON WEASLEY

EXTROVERTED | INTUITIVE | FEELING | PERCEIVING

WARM, ENTHUSIASTIC, ENERGETIC AND FULL OF AMBITION, ADAPTABLE TO MANY SITUATIONS AND OFTEN SEE THE FUTURE POSSIBILITIES IN LIFE, SOAK IN MANY ASPECTS OF WHAT THEY DO AND HOLD FRIENDS CLOSE TO THE HEART, FIRM BELIEVER THAT LIFE IS FOR THE LIVING.

THE INVENTOR
ENTP
SIRIUS BLACK

EXTROVERTED | INTUITIVE | THINKING | PERCEIVING

QUICK, INGENUOUS, STIMULATING, ALERT AND OUT-SPEAKING, RESPECTFUL IN SOLVING NEW AND CHALLENGING PROBLEMS, ADEPT AT GENERATING CONCEPTUAL POSSIBILITIES AND THEN ANALYZING THEM STATISTICALLY, BORING BY ROUTINE, WILL SELDOM DO THE SAME THING THE SAME WAY.

THE SUPERVISOR
ESTJ
MINERVA MCGRONAGALL

EXTROVERTED | SENSING | THINKING | JUDGING

PRACTICAL, REALISTIC, MATTER-OF-FACT AND QUICK TO IMPLEMENT DECISIONS, ORGANIZE PROJECTS AND PEOPLE TO GET THINGS DONE, FOCUS ON GETTING RESULTS IN THE MOST EFFICIENT WAY POSSIBLE AND TAKE CARE OF ROUTINE DETAILS, FORCEFUL IN IMPLEMENTING THEIR PLANS.

THE PROVIDER
ESFJ
LILY EVANS-POTTER

EXTROVERTED | SENSING | FEELING | JUDGING

WARMHEARTED, CONSCIENTIOUS AND COOPERATIVE, WANT HARMONY IN THEIR WORLD AND WORK WITH DETERMINATION TO ESTABLISH IT, LIKE TO WORK WITH OTHERS TO COMPLETE TASKS ACCURATELY, AND ON THE, NOTICE WHAT OTHERS NEED IN THEIR BACK-TO-BACK LIVES AND SET TO PROVIDE IT.

THE TEACHER
ENFJ
ALBUS DUMBLEDORE

EXTROVERTED | INTUITIVE | FEELING | JUDGING

WARM, EMPATHETIC, RESPONSIVE AND RESPONSIBLE, HIGHLY ATTUNED TO THE EMOTIONS, NEEDS AND MOTIVATIONS OF OTHERS, FIND POTENTIAL IN OTHERS, WANT TO HELP THEM FULFILL, MAY ACT AS CATALYST FOR INDIVIDUAL AND GROUP GROWTH, PROVIDE INSPIRING LEADERSHIP.

THE MAVERICK
ENTJ
JAMES POTTER

EXTROVERTED | INTUITIVE | THINKING | JUDGING

BLUNT, DECISIVE, AND QUICK TO ASSUME LEADERSHIP, QUICKLY SEE ILLOGICAL AND INEFFICIENT PROCEDURES AND POLICIES, DEVELOP COMPREHENSIVE SYSTEMS TO SOLVE PROBLEMS, ENJOY LONG-TERM PLANNING AND GOAL-SETTING, FORCEFUL AND ENTHUSIASTIC ABOUT THEIR IDEAS.

MBTI Characters: Avengers

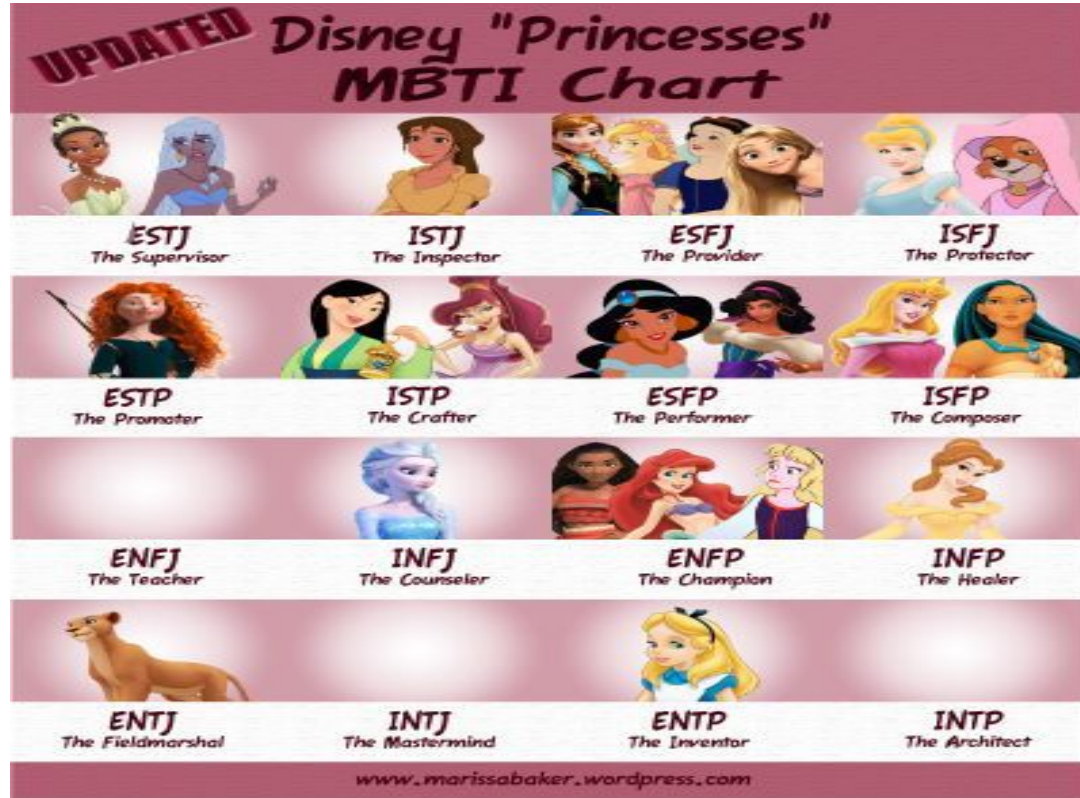
MARVEL STUDIOS

THE AVENGERS PERSONALITY CHART

 <p>ISTJ The Enforcer</p> <p>AGENT NICK FURY</p> <p>Practical, organized, and professional, Nick Fury is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ISFJ The Defender</p> <p>STEVE ROGERS</p> <p>Conscientious, organized, and reserved, Steve Rogers is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>INFJ The Mediator</p> <p>BRUCE BANNER</p> <p>Intuitive, reserved, and practical, Bruce Banner is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>INTJ The Architect</p> <p>PEPPER POTTS</p> <p>Intuitive, reserved, and practical, Pepper Potts is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>
 <p>ISTP The Operator</p> <p>NATASHA ROMANOFF</p> <p>Practical, organized, and professional, Natasha Romanoff is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ISFP The Composer</p> <p>EVE WILSON</p> <p>Conscientious, organized, and reserved, Eve Wilson is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>INFP The Mediator</p> <p>AGENT PEGGY CARTER</p> <p>Intuitive, reserved, and practical, Agent Peggy Carter is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>INTP The Thinker</p> <p>JANE FOSTER</p> <p>Intuitive, reserved, and practical, Jane Foster is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>
 <p>ESTP The Promoter</p> <p>CLINT BARTON</p> <p>Practical, organized, and professional, Clint Barton is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ESFP The Entertainer</p> <p>JAMES 'RHODEY' RHODES</p> <p>Conscientious, organized, and reserved, James 'Rhodey' Rhodes is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ENFP The Campaigner</p> <p>SAM WILSON</p> <p>Intuitive, reserved, and practical, Sam Wilson is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ENTP The Visionary</p> <p>TONY STARK</p> <p>Intuitive, reserved, and practical, Tony Stark is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>
 <p>ESTJ The Executive</p> <p>THOR ODINSON</p> <p>Practical, organized, and professional, Thor Odinson is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ESTJ The Executive</p> <p>AGENT PHIL COULSON</p> <p>Practical, organized, and professional, Agent Phil Coulson is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ENFJ The Protagonist</p> <p>LOKI LAUFEYSON</p> <p>Intuitive, reserved, and practical, Loki Laufeyson is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>	 <p>ENTJ The Commander</p> <p>DIRECTOR NICK FURY</p> <p>Intuitive, reserved, and practical, Director Nick Fury is a man of action and a man of words. He is a natural leader and a natural authority figure. He is a man of few words, but his words are powerful and his actions are decisive. He is a man who gets the job done, no matter what the cost.</p>

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MBTI Characters: Princess



MBTI Brain

Faest/Exploration

MBTI: Temperament

- ~Is a natural disposition
- ~The way you see the world
- ~What you value & believe
- ~How you think, act & feel

Myers-Briggs for System Administrators

Temperament	4 MBTI Types	Primary Concern	Style
NF: Idealist	ENFJ, INFJ, ENFP, INFP	Identity, self-realization of higher good	Catalysts
NT: Rationals	ENTJ, INTJ, ENTP, INTP	Knowledge and competence	Visionary
SJ: Guardians	ESTJ, ISTJ, ESFJ, ISFJ	Belonging; the preservation of resources	Stabilizer and Traditionalist
SP: Artisans	ESTP, ISTP, ESFP, ISFP	Variation and Spontaneity; Action	Trouble Shooter and Negotiator

MBTI: SJ Duty Seeker

S: Focuses on facts and reality

J: wants things settled and decided

At their Best: Reliable, organized, focuses on the task at hand, conscientious, and hardworking

At their Worst: Judgemental, controlling, inflexible, and close minded

SJ's are realistic, practical, and responsible. They like traditions, customs, & laws. They are fully in charge of their responsibility. They generally don't like surprises. They are loyal and faithful partners.

How to get along with SJ:

-Express regret if you have done something wrong. They like to hear, "i'm sorry."

-Appreciate their thoroughness, industry, loyalty, and willingness to take on responsibility.

-Be specific and practical. They value common sense and may be impatient with vague theories

-Don't try to force them into new ways of doing things

MBTI: SP Action Seeker

S: Focuses on facts and reality

P: wants things left open & settled

At their Best: Optimistic, generous, fun-loving, adventurous, realistic, and adaptable.

At their Worst: Hyperactive, impatient, impulsive, and scattered.

SP's enjoy the here and now. At work they are practical pragmatic & resourceful. They like risk & challenge. Enjoy a partner to share many experiences and adventures. They dislike lectures.

How to get along with SP:

-Don't try to change them or tell them what to do

-Don't overwhelm them with lots of issues.

-Give them freedom

-Join in their many activities and adventures

-Appreciate their enthusiasm and optimism

MBTI: NT Knowledge Seekers

N: Focuses on visions & possibilities

T: Decides according to objective, logical principles

At their Best: Innovative, inquisitive, analytical, bright, independent, witty & competent.

At their Worst: Arrogant, cynical, distant, & self-righteous.

NT's value competency, prize intelligence in themselves and others, understand and synthesize complex information, enjoy new ways of doing things, come across as know-it-alls, live for their work & intellectual pursuits.

How to get along with NT:

- Appreciate their objectivity
- Respect their need for autonomy & independence
- Engage in interesting intellectual conversation
- Don't be afraid to debate them
- If you value their wisdom & advise, let them know

MBTI: NJ Ideal Seekers

N: Focuses on visions & possibilities

F: Decides according to personal values

At their Best: Compassionate, warm, loyal, helpful, idealistic, & genuine.

At their Worst: hypersensitive, overly emotional, judgmental, impractical, unrealistic, & self-absorbed.

NF's direct their iNtuition towards understanding themselves & others. Tend to have a vision of an ideal world & work to create that ideal world. Like working in a friendly, conflict-free environment. Mentally stimulated with coming up with new ideas & solutions.

How to get along with NF:

-They enjoy romance & attention, give them cards, gifts, compliments

-Appreciate them for their deep love

-Encourage them to follow their personal creative pursuits

-Be understanding of their need to process & express their feelings

-Don't judge them for changing moods