

Get ready to learn about yourself!

The world-renowned Myers-Briggs® personality assessment has helped millions of people across the world gain a deeper understanding of themselves and how they interact with others. Learning about your personality type preferences using the Myers-Briggs framework means you will become part of a community of people who share a common language for talking about their personality and who use MBTI® knowledge to work more effectively together.

We hope that you will find the process of self-discovery fun and exciting!

"Life is more amusing, more interesting and more of a daily adventure than it could possibly be if everyone were alike."

— Isabel Briggs Myers

Your purpose for using the MBTI® assessment

Before you start to explore the MBTI preferences, you'll probably find it helpful to consider areas in your life where you may want to apply your understanding of the Myers-Briggs framework.

Doing this first can help make the information in this workbook more relevant to your needs so that you can make practical use of it. Listed here are some of the applications associated with the MBTI assessment.

Which of these applications are you interested in exploring?

- Self-understanding and individual development
- Communication
- Team building
- Management and leadership development
- Coaching
- Organizational development
- Diversity and multicultural training
- Problem solving and conflict resolution
- Career development and exploration
- Education and learning style
- Relationships



INTROVERSION

Let me think about it.

Energy and attention directed inward

Drawn to the inner world

Work out ideas by reflecting on them

Learn best by reflection, mental "practice"

Focus in depth on a few interests

Take initiative selectively—
when the issue is very important to them



I've got it all worked out.

BEING SOCIABLE OR CONFIDENT.

SENSING

S

Let's look at the data.



Focus on what can be perceived using the five senses

Oriented to present realities

Focus on what is real and actual

Observe and remember specifics

Understand ideas and theories through practical applications

Trust experience

I enjoy recalling past experiences.

REMEMBER, **S** ISN'T ABOUT SENSITIVITY

AREAS TO EXPLORE FOR THINKING AND FEELING

Here are some areas that relate to your use of Thinking and Feeling.

- Decision making
- Giving feedback
- Dealing with differences
- Recognition or appreciation
- Helping style

Now let's spend some time exploring your personal examples.

Notes from your exploration of Thinking and Feeling

From your exploration of Thinking and Feeling, which seems to fit overall for you?

WHAT IS YOUR PREFERENCE?

Self-estimated preference:

(please circle) JUDGING  or  PERCEIVING

Clarity:

very sure quite sure not sure

Your MBTI report will show you whether you chose Judging (J) or Perceiving (P) when you completed the assessment. It also indicates how clear you were in making that choice—you can fill this in below. It is important to be aware that the clarity score does not indicate how often or how well you use the preference.

Reported preference:

(please circle) JUDGING  or  PERCEIVING

Clarity:

very clear clear moderate slight

Remember, you are the best judge of your preferences. The MBTI assessment is a good indicator of preference, but there may be situational pressures, such as the type of work you do, that caused you to report a type on the assessment that doesn't exactly fit. Based on your discussion with your practitioner, indicate below what you believe your best-fit preference to be and how sure you are about it.

Best-fit preference:

(please circle) JUDGING  or  PERCEIVING

Clarity:

very sure quite sure not sure

WHAT'S YOUR BEST-FIT

ISTJ

Quiet, serious, succeed by being thorough and dependable. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized—their work, their home, their life. Value traditions and loyalty.

ISFJ

Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.

ISTP

Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

ISFP

Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, don't force their opinions or values on others.

ESTP

Flexible and tolerant, take a pragmatic approach focused on immediate results. Bored by theories and conceptual explanations, want to act energetically to solve the problem. Focus on the here and now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.

ESFP

Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

ESTJ

Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.

ESFJ

Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-to-day lives and try to provide it. Want to be appreciated for who they are and what they contribute.

Your action plan

Now that you've discovered your Myers-Briggs type, you can use these pages to outline an action plan for yourself that will help you use your preferences in a constructive way, and work on any areas you'd like to improve.

What did you learn about yourself from doing the exercises in this workbook?

Use the chart on the next page to create your action plan.