

Your purpose for using the MBTI instrument

Before starting 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 MBTI framework.

Considering this first can help make the feedback more relevant to your needs, so that you can make the most of the process. Listed below are some of the applications of the MBTI tool, and your MBTI practitioner can outline these further for you.

Which of these applications are you interested in exploring?

- Improving working relationships
- Developing your leadership style
- Improving communication
- Enhancing problem-solving strategies
- Resolving conflict
- Managing change
- Understanding stress reactions
- Exploring career development options
- Valuing diversity in working style
- Considering team and organisational culture

In what specific areas of your work or personal life would you like to use your MBTI knowledge?

What would you ultimately like to get out of using the MBTI tool?

“

Whatever the circumstances of your life, the understanding of type can make your perceptions clearer, your judgments sounder, and your life closer to your heart's desire.

”

Isabel Briggs Myers, *Gifts Differing*

What do we mean by personality “preference”?

The MBTI instrument is designed to assess your preferences within four different aspects of your personality. This exercise will help you understand the nature of preferences. Your practitioner will take you through this exercise.



Sign your name

Preferred hand:

Non-preferred hand:



Where you prefer to get and focus your energy

He who
hesitates is lost!

I shouldn't have
said that!

I wish I
had said that!

Look before
you leap!

Energy focused outwards

- > Attuned to the external environment
 - > Prefer to 'talk through' problems
 - > Learn best through discussing or doing
 - > Breadth of interests
 - > Tend to speak and act first, reflect later
-

Energy focused inwards

- > Drawn to contemplation in the inner world
 - > Prefer to 'think through' problems
 - > Learn best by reflection
 - > Depth of interests
 - > Tend to reflect before acting or speaking
-

Remember, E-I is not about being sociable or confident

Areas to explore for **Extraversion** and **Introversion**

Here are some areas that relate to your use of **Extraversion** and **Introversion**. Now let's spend some time exploring your personal examples.

- > Action vs reflection
- > Approach to meetings
- > Preferred working environment
- > Way of recharging
- > Hobbies and interests

Notes from exploration of **Extraversion** and **Introversion**

From your exploration of **Extraversion** and **Introversion**, which seems to fit overall for you?

What is your preference?

Your MBTI report will show you whether you chose **Extraversion (E)** or **Introversion (I)** when you completed the questionnaire. You will also get a score that shows 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 imply how often or how well you use the preference.

Reported preference:
(please circle)

E

or

I

Clarity:

Very clear

Clear

Moderate

Slight

Remember, you are the best judge of your preferences. The MBTI tool is a good indicator of preference, but there may be situational pressures, such as the type of work you do, that mean the type you reported on the questionnaire 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)

E

or

I

Clarity:

Very sure

Quite sure

Not sure

Extraversion

(ie getting into action, engaging with the outer world)

In what areas do you use **Extraversion** well?

When does using **Extraversion** work less well for you?

In what areas could you use **Extraversion** more effectively?

Introversion

(ie pausing to reflect, engaging with the inner world)

In what areas do you use **Introversion** well?

When does using **Introversion** work less well for you?

In what areas could you use **Introversion** more effectively?

What is your **best fit** type?



SAMPLE

ISTJ

Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic and responsible. Decide logically what should be done and work towards it steadily, regardless of distractions. Take pleasure in making everything orderly and organised – their work, their home, their life. Value traditions and loyalty.

ISTP

Tolerant and flexible; quiet observer. When a problem appears, then act quickly to find workable solutions. Analyse what makes things work and readily get through large amounts of data to isolate the cause of practical problems. Interested in cause and effect, organise facts using scientific principles, value efficiency.

ESTP

Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them – they prefer to experimentally to solve the problem. Spontaneous and now, spontaneous, enjoy the excitement that they can give to others. Enjoy material comforts and success. Learn best through doing.

ISTJ

Practical, matter-of-fact. Quickly moving to implement their plans. Organise 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.

ISFJ

Quiet, friendly, 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 about how others feel. Strive to create a harmonious environment at work and at home.

ISFP

Calm, friendly, sensitive and kind. Enjoy the present moment, what's going on around them. Like to have their own space and work within their own timeframe. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflict; do not force their opinions or values on others.

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.

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 for what they contribute.