

An Introduction to the *Myers-Briggs Type Indicator*®

Presented by Dr. Rich Denning



Dr. Rich Denning

PASTOR ♦ TEACHER ♦ LEADERSHIP COACH



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Myers-Briggs theory was developed by the mother-daughter partnership of Katharine Briggs and Isabel Briggs Myers. It is an adaptation of the theory of psychological types produced by Carl Gustav Jung. There is a lot of depth in the theory but, at its simplest, it consists of sixteen types.

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Myers-Briggs Type Indicator® (MBTI®) is one of the most widely used and trusted methods of determining an individual's personality type. It is done through an in depth psychological assessment. It is not a test as there are no right or wrong answers. Practitioners must be MBTI® certified in order to administer the assessment.

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There are sixteen personality combinations of the *Myers-Briggs Type Indicator*® (MBTI®).

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PERSONALITY COMBINATIONS			
ISTJ Doing what should be done	ISFJ A huge sense of duty	INFJ An inspiration to others	INTJ Everything has room for improvement
ISTP Ready to try anything once	ISFP Sees much but shares little	INFP Performing noble service to aid society	INTP A love of problem solving
ESTP The ultimate realist	ESFP You only go around once in life	ENFP Giving life an extra squeeze	ENTP One exciting challenge after another
ESTJ Life's administrators	ESFJ Hosts and hostesses of the world	ENFJ Smooth talking persuader	ENTJ Life's natural leaders

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Why would an individual want to know his or her personality type?

Helps in cultivating healthy relationships (i.e., marriage, business partnerships, employment, ministry involvement, etc.).

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Why would an employer want to know the personality types of his or her employees?

Helps in job placement and production.

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E – Extraversion ----- **Introversion – I**
Energized by outer world
Interest in the people and things around you
Energized by inner world
Interest in ideas in your mind that explain the world

S – Sensing ----- **Intuition – N**
Work with known facts
Interest in what is real
(i.e., can be seen, heard, touched)
Look for possibilities and relationships
Interest in what can be imagined with “the mind’s eye”

T – Thinking ----- **Feeling – F**
Base decisions on impersonal analysis and logic
Interest in what is logical
and works by cause and effect
Base decisions on personal values
Interest in knowing what is important and valuable

J – Judging ----- **Perceiving – P**
Prefer a planned, decided, orderly way of life
Interest in acting by organizing,
planning, and deciding
Prefer a flexible, spontaneous way of life
Interest in acting by watching, trying out, and adapting

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E – Extraversion

Energized by outer world

Interest in the people and things around you

- *PROVIDE THE OUTWARDLY DIRECTED ENERGY NEEDED TO MOVE INTO ACTION**
- *OFFER RESPONSIVENESS TO WHAT IS GOING ON IN THE ENVIRONMENT**
- *HAVE A NATURAL INCLINATION TO CONVERSE AND TO NETWORK**

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I – Introversions

Energized by inner world

Interest in ideas in your mind that explain the world

***PROVIDE THE INWARDLY DIRECTED ENERGY NEEDED FOR FOCUSED REFLECTION**

***OFFER STABILITY FROM ATTENDING TO ENDURING IDEAS**

***HAVE A NATURAL TENDENCY TO WORK AND SOLVE PROBLEMS ALONE**

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S – Sensing

Work with known facts

Interest in what is real and can be seen, heard, and touched

***HAVE A MASTERY OF THE FACTS**

***BRING A KNOWLEDGE OF WHAT MATERIALS AND RESOURCES ARE AVAILABLE**

***APPRECIATE KNOWING AND DOING WHAT WORKS**

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I – Intuition

Look for possibilities and relationships

Interest in what can be imagined, seen with “the mind’s eye”

- *KNOW BY WAY OF INSIGHT AND ATTENTION TO MEANINGS**
- *BRING A GRASP OF WHAT IS POSSIBLE AND WHAT THE TRENDS ARE**
- *APPRECIATE DOING WHAT HASN’T BEEN TRIED BEFORE**

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T – Thinking

**Base decisions on impersonal analysis and logic
Interest in what is logical and works by cause and effect**

- *TAKE A HARD LOOK AT THE PROS AND CONS OF A SITUATION, EVEN WHEN THEY HAVE A PERSONAL STAKE.**
- *HAVE AN ABILITY TO ANALYZE AND TO SOLVE PROBLEMS**
- *WANT TO DISCOVER THE "TRUTH" AND HAVE A RADAR FOR LOGICAL INCONSISTENCIES**

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F – Feeling

Base decisions on personal values

Interest in knowing what is important and valuable

- *KNOW WHAT IS IMPORTANT TO AND FOR PEOPLE, AND ADHERE TO THAT IN FACE OF OPPOSITION**
- *HAVE AN ABILITY TO BUILD RELATIONSHIPS AND BE PERSUASIVE**
- *WANT TO DO THE BEST THING (I.E., TACTFUL) IN SPITE OF ITS BEING ILLOGICAL**

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J – Judging

**Prefer a planned, decided, orderly way of life
Interest in acting by organizing, planning, and deciding**

- *CAN ORGANIZE, PLAN, AND FOLLOW THROUGH ON PROJECTS**
- *PUSH TO GET THINGS SETTLED AND DECIDED**
- *APPRECIATE EFFICIENCY AT WORK**

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P – Perceiving

Prefer a flexible, spontaneous way of life

Interest in acting by watching, trying out, adapting

- *CAN RESPOND QUICKLY AND FLEXIBLY TO THE NEEDS OF THE MOMENT**
- *STRIVE TO KEEP THINGS OPEN SO NEW INFORMATION MAY BE GATHERED**
- *APPRECIATE THE NEED FOR SPONTANEITY AND EXPLORATION AT WORK**

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**In the U.S., both CPP
(formerly Consulting Psychologists Press)
and
The Myers & Briggs Foundation provide MBTI®
Certification programs.**

**The cost to become certified is
approximately \$1,800
and requires four days of training.**

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Sources: Pastoral Counseling Courses taken at Erskine Theological Seminary, CPP Inc., and MBTI Trust Inc.