



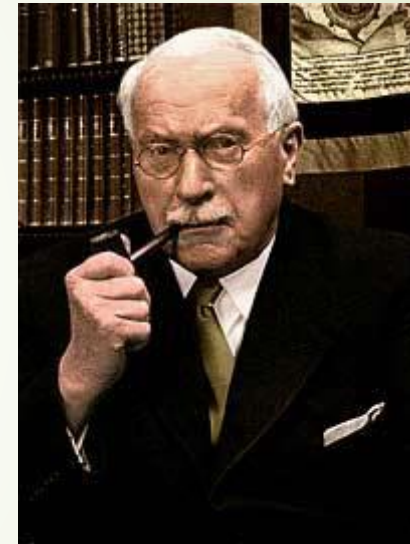
Myers-Briggs Type Indicator

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PERSONALITY

- Current personality typology is connected with the work of Swiss psychiatrist Carl Gustav Jung.
- His assumption was that human behaviour can be described, classified and assumed.
- According to his studies, human behaviour is influenced by mental preferences and by function of human thinking.
- Years later many people noticed similar features of human nature, one of them were Katherine Briggs and Isabel Mayers.



Carl Gustav Jung

KATHARINE BRIGGS AND ISABEL MYERS

- ▶ Created practical and scientific tool for determining personality types.
- ▶ MBTI test consists of 4 dimensions.
- ▶ Advantage is that it does not evaluate people.
- ▶ It describes preferences, approaches and does not evaluate abilities nor skills.



4 DIMENSIONS OF THE TEST

I. dimension

Extroversion
vs
Introversion

II. dimension

Sensing
vs
Intuition

III. dimension

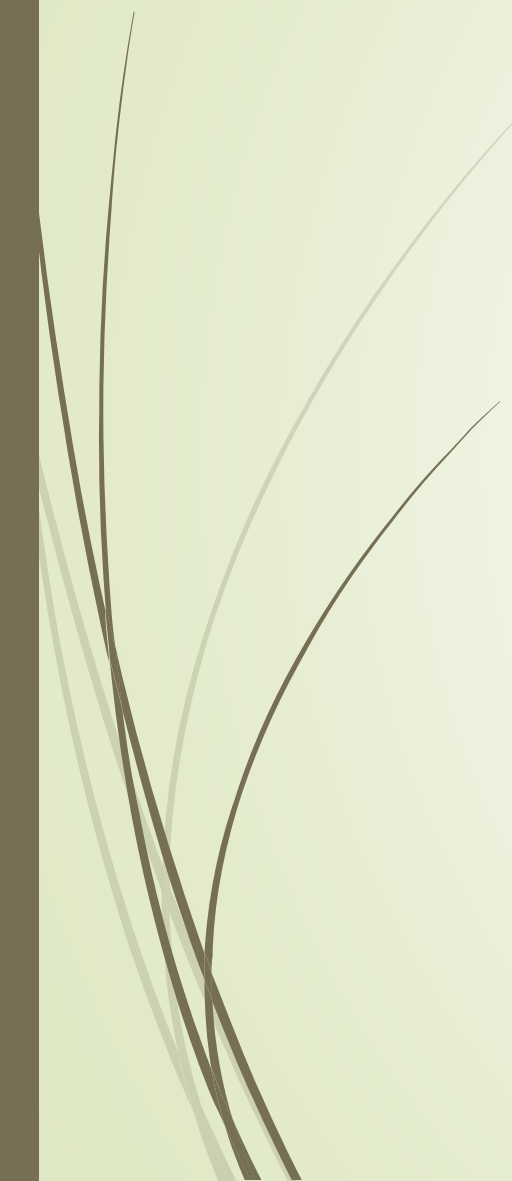
Thinking
vs
Feeling

IV. dimension

Judging
vs
Perceiving



SEVERAL HINTS ABOUT HOW TO BEST COMPLETE THIS SURVEY

- There are no right answers to any of these questions.
 - Answer the questions quickly, do not over-analyze them. Some seem worded poorly. Go with what feels best.
 - Answer the questions as “the way you are”, not “the way you’d like to be seen by others”
 - Do not look at the scoring sheet until you have completed all the questions.
- 

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer
E
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer
I
Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer
S
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer
N
Intuition

ISTJ
Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISFJ
Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

INFJ
Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INTJ
Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

ISTP
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISFP
Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

INFP
Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INTP
Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

ESTP
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESFP
Playful, enthusiastic, friendly, spontaneous, tactile, flexible. Have strong common sense, enjoy helping people in tangible ways.

ENFP
Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

ENTP
Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ESTJ
Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

ESFJ
Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

ENFJ
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

ENTJ
Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer
T
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer
F
Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer
J
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer
P
Perceiving

Portrait of an ENFJ – **THE GIVER**

- Genuinely and warmly interested in people
- Value people's feelings
- Value structure and organization
- Value harmony, and good at creating it
- Exceptionally good people skills
- Dislike impersonal logic and analysis
- Strong organizational capabilities
- Loyal and honest
- Creative and imaginative
- Enjoy variety and new challenges
- Get personal satisfaction from helping others
- Extremely sensitive to criticism and discord
- Need approval from others to feel good about themselves



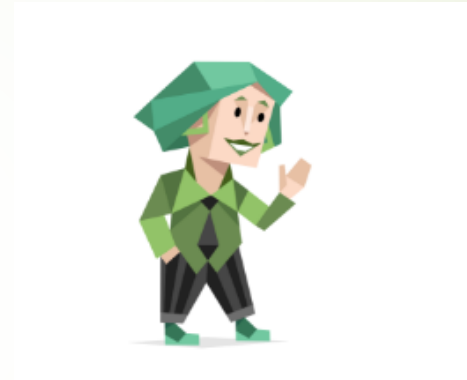
Portrait of an ENTJ – **THE EXECUTIVE**

- Driven to turn theories into plans
- Highly value knowledge
- Future-oriented
- Natural leaders
- Impatient with inefficiency and incompetence
- Want things structured and orderly
- Excellent verbal communication skills
- Dislike routine, detail-oriented tasks
- Self-confident
- Decisive



Portrait of an ENFP – **THE INSPIRER**

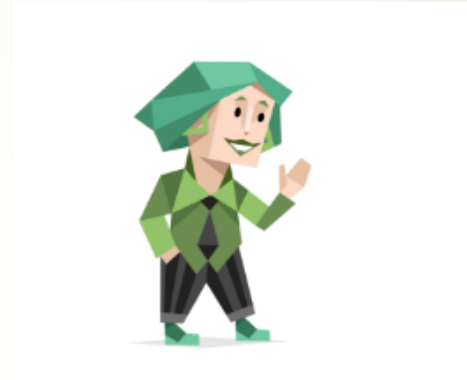
- ▶ Project-oriented
- ▶ Bright and capable
- ▶ Warmly, genuinely interested in people, great people skills
- ▶ Extremely intuitive and perceptive about people
- ▶ Able to relate to people on their own level
- ▶ Service-oriented, likely to put the needs of others above their own
- ▶ Future-oriented



Portrait of an ENFP – **THE INSPIRER**

cont.

- Dislike performing routine tasks
- Need approval and appreciation from others
- Cooperative and friendly
- Creative and energetic
- Well-developed verbal and written communication skills
- Natural leaders, but do not like to control people
- Resist being controlled by others
- Can work logically and rationally - use their intuition to understand the goal and work backwards towards it
- Usually able to grasp difficult concepts and theories



Portrait of an ENTP – **THE VISIONARY**

- Project-oriented
- Enjoy generating ideas and theories
- Creative and ingenious
- Bright and capable
- Flexible and Diverse
- Excellent communication skills
- Enjoy debating issues with other people



Portrait of an ENTP – **THE VISIONARY**

cont.

- Excellent people skills
- Natural leaders, but do not like to control people
- Resist being controlled by people
- Lively and energetic; able to motivate others
- Highly value knowledge and competence
- Logical, rational thinkers
- Able to grasp difficult concepts and theories
- Enjoy solving difficult problems
- Dislike confining schedules and environments
- Dislike routine, detailed tasks



Portrait of an ESFJ – **THE CAREGIVER**

- Organized
- Loyal
- Can be depended on to follow things through to completion
- Enjoy creating order, structure and schedules
- Enjoy interacting with people
- Warm-hearted and sympathetic
- Tend to put others' needs above their own



Portrait of an ESFJ – **THE CAREGIVER**

cont.

- Very good at giving practical care
- Very cooperative, good team members
- Practical and down-to-earth
- Value peaceful living and security
- Enjoy variety, but work well with routine tasks
- Need approval from others
- Receive satisfaction from giving to others
- Live in the here and now - dislike theorizing about the future



Portrait of an ESFP – **THE PERFORMER**

- ▶ Live in the present moment
- ▶ Are stimulated and excited by new experiences
- ▶ Practical and realistic
- ▶ Warmly interested in people
- ▶ Know how to have a good time, and how to make things fun for others
- ▶ Independent and resourceful



Portrait of an ESFP – **THE PERFORMER**

cont.

- Spontaneous - seldom plan ahead
- Hate structure and routine
- Dislike theory and long written explanations
- Feel special bond with children and animals
- Strongly developed aesthetic appreciation for things
- Great people skills



Portrait of an ESTJ – **THE GUARDIAN**

- Natural leaders - they like to be in charge
- Value security and tradition
- Loyal
- Hard-working and dependable
- Athletic and wholesome
- Have a clear set of standards and beliefs which they live by
- No patience with incompetence or inefficiency
- Excellent organizational abilities
- Enjoy creating order and structure
- Very thorough
- Will follow projects through to completion
- Straight-forward and honest
- Driven to fulfill their duties



Portrait of an ESTP – **THE DOER**

- ▶ Action-oriented
- ▶ Live in the present moment
- ▶ Dislike abstract theory without practical application
- ▶ Like to see immediate results for their efforts
- ▶ Fast-paced and energetic
- ▶ Flexible and adaptable
- ▶ Resourceful
- ▶ Seldom work from a plan - make things up as they go



Portrait of an ESTP – **THE DOER**

cont.

- ▶ Fun to be around
- ▶ Highly observant
- ▶ Excellent memory for details
- ▶ Excellent people skills
- ▶ Good-natured
- ▶ Excellent ability to see an immediate problem and quickly devise a solution
- ▶ Attracted to adventure and risk
- ▶ May be flashy or showy
- ▶ Like initiating things - not necessarily following them through to completion



Portrait of an INFJ – **THE PROTECTOR**

- ▶ Intuitively understand people and situations
- ▶ Idealistic
- ▶ Highly principled
- ▶ Complex and deep
- ▶ Natural leaders
- ▶ Sensitive and compassionate towards people
- ▶ Service-oriented
- ▶ Future-oriented
- ▶ Value deep, authentic relationships



Portrait of an INFJ – **THE PROTECTOR**

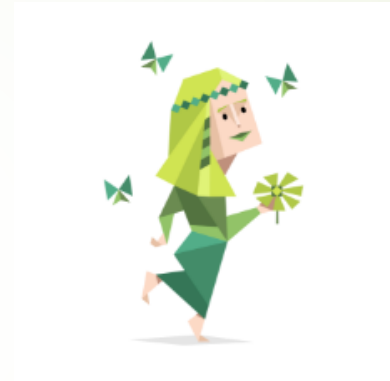
cont.

- ▶ Reserved about expressing their true selves
- ▶ Dislike dealing with details unless they enhance or promote their vision
- ▶ Constantly seeking meaning and purpose in everything
- ▶ Creative and visionary Intense and tightly-wound
- ▶ Can work logically and rationally - use their intuition to understand the goal and work backwards towards it



Portrait of an INFP – **THE IDEALIST**

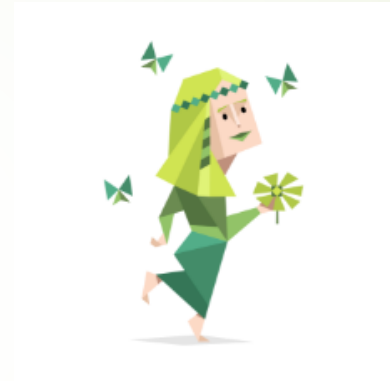
- Strong value systems
- Warmly interested in people
- Service-oriented, usually putting the needs of others above their own
- Loyal and devoted to people and causes
- Future-oriented
- Growth-oriented; always want to be growing in a positive direction
- Creative and inspirational
- Flexible and laid-back, unless a ruling principle is violated
- Sensitive and complex



Portrait of an INFP – **THE IDEALIST**

cont.

- ▶ Dislike dealing with details and routine work
- ▶ Original and individualistic - "out of the mainstream"
- ▶ Excellent written communication skills
- ▶ Prefer to work alone, and may have problems working on teams
- ▶ Value deep and authentic relationships
- ▶ Want to be seen and appreciated for who they are



Portrait of an INTJ – **THE SCIENTIST**

- ▶ Able to absorb extremely complex theoretical and complex material
- ▶ Driven to create order and structure from theoretical abstractions
- ▶ Supreme strategists
- ▶ Future-oriented
- ▶ See the global, "big picture,,
- ▶ Strong insights and intuitions, which they trust implicitly
- ▶ Value their own opinions over others
- ▶ Love difficult theoretical challenges



Portrait of an INTJ – **THE SCIENTIST**

cont.

- Bored when dealing with mundane routine
- Value knowledge and efficiency
- Have no patience with inefficiency and confusion
- Have very high standards for performance, which they apply to themselves most strongly
- Reserved and detached from others
- Calm, collected and analytical
- Extremely logical and rational
- Original and independent
- Natural leaders, but will follow those they can fully support
- Creative, ingenious, innovative, and resourceful
- Work best alone, and prefer to work alone



Portrait of an INTP – **THE THINKER**

- ▶ Love theory and abstract ideas
- ▶ Truth Seekers - they want to understand things by analyzing underlying principles and structures
- ▶ Value knowledge and competence above all else
- ▶ Have very high standards for performance, which they apply to themselves Independent and original, possibly eccentric
- ▶ Work best alone, and value autonomy
- ▶ Have no desire to lead or follow
- ▶ Dislike mundane detail



Portrait of an INTP – **THE THINKER**

cont.

- Not particularly interested in the practical application of their work
- Creative and insightful
- Future-oriented
- Usually brilliant and ingenious
- Trust their own insights and opinions above others
- Live primarily inside their own minds, and may appear to be detached and uninvolved with other people



Portrait of an ISFJ – **THE NURTURER**

- ▶ Large, rich inner store of information which they gather about people. Highly observant and aware of people's feelings and reactions
- ▶ Excellent memory for details which are important to them
- ▶ Very in-tune with their surroundings - excellent sense of space and function
- ▶ Can be depended on to follow things through to completion
- ▶ Will work long and hard to see that jobs get done
- ▶ Stable, practical, down-to-earth - they dislike working with theory and abstract thought
- ▶ Dislike doing things which don't make sense to them



Portrait of an ISFJ – **THE NURTURER**

cont.

- ▶ Value security, tradition, and peaceful living
- ▶ Service-oriented: focused on what people need and want
- ▶ Kind and considerate
- ▶ Likely to put others' needs above their own
- ▶ Learn best with hands-on training
- ▶ Enjoy creating structure and order
- ▶ Take their responsibilities seriously
- ▶ Extremely uncomfortable with conflict and confrontation



Portrait of an ISFP – **THE ARTIST**

- Keen awareness of their environment
- Live in the present moment
- Enjoy a slower pace - they like to take time to savor the present moment
- Dislike dealing with theory or abstract thought, unless they see a practical application
- Faithful and loyal to people and ideas which are important to them
- Individualistic, having no desire to lead or follow
- Take things seriously, although they frequently appear not to



Portrait of an ISFP – **THE ARTIST**

cont.

- ▶ Special bond with children and animals
- ▶ Quiet and reserved, except with people they know extremely well
- ▶ Trusting, sensitive, and kind
- ▶ Service-oriented; they're driven to help others
- ▶ Extremely well-developed appreciation for aesthetic beauty
- ▶ Likely to be original and unconventional
- ▶ Learn best with hands-on training
- ▶ Hate being confined to strict schedules and regimens



Portrait of an ISTJ – **THE DUTY FULFILLER**

- ▶ Value tradition, security, and peaceful living
- ▶ Will work long and hard to fulfill duties
- ▶ Can be depended on to follow through on tasks
- ▶ Loyal and faithful
- ▶ Stable, practical and down-to-earth
- ▶ Family-minded
- ▶ Dislike doing things which don't make sense to them
- ▶ Dislike abstract theory, unless they see the practical application
- ▶ Natural leaders
- ▶ Prefer to work alone, but work well in teams when necessary
- ▶ Extremely observant, they take in facts via their senses and store them internally



Portrait of an ISTJ – **THE DUTY FULFILLER**

cont.

- Vast, rich inner store of facts which they rely on to understand problems which they encounter in their lives
- Profound respect for facts and concrete information
- Make decisions objectively, applying logic and rational thinking
- Dislike change, unless they are shown it's benefit in a concrete way Have strong opinions about the way things should be done
- Appreciate structured, orderly environments
- Have very high standards for their own behavior and the behavior of others
- Not naturally in-tune with other people's feelings
- Able to accomplish almost anything if they put their minds to it
- Community minded "good citizens"



Portrait of an ISTP – **THE MECHANIC**

- Interested in how and why things work
- Do not function well in regimented, structured environments; they will either feel stifled or become intensely bored
- Constantly gather facts about their environment and store them away
- Have an excellent ability to apply logic and reason to their immense store of facts to solve problems or discover how things work
- Learn best "hands-on,"
- Usually able to master theory and abstract thinking, but don't particularly like dealing with it unless they see a practical application
- Action-oriented "doers,"
- Focused on living in the present, rather than the future
- Love variety and new experiences
- Highly practical and realistic



Portrait of an ISTP – **THE MECHANIC**

cont.

- ▶ Excellent "trouble-shooters", able to quickly find solutions to a wide variety of practical problems
- ▶ Results-oriented; they like to see immediate results for their efforts
Usually laid-back and easy-going with people
- ▶ Risk-takers who thrive on action
- ▶ Independent and determined - usually dislike committing themselves
- ▶ Usually quite self-confident





THANK YOU FOR YOUR ATTENTION

