

Understanding and Working with Personality Type

Using the MBTI® Assessment to
Appreciate Differences

PRESENTED BY
YOUR NAME HERE

FACILITATOR BIO

[insert name]

MBTI® Certified Practitioner

[add additional credentials]

[add your experience working with type]

[add other relevant experience]

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OBJECTIVES

In this session you will:

- ◆ Increase your understanding of personality type by learning about the Myers-Briggs® framework
- ◆ Develop greater self-awareness and awareness of others
- ◆ Identify ways to use personality differences constructively to improve personal interactions and team performance

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TODAY'S AGENDA

Explain and verify your MBTI® results by:

- ◆ Learning about the theory underlying the MBTI assessment and the meaning of *preferences*
- ◆ Completing a self-assessment
- ◆ Reviewing your individual results and verifying your best-fit type

Apply type information to your teamwork by:

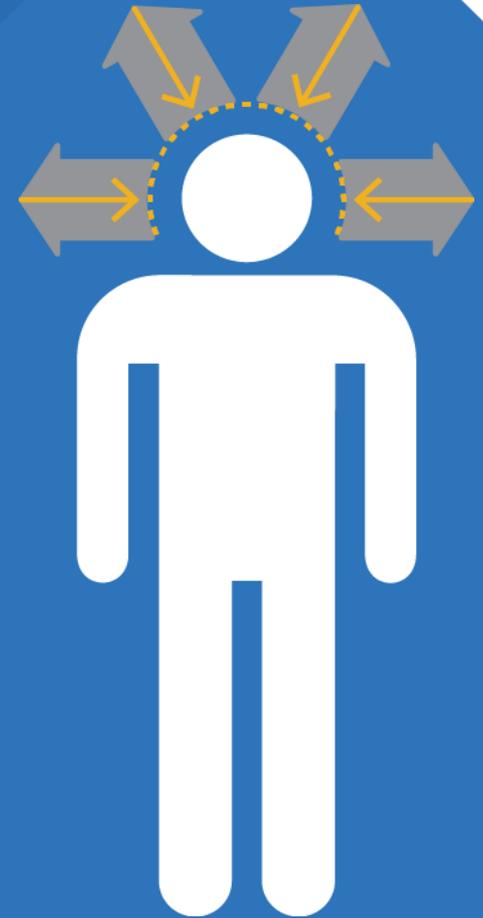
- ◆ Experiencing type preferences through activities
- ◆ Developing action plans

JUNG'S THEORY OF PERSONALITY TYPE

Jung also observed that we all live in two worlds:

- ◆ The **outer world** of people, things, and activities *and*
- ◆ The **inner world** of our own ideas, thoughts, and observations

Everyone has a preference for and is typically energized by either the outer world or the inner world.



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THE MBTI® PREFERENCE PAIRS

The MBTI assessment reports your natural preferences on four pairs of opposites.

EXTRAVERSION  OR  **INTROVERSION**
Opposite ways to **direct and receive** energy

SENSING  OR  **INTUITION**
Opposite ways to **take in** information

THINKING  OR  **FEELING**
Opposite ways to **decide and come to conclusions**

JUDGING  OR  **PERCEIVING**
Opposite ways to **approach the outside world**

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OPPOSITE WAYS TO DIRECT AND RECEIVE ENERGY



EXTRAVERSION



INTROVERSION

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Source: *Introduction to Myers-Briggs® Type*

E-I DIFFERENCES

e

People who prefer
EXTRAVERSION

Direct their energy
and attention outward

Focus on the outside world
of people and activity

i

People who prefer
INTROVERSION

Direct their energy
and attention inward

Focus on their inner world of
ideas and experiences

We all use both preferences,
but usually not with equal comfort or confidence.

Source: *Introduction to Myers-Briggs® Type*

T–F SELF-ASSESSMENT

We all use Thinking and Feeling when making decisions.

But we usually do *not* use them with equal ease.

Everyone has a preference for one or the other.

Given the choice, which do you prefer?



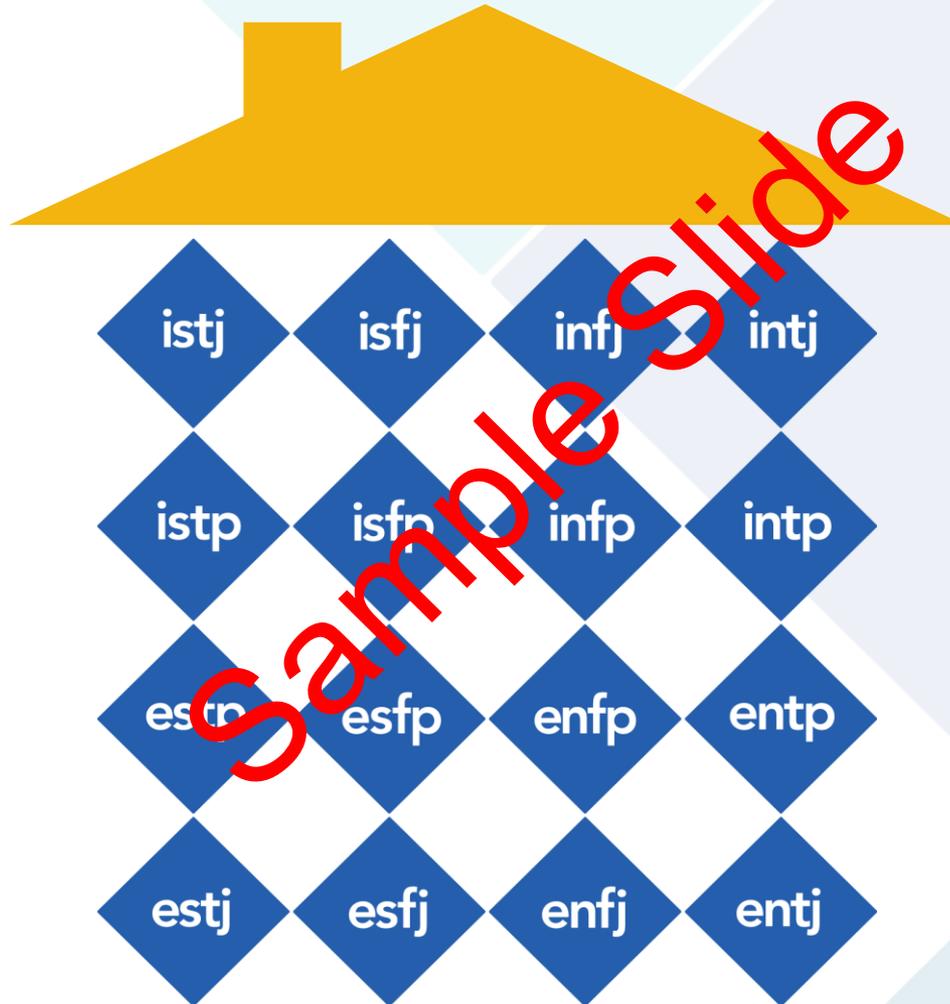
YOUR MBTI® STEP I™ RESULTS

Your MBTI report:

- ◆ Identifies your four-letter **reported type** based on computer scoring of your responses to the assessment items
- ◆ Presents the four preference pairs, with a brief description of each
- ◆ Lists characteristics frequently associated with your four-letter reported type

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THE TYPE TABLE: LIKE A 16-ROOM HOUSE



ACTIVITY UNDERSTANDING THINKING AND FEELING

Everyone with a preference for **Thinking** form one group, and everyone with a preference for **Feeling** form another group.

- ◆ What do you like to be appreciated or recognized for?
- ◆ How do you like to be appreciated or recognized?
- ◆ How do you feel if you are not appreciated or recognized in this way?

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