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Introduction

Isabel Briggs Myers wrote the *Introduction to Type*® booklet for clients to use after attending an introductory feedback session explaining their results on the *Myers-Briggs Type Indicator*® (MBTI®) assessment. She wanted to help clients understand their type and begin integrating that knowledge into their everyday life. Her intent was that everyone who had been introduced to personality type and the MBTI assessment would receive this basic resource that provides descriptions of all 16 Myers-Briggs® types. Myers was convinced that the insights they would gain from understanding themselves and how they differ from people of other personality types would help them lead more fulfilling and effective lives.

WHAT IS THE MBTI® ASSESSMENT?

The *Myers-Briggs Type Indicator* (MBTI) assessment is a self-report questionnaire designed to make Carl Jung's theory of personality types understandable and useful in everyday life. MBTI results identify valuable differences between normal, healthy people, differences that can be the source of much misunderstanding and miscommunication.

Taking the MBTI assessment and receiving feedback will help you identify your unique gifts. The information will enhance your understanding of yourself, your motivations, your natural strengths, and your potential areas for growth. It will also help you appreciate people who are different from you. Understanding your Myers-Briggs type is self-affirming and encourages cooperation with others.

DEVELOPMENT OF THE MBTI® ASSESSMENT

The authors of the MBTI assessment, Katharine Cook Briggs (1875–1968) and her daughter, Isabel Briggs Myers (1897–1980), were keen observers of personality differences. They studied and built on the ideas of Carl Jung (1875–1961) and applied them to understanding people around them. Prompted by the desire to help others find satisfaction and reach their potential in their work and personal lives, Myers began developing the MBTI assessment to give people everywhere access to

the benefits she found in knowing about personality type and appreciating differences.

THE MBTI® ASSESSMENT TODAY

After decades of research and development, including numerous updates, the MBTI assessment is the world's most widely and universally used tool for understanding normal, healthy personality differences among people everywhere. Millions of MBTI assessments have been administered in more than 30 languages, and the tool's popularity and usefulness grow each year. Because the MBTI assessment explains basic patterns in how people take in information and make decisions about it, it has proven beneficial in a broad range of applications:

- Self-understanding and individual development
- Team building
- Management and leadership training
- Coaching
- Organizational development
- Diversity and multicultural training
- Problem solving
- Career development and exploration
- Academic counseling
- Education and curriculum development
- Relationship counseling



Introversion

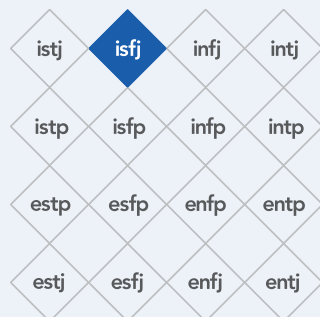
Sensing

Feeling

Judging

Type Dynamics

S _i	First
F _e	Second
T	Third
N _e	Fourth



AT THEIR BEST

ISFJs are dependable and considerate, committed to the people and groups they are associated with, and faithful in carrying out their responsibilities. They work steadily to complete jobs fully and on time. They will go to great lengths to do something they see as necessary but dislike doing anything that doesn't make sense to them.

ISFJs focus on what people need and want, and they establish orderly procedures to ensure that those needs and wants are met. They take roles and responsibilities seriously and want others to do the same. Family is extremely important to ISFJs, who fulfill their roles conscientiously and expect other family members to do likewise.

CHARACTERISTICS OF ISFJs

ISFJs have a realistic and practical respect for facts. They use their Sensing primarily internally, where they have a large storehouse of information. They can clearly remember details about things that have personal meaning for them, such as tones of voice and facial expressions. Thus, ISFJs are likely to be

- Practical and realistic
- Concrete and specific

ISFJs use Feeling to make decisions based on their personal values and concern for others. They value harmony and cooperation and work to create them. Thus, they are likely to be

- Cooperative and thoughtful
- Kind and sensitive

Their opinions are firm because their decisions are based on careful application of their clear values and their wealth of stored information. ISFJs respect established procedures and authority, believing that these have persisted because they work well. Therefore, they will support change only when new data show it will be of practical benefit to people.

HOW OTHERS MAY SEE THEM

ISFJs are unassuming and quiet in their interactions, often putting the needs of others—especially family members—ahead of their own. They are uncomfortable with confrontation and will try hard to accommodate others, though their respect for traditions and people's feelings can lead them to challenge actions they perceive as hurtful or insensitive. People see their values, their desire for structure and closure, their kindness. What others may not see is their wealth of rich, accurate internal Sensing impressions and memories.