

## Personality Characteristics associated with each dimension of the MBTI

### Where do you prefer to focus your attention? Where do you get energy? The E-I Dichotomy

#### Extraversion \_\_\_\_\_

Like to focus on the outer world of people and activity. They direct their energy and attention outward and receive energy from interacting with people and from taking action.

- Attuned to external environment
- Prefer to communicate by talking
- Work out ideas by talking them through
- Learn best through doing or discussing
- Have broad interests
- Readily take initiative in work and relationships

### How do you prefer to take in information? The S-N Dichotomy

#### Sensing \_\_\_\_\_

Like to take in information that is real and tangible—what is actually happening. They are observant about the specifics of what is going on around them and are especially attuned to practical realities.

- Oriented to present realities
- Factual and concrete
- Focus on what is real and actual
- Observe and remember specifics
- Build carefully and thoroughly toward conclusions
- Understand ideas and theories through practical applications
- Trust experience

### How do you make decisions? The T-F Dichotomy

#### Thinking \_\_\_\_\_

Like to look at the logical consequences of a choice or action. They want to mentally remove themselves from the situation to examine the pros and cons objectively. They are energized by critiquing and analyzing to identify what's wrong with someone so they can solve the problem. Their goal is to find a standard or principle that will apply in all similar situations.

- Analytical
- Use cause-and-effect reasoning
- Solve problems with logic
- Strive for an objective standard of truth
- Reasonable
- Can be "tough-minded"
- Fair—want everyone treated equally

### How do you deal with the outer world? The J-P Dichotomy

#### Judging \_\_\_\_\_

Like to live in a planned, orderly way, seeking to regulate and manage their lives. They want to make decisions, come to closure, and move on. Their lives tend to be structured and organized, and they like to have things settled. Sticking to a plan and schedule is very important to them and they are energized by getting things done.

- Scheduled
- Organize their lives
- Systematic
- Methodical
- Make short- and long-term plans
- Like to have things decided
- Try to avoid last-minute stresses

#### Introversion \_\_\_\_\_

Like to focus on their own inner world of ideas and experiences. They direct their energy and attention inward and receive energy from reflecting on their thoughts memories.

- Drawn to their inner world
- Prefer to communicate in writing
- Work out ideas by reflecting on them
- Learn best by reflection, mental "practice"
- Focus in depth on their interest
- Private and contained
- Take initiative when the situation or issue is very important to them

#### Intuition \_\_\_\_\_

Like to take in information by seeing the big picture, focusing on the relationships and connections between facts. They want to grasp patterns and are especially attuned to seeing new possibilities.

- Oriented to future possibilities
- Imaginative and verbally creative
- Focus on the patterns and meanings in data
- Remember specifics when they relate to a pattern
- Move quickly to conclusions, follow hunches
- Want to clarify ideas and theories before putting them into practice
- Trust inspiration

#### Feeling \_\_\_\_\_

Like to consider what is important to them and to others involved. They mentally place themselves in the situation to identify with everyone so they can make decisions based on their values about honoring people. They are energized by appreciating and supporting others and look for qualities to praise. Their goal is to create harmony and treat each person as a unique individual.

- Empathetic
- Guided by personal values
- Assess impacts of decisions on people
- Strive for harmony and positive interaction
- Compassionate
- May appear "tenderhearted"
- Fair—want everyone treated as an individual

#### Perceiving \_\_\_\_\_

Like to live in a flexible, spontaneous way, seeking to experience and understand life, rather than control it. Detailed plans and final decisions feel confining to them; they prefer to stay open to new information and last-minute options. They are energized by their resourcefulness in adapting to the demands of the moment.

- Spontaneous
- Flexible
- Casual
- Open-ended
- Adapt, change course
- Like things loose and open to change
- Feel energized by last-minute pressures

## Work Preferences associated with each dimension of the MBTI

### Extraversion

- Like variety and action
- Enjoy interacting with people
- Develop their ideas through discussion
- Learn new tasks by talking and doing
- Interested in how other people do their work

### Sensing

- Focus on immediate issues
- Provide a realistic and practical perspective
- Like to perfect standard ways to do things by fine tuning
- Build to conclusions by collecting facts
- Draw on their own and others' experience

### Thinking

- Focus on the tasks
- Use logical analysis to understand and decide
- Want mutual respect and fairness among colleagues
- Are firm-minded, can give criticism when appropriate
- Apply principles consistently

### Judging

- Want to plan their work and follow the plan
- Like to get things settled and finished
- Feel supported by structure and schedules
- Reach closure by deciding quickly
- Focus on timely completion of a project

### Introversion

- Like quiet for concentration
- Enjoy focusing on a project or task
- Develop their ideas internally
- Learn new tasks by reading and reflecting
- Enjoy working alone with no interruptions

### Intuition

- Follow their inspirations
- Provide connections and meanings
- Like solving new, complex problems
- Start with the big picture, fill in the facts
- Prefer change, new ways of doing things

### Feeling

- Focus on people's interactions
- Use values to understand and decide
- Want harmony and support among colleagues
- Are empathetic, prefer to accommodate and reach consensus
- Apply values consistently

### Perceiving

- Want to have flexibility in their work
- Like to be spontaneous
- Feel restricted by structure and schedules
- Leave things open as long as possible
- Focus on enjoying the process