At the end of today’s session you will

➤ Have a greater understanding of yourself

➤ Be able to identify suitable information gathering strategies that suit you

➤ Know what work tasks are likely to provide you with job satisfaction

➤ Know what sort of jobs best suit people like you

➤ Know what sort of jobs are unattractive to people like you
The MBTI Scales are

E or I

S or N

T or F

J or P
Model of the Four Preferences

Sensing

iNtuition

Introvert

Energy

Extravert

Thinking

Judgement

Feeling
Extraversion & Introversion

Refer to the direction we focus our attention & energy
People who prefer

**Extraversion**

- Focus their energy and attention outwardly
- Are interested in the world of people and things

People who prefer

**Introversion**

- Focus their energy and attention inwardly
- Are interested in the inner world of thoughts and reflections

*We all use both preferences but not equally well or easily*
People who prefer Extraversion

- Are attracted to the outer world of people and events
- Are aware of who and what is around them
- May *not* be aware of what is going on inside themselves
- Enjoy meeting and talking with new people
- Are friendly, talkative and easy to know
People who prefer

**Introversion**

- Are attracted to the inner world of thoughts, feelings and reflections
- Are usually very aware of their *inner* reactions
- May *not* be aware of the *outer* world around them
- Have to make an effort to meet new people
- Are often quiet, reserved and hard to get to know
People who prefer

**Extraversion**

➢ Are bored and restless if they’re alone too long

➢ Do their thinking as they speak

➢ May act and/or speak first, then (possibly) think

➢ Tell you all about themselves very rapidly

➢ Give Breadth to life

➢ Can seem shallow and intruding to Introverts

➢ Need Introversion for balance
People who prefer **Introversion**

- Become drained and tired with people (particularly strangers)
- Need time to gather their thoughts before speaking
- Reflect and think before (possibly) acting
- Are often difficult to get to know
- Give Depth to life
- Can seem withdrawn and secretive to Extraverts
- Need Extraversion for balance
At school, students who prefer **Extraversion**

- Like to study with others in larger groups
- Speak out easily and often during class
- Like background sounds to help them study
- Enjoy class discussion
- Like activities involving action
- Talk out ideas before writing or beginning assignments
- Are interested in other people and their doings
At school, students who prefer **Introversion**

- Like working alone or in pairs
- Prefer written assignments over oral presentations
- Are uncomfortable with spontaneous questioning
- Hold back in class discussions – have trouble getting involved
- Tend to have a smaller number of carefully selected friends
- Will think through projects carefully before beginning
- Like quiet time to study
- Pause to think ahead while writing
People with a preference for *Extraversion* prefer work that

- Allows them to talk often and freely with lots of people
- Has lots of variety and action
- Allows them to work rapidly on uncomplicated procedures
- Focuses on getting the job done and seeing how others do it
People with a preference for *Introversion* prefer work that

- Allows them to be alone with little need to communicate with others

- Provides time for quiet concentration and reflection

- Lets them take their time and deal with detailed tasks

- Allows them to think about the ideas and principles behind required tasks
At work People who prefer *Extraversion*

- Are probably good at greeting and influencing people
- Are likely to become impatient with delay and long, slow jobs
- Don’t mind being interrupted on the job, especially by the phone or people wishing to chat
At work People who prefer

**Introversion**

- Probably find it difficult to greet and/or influence people
- Enjoy working uninterrupted on the one thing for long periods of time
- Dislike jobs where there are frequent, unpredictable interruptions
Students who prefer Extraversion

➤ Want to talk over each step of their career search

➤ Will discover what they want by talking over career options with others

Students who prefer Introversion

➤ Will think about their career options carefully on their own

➤ Will only announce their career decisions after solitary reflection
Some Key Words Associated with

Extraversion
Action
Outward
People
Interaction
Many
Expressive
Do-Think-Do

Introversion
Reflective
Inward
Privacy
Concentration
Few
Quiet
Think-Do-Think
We all do *Extraverted* and *Introverted* things.

But we do *Not* do them equally well.

Each of us has a *Preference* for one over the other.
Given the choice, which do you prefer?

Extraversion or Introversion

How clear are you about your preference?
Sensing & Intuition

Refer to the way we look at the world and take in information
People who prefer **Sensing**

- Prefer to take in information using their five senses – sight, sound, feel, smell and taste

People who prefer **iNtuition**

- Go beyond what is real or concrete and focus on meaning, associations and relationships

*We all use both ways of looking or perceiving but not equally well*
People who prefer **Sensing**

- See and collect facts and details
- Are practical and realistic
- Are specific and literal when speaking, writing and listening
- Live in the present, dealing with the here and now
- Prefer reality to fantasy
- Like set procedures, established routines and historical precedents to guide them
- Can seem materialistic and too literal to N’s
- Need iNtuition for balance
People who prefer **Intuition**

- See patterns and possibilities, often missing details
- Are imaginative and inventive
- Focus on the future, imagining what could be
- Prefer fantasy to reality
- Thrive on change and variety
- Can seem impractical dreamers to S’s
- Need Sensing for balance
At school, students who prefer

**Sensing**

- Learn best from an orderly sequence of details and specific directions
- Memorise facts
- Report what they know and use factual material
- Are good at checking precise work
- Say and write things simply and directly
- Enjoy using skills learned rather than learning new ones
- Use what has worked before
- Prefer practical approaches to learning – dislike theory or abstract problems
At school, students who prefer intuition

- Work in bursts of energy with slack periods in between
- Find reading easy
- Start anywhere, leaping over basic steps
- Like to do things differently from others
- Like problems that require new ways of being solved
- Enjoy learning new skills
- Speak and write in general, abstract terms
- Start with original ideas
People with a preference for *Sensing* prefer work that

- Allows them to deal with tangible facts and figures
- Has set procedures, established routines and historical precedents
- Allows them to work at a steady, well timed pace
- Is concrete and practical in nature and deals with things as they are
People with a preference for **Intuition** prefer work that

- Allows them to deal with exciting new ideas and possibilities
- Lets them develop new ways of doing things and solving problems
- Lets them work in enthusiastic, energetic bursts, with slack periods between
- Is abstract and theoretical and focuses on change and the future
At work, people who prefer **Sensing**

- Seldom forget facts and rarely make errors concerning details
- Are specific and literal and do things one step at a time
- Dislike complicated, abstract tasks that require developing new solutions
- Enjoy using already acquired skills and dislike learning new ones
At work, people who prefer **Intuition**

- Quite frequently overlook details and make mistakes with fact
- Are often inspired, imaginative and inventive, leaping over basic steps
- Dislike repetitious simple jobs in the same manner each time
- Enjoy acquiring new skills but may then use them only briefly
Students who prefer

Sensing

➤ Are interested in the facts of the job – salary, location and benefits

➤ Want a good job immediately

Students who prefer

iNtuition

➤ Are interested in the job’s potential

➤ Want a good career path
Some Key Words Associated with

Sensing  iNtuition
Facts    Ideas
Realistic Imaginative
Specific General
Present Future
Keep Change
Practical Theoretical
What is What could be
We all use *Sensing* and *Intuition* when making our observations about the world. But we do *Not* use them equally well. Each of us has a *Preference* for one over the other.
Given the choice, which do you prefer?

Sensing
or
Intuition

How clear are you about your preference?

S

N

Very Clear Fairly Clear Slight Slight Fairly Clear Very Clear

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Thinking & Feeling

Refer to the way we make decisions
People who prefer

Thinking

➤ Make their decisions based on impersonal, objective logic

People who prefer

Feeling

➤ Make their decisions based on a person-centred, value-based process

Both processes are based on reason and we all use both of them, but not equally well or easily
People who prefer

**Thinking**

- Decide things using logic
- Focus on the facts and the principles
- Don’t take their emotions or those of others into account
- Are good at analysing a situation
- Concentrate on people’s thoughts – not feelings
People who prefer *Feeling*

- Decide things using their own personal values
- Focus on personal values of people
- Are good at understanding people and their viewpoints
- Concentrate on people’s feelings – *not* thoughts
People who prefer

**Thinking**

- Take a long term view, seeing things as an on-looker
- Are good at spotting flaws and inconsistencies and stating them bluntly
- Believe fairness and justice are very important
- May seem cold and condescending to F’s
- Need Feeling for balance
People who prefer

**Feeling**

- Take an immediate and personal view of situations
- Like to show appreciation and caring for others
- Have difficulty telling people unpleasant things
- Believe relationships and harmony are very important
- May seem over-emotional and irrational to T’s
- Need Thinking for balance
At school, students who prefer *Thinking*

- Want logical reasons
- Find ideas and things more interesting than people
- Contribute intellectual criticism
- Enjoy learning about theory and the discovery of truth
- Like solving problems objectively
- Are clear and concise when writing
- Critically analyse arguments
- Learn by challenge and debate
At school, students who prefer

**Feeling**

- Like to be able to personally relate to a topic
- Like to be supported and appreciated
- Are likely to agree with teachers, friends and others in the class
- Like to please their teachers
- Like to communicate their personal viewpoints
- Do not like conflicts
- Take extra pride and care in adding finishing touches to their projects and presentations
People with a preference for **Thinking** prefer work that

➤ Is logical and focuses on facts and principles

➤ Allows them to analyse peoples’ thoughts, spotting flaws and inconsistencies

➤ Requires an impersonal, long-term and distant approach

➤ Provides objective, fair feedback and lets them know they are competent
People with a preference for **Feeling** prefer work that

- Allows them to be of service in a caring and concerned way
- Allows them to understand how people think and feel and show their appreciation
- Requires a personal, immediate and intimate approach
- Provides positive, constructive feedback and lets them know they are valued
At work People who prefer **Thinking**

- Do not readily show their emotions or feelings to others
- May hurt people’s feelings without realising it
- Focus on organisational goals and tasks rather than the people involved
- Believe a logical and fair approach is important, even if it upsets some people
- When required can reprimand or fire people
At work People who prefer

**Feeling**

- Are able to share their emotions and feelings with others
- Are particularly sensitive to other people and their feelings
- Dislike telling people unpleasant things
- Seek to establish and maintain harmony amongst people
Students who prefer

**Thinking**

- Will make their career decision by logical analysis
- Will rationally consider all the alternatives to make the right choice

Students who prefer

**Feeling**

- Will make their career choice based on what (or who) is important to them at the time
- Will consider how their career decision will affect them and significant others
Some Key Words Associated with

Thinking  Feeling
Head    Heart
Distant  Personal
Things  People
Objective  Subjective
Criticise  Praise
Analyse  Understand
Firm but Fair  Merciful
We all use *Thinking* and *Feeling* when making decisions.

But we do *Not* use them equally well.

Each of us has a *Preference* for one over the other.
Given the choice, which do you prefer?

Thinking or Feeling

How clear are you about your preference?

T

F

Very Clear  Fairly Clear  Slight  Slight  Fairly Clear  Very Clear

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Refer to our attitude to the external world and how we orient ourselves to it
People who prefer

**Judging**

- Want the external world organised and orderly
- Look at the world and see decisions that need to be made

People who prefer

**Perceiving**

- Seek to understand the world, not judge it
- Want to interact with the world in a flexible, spontaneous and adaptable way

*We all use both attitudes but not equally well or easily*
People who prefer

**Judging**

- Like to make plans and follow them
- Like to get things settled and finished
- Like environments with structure and clear limits
- Enjoy being decisive and organising others
- Plan ahead to avoid last minute rushes
People who prefer

**Perceiving**

- Adapt well to changing situations and like to respond resourcefully
- Prefer to leave things open, being curious and flexible
- Dislike rules and limits, preferring freedom to explore
- May not like making decisions, even when pressed
- Tend to think that there is plenty of time for everything
- Often have to rush to complete things at the last minute
People who prefer

Judging

- Like rapidly getting to the bottom line and deciding
- May make decisions too quickly, or cling to a plan
- May not notice new things that need to be done
- May seem rigid, demanding and inflexible to P’s
- Need perception for balance
People who prefer

Perceiving

➢ Want to explore *all* the options before deciding

➢ May have trouble making decisions, or have no plan

➢ May postpone unpleasant tasks

➢ May seem disorganised and irresponsible to J’s

➢ Need Judgement for balance
At school, students who prefer **Judging**

- Work on one project at a time
- Set and follow a plan to completion
- Like assignment guidelines to be clear and definite
- Make definite choices from the possibilities
- Are more decisive than curious
- Have enduring friendships
- Plan projects carefully before beginning
- Handle deadlines and timelines well by planning in advance
At school, students who prefer **Perceiving**

- May start too many projects and have difficulty finishing them
- May procrastinate – finishing assignments by a last minute rush
- May not plan assignments
- Take on friendships easily, but may also neglect, drop and resume them easily
- Are curious
- Keep topic options open and flexible
- Have trouble making decisions
People with a preference for **Judging** prefer work that

- Is planned and allows them to commence with a minimum of fuss
- Has structure, organisation and stated, timed goals
- Requires decisions to be made and adhered to
People with a preference for **Perceiving** prefer work that

- Allows them time to consider all the issues before starting required tasks
- Permits them to be responsive, flexible and changeable as they undertake tasks
- Allows for new points of view and constant review of decisions
At work People who prefer

Judging

➢ Like environments that have clear limits, rewards and penalties

➢ Plan ahead to avoid last minute rushes

➢ Take on carefully measured amounts of work and handle deadlines and time limits well
At work People who prefer

**Perceiving**

➤ Dislike rules and limits, preferring freedom to explore

➤ Often leave things to the last minute

➤ Often start too many projects and have trouble finishing them
Students who prefer **Judging**

➢ Plan to achieve their goals in a set period of time

➢ Have their career goal as the end point on a carefully calibrated timeline

Students who prefer **Perceiving**

➢ Wonder where they will be in six months time

➢ Have their career goal as the starting point on a flexible timeline
Some Key Words
Associated with

Judgement
Organised
Decision
Control
Now
Closure
Deliberate
Plan
Perception
Flexible
Information
Experience
Later
Options
Spontaneous
Wait
We all use *Judging* and *Perceiving* as part of our lifestyles.

But we do *Not* use them equally well.

Each of us has a *Preference* for one over the other.
Given the choice, which do you prefer?

Judging
or
Perceiving

How clear are you about your preference?
When combined your four preferences indicate your preference type

E or I
S or N
T or F
J or P
When The letters are combined in all their possible combinations they give us 16 broad personality types

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But type does not put you into a box
Within each type we know there is great variation and type does not measure

- Intelligence
- Affluence
- Normalcy
- Maturity
- Emotions
- Illness
- IQ
- Stress
- Trauma
- Psychiatric Disturbances