

Understanding Your Personality Type



by

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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



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

Introversions

- 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

Introversions

- **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- **Can seem withdrawn and secretive to Extraverts**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

Introversions

- 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

Introversions 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

Introversions

- 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?*



Very
Clear

Fairly
Clear

Slight



Slight

Fairly
Clear



Very
Clear

Sensing & iNtuition

A large, white, serif letter 'S' is centered within a solid green square. The letter has a subtle drop shadow effect, giving it a three-dimensional appearance as if it is floating slightly above the green background.A large, white, serif letter 'N' is centered within a solid green square. The letter has a subtle drop shadow effect, giving it a three-dimensional appearance as if it is floating slightly above the green background.

**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?*



**Very
Clear**

**Fairly
Clear**

Slight

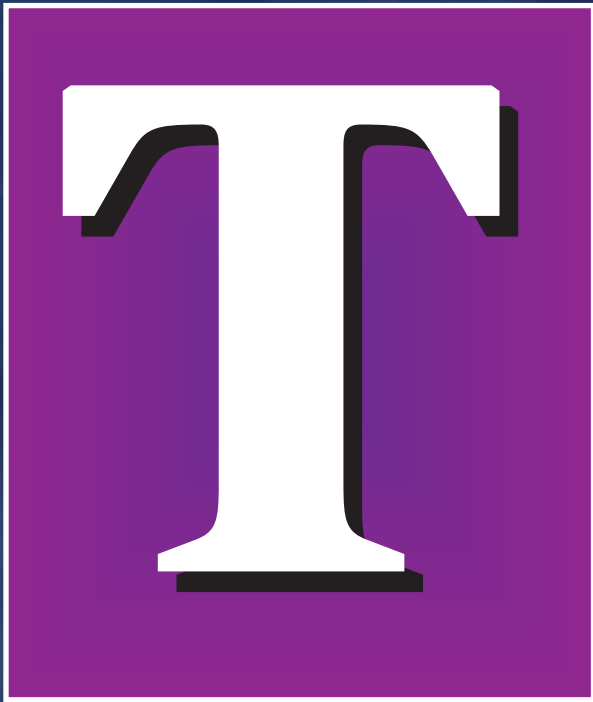
Slight

**Fairly
Clear**

**Very
Clear**



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?*



**Very
Clear**

**Fairly
Clear**

Slight

Slight

**Fairly
Clear**

**Very
Clear**



Judging & Perceiving

J

P

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?*

J

?

P

Very
Clear

Fairly
Clear

Slight

Slight

Fairly
Clear

Very
Clear

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



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