

The Enjoyment of Employment

Myers-Briggs Type Indicator (MBTI)

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Objectives

- Explain the ideas underlying the instrument
- Your results from taking the MBTI instrument
- Compare your reported results with a self-assessment to decide which type fits best for you
- Explore how people look at the world and make decisions about things in very different ways
- Use an understanding of your preferences to reflect on career planning



Ice Breaker

- Sign your name on a piece of paper
- Now write your signature again – using the other hand!
- How does the second signature look?
- How did it feel to use your non-dominant hand?

***We all can and do use both hands –
for writing, one is natural, comfortable,
automatic.***



What Is the Myers-Briggs Type Indicator?

- Tool to learn about and appreciate personality ***preferences***
- Non-judgmental assessment
 - All types have some natural strengths & some possible pitfalls
- Self-report instrument
- Can pertain to academic settings and organizations



An Indicator - Not a Test

- There is no better or worse; good or bad Type
- Does not explain everything about personality
- MBTI does NOT measure:
 - Achievement
 - Ability or skill
 - Intelligence
 - Maturity
 - Emotions
 - Development
 - Emotional health, stress, or trauma

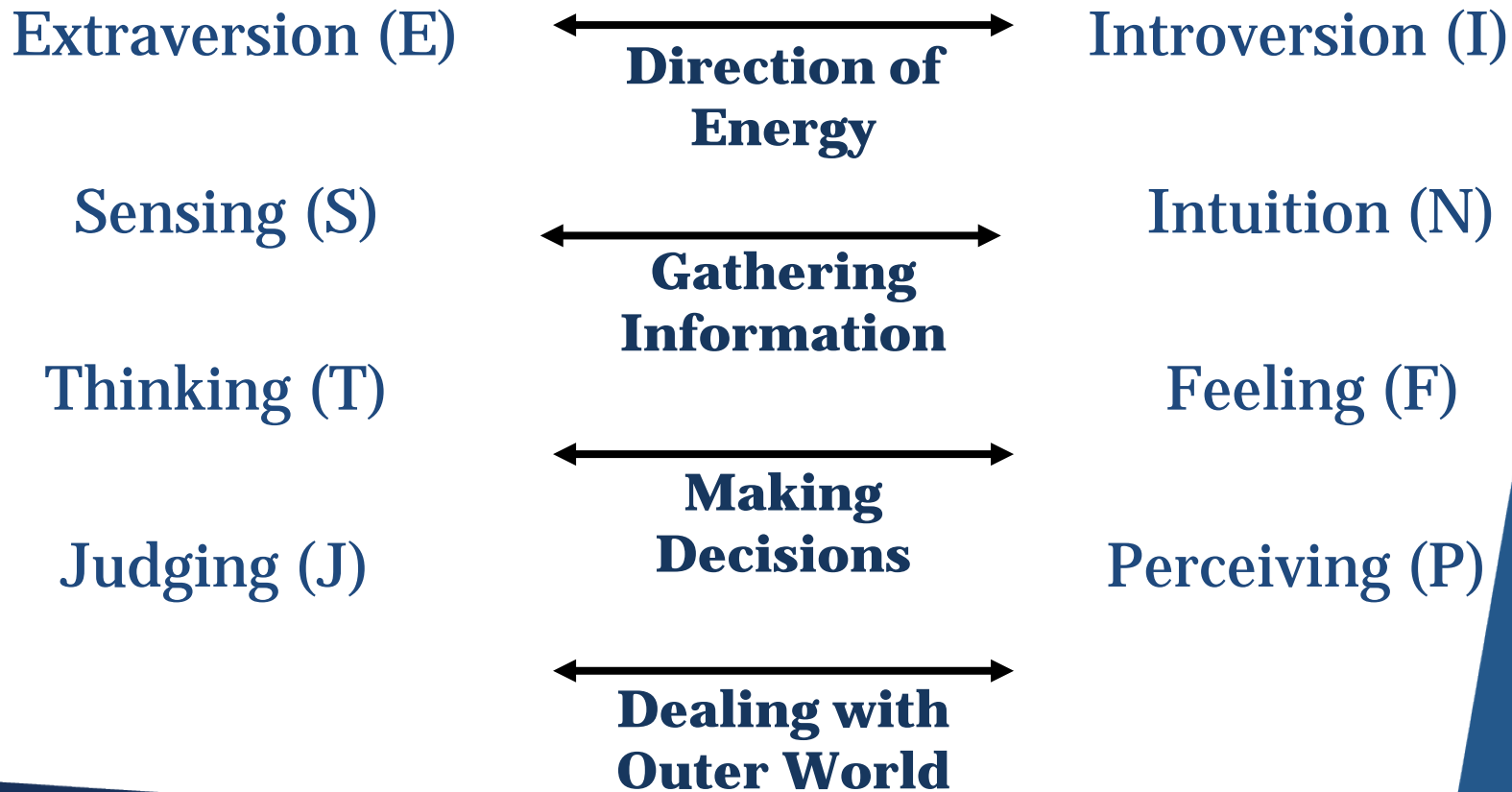


Jung's Theory

- 4 pairs of opposites.
 - We all use both sides of each pair
 - One is our natural preference.
- Jung believed that our preferences do **not** change—they stay the same over our lifetime.
- What changes?
 - How we use our preferences and often the accuracy with which we can measure the preferences.
- The confounding variable—environment!



MBTI Preference Scales



MBTI Worksheet

Given the choice in each pair, which do you prefer?

How clear are you about each preference?

Very Clear Fairly Clear Slight ? Slight Fairly Clear Very Clear

Extraversion (E) _____	(I) Introversion
Sensing (S) _____	(N) Intuition
Thinking (T) _____	(F) Feeling
Judging (J) _____	(P) Perceiving

My Perceived Type Profile _____



Extraversion-Introversion



The direction in which
we focus our attention and energy

Source: I. B. Myers, Introduction to Type, 6th ed. (Mountain View, CA: CPP, 1998), p. 9.



Extraversion

- Tuned into outer world of people & events
- May act quickly, reflect later
- Prefer to work with groups
- Reveal personal information – publicly disclosing, small talk
- Give Breadth to life – generalist
- Approachable; may not be as aware of what is going on inside themselves
- May seem shallow & intruding to Introverts



Introversion

- Focus energy inward, into world of ideas/concepts
- Reflect & think before (possibly) acting
- Prefer to work alone or in pairs
 - Need to recharge after group interaction
- Publicly guarded – fewer and more intimate groups of friends
- Give depth of life – specialist
- Communicate less freely; usually very aware of their inner reactions
- Can seem withdrawn & secretive to Extraverts



Sensing - Intuitive



The way we take in information and the kind of information we like and trust

Source: I. B. Myers, Introduction to Type, 6th ed. (Mountain View, CA: CPP, 1998), p. 9.



Sensing

- 5 senses
- See facts and details/specific information
- Prefer practical, concrete problems
- Live in the present, deal with the here and now
- Like to approach things sequentially not randomly
- Trust experience
- Can seem materialistic and too literal to Intuitive types



iNtuition

- 6th sense
- See patterns, possibilities, and connections
- Prefer conceptual /theoretical ideas and problems
- Live in the future – the possibilities
- Present information through leaps, in a holistic way
- Value imagination and innovation to reality
- May seem like impractical dreamers to Sensing types



Thinking - Feeling



The way we make decisions

Source: I. B. Myers, *Introduction to Type*, 6th ed. (Mountain View, CA: CPP, 1998), p. 10.



Thinking

- Are good at analyzing a situation
- Pride themselves on taking an objective view
- May not include impacts on people or emotions when making decisions
- Use cause and effect reasoning
- Solve problems and make decisions with logic
- May seem cold & detached to Feeling types



Feeling

- Use their personal values to understand situations
- Strive for harmony, relationships, and positive interactions
- Are good at understanding people & their viewpoints
- May overlook logical consequences of individual decisions
- Take an immediate & person-centered view of situations
- May seem overly emotional & irrational to Thinking types



Judging - Perceiving



Our attitude toward the external world and
how we orient ourselves to it

Source: I. B. Myers, *Introduction to Type*, 6th ed. (Mountain View, CA: CPP, 1998), p. 10.



Judging

- Like to have things decided
- May decide things too quickly or cling to a plan
- Strive to finish one project before starting another
- Handle deadlines and time limits comfortably
- Like environments with structure and clear limits
- May seem rigid, demanding & inflexible to Perceiving types



Perceiving

- Like to respond resourcefully to changing situations
- Like to explore all of the options before deciding
- Start many projects but may have trouble finishing them
- Often have to rush to complete things at the last minute
- Like flexible environments; dislike rules and limits
- May seem disorganized and irresponsible to Judging types



Self-Estimate

- By learning about the 8 preferences and deciding for yourself which you prefer, you have identified a **self-estimate** of your type
 - Write your self-estimate on your MBTI worksheet beside “My Perceived Type Profile”
- Your **reported type** is based on how you responded to the items in the MBTI assessment on-line

Your Profile



Your Profile

- There are 16 different types
- Each person is different; there is no “pure” type
- Your profile can change as you develop
- No profile is better or worse
- Everyone needs both sides of the scale for balance
- Designed to help you understand and appreciate the differences of others



AND...

- We have reviewed all the different types
... what now?



Effects of Preferences in Work Settings

EXAMPLES:

- Extroverts like participating actively in a variety of tasks
 - Introverts tend to be comfortable working on one project for a long time without interruption
-
- Sensing types like to present the details of their work first
 - Intuitive types like to present an overview of their work first



Why should we care?

- Individual Benefits: Gain insights into personality
- Improve your ability to gather career information and make decisions
 - How you prefer go about **career research and weighing options**
 - Explore the kind of co-workers and working **environments** that allow you to be the most productive



Why should we care?

- Enhance your ability to appreciate unique differences between yourself and others.
 - Practicing new behaviors
 - Seeking out others with differences
- Increase your openness to information from what is going on around you
 - **Ongoing skill development** -- Incorporating different perspectives into our own processes



Why should we care? Cont.

- Understanding **potential pitfalls**
 - Characteristics when under stress or “uncomfortable” (out of Type)
- **Examples**
 - Ps - Overcrowded schedule may force you to exhibit more judging than you prefer
 - Ns - Concrete information may be more valued than “gut feeling” approach



Brief Personality Descriptions by Type

ISTJ		ISFJ		INFJ		INTJ	
dependable	realistic	accommodating	patient	compassionate	intense	analytical	organized
exacting	reliable	detailed	practical	conceptual	intimate	autonomous	original
factual	reserved	devoted	protective	creative	loyal	determined	private
logical	sensible	loyal	quiet	deep	methodical	firm	systems-minded
organized	steadfast	meticulous	responsible	determined	reflective	global	theoretical
practical	thorough	organized	traditional	idealistic	sensitive	independent	visionary

ISTP		ISFP		INFP		INTP	
adaptable	logical	adaptable	modest	adaptable	gentle	autonomous	precise
adventurous	practical	caring	observant	committed	idealistic	cognitive	self-determined
applied	realistic	cooperative	sensitive	curious	imaginative	detached	skeptical
expedient	resourceful	gentle	spontaneous	deep	intimate	independent	speculative
factual	self-determined	harmonious	trusting	devoted	loyal	logical	spontaneous
independent	spontaneous	loyal	understanding	empathetic	reticent	original	theoretical

ESTP		ESFP		ENFP		ENTP	
activity-oriented	outgoing	adaptable	outgoing	creative	imaginative	adaptive	original
adaptable	persuasive	casual	playful	curious	independent	analytical	outspoken
adventurous	pragmatic	cooperative	practical	energetic	original	challenging	questioning
alert	quick	easygoing	sociable	enthusiastic	restless	clever	resourceful
easygoing	spontaneous	enthusiastic	talkative	expressive	spontaneous	enterprising	strategic
energetic	versatile	friendly	tolerant	friendly	versatile	independent	theoretical

ESTJ		ESFJ		ENFJ		ENTJ	
decisive	organized	conscientious	responsible	appreciative	idealistic	challenging	objective
direct	practical	cooperative	responsive	congenial	loyal	controlled	opinionated
efficient							
gregarious							ward
logical							
objective							ided

<https://career.berkeley.edu>



Activity: Examining the Fit

On your own, take 3 minutes to...

- Identify commonalities between your TYPE and the career path and/or setting you are planning at this point.
 - If needed, refer to the handout about your TYPE and career, stapled to your MBTI profile.
- Identify 1-3 differences or potential conflicts you see between your TYPE and the career path/setting you are planning.



Activity: Examining the Fit, Continued

Commonalities Potential Strengths	Differences Potential Conflicts	Adaptive Strategies
Operate independently Foresee long-term consequences of strategies	Planning ahead and managing to deadlines is important	



Activity: Examining the Fit, Continued

- Working with your neighbor, take turns (5 minutes each) to...
- Brainstorm at least 1 strategy you can use to address each difference you identified in #2.
 - Refer to the handout entitled “*Coping with Being Different*” for ideas.



Occupational Trends by Type

ISTJ	ISFJ	INFJ	INTJ
Management	Education	Religion	Scientific or technical fields
Administration	Health care	Counseling	Computers
Law enforcement	Religious care	Teaching	Law
Accounting		Arts	
ISTP	ISFP	ENFP	INTP
Skilled trades	Health care	Counseling	Scientific or technical fields
Technical fields	Business	Writing	
Agriculture	Law enforcement	Arts	
Law enforcement			
Military			
ESTP	ESFP	ENFP	ENTP
Marketing	Health care	Counseling	Science
Skilled trades	Teaching	Teaching	Management
Business	Coaching	Religion	Technology
Law enforcement	Childcare worker	Arts	Arts
	Skilled trades		
ESTJ	ESFJ	ENFJ	ENTJ
Management	Education	Religion	Management
Administration	Health care	Arts	Leadership
Law enforcement	Religion	Teaching	



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Location

2220 Bancroft Way (Courtyard in Front of Tang Center)

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Monday - Friday, 10:00 am – 5:00pm

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To Make an Appointment

Stop by or call the library

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COUNSELING & PSYCHOLOGICAL SERVICES

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2222 Bancroft Way, Tang Center 3300 (3rd Floor)

Hours

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