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

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

Direction of Energy
Gathering Information
Making Decisions
Dealing with Outer World
### MBTI Worksheet

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

**How clear are you about each preference?**

<table>
<thead>
<tr>
<th>Very Clear</th>
<th>Fairly Clear</th>
<th>Slight</th>
<th>?</th>
<th>Slight</th>
<th>Fairly Clear</th>
<th>Very Clear</th>
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<tr>
<td>Extraversion (E)</td>
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Given the choice in each pair, which do you prefer?

- Extraversion (E)
- Sensing (S)
- Thinking (T)
- Judging (J)

**My Perceived Type Profile**

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- 

- (I) Introversion
- (N) Intuition
- (F) Feeling
- (P) Perceiving

<table>
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<tr>
<th>My Perceived Type Profile</th>
<th>I</th>
<th>E</th>
<th>S</th>
<th>N</th>
<th>T</th>
<th>F</th>
<th>J</th>
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</table>
Extraversion-Introversion

The direction in which we focus our attention and energy

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**

I'll need to see more data.

This looks like a great opportunity.

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

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

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

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

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• 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

<table>
<thead>
<tr>
<th>ISTJ</th>
<th>ISFJ</th>
<th>INFJ</th>
<th>INTJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>dependable</td>
<td>realistic</td>
<td>accommoda</td>
<td>compassionate intense</td>
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<tr>
<td>exacting</td>
<td>reliable</td>
<td>patient</td>
<td>conceptual intimate</td>
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<tr>
<td>factual</td>
<td>reserved</td>
<td>detailed practical</td>
<td>creative loyal</td>
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<tr>
<td>logical</td>
<td>sensible</td>
<td>devoted protective</td>
<td>deep methodical</td>
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<tr>
<td>organized</td>
<td>steadfast</td>
<td>loyal quiet</td>
<td>determined reflective</td>
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<tr>
<td>practical</td>
<td>thorough</td>
<td>meticulous responsible</td>
<td>idealistic sensitive</td>
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</table>

<table>
<thead>
<tr>
<th>ISTP</th>
<th>ISFP</th>
<th>INFP</th>
<th>INTP</th>
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<tbody>
<tr>
<td>adaptable</td>
<td>logical</td>
<td>adaptable</td>
<td>committed idealistic</td>
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<tr>
<td>adventurous</td>
<td>practical</td>
<td>gentle</td>
<td>cognitive self-determined</td>
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<tr>
<td>applied</td>
<td>realistic</td>
<td>modest</td>
<td>curious imaginative</td>
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<tr>
<td>expedient</td>
<td>resourceful</td>
<td>cooperative sensitive</td>
<td>deep intimate</td>
</tr>
<tr>
<td>factual</td>
<td>self-determined</td>
<td>gentle spontaneous</td>
<td>devoted loyal</td>
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<tr>
<td>independent</td>
<td>spontaneous</td>
<td>harmonious trusting</td>
<td>empathetic reticent</td>
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<tr>
<td>activity-oriented</td>
<td>outgoing</td>
<td>adaptable</td>
<td>creative imaginative</td>
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<td>adaptable</td>
<td>persuasive</td>
<td>casual</td>
<td>curious independent</td>
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<td>adventurous</td>
<td>pragmatic</td>
<td>cooperative</td>
<td>energetic original</td>
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<td>quick</td>
<td>easygoing</td>
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<td>spontaneous</td>
<td>enthusiastic</td>
<td>expressive spontaneous</td>
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<td>energetic</td>
<td>versatile</td>
<td>friendly</td>
<td>friendly versatile</td>
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<tr>
<td>decisive</td>
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<td>conscientious</td>
<td>appreciative idealistic</td>
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<td>direct</td>
<td>practical</td>
<td>responsible</td>
<td>congenial loyal</td>
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<tr>
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<td>gregarious</td>
<td>cooperatorative</td>
<td>responsive</td>
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<td>logical</td>
<td>logical</td>
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<tr>
<td>objective</td>
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# 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

<table>
<thead>
<tr>
<th>Commonalities</th>
<th>Differences</th>
<th>Adaptive Strategies</th>
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<tbody>
<tr>
<td>Potential Strengths</td>
<td>Potential Conflicts</td>
<td></td>
</tr>
<tr>
<td>Operate independently</td>
<td>Planning ahead and managing to deadlines is important</td>
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</tr>
<tr>
<td>Foresee long-term consequences of strategies</td>
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</table>
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.
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<tr>
<td>Management</td>
<td>Education</td>
<td>Religion</td>
<td>Scientific or technical fields</td>
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<tr>
<td>Administration</td>
<td>Health care</td>
<td>Counseling</td>
<td>Computers</td>
</tr>
<tr>
<td>Law enforcement</td>
<td>Religious care</td>
<td>Teaching</td>
<td>Law</td>
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<td>Accounting</td>
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<td>Skilled trades</td>
<td>Health care</td>
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<td>Scientific or technical fields</td>
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<td>Technical fields</td>
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<td>Agriculture</td>
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CAREER COUNSELING LIBRARY

Location
2220 Bancroft Way (Courtyard in Front of Tang Center)

Hours
Monday - Friday, 10:00 am – 5:00pm

Contact
(510) 642-2367
careerlibrary@berkeley.edu

To Make an Appointment
Stop by or call the library

Paula K. Jung
Career Counseling Library Manager
pkwok@berkeley.edu

COUNSELING & PSYCHOLOGICAL SERVICES

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

Hours
Mon – Fri, 8:00am – 5:30pm
Except Thurs, 9:00am – 5:30pm

Contact
(510) 642-9494
(call for 1-on-1 personal counseling)