

MBTI - *The 4 pairs of preferences . . .*

Introvert VS. Extrovert

Source of Energy: Not how much you talk! *75% Extrovert / 25% Introvert*

Characteristics:

<i>Energized by People (Sensory Seeking)</i>	VS. <i>Energized by solitude (Focus Seeking)</i>
<i>Interaction increases Energy</i>	VS. <i>Interaction drains - needs conservation</i>
<i>Process out loud (interaction brings clarity)</i>	VS. <i>Process Internally (concentration brings clarity)</i>
<i>Talk things through</i>	VS. <i>Think things through</i>
<i>Loves to connect w/many people (at parties)</i>	VS. <i>Loves quiet corners w/few close friends</i>
<i>Tends to Activate</i>	VS. <i>Tends to Deliberate</i>
<i>More likely to Initiate Conversation</i>	VS. <i>Prefers others to approach them / ask questions</i>

More likely to speak with strangers VS. *Has less need to interact*

Extrovert Strengths:

- * Very Approachable; Easier to get to know
- * Usually have many friends; Usually more naturally inclusive
- * More likely to inject emotions into a group
- * Have greater emotional endurance in people-oriented situations
- * They can handle hyper-stimulating environments.
- * More comfortable w/sharing mind & brainstorming w/the group

Weaknesses:

- * Are prone to talk before they think
- * Can appear to be more interested in talking than listening
- * Can tend to eat up the personal space of other people more
- * More likely to take unnecessary risks (due to sensory seeking)... (Affairs; E.r. visits > Higher!)

Introvert Strengths:

- * Think before Speaking: Often rehearses things . . . like phone calls
- * More likely to “keep their word” (esp. I-J’s)
- * Can appear to have more depth & more listening skills
- * Better at assessing Risk – (dominate fields like Poker / Financial Strategy / etc.)

Weaknesses:

- * Not as easy to get to know / or as aggressive in getting to know others
- * They may wear out quicker in stimulating environments (tend to listen to music quieter :)
- * May not communicate enough (overly afraid of redundancy)
- * Less likely to speak their mind, even though they have stories/thoughts & opinions

Sensors Vs. INtuitives: (S & N)

The Way you Gather Information *75% Sensor* *25% iNtuitive*

Characteristics: *Communication & Interpretation*

<i>Value the ‘straight forward’ (black & wht)</i>	VS.	<i>N’s value the abstract – reading between lines</i>
<i>Detail Oriented</i>	VS.	<i>Big Picture Oriented</i>
<i>S’s value Practicality & Rituals</i>	VS.	<i>N’s value their Innovation</i>
<i>Make decisions based on Experience</i>	VS.	<i>Decisions based on deeply perceived Hunches</i>
<i>Would rather ‘Do’ than ‘Dream’</i>	VS.	<i>Enjoy dreaming as much or even more than Do</i>
<i>Perspiration - labor w/visible results</i>	VS.	<i>Inspiration - dreaming is a regular part of work</i>
<i>Enjoy Production & Distribution</i>	VS.	<i>N’s tend to enjoy Design and Research</i>
<i>Prefer thinking about the ‘Here & Now’</i>	VS.	<i>Relax by thinking about the future</i>

Prefer clearer guidelines/authority charts VS. Communicates Open Ended Possibilities

Sensor **Strengths:**

- * Great at giving specific directions and answers for anything
- * Great at working with facts, figures, and getting 'tangible' results to their endeavors
- * Are very practical, realistic, and objective with their time management.
- * Are very literal, straight-forward communicators.

Weaknesses:

- * Can "make great time, going in the wrong direction". They "DO" more than "Plan".
- * Have a hard time seeing the big picture & so get lost attending to unnecessary details
- * Are much less creative in their thinking and problem solving
- * More likely to judge a book by its cover – to appear "surfacy" or gullible.

Intuitive **Strengths:**

- * Can be more creative than other types (Esp. I-N's)
- * Are much more divergent thinkers and problem solvers: can see the "bigger picture"
- * Are less redundant than other types
- * Are much better at assessing the "deeper meaning" or inter-related dynamics of an issue.

Weaknesses:

- * Can be unrealistic in terms of *time, money and life energy management* - (*Bite off more than can chew.*)
- * Can get easy bored with details & so overlook critical & important information
- * Can "read into situations" too easily, & come up with wrong assumptions.
- * Can appear to be absent-minded as they tend to think about several things at once.

Thinkers Vs. Feelers:

The Way you Make your Decisions

2/3rds of T's = Male

2/3rds of F's = Female

Characteristics:

Prefers to eliminate emotions from decisions

VS.

Prefers to empathetically evaluate the issues

Prefers to "Step Back" to make a Decision

VS.

Prefers to "Step In" to experientially make a decision

"What's the right thing to do?" (System focus)

VS.

"How will this affect everyone involved?" (Ppl focus)

"Same rules apply to everyone"

VS.

"Everything changes person to person"

Firm-Minded & Just

VS.

Gentle-Hearted & Humane

Thinker **Strengths:**

- * Very good at making objective, just, and logical decisions, even under much pressure
- * Good at staying cool headed in crises when everyone else is upset
- * Good at making difficult decisions that affect a lot of people.
- * Less prone to "fear of man" & are not afraid to stand up to people (Esp. E-Ts).

Weaknesses:

- * Not as sensitive to those involved: can appear cold-hearted, lacking mercy
- * Can appear detached and impersonal at times
- * Can be unnecessarily harsh in the enforcement of rules and policy (Esp. S-T's)

Feeler **Strengths:**

- * Are better at taking people's feelings into account when making decision & statements.
- * Are good relational peace-makers; good at creating harmony between people
- * Are good at putting Themselves in someone else's shoes; empathizing.
- * Are great at giving mercy and making exceptions for people.

Weaknesses:

- * Can take things too personally; they are the most offendable of the types (esp. NFs)
- * Can avoid adequately dealing with tension for fear of uncomfortable conflict
- * Can tend to be people pleasers; struggle with "fear of man" more than other types

Judgers Vs. Perceivers

Your lifestyle Orientation: the Way you Organize your World

- 55% of population is J – 45% P

Characteristics:

<i>Right & wrong way for everything</i>	<i>VS. Anything Goes - It doesn't matter</i>
<i>Find rest after making a decision</i>	<i>VS. Find rest as long as can put off making decision</i>
<i>Prefer decisiveness / planning ahead</i>	<i>VS. Prefer 'open-endedness' (flexibility)</i>
<i>Focus on Completion</i>	<i>VS. Focus on Process</i>
<i>J's are more punctual</i>	<i>VS. P's are 'less rigid'</i>
<i>J's are 'tight wads' (put negative)</i>	<i>VS. P's are 'slackers' (put negative)</i>
<i>J's are Organized & Driven</i>	<i>VS. P's are Spontaneous & Adventurous</i>

Judger **Strengths:**

- * High completion rate to their many tasks
- * Highly organized; More Punctual (especially SJs)
- * Great in planning ahead
- * More Naturally Disciplined
- * More Decisive in their opinions; good decision makers (especially TJs)

Weaknesses:

- * Can become locked in, close-minded & miss better alternate ways of doing things
- * Can become unnecessarily rigid in their policies or all areas of life organization
- * Can be perceived as annoyingly picky and "pet-peavish".
- * Can appear boring & predictable to some.
- * Can become more easily rattled if things turn out different than planned.

Perceiver **Strengths:**

- * Very free-flowing individuals who "enjoy the journey"
- * More relaxed, easy-going, and playful than other types
- * More adventurous, hands-on & exploring

Weaknesses:

- * Not as punctual or decisive, thus can appear less reliable or committed.
- * Can appear flaky or unfocused as they start way more things than they finish
- * Not very decisive; make more decisions at last minute