KNOW THYSELF: An MBTI Workshop

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Introductions
Workshop Goals

Utilize the MBTI to increase self-awareness of personality preferences

Explore differences in four areas:
1. How we gain energy/where we are focused
2. How we gather or become aware of information
3. How we process information and make decisions
4. How we participate in the world

Apply personality type awareness to effective scientific laboratory leadership
Workshop Agenda

• **Introduction to MBTI**: History, Concepts, Terms, Preferences

• **Review MBTI Results**

• **Exercises**: Experiencing and understanding your personality preferences and the preferences of others

• **Case Studies**: Understanding how personality preferences work in research group settings

• **Action Plan**: Set up an experiment for improving your leadership skills
MBTI History

- Katherine Briggs
- Carl Jung
- Isabel Briggs Myers
We have different psychological preferences for how we:

- Focus our energy
- Take in information
- Make decisions
- Approach life
Introduction to MBTI

Signature Exercise
MBTI Expectations

- MBTI only has as much power as you give it
- MBTI may help you understand natural differences among people
- MBTI may help you work with or mentor others
- There are NO bad/wrong types; there are differences
About the Assessment

• Valid and reliable

• People sort into one preference or another on
  • 4 preference scales (Type I)
  • 20 facet scales (Type II)

• We all use all of the psychological preferences but one is more natural
About (MBTI) Type….

- Type is innate
- Type can be influenced
- Type is not a box-you can’t predict behavior
- Type is non judgmental
- Type indicates preferences, not skills nor abilities
MBTI Preference Scales

**E**xtraversion or **I**ntroversion

**S**ensing or **N**tuition

**T**hinking or **F**eeling

**J**udgment or **P**erception
Extraversion and Introversion are complementary attitudes toward the world.

Both attitudes are used by everyone, but one is usually preferred and better developed.
People who have a preference for **Extraversion** (sometimes called Extraverts) gain essential stimulation from the environment—the outer world of people and things.
People who have a preference for **Introversion** (sometimes called Introverts) gain essential stimulation from within—the inner world of thoughts and reflections.
Energized by other people, external experiences

Energized by inner resources, internal experiences
Acts, then (maybe) reflects

Reflects, then (maybe) acts
**EXTRAVERSION**

Is often friendly, talkative, quick to get to know

**INTROVERSION**

Is often reserved, quiet, takes time to get to know
EXTRAVERSION
Expresses thoughts and emotions freely (may be at risk of saying too much)

INTROVERSION
Keep thoughts and emotions private (may be at risk of saying too little)

LOOKING AT TYPE
**EXTRAVERSION**

Tendencies & Characteristics

Gives breadth to life

**INTROVERSION**

Tendencies & Characteristics

Gives depth to life
EXTRAVERSION

Tendencies & Characteristics

May seem shallow to others

INTROVERSION

Tendencies & Characteristics

May seem withdrawn to others

LOOKING AT TYPE
These characteristics often develop from **E** and **I** preferences. Some of them may be true for you.

### EXTRAVERSION
- active
- outward
- sociable
- open
- many
- expressive
- breadth

### INTROVERSION
- reflective
- inward
- reserved
- private
- few
- quiet
- depth
Self Assessment: E or I

How clear is your preference?

CLEAR MODERATE SLIGHT SLIGHT MODERATE CLEAR

LOOKING AT TYPE
Sensing and Intuition are ways of taking in information.

Both ways of perceiving and taking in information are used by everyone, but one is usually preferred and better developed.
People who have a preference for the **Sensing** function take in information by way of the five senses—sight, sound, touch, taste, and smell.
People who have a preference for taking in information through the **Intuitive** function do so by way of insight and relating to the big picture.
SENSING

Tendencies & Characteristics

Sees specific parts and pieces

INTUITION

Tendencies & Characteristics

Sees patterns and relationships

LOOKING AT TYPE
Lives in the present, enjoying what is there

Lives toward the future, anticipating what might be

LOOKING AT TYPE
SENSING

Tendencies & Characteristics

Prefers handling practical matters

INTUITION

Tendencies & Characteristics

Prefers imagining possibilities
SENSING
Likes things that are definite, measurable

INTUITION
Likes opportunities for being inventive
Enjoys using and refining the known and familiar

Enjoys experimenting with the new and different
May seem materialistic and literal-minded to others

May seem idealistic, impractical dreamers to others
Some key words...

**S**
- Sensing
- Details
- Present
- Practical
- Facts
- Sequential
- Directions
- Repetition
- Enjoyment
- Perspiration
- Conserve
- Literal

**N**
- Intuition
- Patterns
- Future
- Imaginative
- Innovations
- Random
- Hunches
- Variety
- Anticipation
- Inspiration
- Change
- Figurative

These characteristics often develop from **S** and **N** preferences. Some of them may be true for you.
How clear is your preference?
Thinking and Feeling are ways of making decisions

Both ways of deciding and evaluating information are used by everyone, but one is usually preferred and better developed.
People who have a preference for **Thinking** use their mental processing function to make decisions on the basis of logical analysis.
People who have a preference for **Feeling** use their mental processing function to make decisions on the basis of evaluating relative worth.
THINKING

Tendencies & Characteristics

Goes by logic

FEELING

Tendencies & Characteristics

Goes by personal convictions

LOOKING AT TYPE
Concerned with principles such as truth, justice

Concerned with values such as relationships, harmony
THINKING

Sees things as an onlooker from outside a situation

FEELING

Sees things as a participant from within a situation

Tendencies & Characteristics

LOOKING AT TYPE
Spontaneously critiques

Spontaneously appreciates

THINKING

FEELING

L O O K I N G A T T Y P E
THINKING

Tendencies & Characteristics

Good at analyzing plans

FEELING

Tendencies & Characteristics

Good at understanding people

LOOKING AT TYPE
THINKING

Tendencies & Characteristics

May seem distant or condescending to others

FEELING

Tendencies & Characteristics

May seem too involved or emotional to others
Some key words . . .

THINKING
head
objective
justice
cool
impersonal
critique
analyze
precise
principles

FEELING
heart
subjective
harmony
caring
personal
appreciate
empathize
persuasive
values

These characteristics often develop from T and F preferences. Some of them may be true for you.
Self Assessment: T or F

How clear is your preference?

T | F
---|---
CLEAR | MODERATE | SLIGHT | SLIGHT | MODERATE | CLEAR

LOOKING AT TYPE
Judgment and Perception are complementary lifestyles.

Both attitudes are part of everyone’s lifestyle, but one is usually preferred and better developed.
A Judging lifestyle is decisive, planned and orderly.
A *Perceiving* lifestyle is flexible, adaptable and spontaneous.
**JUDGMENT**

Tendencies & Characteristics

Prefers an organized lifestyle

**PERCEPTION**

Tendencies & Characteristics

Prefers a flexible lifestyle
JUDGMENT

Likes definite order and structure

PERCEPTION

Likes going with the flow

LOOKING AT TYPE
JUDGMENT

Tendencies & Characteristics

Likes to have life under control

PERCEPTION

Tendencies & Characteristics

Prefers to experience life as it happens
JUDGMENT

Likes clear limits and categories

PERCEPTION

Likes freedom to explore without limits
JUDGMENT

Feels comfortable establishing closure

PERCEPTION

Feels comfortable maintaining openness

LOOKING AT TYPE
JUDGMENT

Handles deadlines, plans in advance

PERCEPTION

Tendencies & Characteristics

Meets deadlines by last minute rush
JUDGMENT

May seem demanding, rigid, or uptight to others

PERCEPTION

May seem disorganized, messy, or irresponsible to others
Some key words . . .

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These characteristics often develop from J and P preferences. Some of them may be true for you.
Self Assessment: J or P

How clear is your preference?

J    I    P
CLEAR  MODERATE  SLIGHT  SLIGHT  MODERATE  CLEAR
When combined, your four preferences . . .

1. Extraversion or Introversion
2. Sensing or Intuition
3. Thinking or Feeling
4. Judgment or Perception

indicate your preference type!
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<th>ISFJ</th>
<th>INFJ **</th>
<th>INTJ **</th>
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## Type Distribution by Population

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UCSF Center for the Health Professions
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<tr>
<th>Temperament</th>
<th>Description</th>
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<td><strong>NT</strong></td>
<td>Architect of systems, competitive, logical, impersonal, analytical, but often seen as too competitive</td>
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<tr>
<td>Visionary/Rationalist</td>
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<td><strong>NF</strong></td>
<td>Spokesperson, energizer, persuader, inclusive but may be seen as too idealistic</td>
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<td>Catalyst/Idealist</td>
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<td><strong>SJ</strong></td>
<td>Dutiful, responsible, hard-working, and reliable, but may be seen a bit too bureaucratic</td>
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<tr>
<td>Traditionalist/Guardian</td>
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<tr>
<td><strong>SP</strong></td>
<td>Clever, resourceful, spontaneous problemsolver, but may be seen as too expedient</td>
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<tr>
<td>Troubleshooter/Artisan</td>
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## Temperaments in Research Populations

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UCSF Center for the Health Professions
Your Step 1 Results

The graph below and the paragraphs that follow it provide information about the personality type you reported. Each of the four preferences you indicated is shown by a bar on that side. The longer the bar, the more clearly you have expressed that preference.

Your type came out to be

ISTJ

(Introversion, Sensing, Thinking, Judging)
Your MBTI Report

Overview of Your Results

STEP I: YOUR FOUR-LETTER TYPE
ISTJs tend to be serious, quiet, thorough, and dependable. They see to it that everything is well organized and accurate. They are practical, orderly, matter-of-fact, logical, and realistic. ISTJs take responsibility, notice what needs to be done, and follow through steadily, regardless of protests or distractions.

STEP II: YOUR RESULTS ON THE 20 FACETS

When you combine your Step I reported type and your Step II out-of-preference facets, the result is your individualized type description.
Your MBTI Report

### Interpreter’s Summary

#### Preference Clarity Indexes for Reported Type: ISTJ

- **Introversion**: Moderate (3)
- **Sensing**: Slight (3)
- **Thinking**: Very Clear (30)
- **Judging**: Very Clear (30)

#### Facet Scores and the Average Range of Scores for Other ISTJs

The bars on the graphs below show the average range of scores that occurred for the ISTJs in the national sample. The bars show scores that are -1 to +1 standard deviations from the mean. The vertical line in each bar shows ISTJ’s mean score. The bold numbers show the respondent’s scores.

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Experiencing Type
Action Plan

- Select one area for growth in leadership
  a. Communication (page 9)
  b. Making Decisions (page 10)
  c. Managing Change (page 11)
  d. Managing Conflict (page 12)

- Design an experiment (worksheet provided)
Thank You

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