

The Myers Briggs Type Indicator –

- Developed by Katherine Briggs and Isabel Myers, mother and daughter.
- Has undergone numerous revisions and extensive research.
- Has been translated into more than 30 languages.
- Most widely used personality inventory in the world.

Identifies Opposites in four areas –

Extraversion or Introversion (How we direct and get energy – outwardly/inwardly.)

Sensing or Intuition (How we take in information – concrete/osmosis.)

Thinking or Feeling (How we make decisions.)

Judging or Perceiving (How we organize the external world.)

What do the letters mean?

E/I Key Words

Extraversion

Active
Outward
Sociable
People
Expressive
Breadth

Introversion

Reflective
Inward
Reserved
Privacy
Quiet
Depth

E = Energy directed outward in action; seeking an outward orientation to the world.

I = Energy directed inward in reflection; seeking an inward orientation to the world.

S/N Key Words

Sensing

Specifics
Present
Practical
Facts
Literal
Experience

Intuition

Patterns
Future
Imaginative
Associations
Thematic
Variety

S = Focusing on the realities of the present; noticing factual and concrete information; trusting experience.

N = Focusing on possibilities in the future; seeing patterns and connections between facts; trusting insights.

T/F Key Words

Thinking

Logical
Analytical
Justice
Fairness
Critique
Analyze
Principles

Feeling

Compassionate
Personal
Kindness
Harmony
Appreciate
Empathize
Values

T = Using logical analysis to make decisions; using objective and impersonal criteria; seeking rational order by logic.

F = Using person-centered values to make decisions; weighing human values and motives; seeking rational order through harmony.

J/P Key Words

Judging

Organized
Structure
Manage
Decisive
Deliberate

Perceiving

Flexible
Flow
Experience
Curious
Spontaneous

Closure
Plan
Productive

Openness
Emerge
Receptive

J = Using thinking or feeling judgment outwardly; planning, organizing, scheduling and deciding; wanting closure, even when data are incomplete. Judging does not mean judgmental.

P = Using sensing or intuitive perception outwardly; inquiring, absorbing, adapting, changing; resisting closure, wanting more data. Perceiving does not mean perceptive as an attribute of maturity or intelligence.

Assumptions -

Preferences are inborn.

Environment enhances or impedes expression of type.

People use all four processes (S,N,T,F) some of the time.

Type is dynamic, not static.

All of the types are equally valuable.

Points –

There is no right or wrong type.

Purpose of learning about type is to help people understand themselves better.

Each person is unique.

Everyone uses each of the preferences to some degree.

Our type consists of those preferences we prefer.

