

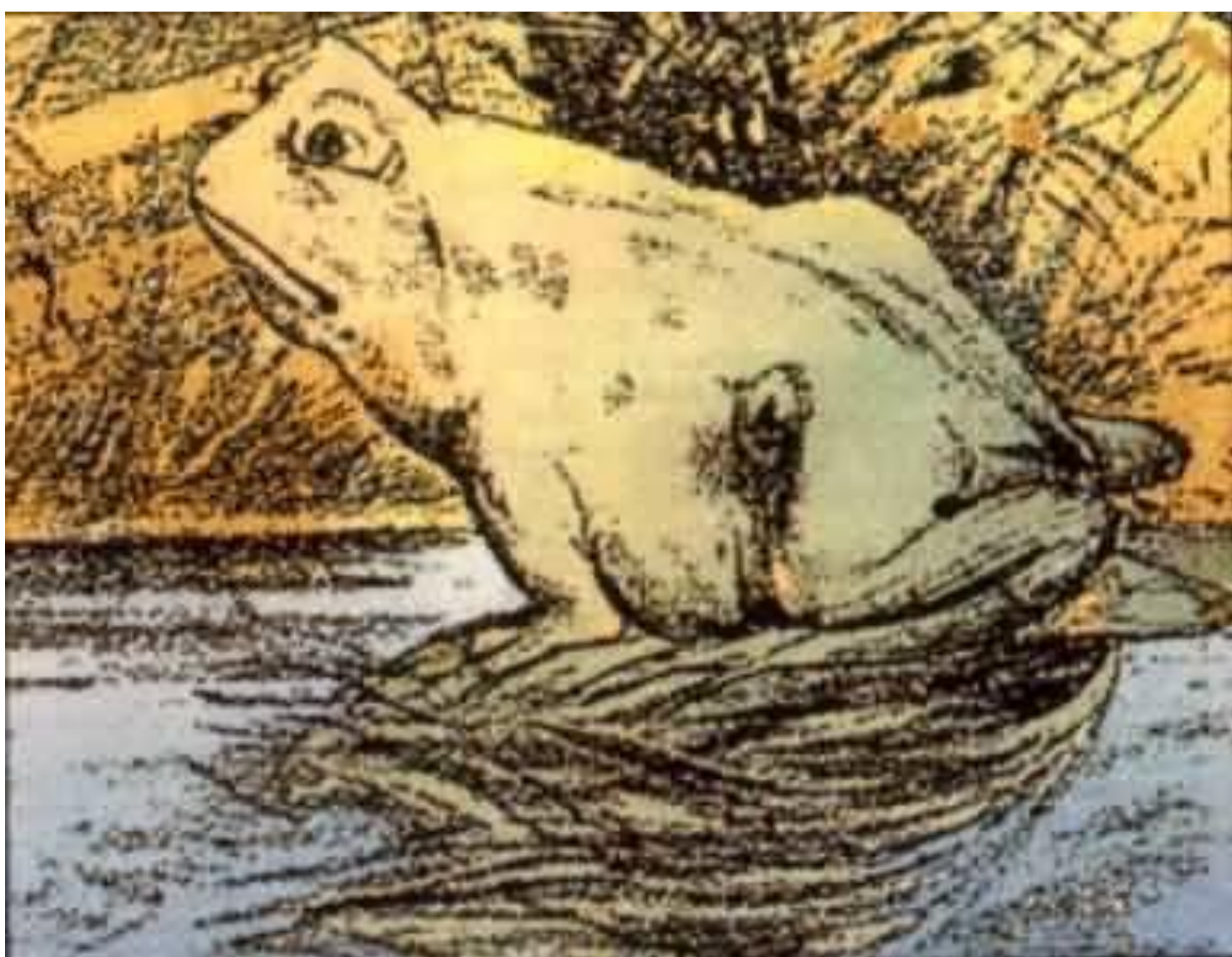
# Personal Style Inventory (MBTI)



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Sybil Rothwell

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# Personal Style Inventory (MBTI)

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Essence - People have different ways of perceiving the world and this impacts our **behavior** and **decision making**.

One preference is **not better** than the other and there is **no right/wrong** “way to be”.

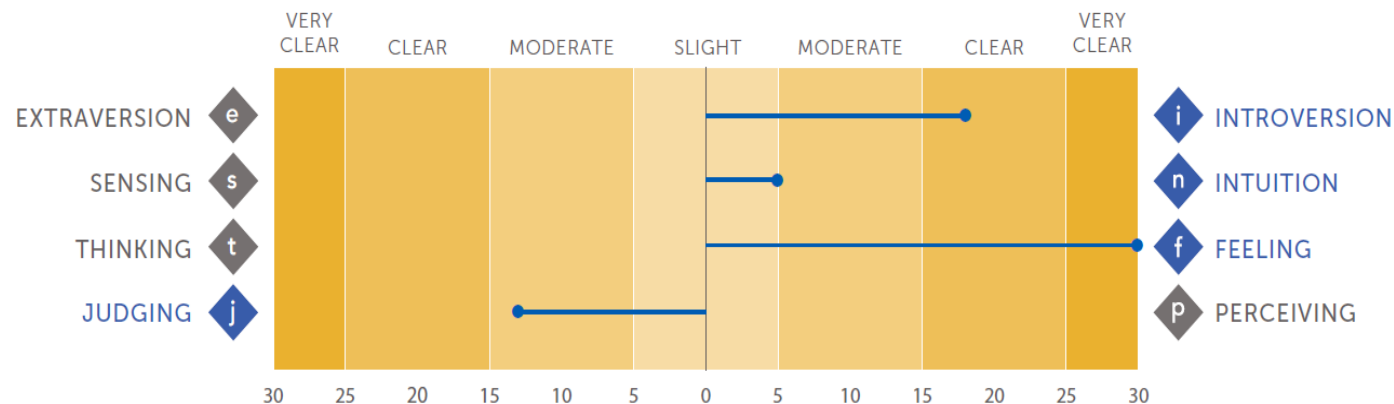
Source: [www.myersbriggs.org](http://www.myersbriggs.org)

# The Personal Style Inventory (MBTI) does not measure intelligence, competence, or mental health

Not either/or scale – Based on a continuum.

You can (and do) operate within both of these preferences but one comes more naturally and is your preference.

## CLARITY OF YOUR PREFERENCES: INFJ

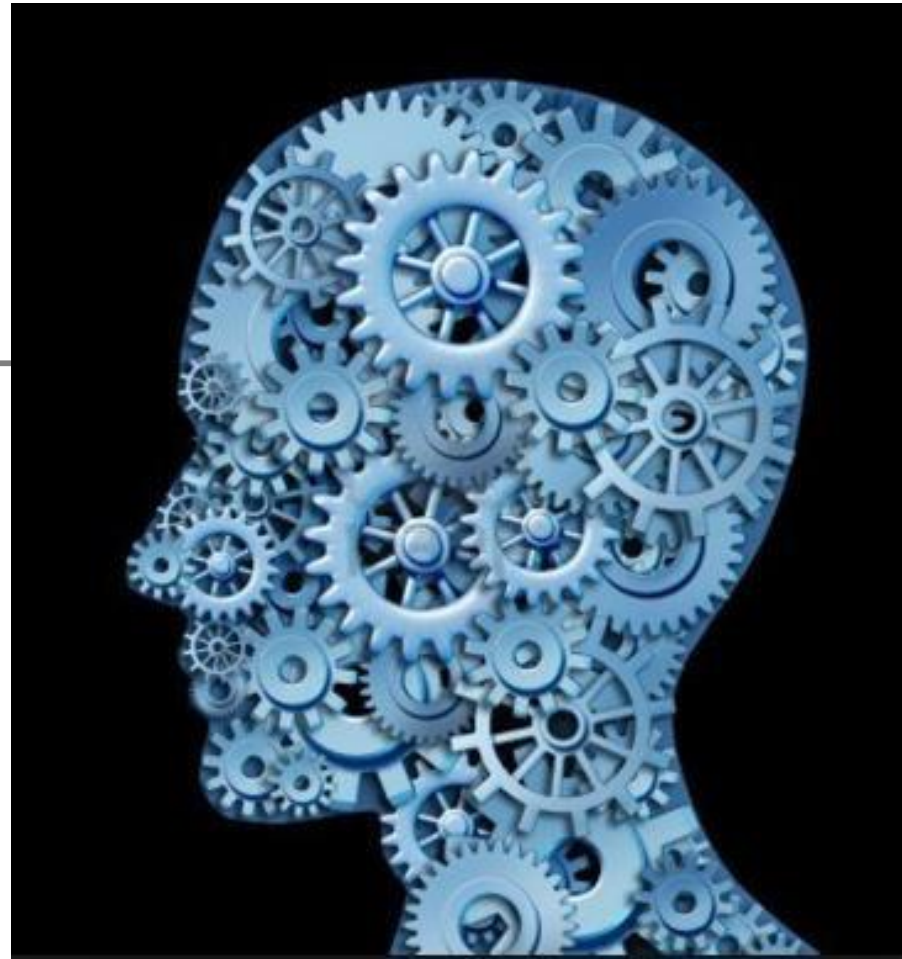


PCI RESULTS: INTROVERSION | 18 INTUITION | 5 FEELING | 30 JUDGING | 13

# Your type does NOT dictate who you are as a person

Human beings are complex.

Being a certain “type” does not mean you embody every little detail outlined in the description.



# Each Preference

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*has its own STRENGTHS and CHALLENGES!*

*Your preferences impact **what & how** you do your work*

*Understanding YOUR PREFERENCES will help you understand **yourself & others***

Understanding your TEAMMATES' or PARTNER/FAMILY PREFERENCES  
*will help you to **communicate and collaborate***



# Are you the kind of person who...

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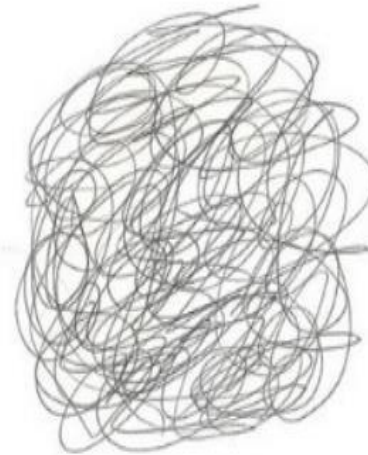
- ✓ Talks to people in elevators, airplanes, the grocery store, and wherever you go
- ✓ Prefers talking to people you already know
- ✓ Would go to a party not knowing anyone who was going to be there
- ✓ Feels that going to a party and talking to random strangers is your personal nightmare...



# Extroverted



# Introverted



MY THOUGHTS

MY WORDS.

# Extroversion and Introversion

Where do you get your energy from?

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## **E—Extroversion**

Gain energy from being around other people  
(50-55%)

## **I—Introversion**

Gain energy from their inner world of  
thoughts and ideas  
(45-50%)

# Extroversion and Introversion

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## Extroversion:

- **Energized** by interacting with the world outside themselves
- They get excited spending time with people and find it less rewarding to spend time alone
- Seen as outgoing, talkative, a “people person”
- Feel comfortable in groups and like working in them
- Enjoy larger social gatherings

## Introversion:

- **Energized** by solitary time, time for reflection of ideas and memories, and/or being out in nature
- Feel comfortable being alone and like things they can do on their own.
- May prefer to be alone at times which can sometimes be mistaken for being unfriendly
- Seen as quiet and reserved
- Prefer individual activities or interactions with one person/small group of people they know

# Discussion – Breakout Rooms

One person takes notes, one person reports back out to the larger group

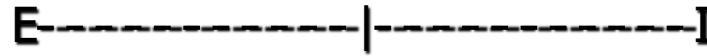
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What do you need as an **introvert** or **extrovert** to be successful as a student? Think of classes, study strategies, etc.

What do you appreciate about the **opposite preference**?

How has the pandemic and transition to online classes affected you based on your preference? Has it been an easy or difficult transition and why?

# Extroverts and Introverts at work



## Extroverts

- Prefer to work with others on teams and/or in spaces where they can interact
- “Think out loud,” like to brainstorm, and share ideas and plans with other people
- May lose motivation when they have to work in isolation

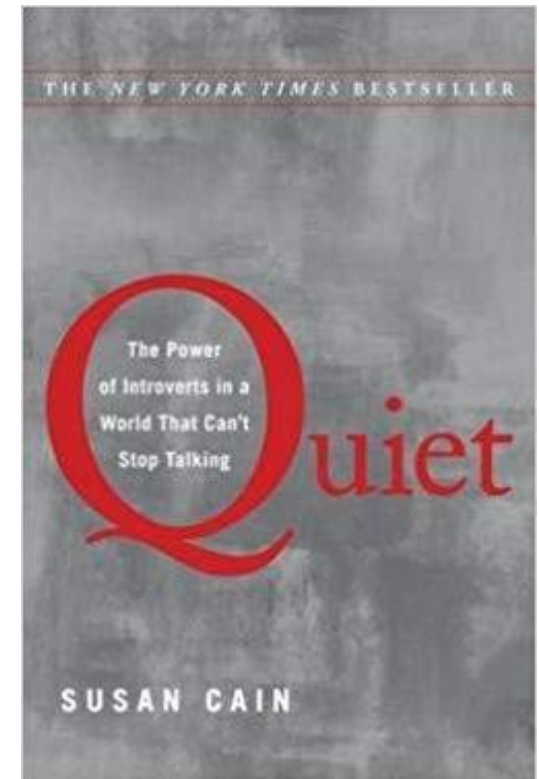
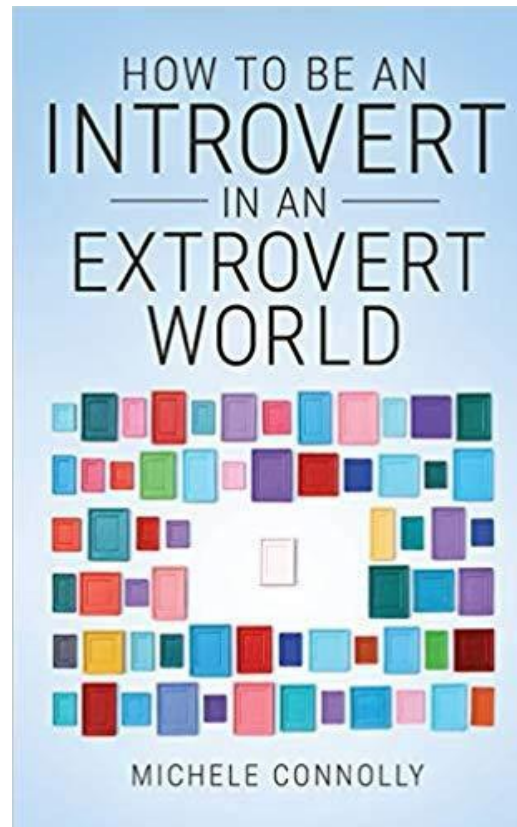
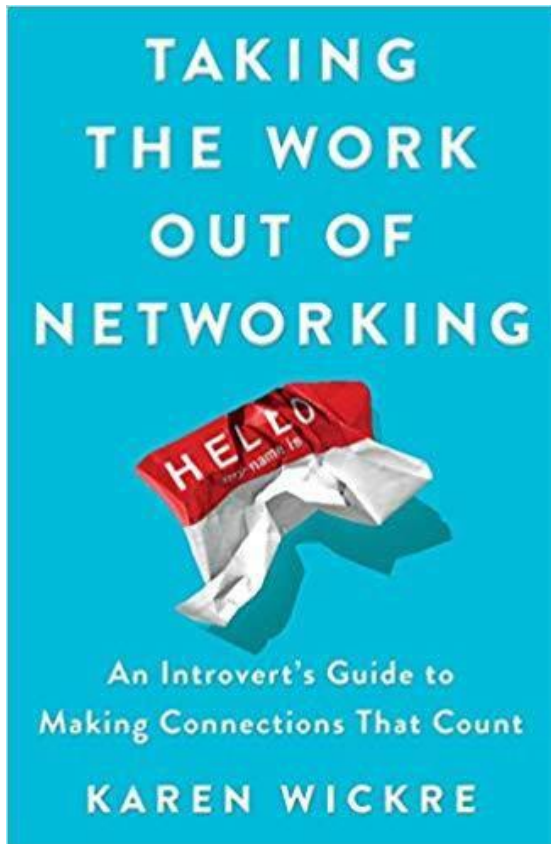
## Introverts

- Like to work in quiet spaces alone or on independent projects where they can concentrate
- Prefer to think through things first, then discuss their ideas with others
- Become drained when they have to speak publicly, work in teams, or meet lots of people (i.e. networking – job fairs!)

# A Day at the Beach

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# Resources for Introverts



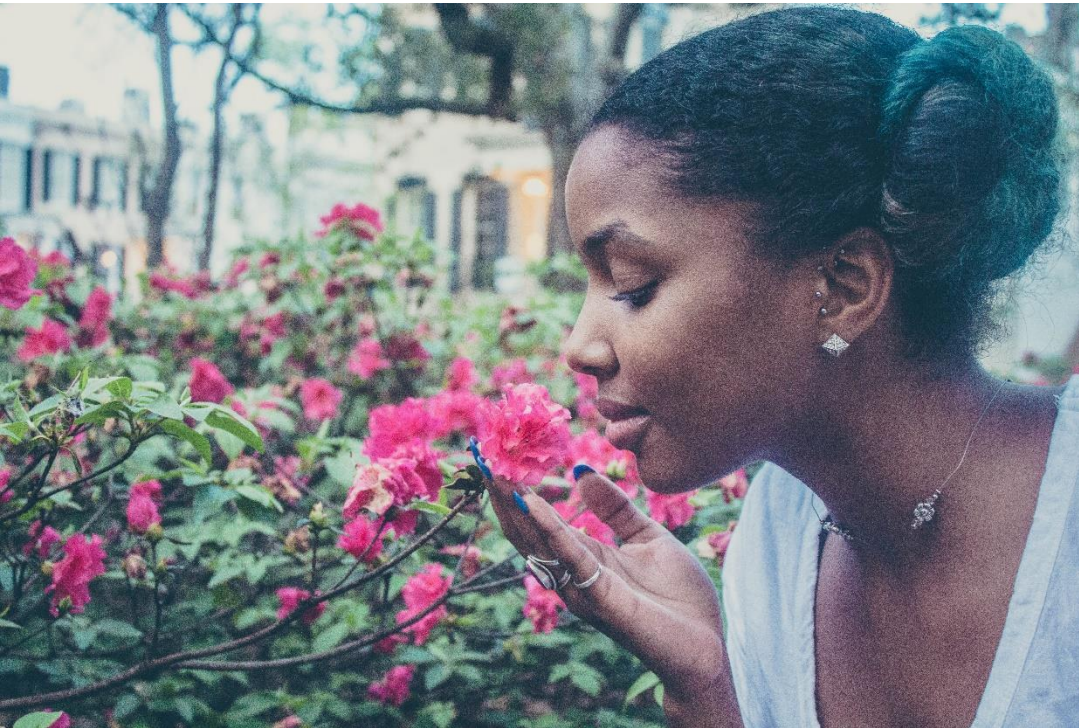
Susan Cain - TED talk

[louderminds.com](http://louderminds.com)

[IntrovertInsights.com](http://IntrovertInsights.com)

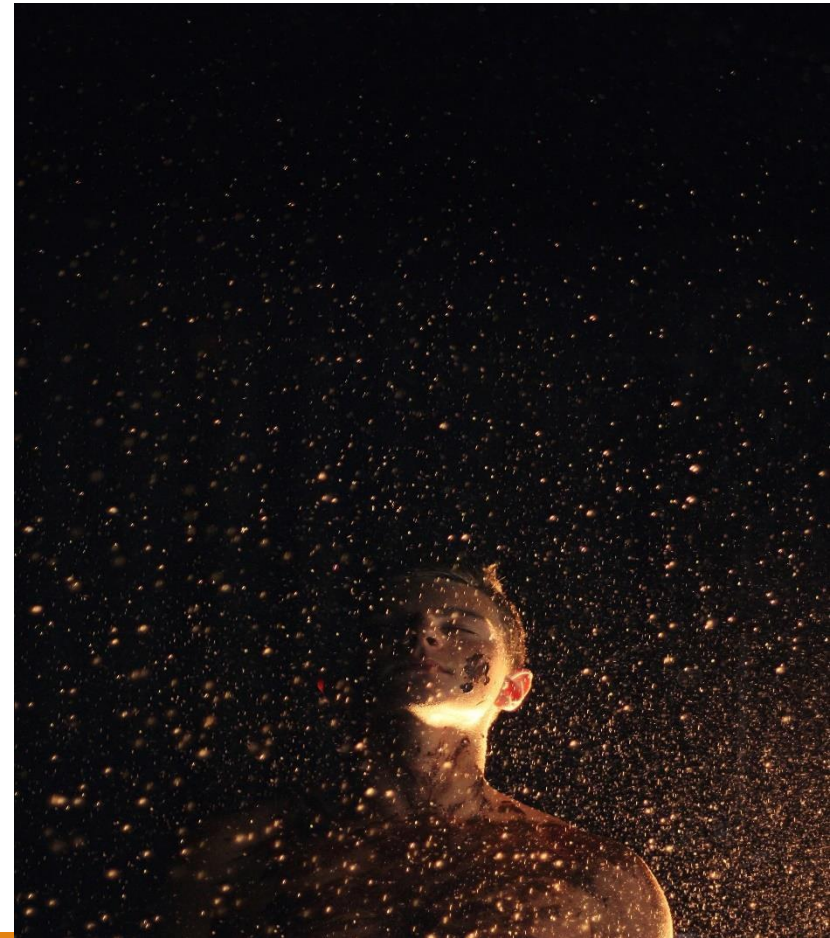
# Sensing

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# Intuitive

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# Are you the kind of person who...

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- ✓ Notices lots and lots of details...
- ✓ Needs to know “the big picture” first before learning all the details

# Sensing and Intuitive

How you “take in and process” the information around you

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## **S—Sensing**

“looks at what is actual, present, and real. ”

(65-70%)

## **N—Intuitive**

“looks at “the big picture”, and what is possible and imaginative”

(30-35%)

# What kind of information do you notice and remember?

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## Sensing:

- Process information through their five **senses**: how things look, sound, feel, taste or smell
- Action and solution oriented based on what is in front of them
- Focus on details. Like and want step-by-step instructions
- Learn best when can see how to use what they're learning

## Intuitive:

- Like to use their **intuition** or **imagination** — to see possibilities vs. what is “just” in front of them
- Look at and want “the big picture” first and details second
  - Tend to question, wonder, and like to connect the dots to “the big picture”
- Often asking “What if...” scenarios

# Sensing and Intuitive at work

S-----|-----N

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## Sensing

- Concrete thinkers who want facts and details like date, timeline, project scope and work method
- Are “do-ers”. Like hands-on work - working on real things in real time
- Might need more “lead-in” time before making changes to project (does not like change that turns their life upside down)

## Intuitive

- Need to know the “why” of the work. Do not like bureaucracy without purpose
- Innovative and creative and look for new solutions to problems
- Low tolerance for routine work where they aren’t using their creativity, or allowed to brainstorm and conceptualize

Write about this!

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# Thinking

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# Feeling



## Scenario

You are part of a medical team which is faced with the following decision. You receive word that a heart is coming in and **is a match with four of your patients**. The donor is a 20 year old male who was killed in a car accident. Which patient do you choose to receive this heart and why?

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**1. 52 year old married male.** Father of 4 and Grandfather of 8 with a successful company employing 700 individuals. Donates \$150,000 a year to cancer research.

**2. 10 year old girl.** Youngest child in a family of 4 kids. Both parents are teachers. Has battled a heart condition since birth.

**3. 35 year old single mother** of 3 children – ages 8, 6, and 5. Husband died while serving the U.S. in the Iraq war. She works as the VP of a large company, employing over 1500 employees.

**4. A 23-year-old male** imprisoned for unintentional vehicular manslaughter with only 3 weeks left of his sentence. On the night of his college graduation, it was raining heavy and due to limited visibility, he missed a stop sign and ended up taking the lives of two other people. His sentence was reduced for good behavior and he intends to pursue graduate school studying environmental toxicology when he is released.

# What is the process of organ donation?

Organ donors are matched to waiting recipients 24 hours a day, 365 days a year.

**It is extremely complex!**

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Matches are based on the following factors:

- #1 = Blood type & Organ size
- #2 = Location - Organs are distributed to the sickest who are geographically closest locally first; if no match is found, they are offered regionally and then nationally.
- Medical urgency of the patient's illness
- Time already spent on the waiting list
- Quality of the organ – typically they don't transplant an organ from a very old person into a very young person

What about circumstances like our scenario?

- Tugs at the heart but no. The “offer” comes from a computer that can't see social variables.
- Very regulated with many checks along the way to prevent misappropriation



# Thinking and Feeling

## How you make decisions

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### **T—Thinking**

“value objectivity, competence, and logic”

(45-55%)

### **F—Feeling**

“value empathy, relationships, and compassion”

(45-55%)

# How do you make decisions?

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## Thinking:

- Like to decide things **objectively** based on logic and facts
- Tend to be task-oriented and fair
- Believe telling the truth is more important than being tactful
- Tends to not take criticism personally

## Feeling:

- Makes decisions **subjectively** based on principles and personal values
- Take into account and consider other peoples **feelings** when making decisions
- May take criticism personally

# Thinking and Feeling at work

T-----|-----F

## Thinking

- May enjoy scientific or technical fields where logic is important
- Focuses on the task at hand rather than the people or relationships involved
- Want to work in an environment where everyone is treated fairly
- Can be seen as too task oriented, uncaring, or indifferent

## Feeling

- Have a strong relationship/empathy orientation and makes decisions based on compassion
- Like harmony/cooperation and that can be difficult if it is missing
- Want to do work that reflects their values and lets them help make the world a better place
- Can sometimes be seen as too idealistic, mushy, or indirect

# The “Heart of Type”

	<b>ST</b>	<b>SF</b>	<b>NF</b>	<b>NT</b>
<b>People who prefer</b>	Sensing & Thinking	Sensing & Feeling	Intuition & Feeling	Intuition & Thinking
<b>Focus on</b>	Wanting to get things right, be accurate	Providing service to others, making others happy	Empowering others, making a difference	Wanting to understand, create, and design systems
<b>And may major or work in the following fields</b>	Management/Business Accounting/Banking Engineering Law Enforcement Skilled trades <b>Surgery</b>	Health Care Teaching Religious Service Office work Community Service <b>General Practice</b>	Education Art and Music Counseling Writing/journalism Psychology <b>Psychiatry</b>	Research Law Physical Science Computers Management <b>Cardiology</b>

# Judging

# Perceiving



# Are you the kind of person who...

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- ✓ Writes down a list of things to do, and sticks to it
- ✓ Has a general idea of what you need to get done but when you do it is flexible
- ✓ Has a color-coded or otherwise organized closet
- ✓ May or may not ever even get things into your closet...

# Judging and Perceiving

How you prefer to live your life?

Do you like a more structured or flexible lifestyle?

## J—Judging

Like to plan things in advance, be organized, and keep a schedule

(55-60%)

## P—Perceiving

Like to be flexible, spontaneous, and keep their options open

(40-45%)

# How do you prefer to live your life?

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## Judging:

- Tend to be task oriented and have to-do lists
- Like to make and stick with plans and arrive on time
- Like planned activities and schedules to avoid rushing to meet a deadline
- Like things to be decided. Want to make a decision and move on

## Perceiving:

- Prefer flexibility and like to live more spontaneously
- Like to keep plans flexible or to a minimum and may arrive late to things
- Dislike structure and prefer to adapt to new situations rather than plan for them
- Focus on taking in information so may delay or not make decisions because they're gathering information



# Judging and Perceiving at work



## Judging

- Like organization, order, and structure.
- Want to finish projects they start. Motto is: Work first, play later
- Like to know the timeline so they can plan ahead. Prefer not to change course once a plan is set
- Stick to schedules and deadlines, and will deliver results on time
- May not thrive in unpredictable workplaces or in environments of constant change

## Perceiving

- Appreciate flexibility in their work, and like to be free to adapt and change
- Like to start projects and work in bursts of energy. Motto is: Mix work and play
- Like to keep an open schedule that allows them the flexibility to work at their own pace and change tasks as needed.
- Like the challenge of meeting an approaching deadline last minute
- May have trouble delivering on time, but excel in situations that are unpredictable

# Discussion – Breakout Rooms

One person takes notes, one person reports back out to the larger group

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How does having the Judging/Perceiving preference impact:

- How do you approach or manage your work?
- How you approach or manage your free time?
- How has this preference impacted your response to all the changes in last year and this school year (quickly moving to online classes, unclear plans for fall, constant change, etc.). Has it been easier or more difficult for you to adapt?

# Impact of preferences

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## I/E & J/P – Impact HOW you do your work

- Do you want to work alone or with others? (I/E)
- Do you like having a plan or prefer to be more spontaneous? (J/P)
- Do you like/hate deadlines, calendars, etc.? (J/P)

## S/N & T/F – Impact the CONTENT of your work

- Do you need facts/details to be able to do your work? (S)
- Do you need “the big picture” to be able to do your work? (N)
- When making decisions do you need more logical/technical things like spreadsheets? (T)
- Or do you need to know who your work is impacting/how it affects others? (F)

# MBTI

Estimates of % of population in each type

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ISTJ 12-16%	ISFJ 10-13%	INFJ 2-3%	INTJ 3-4%
ISTP 5-7%	ISFP 5-7%	INFP 4-5%	INTP 5-6%
ESTP 5-7%	ESFP 6-9%	ENFP 6-8%	ENTP 4-7%
ESTJ 10-12%	ESFJ 10-12%	ENFJ 3-5%	ENTJ 3-5%

# Connect with Us

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David Douglas  
Florida's Turnpike Enterprise

Sybil Rothwell  
District Five

## Sources & Resources

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[typefinder.com](http://typefinder.com)

[mypersonality.info](http://mypersonality.info)

[typelogic.com](http://typelogic.com)

[myersbriggs.org](http://myersbriggs.org)

Books:

“Do What You Are” by Tieger and Tieger

The Introvert Advantage: How to Thrive in an Extrovert World by Marti Olsen Laney