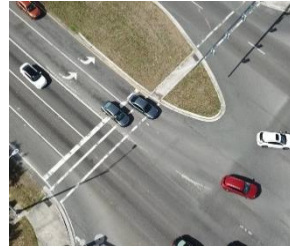




Personal Style Inventory Training



April 2026



Personal Style Inventory (MBTI)

*If you want to go fast, go alone.
If you want to go far, go together.*

- Old proverb

*The only place where success comes
before work is in the dictionary.*

- Vidal Sassoon



Personal Style Inventory (MBTI)

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



Personal Style Inventory (MBTI)

It's not:

- Measured on an either/or scale.
- A tool to measure intelligence, competence, compassion, or mental health.
- A life sentence.



Personal Style Inventory (MBTI)

Each Preference...

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 teams preference will help you to **communicate** and **collaborate**



Personal Style Inventory (MBTI)

Take out the worksheet in your book.

Reference the inventory questions on pages 2-4.

All inventory items are arranged in pairs (a and b).
Each statement in the pair represents a preference you may or may not hold.



Personal Style Inventory (MBTI)

Rate your preference on a scale of 0-5 (5 is strong preference, 0 is not at all).

Both statements in the pair must add up to 5.

Don't use fractions or decimals.

1 a <u>2</u>	+	1 b <u>3</u>	=	5
5 a <u>4</u>	+	5 b <u>1</u>	=	5



Personal Style Inventory (MBTI)

30 seconds to score each pair

X 16 pairs = 8 minutes

2 minutes to add them up.

Write your answers on the line toward the bottom, put a slash in between the two numbers in a pair.

1 a <u>2</u>	1 b <u>3</u>
5 a <u>4</u>	5 b <u>1</u>

1a <u>3</u>	1b <u>2</u>	2a <u>2</u>	2b <u>3</u>	3a <u>3</u>	3b <u>2</u>	4a <u>4</u>	4b <u>1</u>
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Plan a beach trip!



Plan a beach trip!

Your plan should include:

- Who is going
- How are you getting there
- What the group can do together
- What people can do on their own

Plan a beach trip!



Extraversion and Introversion

E—Extroversion

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

I—Introversion

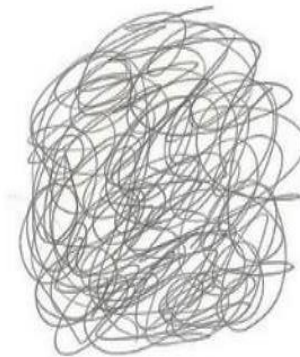
Gain energy from their inner world of thoughts and ideas (45-50%)



Extraversion and Introversion

Introversion:

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



MY THOUGHTS

MY WORDS.

Extraversion and Introversion

Extraversion:

- **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



Extraversion and Introversion

Let's chat:

What are some steps introverts need to take to be successful when on a big team? What about extroverts on a smaller team?

What is 1 strength of each preference when working through conflict?

When onboarding someone new to the team, how does supporting an introvert look different than supporting an extrovert?



Extraversion and Introversion

Extroverts

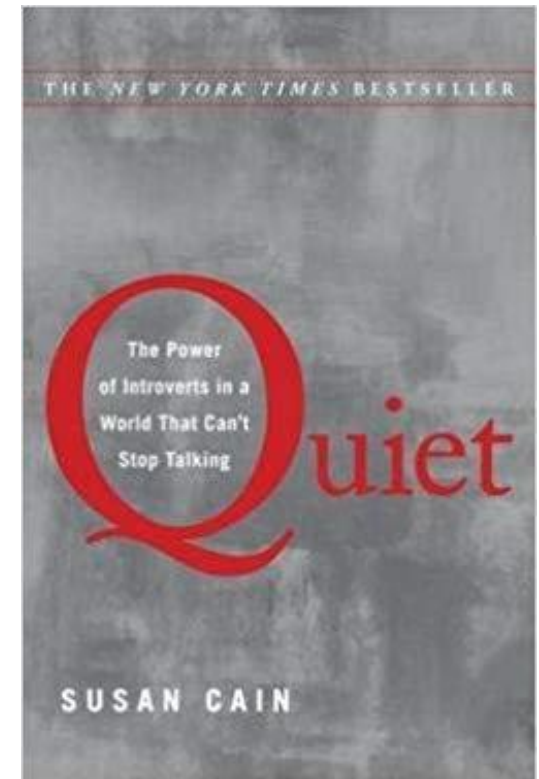
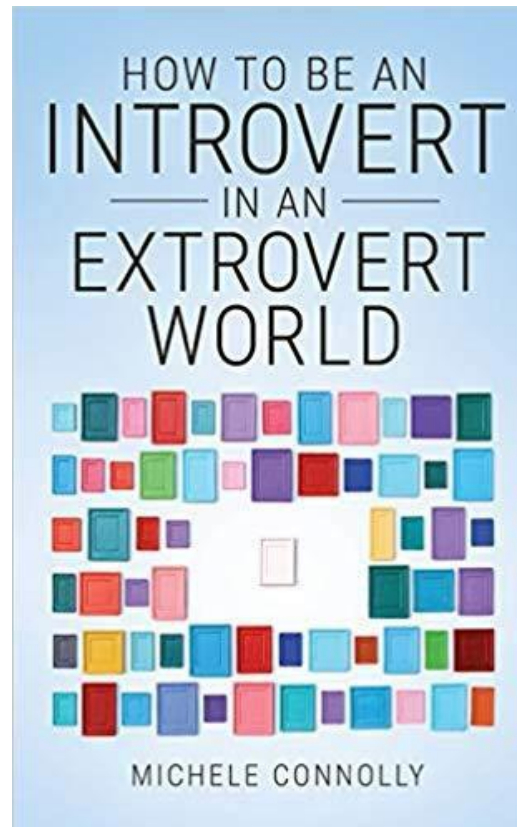
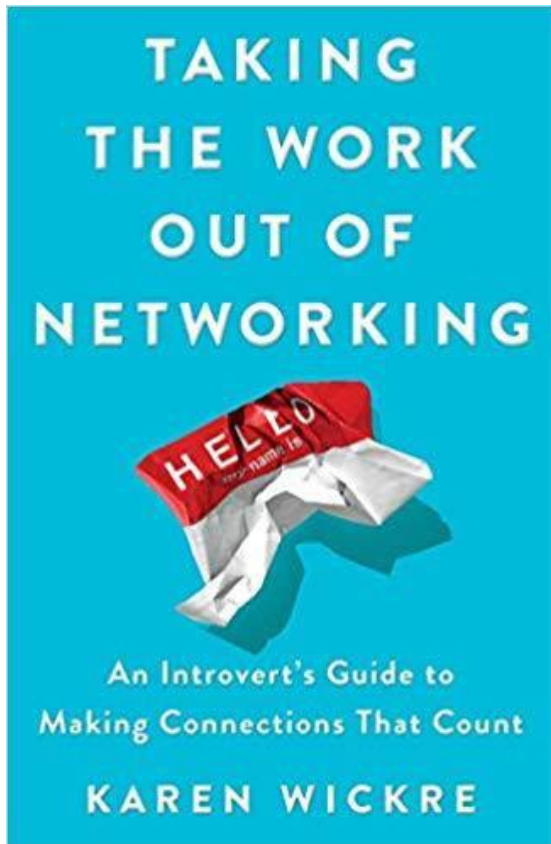
- Prefer to work with others on teams and/or in spaces where they can interact.
- “Think out loud,” like to brainstorm, and share ideas and plans with other people.
- May lose motivation when they have to work in isolation.

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.
- May become drained when they have to speak publicly, work in teams, or meet lots of people (i.e. networking – job fairs!)



Extraversion and Introversion



Susan Cain - TED talk

louderminds.com

IntrovertInsights.com

1a <u>3</u>	1b <u>2</u>	2a <u>2</u>	2b <u>3</u>	3a <u>3</u>	3b <u>2</u>	4a <u>4</u>	4b <u>1</u>
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Sensing and Intuition

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

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%)



Sensing and Intuition

S—Sensing

Varies in shape and size, crunchy, colorful

N—Intuitive

Good compost, raking into a pile, could make tea,
leafy greens are edible

Sensing and Intuition

What kind of information do you notice and remember?

Sensing:

- Process information through their five **senses**.
- 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.



Sensing and Intuition

What kind of information do you notice and remember?

Intuitive:

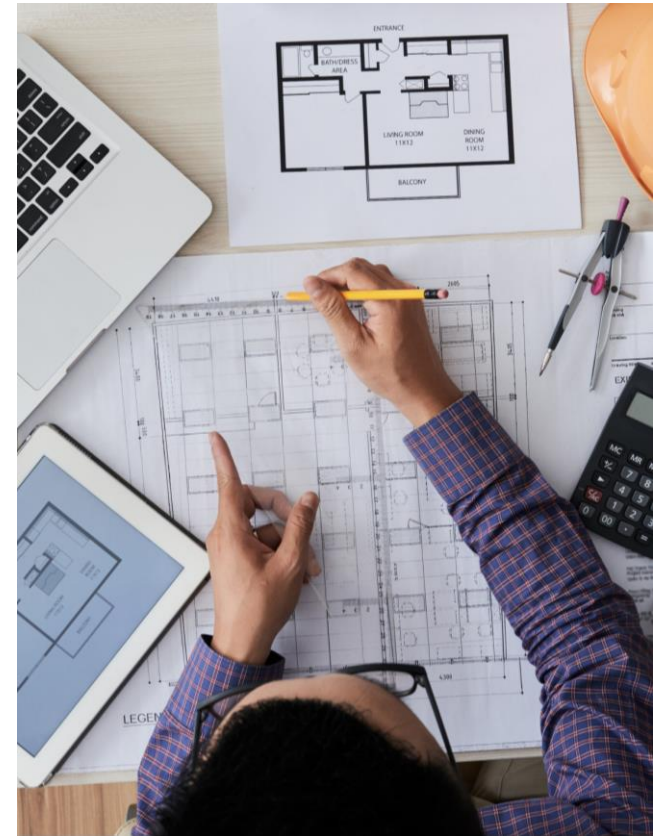
- Like to use their **intuition** or **imagination** — to see possibilities vs. what is “just” in front of them.
- Look at and want “the big picture” first and details second.
- Tend to question, wonder, and like to connect the dots to “the big picture”.
- Often asking “What if...” scenarios.



Sensing and Intuition at work

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.
- Might need more “lead-in” time before making changes to project (does not like change that turns their life upside down).



Sensing and Intuition at work

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.



Sensing and Intuition

Let's chat:

Pair with someone next to you and write 3 questions from each preference (3 for sensing, 3 for intuitive) in response to the following:

Your team is tasked with gathering information needed to determine how to best allocate \$10,000 in new equipment or software upgrades. You get to ask questions to help determine the direction leadership takes.



Sensing and Intuition

Sample questions:

Sensing:

- What are the most outstanding needs for our operations right now?
- What are costs in dollars and time involved in implementing new tools or systems?
- What is the compatibility with the new tools/software with our current tools/software?



Sensing and Intuition

Sample questions:

Intuitive:

- How effective or dated will any purchase be 10 years from now?
- What new challenges will our operations face in the next 5-10 years, and what will these purchases do to help?
- How will these tools improve efficiency, safety, and general productivity in our operations?



1a <u>3</u>	1b <u>2</u>	2a <u>2</u>	2b <u>3</u>	3a <u>3</u>	3b <u>2</u>	4a <u>4</u>	4b <u>1</u>
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25a <u>2</u>	25b <u>3</u>	26a <u>4</u>	26b <u>1</u>	27a <u>3</u>	27b <u>2</u>	28a <u>2</u>	28b <u>3</u>
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E I S N T F

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Thinking and Feeling

Scenario:

You are driving to a friend's retirement party down in Crawfordville. You need to pick up a friend along the way and are already running a bit late.

You are on Woodville highway, about 20 minutes away from the friend, and another 20 from the party, and a deer runs out in the middle of the road. You can't swerve in time and end up hitting the deer.



What is the first thing you do after stopping the car?



Thinking and Feeling

T—Thinking

“value objectivity, competence, and logic”

(45-55%)

F—Feeling

“value empathy, relationships, and compassion”

(45-55%)



Thinking and Feeling

T—Thinking

- Is my car damaged? Is it driveable?
- Is the deer obstructing the road?
- Should I call Insurance to file a claim?

F—Feeling

- Is the deer okay?
- I'll need to notify my friend I probably can't make it.
- I'll miss out on the retirement party.



Thinking and Feeling



**Inside your brain are thoughts, values, and logic,
all which make the rules you live by.**

**Inside your heart are the things
and people worth dying for.**

You need them both.

This just helps identify your first inclination.



Thinking and Feeling

T - 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



Thinking and Feeling

F – Feeling



- Make decisions subjectively based on principles and personal values.
- Take into account and consider other people's feelings when making decisions.
- May take criticism personally.



Thinking and Feeling at work

T - Thinking

- May enjoy scientific or technical tasks 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.



Thinking and Feeling at work

F – Feeling

- Have a strong relationship/empathy orientation and makes decisions based on compassion.
- 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.



Thinking and Feeling at work

	ST	SF	NF	NT
Preference	Sensing & Thinking	Sensing & Feeling	Intuition & Feeling	Intuition & Thinking
Focus	Getting it right, accuracy	Providing service to others, making others happy	Empowering others, making a difference	Wanting to understand, create, and design systems



1a <u>3</u>	1b <u>2</u>	2a <u>2</u>	2b <u>3</u>	3a <u>3</u>	3b <u>2</u>	4a <u>4</u>	4b <u>1</u>
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E I S N T F J P
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Judging and Perceiving

J—Judging

Like to plan things in advance, be organized, and keep a schedule (55-60%)

P—Perceiving

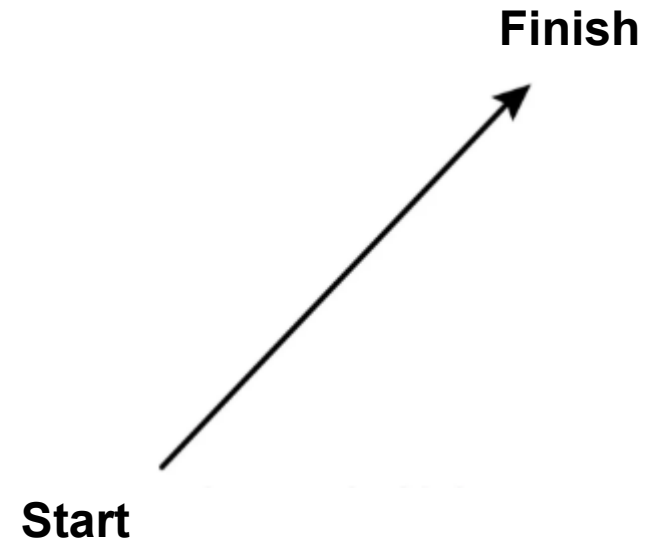
Like to be flexible, spontaneous, and keep their options open (40-45%)



Judging and Perceiving

J - Judging

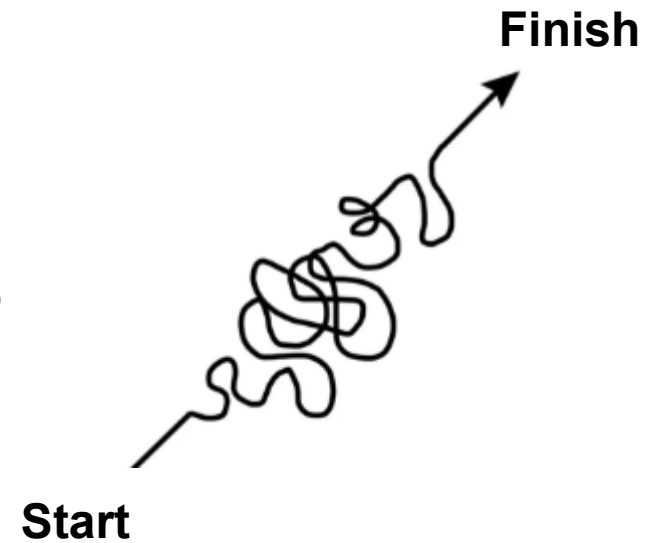
- Tend to be task oriented and have to-do lists.
- Like to make and stick with plans and arrive on time.
- Like planned activities and schedules to avoid rushing to meet a deadline
- Like things to be decided. Want to make a decision and move on.



Judging and Perceiving

P - Perceiving

- Prefer flexibility + maybe spontaneity
- Like to keep plans open-ended or to a minimum.
- Dislike structure and prefer to adapt to new situations.
- Focus on taking in information so may delay or not make decisions because they're gathering information.



Judging and Perceiving at work

J – Judging

- Like organization, order, and structure.
- Excels at finishing what they start.
- Like to know the timeline so they can plan ahead.
- Prefer not to change course once a plan is set.
- May not thrive in unpredictable workplaces or in environments of constant change.



Judging and Perceiving at work

P - Perceiving

- Appreciate flexibility in their work.
- Like to start projects and work in bursts of energy.
- Like to keep an open schedule that allows them the flexibility to work at their own pace and change tasks as needed.
- Can excel in situations that are unpredictable.
- Like the challenge of meeting a deadline last minute.



Judging and Perceiving at work

Let's chat:

How does having the Judging/Perceiving preference impact managing:

- Daily routines
- Collaboration
- Conflict
- Making big decisions



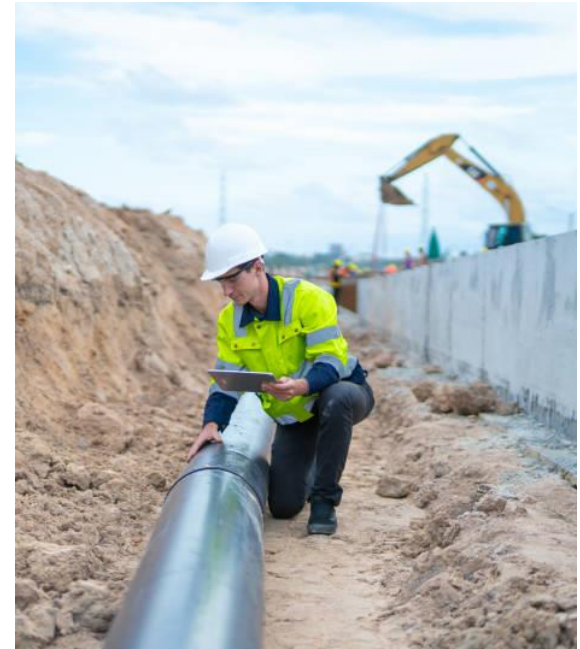
How do these preferences clash, and what can be done to mitigate stress?



Impact

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 open-ended? (J/P)
- Do you like/hate deadlines, calendars, etc.? (J/P)



Impact

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)



Impact

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%

Road Trip!



Road Trip!

E vs I

S vs N

T vs F

J vs P

Extrovert

Who is coming with me?!
How many people can I fit?

Introvert

Who has to come with me?
How long do I have to spend driving with them?

Road Trip!

E vs I

S vs N

T vs F

J vs P

Sensing

How long are we driving?

Why are we going?

What is the budget?

Intuitive

What if we add some stops and see some sights?

Road Trip!

E vs I

S vs N

T vs F

J vs P

Thinking

Have we considered everything with snacks, route, music/podcasts?

Feeling

Have we considered what everyone likes to eat and their music/podcast preferences?

Road Trip!

E vs I

S vs N

T vs F

J vs P

Judging

When do we need to arrive?

What can we do to plan ahead?

Prefer to plan a playlist ahead of time

Perceiving

Enjoy the ride

Let the radio or spotify play whatever



Thank you!



Contact – Samuel Lloyd Samuel.Lloyd@dot.state.fl.us



References

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[mypersonality.info](https://www.mypersonality.info)

[typelogic.com](https://www.typelogic.com)

[myersbriggs.org](https://www.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

