

1. **Introduction:** Consider the meaning and significance of the MBTI results.
2. **Introduction to the MBTI:** The Myers-Briggs Type Indicator (MBTI) measures a person's preferred ways of taking in information and making choices.
 - The MBTI Model is based on two pairs of mental processes and two pairs of attitudes, each represented by a letter.
 - MBTI type designations are a combination of four-letters like ISTJ, ENTP, ISFJ, etc.
 - There are four groups of four types. The types within each group are related.
 - Each group is called a Temperament Group. Each Group contains four variations or individual Temperament Types. First consider the mental function and attitude pairs.
3. **TWO BASIC MENTAL FUNCTION PAIRS:**
 - **Perception** is the process by which we “take in” or “become aware of” information concerning people, things, ideas, etc.
 - **Judgment** is the process by which we arrange things in order, reach conclusions, or come to closure – that is, make decisions.
 - **Perception** is through **Sensing** or **iNtuition**, but never by both at the same time.
 - **Judging** is through **Thinking** or **Feeling**, but never by both at the same time.
 - Consider the 4 mental functions one by one.
4. **Two Ways of Perceiving:**
 - The two ways of perceiving and taking in information are named **Sensing (S)** and **Intuition (N)**. Both are necessary, but one way will be preferred.
5. **Sensing (S):** Using the five senses directly to become aware of facts and details.
 - In the sensing mode, people focus on concrete reality and are highly observant of things in their immediate environment. S's prefer clear, detailed instructions.
 - S's prefer to trust things they either have directly observed or experienced first-hand.
 - They prefer precise data. “4:37 PM” not “about 4:30.” “\$14.13”, not “about \$14.”
 - They tend to believe that “if it isn't broken, you shouldn't try to fix it”.
 - The S-type memory is specific, detailed, literal, and complete. S's prefer precise data.
 - S's usually prefer to deal with the here and now rather than the unknown future.
 - They tend to be practical, realistic, hands-on, enjoy facts and details.
 - S's prefer dealing with tangible things rather than intangible. They would rather deal with facts and figures than ideas and theories.
 - They prefer to hear things in their proper sequence.
 - Sensors prefer to make decisions based on verifiable facts and tend to think of inference and conjecture as distractions from what is important.
 - **Sensing (S)** is the preferred way of taking in information for about 70% of people.
6. **Intuition (N):** Data from the 5 senses automatically combines with ideas in the mind.
 - N's tend to be introspective and to have good imaginations.

- Given information, N's seek possibilities, patterns, & meaning.
 - They tend to focus on concepts and ideas as they strive to infer connections between diverse pieces of information.
 - N's collect information in context and associate it with other data through analogies.
 - N's can think about several things at once & absorb random information if necessary.
 - N's have difficulty memorizing and using facts unless they are in an interesting context.
 - They like to figure out how things work just for the sheer pleasure of doing so.
 - They easily think in terms of future possibilities.
 - **Intuition (N)** is the preferred way of taking in information for about 30% of people.
7. **TWO WAYS OF JUDGING:** The two ways of judging (or making decisions) are named **Thinking (T)** and **Feeling (F)**. Both are necessary, but one way will be preferred.
- Both T and F are thinking processes based on reason. Both usually involve emotion.
 - Logical principles and objective data are favored in the T process. Personal values and data focused on people- issues are favored in the F process.
 - Both ways are valid decision processes.
8. **Thinking (T):** Arriving at impersonal conclusions by an objective, analytical, personally detached, bottom-line focused, logical process.
- Even when everyone else is upset, T's usually stay calm, cool, and objective.
 - They prefer to settle disputes based on truth and fairness even if not everyone is happy.
 - They don't lack emotion, but they can set it aside and make tough, objective decisions.
 - T's tend to be tough-minded & objective in considering strengths and weaknesses.
 - T's focus their concerns during decision making on overall consequences and justice & identifying possible unintended consequences.
 - Issues of welfare and harmony are usually delayed until after the primary decision.
 - T's enjoy making points to clarify issues and may very well argue both sides of an issue.
 - Making T type decisions is preferred by about 60% of men and 40% of women.
9. **Feeling (F):** Arriving at conclusions through a process based on personal values as the primary criteria for deciding.
- The principal goal of a "feeling" type decision maker is to maximize harmony.
 - F's are friendly and tend to overextend themselves in meeting needs and accommodating other people.
 - F's are tender-hearted, prefer harmony over clarity. Tend to be embarrassed by conflict.
 - They place high value on mercy and tend to identify with the emotional pain of others.
 - Issues of fairness and justice are usually delayed until after the primary decision.
 - Making F type decisions is preferred by about 40% of men and 60% of women.
10. **TWO BASIC ATTITUDE PAIRS**
- **Preferred Focus of Attention** is either people and things of the external world or the inner world of concepts, ideas, and sense of personal being.
 - **Focus of Attention** is **Extraversion (E)** or **Introversion (I)** but not both at one time.

- **Preferred Orientation Toward the Outer World** either desires or does not desire structure and organization. Orientation Toward the Outer World is either **Judging (J)** or **Perceiving (P)** but not both at one time.
- Consider the four mental attitudes one by one.

11. **TWO WAYS OF FOCUSING ATTENTION**

- The two ways of focusing attention are named **Extraversion (E)** and **Introversion (I)**. All can use either **E** or **I** but will prefer one over the other.

12. **Extraversion (E)** is a preference to focus attention on the outer world of people, events, and things. People who prefer extraversion are stimulated by the presence of other people and seem to derive great satisfaction from active interaction with others.

- They tend to verbalize much of what they perceive and decide. They easily approach other people and enjoy learning about the world around them.
- For **E's** Spending too much time focused on the inner world and isolated from people can result in fatigue.
- An **Extraverted (E)** focus of attention is preferred by about 70% of the U.S. population.

13. **Introversion (I)** is a preference to focus attention on the inner world of thoughts, concepts, ideas, and internal experiences. People who prefer introversion tend to keep their thoughts to themselves and to think carefully before expressing thoughts to others.

- In the introverted attitude, a person reflects and reviews ideas and experiences.
- Interacting with new people or trying new external activities requires special effort.
- Thoughts are stimulating. Conversation is draining.
- An **Introverted (I)** focus of attention is preferred by about 30% of the U.S. population.

14. **TWO OUTER WORLD ORIENTATIONS:** The two orientations toward the outer world are named **Judging (J)** and **Perceiving (P)**, both necessary, but one preferred.

15. **A Judging (J)** attitude implies a preference for using one of the judging functions (either **T** or **F**) in interacting with the outer world.

- This preference tends to be revealed through a desire for structure and organization.
- **J's** desire to make decisions as efficiently and quickly as possible even if data is incomplete or of poor quality.
- **J's** are organized, structured, and work effectively within schedules and deadlines.
- They always seem to be waiting for others, who never seem to be on time.
- **J's** thrive on order. Tend to not like surprises.
- They tend to prepare and work to a set plan and are frustrated by environments where there are frequent interruptions and diversions.
- They are often accused of being angry when they are only expressing their opinion.
- A **Judging (J)** attitude toward the outer world is preferred by about 55% of people.

16. **A Perceiving (P)** attitude implies a preference for using one of the perceiving functions (either **S** or **N**) in interacting with the outer world.

- **P's** desire as much information as possible before reaching a conclusion.

- When new data comes along, **P's** want to rethink their decisions. They tend to have a wait-and-see perspective about most things.
- They tend to think it's OK to be neat and orderly if you want to, but what is more important is to be responsive, creative, and spontaneous.
- They don't like to be pinned down. They prefer to keep their options open.
- **P's** are adaptable and spontaneous in the face of imminent deadlines, and welcome interruptions and diversions because they stimulate and provide new information.
- **P's** tend to depend on last-minute spurts of energy to meet deadlines.
- It requires special effort for **P's** to live within set schedules, meet deadlines, or be orderly and methodical in pursuing desired goals.
- A **Perceiving (P)** attitude toward the outer world is preferred by about 45% of people.

17. **Putting It All Together:**

- Each of us prefers one particular focus (**E** or **I**), one perceiving function (**S** or **N**), one judging function (**T** or **F**), and one orientation (**J** or **P**).
- Possible combinations yield 4 Temperament Groups of 4 Types each. Or 16 total.
- Your **Type** is your self-reported preferences for how you use your mind to acquire information and make decisions.
- Examples: **ISTJ** – (**I**) quietly reserved, (**S**) very observant of immediate surroundings, (**T**) tough-minded and objective, (**J**) likes order and planned, scheduled behavior.
- **ENFP** – (**E**) socially outgoing, (**N**) desires understanding and meaning, is introspective, (**F**) friendly and concerned with personal values, (**P**) flexible and opportunistic.
- Every **Type** has strengths and weaknesses in dealing with specific circumstances. No type is better or worse than others, just different.
- People tend to self-select into jobs and situations that allow them the most opportunity to use their mental preferences and the associated behavior.
- Every person can use all MBTI mental attributes (**E,I,S,N,T,F,J,P**).
- However, people automatically use their 4 primary preferences unless they consciously intervene with special effort and thought. Using non-preferred mental processes requires extra effort much like writing with your non-preferred hand.
- If a non-preferred process is used, you will revert to the preferred process when possible.

18. **General Comments:** **Type** is never to be blamed for bad behavior. Type never makes anyone do anything. The impetus for bad behavior comes from character problems.

- Temperament Type is morally neutral. Character determines moral positions which are then expressed through temperament.
- When we are tempted to sinful behavior, God always provides a way out (1Cor 10:13).
- We are always accountable for our actual behavior.

19. **What is Next:** Temperament Groups.