

The Next Dimension... Personality Styles

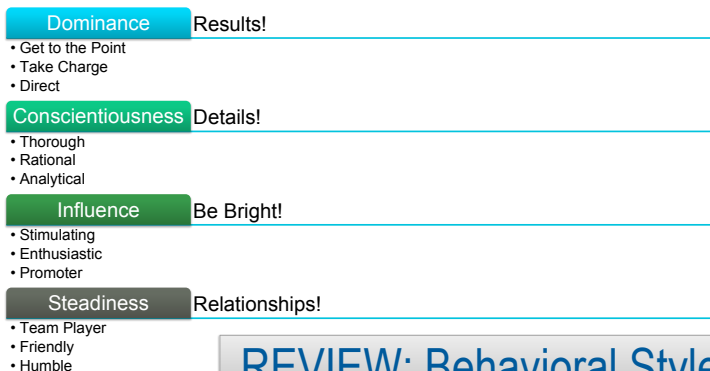
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Disclaimers

- 4 No financial or relevant relationships to disclose.

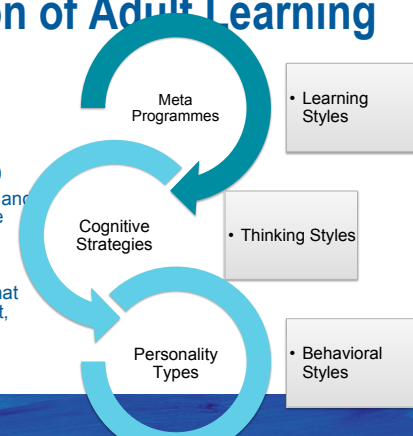
Objectives

- 4 Learners will recognize multiple roles and barriers in adult learners.
- 4 Learners will identify tactics to adjust teaching methods to address varying learning styles.

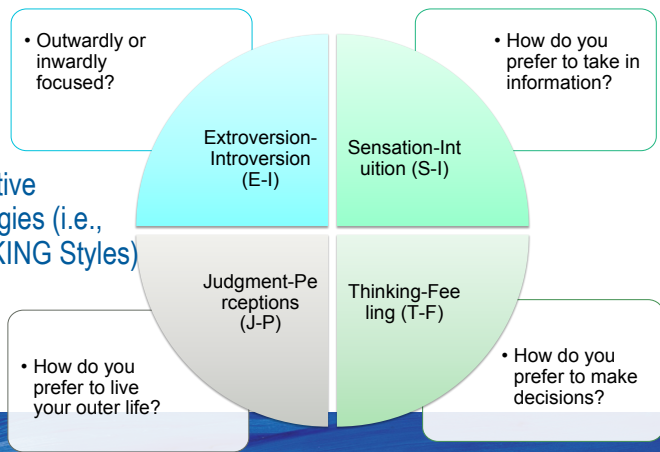


Another Dimension of Adult Learning

- **Meta Programmes (Learning Style)**
 - Broken down to an individual's Cognitive Strategies
- **Cognitive Strategies (Thinking Style)**
 - Habitual ways of inputting, sorting, and filtering the information found in the world around us.
- **Personality Types (Behavioral Style)**
 - Individual psychological systems that determines one's behavior, thought, and adjustment to the overall environment.



Cognitive Strategies (i.e., THINKING Styles)



E
Extroverts

- Energized by People
- Enjoy a variety of tasks & a quick pace
- Good at multitasking

I
Introverts

- Like working alone or in small groups
- Prefer a more deliberate pace
- Likes to focus on one task at a time

T
Thinkers

- Makes decisions using logical analysis
- Objectively weighs pros and cons
- Values honest, consistency, and fairness

F
Feelers

- Sensitive & cooperative
- Decide based on their own personal values & how others will be affected by their actions

S
Sensors

- Realistic people
- Focus on the facts & details
- Apply common sense and past experiences to produce practical solutions to problems.

N
Intuitives

- Focuses on possibilities and the big picture
- Easily sees patterns
- Values innovation
- Seeks creative solutions to problems

J
Judgers

- Organized and prepared
- Like to make and stick to plans
- Comfortable following most rules

P
Perceivers

- Keeps their options open
- Acts spontaneously
- Flexible with making plans

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
 - Like to be in a fast-paced environment
 - Tend to work out ideas with others, think out loud
 - Enjoy being the center of attention
- then you prefer **E** Extroversion
- Could be described as reserved, private
 - Prefer a slower pace with time for contemplation
 - Tend to think things through inside your head
 - Would rather observe than be the center of attention
- then you prefer **I** Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
 - Pay attention to concrete facts and details
 - Prefer ideas that have practical applications
 - Like to describe things in a specific, literal way
- then you prefer **S** Sensing
- Imagine the possibilities of how things could be
 - Notice the big picture, see how everything connects
 - Prefer ideas and concepts for their own sake
 - Like to describe things in a figurative, poetic way
- then you prefer **N** Intuition

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
 - Value justice, fairness
 - Enjoy finding the flaws in an argument
 - Could be described as reasonable, level-headed
- then you prefer **T** Thinking
- Base your decisions on personal values and how your actions affect others
 - Value harmony, forgiveness
 - Like to please others and point out the best in people
 - Could be described as warm, empathetic
- then you prefer **F** Feeling

4. How do you prefer to live your outer life? If you:

- Refer to how matters settled
 - Think rules and deadlines should be respected
 - Prefer to have detailed, step-by-step instructions
 - Make plans, want to know what you're getting into
- then you prefer **J** Judging
- Prefer to leave your options open
 - See rules and deadlines as flexible
 - Like to improvise and make things up as you go
 - Are spontaneous, enjoy surprises and new situations
- then you prefer **P** Perceiving

ISTJ=The 'Organizer'

ISTJ
Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

ISTJ GUARDIAN INSPECTOR

TOP CAREERS

- DETECTIVE
- CREDIT ANALYST
- PROJECT MANAGER
- IT PROGRAMMER
- TAX OFFICER
- FLIGHT ENGINEER
- STOCK BROKER
- MILITARY OFFICER
- COMPLIANCE OFFICER
- FINANCE EXECUTIVE

FAMOUS ISTJs

- ANGUS THOMAS
- GEORGE WASHINGTON
- WILSON BURET

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ISFJ=The 'Protector'

ISFJ

Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

ISFJ GUARDIAN PROTECTOR

TOP CAREERS

- OPTICIAN
- PERSONAL ASSISTANT
- INTERIOR DESIGNER
- MUSICIAN
- HISTORIAN
- DENTIST
- RELIGIOUS TEACHER
- ARTIST
- NURSE
- SURGEON

FAMOUS ISFJs

- MOTHER TERESA
- KATE HECKLER
- PRINCE CHARLES

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INFJ=The 'Activist'

INFJ

Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

INFJ IDEALIST COUNSELOR

TOP CAREERS

- NUTRITIONIST
- PASTOR
- CAREER COUNSELOR
- MOVIE PRODUCER
- ARTIST
- TEACHER
- AUTHOR
- MESSAGE THERAPIST
- WELFARE OFFICER
- DRAMATIST

FAMOUS INFJs

- CARL JUNG
- CATE BLANCHETT
- SANDOR

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INTJ=The 'Systems Builders'

INTJ
Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

INTJ RATIONAL STRATEGIST

EXCELLENT **STRATEGIC** **CREATIVE SOLVER** **TOP CAREERS**

SELF-ASSURED **WORK ALONE** **ORGANIZED** **ECONOMIST** **CONSULTANT** **PRIVATE BANKER** **FINANCIAL ANALYST** **WEBSITE DEVELOPER** **DESIGN ENGINEER** **PSYCHIATRIST** **NEUROLOGIST** **ATTORNEY** **JUDGE**

INTROVERSION You recharge your energy in solitude.

INTUITION You enjoy possibility theory and big ideas.

THINKING You make logical and objective decisions.

JUDGING You are organized, preferring to keep a schedule.

You are a quiet, task-oriented and insightful individual who demand nothing but excellence from yourself and others. You are a long range and conceptual thinker that has insights into micro-trends like economic or politics. You have a critical mind, you look at existing flaws in current systems, point out loopholes and offer creative solutions if asked.

FAMOUS INTJs

ELON MUSK

MARK ZUCKERBERG

STEPHEN HAWKING

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ISTP=The 'Virtuoso'

ISTP
Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

ISTP ARTISAN CRAFTER

TEAM PLAYER **OBSERVANT** **HIGH DEXTERITY** **TOP CAREERS**

RISK TAKER **CREATIVE SOLVER** **ADAPTABLE** **ECONOMIST** **ARMY OFFICER** **ATHLETE** **PARALEGAL** **MECHANIC** **PARAMEDIC** **INTELLIGENCE AGENT** **AEROSPACE ENGINEER** **RACE CAR DRIVER** **ECONOMIST**

INTROVERSION You recharge your energy in solitude.

SENSING You are practical and down-to-earth attitude.

THINKING You make logical and objective decisions.

PERCEIVING You are spontaneous, and keep your options open.

You are a quiet observer who believes in the economy of effort. You like to solve problems and issues on the cut and will think about the least possible way utilizing the least amount of effort or input. You are flexible and adaptable and very comfortable with change or crisis management. You do not like traditional policies and procedures and will try to get around them for efficiency.

FAMOUS ISTPs

BRUCE LEE

STEVE JOBS

VLADIMIR PUTIN

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ISFP=The Explorer

ISFP
Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

ISFP ARTISAN COMPOSER

TEAM PLAYER **CARING** **WARM AND GENEROUS** **TOP CAREERS**

RISK TAKER **PRACTICAL** **ADAPTABLE** **GEOLOGIST** **ARTIST** **TRAVEL AGENT** **TEACHER** **MECHANIC** **SYSTEMS ANALYST** **SURGEON** **TAILOR** **NUTRITIONIST**

INTROVERSION You recharge your energy in solitude.

SENSING You are practical and down-to-earth attitude.

FEELING You make values-centered, people oriented decisions.

PERCEIVING You are spontaneous, and keep your options open.

You are sensitive, considerate, kind and enjoy living in the moment. You are easy-going, often preferring to the away from the spotlight. You are a quiet observer, noticing many things about people that few others will see. You deeply care freedom and will do all you can to get out of anything that seems to tie you down or stifle their freedom and independence.

FAMOUS ISFPs

FRANCIS DUKAKIS

DAVID BECKHAM

MICHAEL JACKSON

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INFP=The 'Referee'

INFP
Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

INFP IDEALIST HEALER

WORK ALONE **COMMITTED** **FOCUSED** **TOP CAREERS**

ADAPTABLE **BIG PICTURE** **INSIGHTFUL** **MUSICIAN** **PASTOR** **COUNSELOR** **INTERIOR DESIGNER** **ARTIST** **COLLEGE PROFESSOR** **JOURNALIST** **PSYCHOLOGIST** **HEALTH COACH** **DIETITIAN**

INTROVERSION You recharge your energy in solitude.

INTUITION You enjoy possibility theory and big ideas.

FEELING You make values-centered, people oriented decisions.

PERCEIVING You are spontaneous, and keep your options open.

You are a quiet, caring and encouraging individual who have a passion for seeing the world become a better place. You have a set of core values, and want to find harmony with your career and inner lives. As a result, you appear idealistic in your career, relationships and work. You have a keen understanding on what makes people tick, making you inspiring and motivational for others.

FAMOUS INFPs

C.A. LEWIS

JOHN KERRY

JOHNNY DEPP

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INTP=The Philosopher

INTP
Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

INTP RATIONAL PHILOSOPHER

COMPLEXITY **OUTSIDE THE BOX** **CREATIVE SOLVER** **TOP CAREERS**

ASSURED **WORK ALONE** **ADAPTABLE** **NEUROLOGIST** **ECONOMIST** **WEB DEVELOPER** **HISTORIAN** **COMPUTER SECURITY** **SOFTWARE DESIGNER** **FINANCIAL ANALYST** **LAWYER** **MATHEMATICIAN** **VENTURE CAPITALIST**

INTROVERSION You recharge your energy in solitude.

INTUITION You enjoy possibility theory and big ideas.

THINKING You make logical and objective decisions.

PERCEIVING You are spontaneous, and keep your options open.

You are an independent and original thinker who think of creative and innovative ways of problem solving. You are often seen as mentally quick and insightful into micro-trends often able to spot trends and happenings in the system. You prefer to work independently and with flexibility, not being structure and deadlines which you feel stifles your ability to think and create.

FAMOUS INTPs

CHARLES DARWIN

ABRAHAM LINCOLN

ALBERT EINSTEIN

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ESTP=The Tycoon

ESTP
Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

ESTP ARTISAN PERFORMER

TEAM PLAYER **OBSERVANT** **HIGH DEXTERITY** **TOP CAREERS**

RISK TAKER **PROBLEM SOLVER** **ADAPTABLE** **ENTREPRENEUR** **DETECTIVE** **BARTENDER** **CRAFTSPERSON** **COACH** **STOCKBROKER** **SHIP CAPTAIN** **TALK SHOW HOST** **AIRCREW** **DANCER**

EXTROVERSION You recharge your energy by talking with new people.

SENSING You are practical and down-to-earth attitude.

THINKING You make logical and objective decisions.

PERCEIVING You are spontaneous, and keep your options open.

You are a fun-loving, energetic and easy-going individuals who live for the moment. You love to have a good time, even while at work. Your jovial nature makes you popular among peers. Being flexible and adaptable, you prefer rules that are not restrict through rules and regulations. You are often thinking about refining processes, how things can be done more effectively.

FAMOUS ESTPs

JOHN CENA

WILLIAM SHAKESPEARE

DONALD TRUMP

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ESFP=The 'Artist'

ESFP
Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

TEAM PLAYER
FUN-LOVING
COOPERATIVE
RISK TAKER
PRACTICAL
ADAPTABLE
TOP CAREERS
TEACHER
CUSTOMER SERVICE
NURSE
NEWS ANCHOR
PHOTOGRAPHER
CHEF
REAL ESTATE AGENT
SPORTSPERSON
FAMILY DOCTOR
ACTOR
FAMOUS ESFPs
RICHARD BRANSON
BILL CLINTON
KATY PERRY
ESFP ARTISAN PERFORMER
You are a fun-loving, bubbly and energetic individual. Wanting to enjoy everything that life has to offer, you bring a lightness and fun to everything you do. You are also considerate, warm and sensitive to the needs of others. Hence, you are often popular among your peers. You enjoy independence and flexibility in your work without fear that you are letting things slip.
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ENFP=The Crusader

ENFP
Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

TEAM PLAYER
CHARISMATIC
OUTSIDE THE BOX
ADAPTABLE
BIG PICTURE
INSIGHTFUL
TOP CAREERS
MUSICIAN
COMEDIAN
STRATEGIC CONSULTANT
INTERIOR DESIGNER
AUTHOR
COLLEGE PROFESSOR
SOCIAL SCIENTIST
COUNSELOR
MISSIONARY
TEACHER
FAMOUS ENFPs
WALT DISNEY
ELLEN DEGENERES
ROBIN WILLIAMS
ENFP IDEALIST CHAMPION
You see life as an exciting adventure full of possibilities. You are an energetic, enthusiastic and inspiring individual who is insightful and future-oriented. You have a keen insight into how people think and often quick to understand people's concerns, needs or desires. You are able to rally people around a cause that you personally believe in and often become leaders of causes and movements.
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ENTP=The Devil's Advocate

ENTP
Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

ASSURED
OUTSIDE THE BOX
ADAPTABLE
COMMUNICATOR
MOTIVATED
CREATIVE SOLVER
TOP CAREERS
FRANCHISOR
PRODUCER
POLITICAL CONSULTANT
CRIMINALIST
ENTREPRENEUR
DETECTIVE
SOCIAL SCIENTIST
PHOTOGRAPHER
MOVIE DIRECTOR
TALK SHOW HOST
FAMOUS ENTPs
ROBIN WILLIAMS
ROBERT DOWNEY JR.
LEONARDO DI CAPRIO
ENTP RATIONAL INVENTOR
You are a social, active, goal-focused and task-oriented individual who isn't the external environment for possibilities and opportunities. You are then able to analyze and consider your potential strategically to come up with creative solutions or improvements to existing problems, making great decisions. You take a detached approach to situations in life and will readily engage in intellectual debates.
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ESTJ=The Manager

ESTJ
Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

NATURAL LEADER
PRACTICAL
RESPONSIBLE
PERSEVERANCE
RESULTS-ORIENTED
DETAILED
TOP CAREERS
CREDIT ANALYST
DETECTIVE
PROJECT MANAGER
IT PROGRAMMER
TAX OFFICER
FLIGHT ENGINEER
STOCK BROKER
MILITARY OFFICER
COMPLIANCE OFFICER
FINANCE EXECUTIVE
FAMOUS ESTJs
HILARY CLINTON
BILLY CRUSH
HENRY FORD
ESTJ GUARDIAN SUPERVISOR
You are objective, straight-forward, scheduled and planned in your work and thrive under established organizations with well-defined roles and responsibilities. You are results-oriented, efficient and competent in your work. While you can be generous, hearty and engaging in social settings, you respect traditions both at the workplace and in the family.
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ESFJ=The Diplomat

ESFJ
Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

LEADER
GOOD WORK ETHICS
LIVELY
COOPERATIVE
PRACTICAL
ROUTINE
TOP CAREERS
INSURANCE AGENT
PHYSIOTHERAPIST
SCHOOL PRINCIPAL
COUNSELLOR
HOTEL MANAGER
DENTIST
PUBLIC RELATIONS
SOCIAL WORKER
FAMILY DOCTOR
PASTOR
FAMOUS ESFJs
SAM WOLTON
POPE FRANCIS
CELINE DION
ESFJ GUARDIAN PROVIDER
You enjoy organizing people and situations to complete tasks according to schedule. You are conscientious and responsible in your work, not missing details and at the same time considerate in your approach to people, respectful and the same of others. You value friendships and relationships. You are very giving, often putting the needs of others ahead of your own.
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ENFJ=The Hero

ENFJ
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

CHARISMATIC
COMMUNICATOR
ORGANIZED
BIG PICTURE
OPEN TO NEW IDEAS
INSIGHTFUL
TOP CAREERS
FITNESS INSTRUCTOR
ENTERTAINER
SCHOOL DEAN
SALES MANAGER
SOCIOLOGIST
ARTIST
WRITER
PUBLIC RELATIONS
TV PRODUCER
RECRUITER
FAMOUS ENFJs
JENNIFER LAWRENCE
HELLEN MIRREN
MARTIN LUTHER KING JR.
ENFJ IDEALIST TEACHER
You are sensitive to people's thoughts, motivations and needs, and you use this knowledge to encourage and bring out the best in them. Often understanding beyond what is being said, you make good connections. You are very clear about what is important to you, thus will not hesitate to make your personal stand known as well.
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ENTJ=The 'Trailblazer'!

ENTJ
Strategic, logical,
efficient, outgoing,
ambitious, independent.
Effective organizers of
people and long-range
planners.

**EXCELLENT**

**COMPLEXITY**

**CREATIVE SOLVER**

**TOP CAREERS**

**ASSURED**

**NATURAL LEADER**

**ORGANIZED**

PROGRAM DIRECTOR

SECURITY CONSULTANT

REAL ESTATE MANAGER

INVESTMENT BANKER

ENGINEER

FINANCIAL ADVISOR

SENIOR MANAGER

THEATRE PRODUCER

TRAINER

STOCK BROKER

**ENTJ
RATIONAL
COMMANDER**

★ FAMOUS ENTJs

**AUNG SAN SUU KYI**

**JULIUS CAESAR**

**JACK WELCH**

EXTROVERSION
You enjoy meeting and talking with new people.

INTUITION
You enjoy possibility, theory and big ideas.

THINKING
You make logical and objective decisions.

JUDGING
You are organized, preferring to keep a schedule.

You are a tough-minded individual who is task-oriented and goal-focused, demanding only the best from yourself and others around you. You enjoy taking charge and organizing people and resources to achieve a strategic goal. You often generate big positions of management or leadership. You are an analytical and objective thinker that enjoy an intellectual debate, often coming across very assertive.

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