Personality Preferences & Education/Career Choices

UNDERSTANDING ME & YOU
AND HOW WE DO WHAT WE DO
Aim

“Increase self-awareness, improve communication and personal effectiveness”
How it will work today....

- Discussion to explore the meaning of MTBI “type” letters

- Identify what this means for you in relation to your personal, education, or career goals
How is MBTI used?

- Self-Awareness
- Personal Development
- Team Development
- Leadership Development
- Improved Communication
- Counseling
### What it is
- Non-judgemental
- Indicates preference
- Innate
- Well researched
- Can be influenced
  - Family/socialization/education
- Observable
- About appreciating differences

### What it is not
- Trait test
- A box
- An excuse
- Competence related
- Judgmental
- Right/Wrong
Preferences

▶ You can and will do both
▶ One is more natural to you
▶ One just happens
▶ One may take more effort or concentration
How are you energized?

**E**

"Being energized through contact with other people or through engaging in activities"

The Outer world

- External environment
- Prefer to ‘talk through’
- Learn best by doing
- Develop ideas through discussion
- Enjoy working in teams
- Action
- Do-Think-Do

**I**

"Being energized through ideas, quiet times or solitude"

The Inner world

- Inner world
- ‘Reflecting’
- Keep thoughts in
- Learn best by mental “practice”
- Like quiet for concentration
- Prefer working alone or in small groups
- Think-Do-Think
Private Space  E / I

Private space
What’s Your Preference?......
E / I – Contribution

- What gifts might an E bring to a group or family?
- What gifts might an I bring?
- What issues could their differences create?
How do you take in information?

**S**

“Paying attention to what you perceive through the five senses: seeing, hearing, touching, smelling, and tasting”

- Present orientation - Enjoy the NOW
- Real/Actual
- Facts/Details
- Practical
- Specifics
- Trust Experience
- Not stimulated by ambiguity
- Step-by-step

**N**

“Paying attention to what might be described as the sixth sense—the unseen world of meanings, inferences, hunches, insights, and connections”

- Future possibilities
- What could be
- Theoretical
- Inspirations
- Learning new skills
- Patterns/Associations between the facts
- Value imaginative insights
- Stimulated by ambiguity
Where you focus attention

S

N
What’s Your Preference?......
S/N – Contribution

- What are the benefits of having an S in the group, team or family?

- What are the benefits of having an N?

- What do different preferences need to consider when communicating with each other or working together?
How do you make decisions?

**T**

“Making decisions based on impartial criteria—cause-effect reasoning, constant principles or truths, and logic”

Logical systems

- Head
- Objective
- Justice
- Emphasise involvement with tasks
- Firm minded - ready to offer criticism
- Decide impersonally
- Don’t mind conflict

**F**

“Making decisions based on values-based, person-centered criteria, seeking harmony”

Values system

- Heart
- Subjective
- Focus on harmony
- Deal with people more as individuals
- Empathy
- Compassionate
- Don’t like conflict
T / F

What’s Your Preference?......
T / F – Contribution

- What gifts might a T bring to a group?
- What gifts might an F bring to a group?
- In what ways might you differ in making decisions?
How do you approach life?

J

“Want to live an ordered life, with goals and structure, making decisions so you can move on”

- Closure
- Control
- Scheduled/Organized
- Enjoy decision making
- Dislike last minute time pressure
- Seek structure
- Lists to prompt action
- Work best when they can plan their work and work their plan

Get things Decided

P

“Want to live a spontaneous life with flexibility, staying open to new information and possibilities”

- Keep options open
- Spontaneous/Adaptable
- Tentative
- Let life happen
- Energised by last minute pressure
- Lists only to remind them of possible things to do
- Like flexibility in their work, feel restricted by too much structure

Gather information
What’s Your Preference?......
J / P – Contribution

- What gifts might a J bring to a group?
- What gifts might a P bring?
- What are the potential frustrations between the two types?
Moving Forward....

- With your understanding of the different letter codes and your own personal preferences, what does this mean for you in relation to your personal, education, or career goals?

- How can you use this information to build your self-awareness of your transferable skills? How can you apply this to your awareness when you are working with others?