

Myers-Briggs-Style Personality Typing: An Informal Questionnaire To Help You Learn Your Type

Which sounds more like you? Check one in each column. *Please keep in mind: Nobody fits neatly into one category, and nobody follows a consistent pattern. Just check off which alternative comes closest to describing you.*

1. Sources of stimulation:

- | | <u>Column 1</u> | <u>Column 2</u> |
|----|---|---|
| I: | <ul style="list-style-type: none"><input type="radio"/> value sociability<input type="radio"/> am not territorial<input type="radio"/> encourage interaction<input type="radio"/> need contact and conversation<input type="radio"/> focus on external events<input type="radio"/> sometimes talk without thinking<input type="radio"/> am easy to “read”<input type="radio"/> talk<input type="radio"/> seek stimulation<input type="radio"/> say what I mean | <ul style="list-style-type: none"><input type="radio"/> value solitude<input type="radio"/> protect my space<input type="radio"/> avoid unnecessary interaction<input type="radio"/> need solitude and privacy<input type="radio"/> focus on internal reactions<input type="radio"/> usually think without talking<input type="radio"/> am hard to get to know<input type="radio"/> listen<input type="radio"/> seek peace<input type="radio"/> keep my thoughts to myself |

2. Information sources and approaches:

- | | <u>Column 1</u> | <u>Column 2</u> |
|-------------|--|--|
| I focus on: | <ul style="list-style-type: none"><input type="radio"/> past experience<input type="radio"/> realism<input type="radio"/> practical considerations<input type="radio"/> facts and figures<input type="radio"/> systematic approaches<input type="radio"/> applied knowledge<input type="radio"/> details<input type="radio"/> cost, time, profit, usefulness<input type="radio"/> what I can do<input type="radio"/> working steadily | <ul style="list-style-type: none"><input type="radio"/> future predictions<input type="radio"/> idealism<input type="radio"/> theoretical considerations<input type="radio"/> broad concepts<input type="radio"/> creative approaches<input type="radio"/> abstract knowledge<input type="radio"/> the big picture<input type="radio"/> conceptual value, challenge<input type="radio"/> what I can create<input type="radio"/> working when inspired |

Which sounds more like you? Check one in each column.

3. Decisionmaking:

Column 1

- I:
- am cool-headed
 - am system-oriented
 - tend to be logical
 - may forget to thank or congratulate
 - need reasons to follow someone
 - value fairness
 - may seem tough
 - tend to be impersonal
 - may ignore non-verbal communication
 - present myself as reasonable

Column 2

- am warm-hearted
- am people-oriented
- tend to be sensitive
- always express my appreciation
- need to trust in order to follow
- value mercy
- may seem mushy
- tend to personalize everything
- tune in to non-verbal cues
- present myself as sincere

4. Organization:

Column 1

- I:
- am usually deliberate
 - sometimes limit information
 - make decisions readily
 - prefer structured situations
 - believe rules are essential
 - tend to respect authority
 - plan
 - see life as simple
 - value order
 - tend to resist change

Column 2

- can be impulsive
- like to hear all sides
- make decisions with difficulty
- enjoy unstructured situations
- dislike rules
- tend to resist authority
- react
- see life as complex
- value freedom
- tend to embrace change

SCORING:

1. Sources of stimulation:

If you checked off more items in Column 1, you are an **Extrovert**. Extroverts prefer interacting with the outside world of people, conversation, activities, things. Learning depends on external stimulation.

If you checked off more items in Column 2, you are an **Introvert**. Introverts prefer drawing energy from the inner world of thoughts, ideas, emotions, impressions. Learning depends on individual processing.

- ➔ **Action usually comes first for Extroverts, thought for Introverts. But even an Extrovert will think first when doing a crossword puzzle, and even an Introvert will act first in a fire.**
- ➔ **Whether you think or act first is also influenced by the culture of your organization, whether a situation is new or familiar, and the need to restore balance.**

2. Information sources and approaches:

If you checked off more items in Column 1, you are a **Sensing** person. Sensing people pay attention to information taken in through their five senses, in the form of facts and details. Learning depends on orderly sequencing of information.

If you checked off more items in Column 2, you are an **Intuitive** person. Intuitive people pay attention to information taken through a “sixth sense,” noticing what might be, in the form of patterns and overviews. Learning depends on concepts and theories.

- ➔ **Sensing types focus on the present and concrete reality. Intuitives focus on insight and the future.**

Sensing people tend to communicate directly, while intuitive people tend to communicate in more abstract ways.

3. Decisionmaking:

If you checked off more items in Column 1, you are a **Thinking** person. Thinkers prefer to study information, making decisions based on logic and objective considerations. Learning depends on analysis.

If you checked off more items in Column 2, you are a **Feeling** person. Feelers prefer to organize information according to personal values, making decisions based on subjective criteria. Learning depends on relationships.

- ➔ **Thinkers rely on principles and consider the long-term effects of their actions. Feelers rely on human values and take a more immediate view of their acts.**
- ➔ **Thinking people value fairness; feeling people value harmony.**

4. Organization:

If you checked off more items in Column 1, you are a **Judging** person. People guided by judgment look for structure; they are decisive, they plan ahead, they are organized. Learning depends on systems.

If you checked off more items in Column 2, you are a **Perceptive** person. People guided by perception are adaptable; they keep their options open, they are spontaneous and flexible. Learning depends on discovery.

- ➔ **Judging people focus on completing tasks while perceptive people focus on starting new tasks. The former usually want to know only what is essential to the task while the latter are curious to find out everything related to it.**
- ➔ **If you are a judging type, you probably plan and organize everything in your life, not just in the workplace. You are good at taking action. If you are a perceptive type, you probably enjoy a more open-ended lifestyle. You are good at looking for additional alternatives.**

A concrete illustration of personality types: STAR TREK

Captain Kirk: logical but imaginative =

Extrovert
Intuitive
Thinking
Judging

Mr. Spock: analytical, unemotional =

Introvert
Sensing
Thinking
Judging

Dr. McCoy: quiet and compassionate =

Introvert
Intuitive
Feeling
Perceptive

Scotty: outgoing and realistic =

Extrovert
Sensing
Feeling
Judging

Myers-Briggs-Style Personality Typing: How To Teach Different Types of Learners

To Teach Extroverted People...

Have them work in groups. They learn by explaining to others, or aloud to themselves. “Relay” or “return” audience questions: ask one person to answer another’s question, or throw a variation of the question back at the person who asked it. Ask volunteers to demonstrate. Variety and interaction are key.

To Teach Introverted People...

Present information in “chunks” of knowledge. Introverts need integrated frameworks for information so that they can figure out new material on their own. To bring these people out, you can direct your questions to specific individuals, but let them watch the extroverts demonstrate. Don’t force introverts to participate before they’ve thought everything out.

To Teach Sensing People...

Give a linear, structured presentation. The “What Must Be Known” method works well: Define the learning goal, then identify what topics must be known to achieve the goal. Show connections among topics. Analogize new material to concrete information the audience already knows. Sensing people like to memorize. Give them lists and charts.

To Teach Intuitive People...

Explain why. Start with general principles, then allow the audience to apply a theory to a particular situation. Concepts may be enough; you don’t have to explain every step of a process. Intuitives like to learn a variety of approaches that can start them off; they are comfortable finishing by themselves.

To Teach Thinking People...

Keep tight control of your agenda. Don't let people in the audience lead you off on tangents or suggest too many of their own examples, or you will lose the thinkers. Be task-oriented. Thinking people respond well to techniques used for sensing people.

To Teach Feeling People...

Allow them to ask questions. If you cannot take group time to answer fully, give them one-on-one follow-up afterwards. Include related information that is interesting and helpful, even if not essential to learning the skill. Feeling people respond well to techniques used for extroverted people.

To Teach Judging People...

Use "SMART" training objectives: **S**pecific, **M**easurable, **A**ttainable, **R**ealistic, **T**ime- and **T**rainee-centered. Be efficient, but slow the audience down if it jumps too quickly to conclusions. Be systematic and organized. Use tried-and-true methods, not risky, creative ones.

To Teach Perceptive People...

Give lots of feedback. Be ready with additional, enriching information, but lead the audience back to the practical goal if it strays too far into other venues. Provide alternative options for reaching the same result. Be willing to skip parts of your presentation, perhaps returning to them later, if the audience needs a different approach than you'd anticipated.