

MYERS-BRIGGS STYLE INVENTORY

Please answer the questions as carefully, honestly and quickly as possible, and remember there are no right answers, only your best answers. Place answers on your score sheet.

1. When you come to a new situation you usually
 - a. try it right away, and learn from doing
 - b. like to watch first and try it later
2. Do you think people should be more
 - a. sensible and practical
 - b. imaginative and inspired
3. When you come to an uncertain situation
 - a. you usually trust your feelings more
 - b. you usually trust your thinking more
4. Would you say you are
 - a. a little more serious
 - b. a little more easy-going
5. Do you spend most of your time
 - a. often in bigger groups and seldom alone
 - b. in smaller groups or alone
6. It is better to
 - a. be able to accept things
 - b. want to change things
7. Is it worse to
 - a. do mean things
 - b. do unfair things
8. Do you prefer when things are
 - a. planned and structured
 - b. spontaneous and unplanned
9. After a day spent with a lot of people do you
 - a. feel energized and stimulated
 - b. feel drained and like being alone
10. When you need to get something important done, you prefer to
 - a. do it the way that has worked before
 - b. do it a new way that you just thought of
11. Which is a bigger compliment?
 - a. "he/she is really nice"
 - b. "he/she is really smart"
12. When it comes to time, are you more likely to
 - a. usually be on time
 - b. be pretty flexible
13. When you are in a group do you usually
 - a. do a lot of the talking
 - b. mostly listen and talk a little
14. Are you more interested in
 - a. what really is
 - b. what can be
15. When you look at two things, you mostly notice
 - a. how they are the same
 - b. how they are different
16. Do you tend to get along better with
 - a. people who are a lot like you
 - b. lots of different types of people
17. Most other people seem to see you as
 - a. kind of out-going
 - b. kind of shy and reserved
18. When it comes to work that is very exact and detailed
 - a. it comes pretty easily to you
 - b. you tend to lose interest in it quickly
19. When your friends disagree, it is more important to you
 - a. to help them agree and come together
 - b. to help them come to the right answer
20. When you get-up in the morning
 - a. you know pretty much how your day will go
 - b. it seems every day is pretty different
21. When it comes to using the phone
 - a. you use it a lot and make most of the calls
 - b. you use it most when others call you
22. When you work on group projects, do you prefer
 - a. helping make sure the project gets done and works
 - b. helping come up with the ideas and plans
23. Others often describe you as a
 - a. warm-hearted person
 - b. cool-headed person
24. Which is more your way
 - a. to "do the right thing"
 - b. to "just do it"
25. When you talk to strangers you've just met you
 - a. talk pretty easily and at length
 - b. run out of things to say pretty quickly
26. When it comes to work you
 - a. prefer steady effort and a regular routine
 - b. work in spurts, really "on" then really "off"
27. Is it worse to be
 - a. too critical
 - b. too emotional

28. Would you rather have things
a. finished and decided
b. open to change
29. When it comes to news at school, you seem
a. to find it out quickly
b. to be one of the last to know
30. Are you more likely to trust
a. your experience
b. your hunches
31. I prefer teachers who are more
a. caring and supportive
b. knowledgeable and expect a lot
32. Is it more your way to
a. finish one project before you start a new one
b. have lots of projects going at once
33. Which is more true of you? do you
a. too often act and talk without thinking much first
b. spend too much time thinking and not enough doing
34. Games would be more fair if kids
a. would just follow the rules
b. would just use "good sportsmanship"
35. Is it usually easier for you to tell
a. how someone else is feeling
b. what someone else is thinking
36. Which is the more useful ability
a. to be able to organize and plan
b. to be able to adapt and make do
37. At a party or gathering
a. you do more of the introducing of others
b. others introduce you more
38. Do you think more about
a. what is going on right now
b. what will happen in the future
39. It is more your way to
a. usually show what you are feeling
b. usually not show your feelings
40. You are the kind of person who
a. needs to have things a certain way
b. does it any old way
41. When you get done with an assignment
a. you feel like showing it to someone
b. you like to keep it to yourself
42. Things would be better if people were
a. more realistic
b. more imaginative
43. Would you say you are more concerned with
a. being appreciated by others
b. achieving something important
44. It is better that people
a. know what they want
b. keep an open-mind
45. Friday night after a long week you usually
a. feel like going to a party or going out
b. feel like renting a movie or relaxing
46. When you do a job, it's usually your approach to
a. start from the beginning, and go step-by-step
b. start anywhere, and figure it out as you go
47. When you tell a story, you mostly talk about
a. how the people involved were effected
b. what went on in general
48. You feel most comfortable when things are more
a. planned and you know what to expect
b. unplanned and flexible

Name: _____

(Please write down your results and keep them. Then turn in this sheet.)

ANSWER SHEET

Place your answer of either "a" or "b" from the test questions next to the same numbers on this sheet.

(Answer the questions as honestly and quickly as possible, and remember there are no right or better answers, only your personal best answer.)

After you are finished answering the questions, total the letters in each column. Count the total number of "a's", and the total of "b's". Place that number at the bottom of the column next to the same letter.

1.	2.	3.	4.
5.	6.	7.	8.
9.	10.	11.	12.
13.	14.	15.	16.
17.	18.	19.	20.
21.	22.	23.	24.
25.	26.	27.	28.
29.	30.	31	32.
33.	34.	35.	36.
37.	38.	39.	40.
41.	42.	43.	44.
45.	46.	47.	48.
Totals			
a's _____	a's_____	a's_____	a's_____
Extrovert or E score	Sensor or S score	Feeler or F score	Judger or J score
b's_____	b's_____	b's_____	b's_____
Introvert or I score	iNtuitive or N score	Thinker or T score	Perceiver or P score

Next, putting your answers together. Place the dimension with the highest total in the spaces below.

_____ EXTROVERT / INTROVERT (first column) Put either **I** or **E**.

_____ SENSOR / INTUITIVE (second column) Put either **S** or **N**.

_____ FEELER / THINKER (third column) Put either **F** or **T**.

_____ JUDGER / PERCEIVER (fourth column) Put either **J** or **P**.

NOW YOU SHOULD HAVE YOUR 4 LETTER LEARNING STYLE TYPE (for example: ESTJ, INFP, ISFJ, or ENFP). It is time to learn more about what your preference means.

THE 8 PREFERENCES IN MYERS-BRIGGS

Extraversion (E)

Key words: outer world • people • action • breadth

People who prefer extraversion are energized by active involvement in events, and they like to be immersed in a breadth of activities. They are most excited when they are around people, and they often have an energized effect on those around them. Extraverts like to move into action and to make things happen—extraverts usually feel very at home in the world.

With their orientation to the outer world, extraverts often find their understanding of a problem becomes clearer if they can talk out loud about it and hear what others have to say.

People who prefer extraversion may:

- be seen as "go-getters" or "people-persons"
- feel comfortable with and like working in groups
- have a wide range of acquaintances and friends
- sometimes jump too quickly into activity and not allow enough time for reflection
- sometimes forgets to pause to clarify the ideas that give aim or meaning to their activities

Introversion (I)

Key words: inner world • ideas • reflection • depth

People who prefer introversion are energized and excited when they are involved with the ideas, images, memories, and reactions that are a part of their inner world. Introverts often prefer solitary activities or spending time with one or two others with whom they feel an affinity, and they often have a calming effect on those around them.

Introverts take time to reflect on ideas that explain the outer world. With their orientation to the inner world, introverts truly like the idea of something, often better than the something itself, and ideas are almost solid things for them.

People who prefer introversion may:

- be seen as calm and "centered" or reserved
- feel comfortable being alone and like solitary activities
- prefer fewer, more intense relationships
- sometimes spend too much time reflecting and not move into action quickly enough
- sometimes forget to check with the outside world to see if their ideas really fit their experience

Sensing (S)

Key words: facts • details • experience • present

People who have a preference for sensing are immersed in the ongoing richness of sensory experience and thus seem more grounded in everyday physical reality. They tend to be concerned with what is actual, present, current, and real. As they exercise their preference for sensing, they approach situations with an eye to the facts. Thus, they often develop a good memory for detail, become accurate in working with data, and remember facts or aspects of events that did not even seem relevant at the time they occurred.

Sensing types are often good at seeing the practical applications of ideas and things, and may learn best when they can first see the pragmatic side of what is being taught. For sensing types, experience speaks louder than words or theory.

People who prefer sensing may:

- recall events as snapshots of what literally happened
- solve problems by working through things thoroughly for a precise understanding
- be pragmatic and look to the "bottom line"
- work from the facts to the big picture
- put experience first and place less trust in words and symbols
- sometimes focus so much on the facts of the present or past that they miss new possibilities

Intuition (N)

Key words: symbols • pattern • theory • future

People who have a preference for intuition are immersed in their impressions of the meanings or patterns in their experiences. They would rather gain understanding through insight than through hands-on experience.

Intuitive types tend to be concerned with what is possible and new, and they have an orientation to the future. They are often interested in the abstract and in theory, and may enjoy activities where they can use symbols or be creative. Their memory of things is often an impression of what they thought was the essence of an event, rather than a memory of the literal words or experiences associated with the event. They often like concepts in and of themselves, even ones that do not have an immediate application, and they learn best when they have an impression of the overall idea first.

People who prefer intuition may:

- recall events by what they read "between the lines" at the time
- solve problems through quick insight and through making leaps
- be interested in doing things that are new and different
- work from the big picture to the facts
- place great trust in insights, symbols, and metaphors and less in what is literally experienced
- sometimes focus so much on new possibilities that they miss the practicalities of bringing them into reality

Thinking (T)

Key words: impersonal • truth • cool • tough-minded

People who have a preference for thinking judgment are concerned with determining the objective truth in a situation. More impersonal in approach, thinking types believe they can make the best decisions by removing personal concerns that may lead to biased analyses and decision making.

Thinking types seek to act based on the truth in a situation, a truth or principle that is independent of what they or others might want to believe or wish was true. The thinking function is concerned with logical consistency and analysis of cause and effect. As they use and develop their thinking function, thinking types often come to appear analytical, cool, and tough-minded.

People who prefer thinking may:

- have technical or scientific orientations
- be concerned with truth and notice inconsistencies
- look for logical explanations or solutions to most everything
- make decisions with their heads and want to be fair
- believe telling the whole truth is more important than being tactful
- sometimes miss seeing or valuing the "people" part of situations and may be experienced by others as too task-oriented, uncaring, or indifferent

Feeling (F)

Key words: personal • value • warm • tenderhearted

People who have a preference for feeling judgment are concerned with whether decisions and actions are worthwhile. More personal in approach, feeling types believe they can make the best decisions by weighing what people care about and the points-of-view of persons involved in a situation.

Feeling types are concerned with personal values and with making decisions based on a ranking of greater to lesser importance—what is the best for the people involved. The feeling function places high value on relatedness between people, and feeling types are often concerned with establishing or maintaining harmony in their relationships. As they use and develop their feeling function, feeling types often come to appear caring, warm, and tactful. Remember, in type language, feeling does not mean being "emotional;" rather, it is a way of reasoning.

People who prefer feeling may:

- have people or communications orientations
- be concerned with harmony and be aware when it is missing
- look for what is important to others and express concern for others
- make decisions with their hearts and want to be compassionate
- believe being tactful is more important than telling the "cold" truth
- sometimes miss seeing or communicating about the "hard truth" of situations and be experienced by others as too idealistic, mushy or indirect

Judging (J)

Key words: structured • decided • organized • scheduled

People who have a preference for judging use their preferred judging function (whether it is thinking or feeling) in their outer life. What this often looks like is that they prefer a planned or orderly way of life, like to have things settled and organized, feel more comfortable when decisions are made, and like to bring life under control to the degree that it is possible.

Since they are using either their T or F in their outer world, they want to make decisions to bring things in their outer life to closure. Remember though, this only describes how their outer life looks. Inside they may feel flexible and open to new information (which they are). Remember, in type language, judging means "preferring to make decisions;" it does not mean "judgmental" in the sense of constantly making negative evaluations about people and events.

People who prefer judging may:

- like to make decisions, or at least like to have things decided
- look task oriented
- like to make lists of things to do
- like to get their work done before playing
- plan work to avoid rushing just before deadline
- sometimes make decisions too quickly without enough information
- sometimes focus so much on the goal or plan that they miss the need to change directions at times

Perceiving (P)

Key words: flexible • open • adaptable • spontaneous

People who have a preference for perceiving use their preferred perceiving function (whether it is sensing or intuition) in their outer life. What this often looks like is that they prefer a more flexible and spontaneous way of life, like to understand and adapt to the world, and like to stay open to new experiences.

Since they are using either their S or N in their outer world, they want to continue to take in new information. Remember again that this only describes how the person's outer life looks. Inside they may feel very planful or decisive (which they are). Remember, in type language perceiving means "preferring to take in information;" it does not mean "perceptive" in the sense of having quick and accurate perceptions about people and events.

People who prefer perceiving may:

- like staying open to respond to whatever happens
- look more loose and casual
- like to keep laid-out plans to a minimum
- like to approach work as play or mix work and play
- work in burst of energy, and enjoy rushing just before deadlines
- sometimes stay open to new information so long that they miss making decisions
- sometimes focus so much on adapting to the moment that they do not settle on a direction or plan

MBTI Types and Job Title with descriptions

ESTP PROMOTER EXECUTOR

Taking charge of situations. Tactical prioritizing. Talent for negotiating. Want a measure of their success. Keep their options open. Enjoy acting as a consultant. Winning people over. Caring for family and friends. Enjoy exhilaration at the edge. Disappointed when others don't show respect.

ISTP ANALYZER OPERATOR

Actively solving problems. Observing how things work. Talent for using tools for the best approach. Need to be independent. Act on their hunches or intuitions. Understanding a situation. Taking things apart. Making discoveries. Sharing those discoveries. Unsettled by powerful emotional experiences.

ESFP MOTIVATOR PRESENTER

Stimulating action. Have a sense of style. Talent for presenting things in a useful way. Natural actors-engaging others. Opening up people to possibilities. Respect for freedom. Taking risks. A love of learning, especially about people. Genuine caring. Sometimes misperceive others' intentions.

ISFP COMPOSER PRODUCER

Taking advantage of opportunities. Stick with what's important. Talent for pulling together what is just right. Creative problem solving. Building relationships. Attracting the loyalties of others. Being their own true self. Have their own personal style. Play against expectations. Struggle with nurturing their own self-esteem.

ESTJ IMPLEMENTOR SUPERVISOR

Talent for bringing order to chaotic situations. Educating themselves. Industrious, work-hard attitude. Balance work with play. Having a philosophy of life. Having the steps to success. Keeping up traditions. Being well balanced. Connecting their wealth of life experiences. Often disappointed when perfectionistic standards for economy and quality are not met.

ISTJ PLANNER INSPECTOR

Drawing up plans and being prepared. Take responsibility. Getting work done first. Being active in the community. Loyalty to their roles. Cultivating good qualities. Doing the right thing. Bear life's burdens and overcome adversity. Talented at planning, sequencing, and noticing what's missing. Having to learn so much in hindsight is painful at times.

ESFJ FACILITATOR CARETAKER

Accepting and helping others. Managing people. Hearing people out. Voicing concerns and accommodating needs. Admire the success of others. Remember what's important. Talented at providing others with what they need. Keep things pleasant. Maintaining a sense of continuity. Accounting for the costs. Often disappointed by entrepreneurial projects.

ISFJ PROTECTOR SUPPORTER

Noticing what's needed and what's valuable. Talent for careful and supportive organization. Know the ins and outs. Enjoy traditions. Work to protect the future. Listening and remembering. Being nice and agreeable. Unselfish willingness to volunteer. Feeling a sense of accomplishment. Exasperated when people ignore rules and don't get along.

ENTJ STRATEGIST MOBILIZER

Being a leader. Maximize talents. Marshal resources toward progress. Intuitive explorations. Forging partnerships. Mentoring and empowering. Talent for coordinating multiple projects. Balance peace and conflict. Predictive creativity. Often overwhelmed by managing all the details of time and resources.

INTJ CONCEPTUALIZER DIRECTOR

Maximizing achievements. Drive for self-mastery. Build a vision. Very long-range strategizing. Realizing progress toward goals. Systems thinking. Talent for seeing the reasons behind things. Being on the leading edge. Maintaining independence. Find it difficult to let go in interacting with others.

ENTP EXPLORER INVENTOR

Being inventive. Talented at building prototypes and getting projects launched. Lifelong learning. Enjoy the creative process. Share their insights about life's possibilities. Strategically formulate success. An inviting host. Like the drama of the give and take. Trying to be diplomatic. Surprised when their strategizing of relationships becomes problematic.

INTP DESIGNER THEORIZER

Becoming an expert. Seeing new patterns and elegant connections. Talent for design and redesign. Crossing the artificial boundaries of thought. Activate the imagination. Clarifying and defining. Making discoveries. Reflect on the process of thinking itself. Detach to analyze. Struggle with attending to the physical world.

ENFJ ENVISIONER MENTOR

Communicate and share values. Succeeding at relationships. Realizing dreams-their own and others. Seek opportunities to grow together. Heeding the call to a life work or mission. Enjoy the creative process. Intuitive intellect. Reconcile the past and the future. Talent for seeing potential in others. Often find living in the present difficult.

INFJ FORESEER DEVELOPER

Personal growth. Sustain the vision. Honoring the gifts of others. Taking a creative approach to life. Talent for foreseeing. Exploring issues. Bridge differences and connect people. Practical problem solving. Live with a sense of purpose. Living an idealistic life often presents them with a great deal of stress and a need to withdraw.

ENFP DISCOVERER ADVOCATE

Inspiring and facilitating others. Exploring perceptions. Talent for seeing what's not being said and voicing unspoken meanings. Seek to have ideal relationships. Recognize happiness. Living out stories. Want to authentically live with themselves. Respond to insights in the creative process. Finding the magical situation. Restless hunger for discovering their direction.

INFP HARMONIZER CLARIFIER

Going with the flow. Knowing what is behind what is said. Uncovering mysteries. Exploring moral questions. Talent for facilitative listening. Relate through stories and metaphors. Balancing opposites. Getting reacquainted with themselves. Have a way of knowing what is believable. Struggling with structure and getting their lives in order.

CHARACTERISTICS OF EACH OF THE 16 LEARNING STYLES

	Sensing Types		Intuitive Types	
Introverts	ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, dependable. See to it that everything is well organized. Take responsibility. Make up their minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.	ISFJ Quiet friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.	INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.	INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it out with or without help. Skeptical, critical, independent determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.
Introverts	ISTP Cool onlookers. Quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect-how and why mechanical things work, and in organizing facts use logical principles.	ISFP Retiring, quiet, sensitive, kind, and modest about their abilities. Shun disagreements; do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the moment and do not want to spoil it by undue haste or exertion.	INFP Full of enthusiasm and loyalties, but seldom talk of these until they know you well. Care about learning ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.	INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interests can be used and useful.
Extroverts	ESTP Good at on the spot problem solving. Do not worry-enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.	ESFP Outgoing, easygoing, accepting, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what is going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.	ENFP Warmly enthusiastic, high spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.	ENTP Quick, ingenious, good at many things. Stimulating company alert and outspoken. May argue for fun on either side of question. Resourceful in solving new and challenging problems but may neglect some routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.
Extroverts	ESTJ Practical, realistic, matter of fact with a natural head for business and mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May be good administrators, especially if they remember to consider others' feelings and points of view.	ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and practically help people's lives.	ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.	ENTJ Hearty, frank, decisive leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fun of knowledge. May sometimes appear more positive and confident than their experience in the area warrants.

From I. Briggs-Myers & M. McCaulley (1992) *Manual: a Guide to the Development and Use of the Myers-Briggs Type Indicator*. Consulting Psychologists Press

Thinking

T



Do you base most decisions on logic or on your personal values?

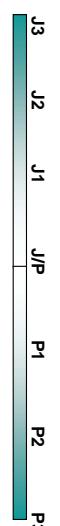
Feeling

F

- * Are more logical and analytical.
- * Believe it's better to be truthful than tactful.
- * Are fair and consistent; apply one standard to all.
- * Are motivated by achievements.
- * Like to compete and win.
- * Easily see flaws; can be critical and brusque.
- * Are thick-skinned and not easily offended.
- * Comprise about 65% of males.
- * Are more sensitive and sympathetic.
- * Believe it's better to be tactful than truthful.
- * Like harmony; look for extenuating circumstances.
- * Are motivated by being appreciated.
- * Like to cooperate and create consensus.
- * Like to please others; express appreciation easily.
- * Get their feelings hurt more easily.
- * Comprise about 65% of females.

Judging

J



Do you prefer to be more planful or more spontaneous?

Perceiving

P

- * Like to make decisions, decide quickly.
- * Prefer to make and keep plans.
- * Are usually well organized.
- * Like to be in control.
- * Have a strong work ethic: work, then play.
- * Are more formal, conventional.
- * Tend to see things as black and white.
- * Are often better at finishing projects.
- * Like to keep options open; may procrastinate.
- * Prefer to be free to act spontaneously.
- * Are often disorganized.
- * Like to adapt to changing situations.
- * Have a strong play ethic: play, then work.
- * Are more casual and unconventional.
- * Tend to see things as shades of gray.
- * Are often better at starting projects.

Sample strengths and blindspots of some combinations

ST - Sensing Thinkers

- * Logical problem solvers
- * Careful and realistic with facts
- * Calm and steady in a crisis

SF - Sensing Feelers

- * Nurturing and supportive
- * Helpful in tangible and practical ways
- * Lots of common sense

* May avoid conflict

* Not assertive and direct

* Easily hurt or offended

* May be unrealistic

* Take everything personally

* Often vague and emotional

Enter your scores:

Where do you get your energy?



Do you tend to focus on the facts or the possibilities?



Do you base most decisions on logic or on your personal values?



Do you prefer to be more planful or more spontaneous?



NT - Intuitive Thinkers

- * Encourage open communication and understanding
- * Supportive of other's growth and development

* May be unrealistic
* Take everything personally
* Often vague and emotional

* Encourage partners' intellectual development
* Creative problem solvers
* Interesting and stimulating

* Impatient with feelings