


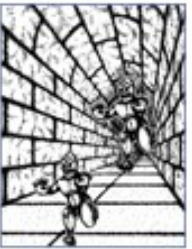
## MYERS-BRIGGS TYPE INDICATOR®

### Objectives

- Use the MBTI® as a tool to help understand how individuals differ
- Determine each of your four dichotomy preferences
- Explain potential benefits and drawbacks of your type
- Determine how to work more effectively with peers and direct reports

### Activity: A Shift in Thinking

## A Shift in Thinking

|   |   |
|---|---|
| <p>_____ Place</p>  |  |
|  | <p>Nana<br/>Nene<br/>Nini<br/>Nono</p> <p>_____</p>                                 |

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1. In the upper left square, fill in the blank. You are running a race and you pass the person in second place. What place are you now in? Fill in your answer.
2. Next, in the upper right quadrant, describe what shapes are drawn in this square.
3. In the bottom right, Anna's father had five daughters. What was the fifth daughter's name?
4. In the bottom left quadrant, circle the larger figure.

**MBTI® Instrument – WHAT**

- An indicator—not a test
- Looks only at normal behavior
- Forced-choice questions
- No right or wrong answers—no better or worse types
- Your results are confidential

**MBTI® Instrument – WHO**

- Most Fortune 100 companies use it
- Most widely used personality assessment in the world
- Translated into two dozen+ languages
- Used in 70+ different countries
- Used by the CEO of Honeywell and his team

**MBTI® Brief History**

**Jung**

- Behavior is predictable, classifiable, and determined by childhood preferences

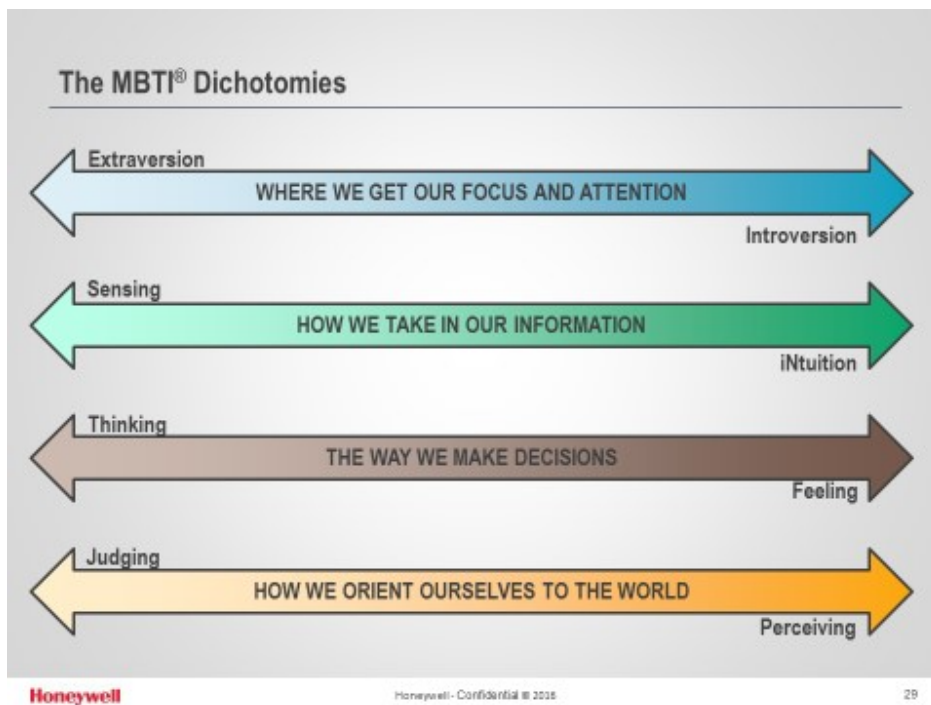
**Katharine Briggs & Isabel Briggs-Myers**

- Mother—daughter
- Amended Jung’s theories
- Developed career questionnaire during WWII

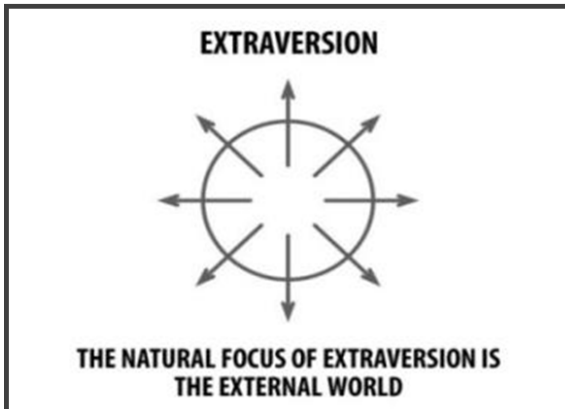
**MBTI® Uses**

- Identify individual personality styles
- Understand how styles impact team dynamics
- Determine how to adjust to others’ styles

**MBTI® Dichotomies**



**Extraversion vs. Introversion Focus**



**Extraversion Preferences**

- Energized by interacting with others
- Sociable and expressive
- Prefer to communicate face-to-face
- Work out ideas by talking them through
- Have broad interests in many things
- Learn best through doing or discussing
- Readily take initiative in work and relationships

**Introversion Preferences**

- Energized by reflection
- Private and contained
- Prefer to communicate by writing
- Work out ideas by thinking them through
- Focus in depth on their interests
- Learn best by reflection, mental “practice”
- Take initiative when the situation or issue is very important to them

**Activity: Extraversion vs. Introversion**

Describe your ideal weekend.

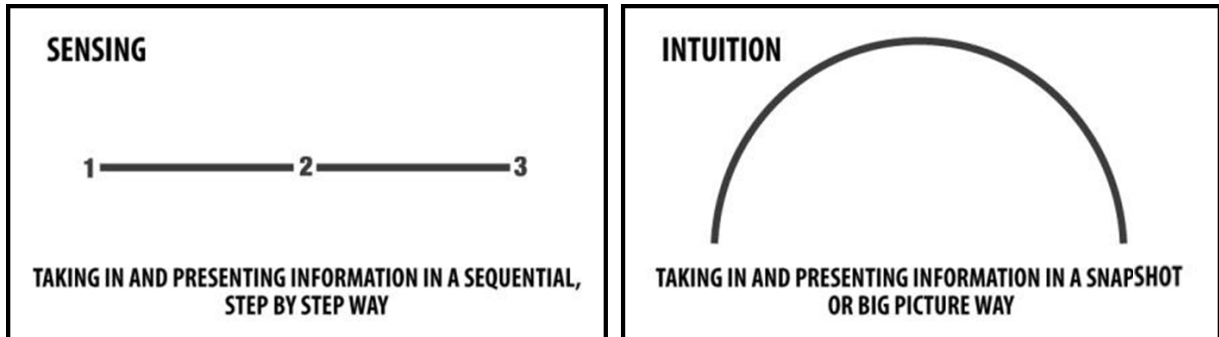
**Notes:**

**Characteristics**

|                    | <b>EXTRAVERSION: Do-Think-Do</b> | <b>INTROVERSION: Think-Do-Think</b> |
|--------------------|----------------------------------|-------------------------------------|
| <b>FOCUS</b>       | The object, people and things    | The subject, ideas and thoughts     |
| <b>PREFERENCES</b> | Face to face communication       | Written communication               |
| <b>VALUES</b>      | Being an active participant      | Being an observer                   |
| <b>APPROACH</b>    | Has a wide circle of friends     | Has intimacy with a few             |
| <b>STYLE</b>       | Expresses self openly            | Reserved in expressing feelings     |

**What is your preference?**

|          |          |
|----------|----------|
| <b>E</b> | <b>I</b> |
|----------|----------|

**Sensing vs. Intuition Focus****Sensing Preferences**

- Focus on what is real and actual
- Observe and remember specifics
- Are factual, concrete, and sequential
- Build carefully and thoroughly toward conclusions
- Understand ideas and theories through practical applications
- Are specific and literal
- Trust experience

**Intuition Preferences**

- Focus on patterns and meanings
- Remember specifics in terms of patterns
- Abstract and imaginative
- Follow hunches and make quick conclusions
- Generate ideas and theories; application is secondary
- Use metaphors and analogies
- Trust insight

**Activity: Sensing vs. Intuition**

Look at the picture on the slide for 30 seconds in silence. Discuss with the group what you saw.

Record your observations.

**Notes:**

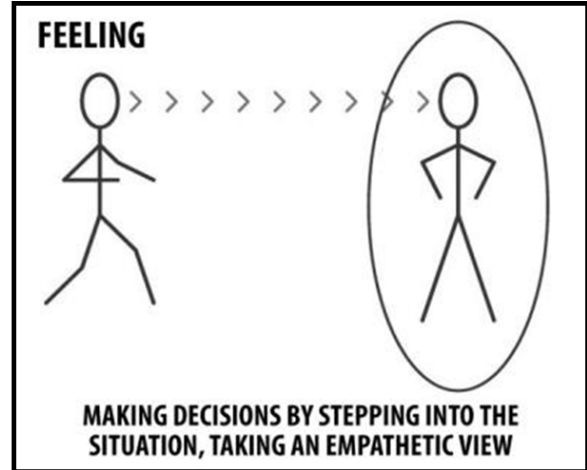
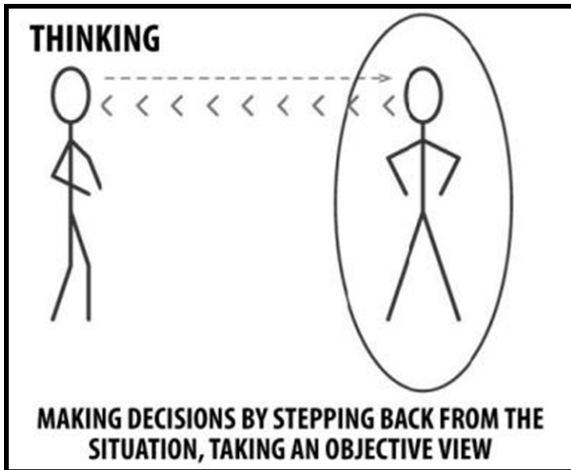
**Characteristics**

|                    | <b>SENSING: Just the Facts</b> | <b>INTUITION: What Can Be</b> |
|--------------------|--------------------------------|-------------------------------|
| <b>FOCUS</b>       | Views the world concretely     | Views the world abstractly    |
| <b>PREFERENCES</b> | Practical problems             | Conceptual problems           |
| <b>VALUES</b>      | Realistic                      | Imaginative                   |
| <b>APPROACH</b>    | Methodical                     | Theoretical                   |
| <b>STYLE</b>       | Facts and details              | Vision and insight            |

**What is your preference?**

|          |          |
|----------|----------|
| <b>S</b> | <b>N</b> |
|----------|----------|

**Thinking vs. Feeling Focus**



**Thinking Preferences**

- Step back to get an objective view
- Analyze
- Use cause-and-effect reasoning
- Solve problems with logic
- Strive for an objective standard of truth
- Are “reasonable”
- Can be “tough-minded”
- Are fair—want everyone to be treated equally

**Feeling Preferences**

- Step in to identify with those involved
- Empathize
- Are guided by personal and group values
- Assess impacts of decisions on people
- Strive for harmony and positive interactions
- Are compassionate
- May appear “tenderhearted”
- Are fair—want everyone to be treated as an individual

**Activity: Thinking vs. Feeling**

Congratulations! Your team has won a prestigious award for companies in your industry. You have been invited to attend a ceremony in your honor in Tahiti. ...There’s one problem. Only four of you can attend. Who will those four be? How would a “T” make this decision? An “F”?

**Notes:**

**Characteristics**

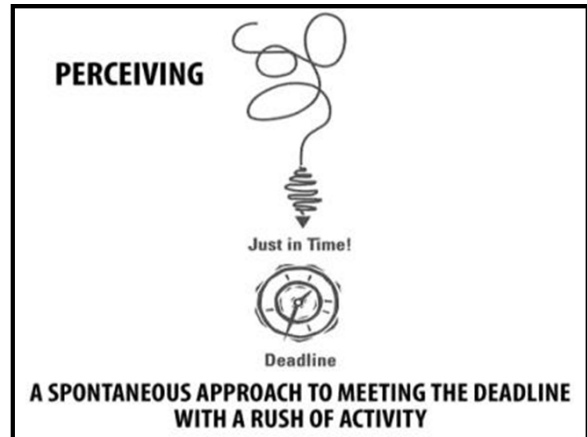
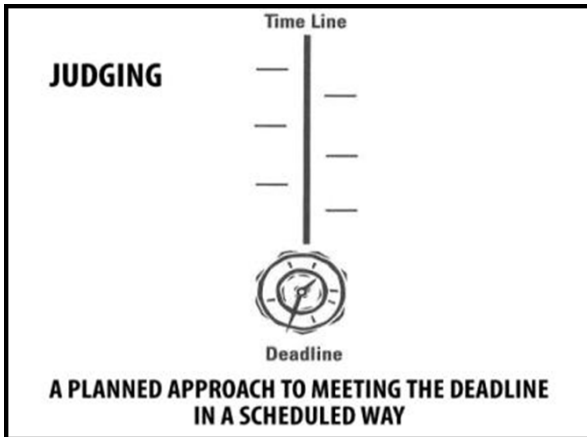
|                    | <b>THINKING: Impersonal</b> | <b>FEELING: Personal Logic</b> |
|--------------------|-----------------------------|--------------------------------|
| <b>FOCUS</b>       | Cause and effect            | Human concerns                 |
| <b>PREFERENCES</b> | Rational logic              | Values                         |
| <b>VALUES</b>      | Rules                       | Ethics and beliefs             |
| <b>APPROACH</b>    | Impersonal                  | Personal                       |
| <b>STYLE</b>       | Task-oriented               | Principles-oriented            |

**What is your preference?**

|          |          |
|----------|----------|
| <b>T</b> | <b>F</b> |
|----------|----------|



**Judging vs. Perceiving Focus**



**Judging Preferences**

- Organized
- Systematic
- Methodical
- Make short- and long-term plans, and then follow them
- Like to have things decided
- Resist reopening decisions
- Try to avoid last-minute stresses

**Perceiving Preferences**

- Adaptable and curious
- Casual
- Open-ended
- Adjust flexibly to new information and changes
- Like to explore options
- Resist cutting off options, making decisions too soon
- Feel energized by last-minute pressures

**Activity: Judging vs. Perceiving**

Do you have a list of activities planned, make reservations well in advance, and follow a schedule?

OR

Do you decide where you are going at the last minute, go without reservations, and determine what activities to do when you get there?

**Notes:**

**Characteristics**

|                    | <b>JUDGING: Check it off the list</b> | <b>PERCEIVING: Let life happen</b> |
|--------------------|---------------------------------------|------------------------------------|
| <b>FOCUS</b>       | Meeting goals and finishing projects  | Enjoys work that catches interest  |
| <b>PREFERENCES</b> | Scheduled lifestyle                   | Spontaneous lifestyle              |
| <b>VALUES</b>      | Long-term planning                    | Going with the flow                |
| <b>APPROACH</b>    | Finite                                | Infinite                           |
| <b>STYLE</b>       | Clarity and order                     | Searching and finding              |

**What is your preference?**

|          |          |
|----------|----------|
| <b>J</b> | <b>P</b> |
|----------|----------|