I’m Not Crazy, I’m Just Not You

Objectives

- Use the MBTI to build self-awareness of your personality, and how it affects your behavior
- Understand the different personality types and how your behaviors impact them
- Apply this knowledge to improve working relationships

Driving Each Other Crazy

Pair up with one or two people who are sitting near you. Each person is to share their responses to the following questions:

1. One behavior of others that really drives me crazy is....... 
2. One behavior of mine that drives other people crazy is.......
What is the Myers-Briggs Type Indicator (MBTI)?

- Psychological Instrument that identifies personality type
- Based on the work of Carl Jung who believed that typical mental habits could be sorted among opposite poles of 3 personality dimensions.
- 4th Dimension added by mother-daughter team of Katharine Briggs and Isabel Briggs Myers who developed the MBTI.

Introduction to Type

- Type is about preferences.
- Type does not explain everything. It provides a framework onto which our unique & individual experiences are grafted.
- Not better or worse, just different.
- Type should not be used as an excuse.
- Type indicates preferences only; does not measure ability.

Introduction to Type

- Preferences are linked to behaviors. Our preferences influence the behaviors we use first and most frequently; our comfort zone.
- We have all preferences and the ability to use them.
- Understanding type includes being aware of our own preferences, when working with our preferences will produce effective results, and recognizing when a situation will be better served by working outside of our preferences.
- Flex the other muscle.
**A Signature Example**

**Introduction to Type**

<table>
<thead>
<tr>
<th>Extraversion</th>
<th>Source of Energy</th>
<th>Introversion</th>
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</thead>
<tbody>
<tr>
<td>Sensing</td>
<td>Perception – How we take in Information</td>
<td>Intuition</td>
</tr>
<tr>
<td>Thinking</td>
<td>Judgment – How we make Decisions</td>
<td>Feeling</td>
</tr>
<tr>
<td>Judging</td>
<td>Orientation to External World</td>
<td>Perceiving</td>
</tr>
</tbody>
</table>

**MBTI Applications**

*To become different from what we are, we must have some awareness of what we are.*

--Eric Hoffer
Focus of Energy: Process of Charging Mental Batteries

**Extraversion**
- Energy hungry
- Shares thoughts freely
- Collects energy from the outside world
- Prefers spoken comm.
- Speaks while considering; talks things over
- Prefers action over reflection

**Introversion**
- Focus on inner world
- Vivid & rich inner world of thoughts & ideas
- Inclined to receive and reflect
- Considers/processes, then speaks.
- Prefers written comm.
- Guards thoughts until ready to share them
- Prefers reflection over action

Extraversion/Introversion in the Workplace

- People with a preference for Introversion need time to process. Prefer to think it through.
- People with a preference for Extraversion may overwhelm Introverts with talking. Prefer to talk it out.

*False Conclusions:*
- Extraversion means outgoing & gregarious
- Introversion means shy & withdrawn.

Perception: How We Take in Information

**Sensing**
- Gathers information using the 5 senses
- Specific & factual; attention to details
- Seeks clarity
- Need for practical importance
- Use familiar strategies to solve new problems; prefers tried and true
- Methodical
- Prefers tried and true
- Focused on here and now

**Intuition**
- Urge to acquire knowledge
- Trusts ideas
- Visionary; big picture
- Creates innovation
- Thinks outside the box
- Sense of possibility
- Imaginative, unconventional
- Prefers new and untried
- Focused on the future
Sensing/Intuition in the Workplace

- Sensors are drawn to specific details and action plan of a project
- Intuitors are drawn to goals, models, & ideas framing the project
- Sensors may see Intuitors as having their head in the clouds
- Intuitors may see Sensors as a stick in the mud.

Judgment: How We Reach Decisions/Conclusions

<table>
<thead>
<tr>
<th>Thinking</th>
<th>Feeling</th>
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<tbody>
<tr>
<td>Analytical, cause &amp; effect</td>
<td>Values oriented; accommodating</td>
</tr>
<tr>
<td>Logic, critical interest in data</td>
<td>Have interest in people</td>
</tr>
<tr>
<td>Question first</td>
<td>Accepting, trusting of emotions, fair-minded</td>
</tr>
<tr>
<td>Communication is brief, businesslike</td>
<td>Communication is long, meandering</td>
</tr>
<tr>
<td>Prefers things to be objective</td>
<td>Prefers things to be personal</td>
</tr>
<tr>
<td>Strive to be fair</td>
<td>Strive to be compassionate</td>
</tr>
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</table>

Thinking/Feeling in the Workplace

- Thinkers will first look at the impact of a decision/change/project on the company
- Feelers will look at the impact of a decision/change/project on the people

False Conclusions:
- Thinkers cannot feel.
- Feelers cannot think.
**Orientation to Outer World**

**Judging**
- Decisive, orderly, planned
- Quickly commit to plans or decisions
- Driven to make decisions; bring to closure
- Calendars, goal sheets
- Sees routines as effective
- Tendency to become attached to an outcome

**Perceiving**
- Ad hoc, casual, spontaneous
- Remains open to new info; go with the flow, laid back
- Unconcerned with exact schedule
- Comfort with ambiguity
- Sees routines as limiting
- Open to unexpected outcomes

**Judging/Perceiving in the Workplace**
- P’s drive J’s crazy.
- Structure unleashes creativity for J’s
- Structure inhibits creativity for P’s
- J’s need a deadline so they can complete the task ahead of schedule
- P’s need a deadline so they can finish the task the night before.

**Self -Select Your Type**

**Extroversion or Introversion?**

**Sensing or Intuition?**

**Thinking or Feeling?**

**Judging or Perceiving?**
Select one from each dimension to determine your MBTI type.
Taking the MBTI

www.discoveryourpersonality.com

The Type Table

<table>
<thead>
<tr>
<th>ST</th>
<th>SF</th>
<th>NF</th>
<th>NT</th>
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Differences in the Workplace

- All types are equally valuable, but not all expressions are equally valuable in all situations.
- Type dynamics is the interaction of each of the preferences.
- Type preferences synthesize with experience to create the personality we exhibit.
- Type gives us a practical way to understand differences in perception, communication and action.
Now that you have been introduced to the basics of type, let’s go back to where we started today.

1. Think of the behavior by others that drives you crazy. How might it be related to type? What can you do to more effectively work with a person who displays that behavior?

2. Think of the behavior of yours that drives others crazy. How is it related to your type? What can you do to ensure you aren’t driving people crazy?

“Everything that irritates us about others can lead us to an understanding of ourselves.”

--Carl Jung