

Myers Briggs Type Indicator

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About the MBTI

- Based on Carl Jung's theory of personality
 - Much of a person's seemingly random behavior is actually quite orderly and consistent
 - Tells us the ways in which people prefer using their perception (getting information) and judgment (decisions)



What does the MBTI do?

Individuals are unique, right?

- heredity, environment
- we're different from everyone else
- just because we know we're different doesn't help us understand ourselves & others daily

We assume (unconsciously) other people's minds work the same way as ours

- some do, some don't!

Benefits

- Merit of the MBTI allows us to expect certain differences and use them constructively
- Can help reduce unproductive interpersonal / organizational conflict
- Identifies strengths and liabilities of teams
- Assessing fit between person and position
- It's not judgmental; no wrong answers

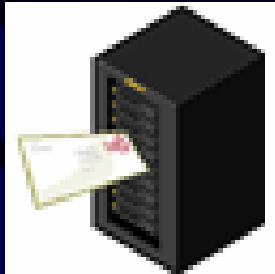
Completing the Instrument

- Directions

- Do not open the booklet until you have read all the directions AND answered the questions
- When answering, choose what applies to you most of the time
 - Answer as you are, not how you would like to be!
- If you make a mistake, **BLACKEN** the square
- It takes about 30 minutes; sit quietly if you finish early; please do not talk!

Now for some fun!

- Warm up exercise



- New York City or Colorado?
 - Rose or Daisy?
 - VW or Cadillac?
 - Country or City?
- More likely to walk on thin ice or tiptoe through the tulips?
- More like “No trespassing” sign or “Public Fishing” sign?
 - More like file cabinet or liquor chest?

Overview of Carl Jung's theory

2 Attitudes

towards outer
world

- Extroversion and
Introversion

4 Functions

- 2 are perceiving (taking in
information; Sensing and
Intuition)
- 2 are judging (how we make
decisions; Thinking or
Feeling)

Myers and Briggs added what happens at the
decision point and thereafter
Judging or Perceiving

Points to remember

4 scales total; each with 2 opposing elements

- Your type shows as one but not both elements on a particular scale

Extroversion (E)

Sensing (S)

Thinking (T)

Judging (J)

Introversion (I)

Intuition (N)

Feeling (F)

Perceiving (P)

More points to remember

- Each person possesses all characteristics, but score shows what you use most often
- Think: left handed / right handed

Caution on Stereotyping!

This is to be used as a guide. It's OK if you don't seem to "exactly" fit your type.

Extroversion / Introversion

Last page of booklet – what does it
REALLY mean?

Where do you get your energy from?

If you go to a party....

2nd handout

Applied to Volunteer Management

- Examples



Sensing / Intuition

From your booklet....

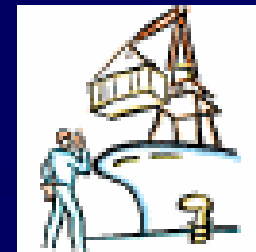
How we obtain information

2nd Handout

Tea at 4 vs. discovering America

Applied to Volunteer Management

- Examples



Thinking / Feeling

From your booklet...

How we make decisions

2nd Handout

Grad. School boss example

Applied to Volunteer Management

- Examples



Judgment / Perception

- Actually refers to dominant & auxiliary functions
- For our purposes, what happens at the decision point
- From your booklet....
- Do you make decisions quickly and get on with it or wait around for more info
- 2nd Handout
- Emergency Room vs. Operating Room Nurses
- Applied to Volunteer Management
 - Examples

Different Drums



And now a break.....