




What is a “personality type?”

- Not affiliated with common phrases like “type A”
- Single most helpful assessment I have ever done (not kidding!)
- Based on robust research in field of psychology
- Valid assessment tool calibrated with hundreds of thousands of people around the world
- Used by Fortune 500 companies and major universities




Take Assessment (30 mins)

- Myers-Briggs Type Indicator (MBTI)
- \$60 (includes extensive report of results)
- Found at: <https://www.mbticomplete.com/en/index.aspx>
- Receive 4 letter code
- Keirsey Temperament Sorter (KTS)
- \$15-40 (need at least “classic” but full set is great)
- Found at: <http://www.keirsey.com/sorter/instruments2.aspx?partid=0>
- Receive 4 letter code
- PAUSE this lesson now


The Four Continuums

- Both MBTI and KTS based on work of Carl Jung
- Both have 4 continuums:
 - E.....I
 - S.....N
 - T.....F
 - J.....P
 although they label them differently
- 16 total possible combinations (I am an ENFJ – what are you?)
- Scores do change over time and numbers near midpoint indicate transition
- Number score represents preference (higher # = firmer, like jello!)
- Both have been validated worldwide on thousands of people of all backgrounds



The E...I Continuum
where you get energy


EXTRAVERTED/EXPRESSIVE	INTROVERTED/ATTENTIVE
<ul style="list-style-type: none">▪ Get energy from being around others	<ul style="list-style-type: none">▪ Get energy from being alone or in small groups

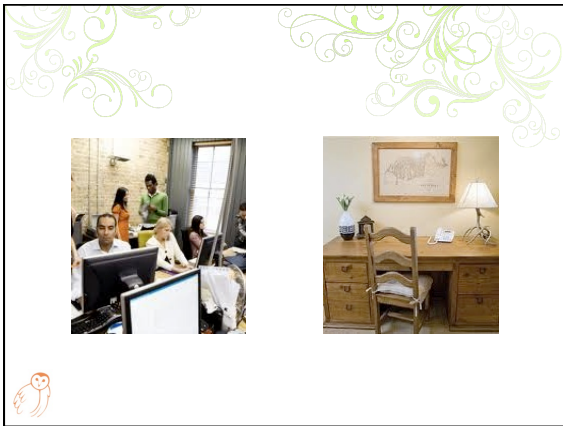




The E...I Continuum
where you get energy

EXTRAVERTED/EXPRESSIVE	INTROVERTED/ATTENTIVE
<ul style="list-style-type: none">▪ When working, can jump from thing to thing easily, and work from the top▪ Prefer busy environments	<ul style="list-style-type: none">▪ When working, like to focus and go deep into the project▪ Prefer quiet environments






The E...I Continuum
where you get energy

EXTRAVERTED/EXPRESSIVE	INTROVERTED/ATTENTIVE
<ul style="list-style-type: none">Value making connections with othersProcess information externally and achieve clarity by talking it through	<ul style="list-style-type: none">Value internal thoughts, feelings, and emotionsProcess information internally and achieve clarity by thinking it through



Reflect


- Are you an E or an I?
- How high is your score?
- How does this trait or preference show up at work?
- Do you think your supervisor is an E or an I?
- How does this trait or preference show up in your relationships?
- What do you think each parent might be?
- Your romantic partner?
- Your best friend?

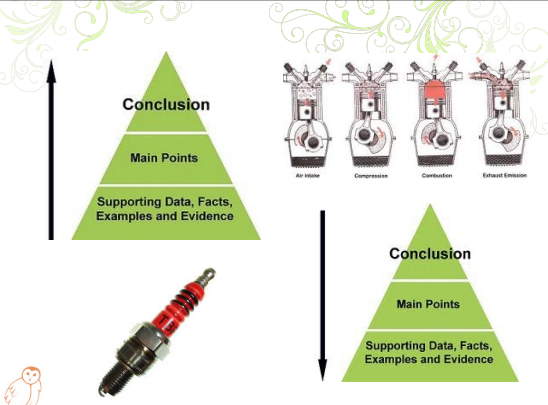


The S...N Continuum

type of information you prefer

<p>SENSING/OBSERVANT</p> <ul style="list-style-type: none"> ▪ Prefer information that is factual or concrete ▪ Like detailed data that is practical and can be utilized as is ▪ Work from data to concepts 	<p>INTUITIVE/INTROSPECTIVE</p> <ul style="list-style-type: none"> ▪ Prefer information that is theoretical or conceptual ▪ Like understanding concepts but not really interested in the proofs ▪ Work from concepts to data
--	---






The S...N Continuum

type of information you prefer


SENSING/OBSERVANT	INTUITIVE/INTROSPECTIVE
<ul style="list-style-type: none">Like to learn something and then do it over and over again to gain masteryWhen working, value thoroughness over speedGood at taking ideas and putting them into real-world applications	<ul style="list-style-type: none">Like to learn something, get the hang of it, and then move on to anotherWhen working, value speed over thoroughnessGood at creating ideas through brainstorming and innovation






Reflect

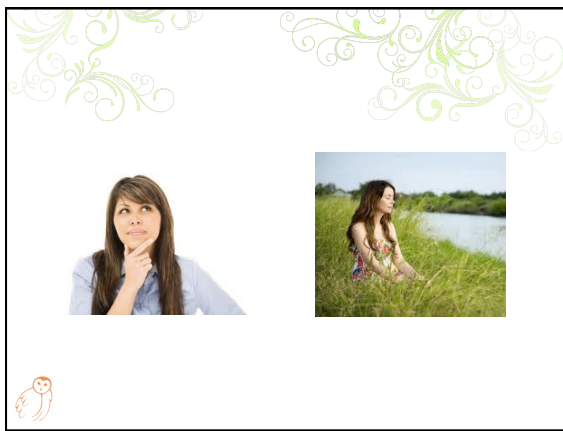
<ul style="list-style-type: none">Are you an S or an N?How high is your score?How does this trait or preference show up at work?Do you think your supervisor is an S or an N?	<ul style="list-style-type: none">How does this trait or preference show up in your relationships?What do you think each parent might be?Your romantic partner?Your best friend?
--	---



The T...F Continuum
how you make a decision


THINKING/TOUGH-MINDED	FEELING/FRIENDLY
<ul style="list-style-type: none">Use a linear and analytical processUse a step-wise process to look at data and consider the pros and cons	<ul style="list-style-type: none">Use an internal and emotional processUse a process that involves imagining the outcome to consider how it feels






The T...F Continuum
how you make a decision

THINKING/TOUGH-MINDED	FEELING/FRIENDLY
<ul style="list-style-type: none">Value an impersonal and objective processFocus on the "head" or "mind"Concerned with doing the "smart" thing	<ul style="list-style-type: none">Value a personal and subjective processFocus on the "heart" or "gut"Concerned with doing the "right" thing



Reflect


- Are you a T or an F?
- How high is your score?
- How does this trait or preference show up at work?
- Do you think your supervisor is a T or an F?
- How does this trait or preference show up in your relationships?
- What do you think each parent might be?
- Your romantic partner?
- Your best friend?


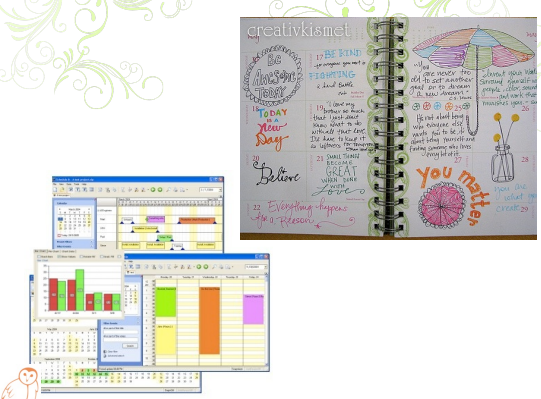


The J...P Continuum

how you feel about decisions

<p>JUDGING/SCHEDULED</p> <ul style="list-style-type: none">▪ Prefer to have decisions made (feel secure knowing what's going on)▪ Manage life by using organization systems like calendars, lists, etc.	<p>PERCEIVING/PROBING</p> <ul style="list-style-type: none">▪ Prefer to keep their options open (feel trapped if decision is made)▪ Manage life by using their sense of what is needed in the present moment
---	--






The J...P Continuum

how you feel about decisions


JUDGING/SCHEDULED	PERCEIVING/PROBING
<ul style="list-style-type: none">More time-oriented and value punctualityLike to have lots of control; sometimes perceived as "control freaks"	<ul style="list-style-type: none">More process-oriented and value being in the momentLike to have lots of options; sometimes perceived as "flakes"






Reflect

<ul style="list-style-type: none">Are you a J or a P?How high is your score?How does this trait or preference show up at work?Do you think your supervisor is a J or a P?	<ul style="list-style-type: none">How does this trait or preference show up in your relationships?What do you think each parent might be?Your romantic partner?Your best friend?
--	---




What it all means

- Personality types are useful tools for understanding our preferences and behaviors
- Each type brings a strength to any relationship or situation
- The dynamics between the types can be a source of conflict but they need not be with your new awareness
- Good leaders help people play to their strengths and build teams that take advantage of each person's contributions
- Each type is connected to certain careers and leadership styles (see reports)
- This is one way to explore the self – another great one is through archetypes – check out that Soul School lesson



To Learn More

Visit Soul School at www.soulschoolonline.com for handouts for this lesson as well as recommended resources to continue your learning.



Keep Growing!

You can also check out related Soul School lessons on the Wheel of Wellbeing:

- Career & Calling
- Relationships
- Spirituality
- Health & Healing
- Creativity
- Environment
- Community
- and much more!

