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Careers Service

# MBTI: *Understanding preferences and working effectively with others*

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# Aims:

- have a greater understanding of some aspects of personal preferences
- appreciate how personal preferences relate to potential strengths in a work context
- learn about a framework that helps recognise the strengths in difference
- appreciate where tensions may arise in different styles and approaches
- Consider how you can use this understanding to improve your own communication and work relationships





# About MBTI

- Been around for c 70 years
- Over 2m people discover their MBTI type every year
- Over 50m people know their type
- Used by companies of all sizes, government, health, forces
- Has the most practitioners of any psychometric instrument in the world
- Available in over 20 languages
- ....but it's just a tool

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# What is MBTI?

Based on Jung's personality theory  
Patterns of normal behaviour  
No right or wrong type  
You decide your type  
We're all more than four letters  
Doesn't try to account for everything





# What does MBTI assess?

- It assesses preference
- It's about style - not ability or achievement

EXTRAVERSION



INTROVERSION

**Where do you get your energy from?**

SENSING



INTUITION

**What kind of information do you prefer to use?**

THINKING



FEELING

**What process do you use to make decisions?**

JUDGING



PERCEIVING

**How do you deal with the world around you?**



# Your preferences

Identifying your preferred MBTI Type  
an introduction  
self-assessed

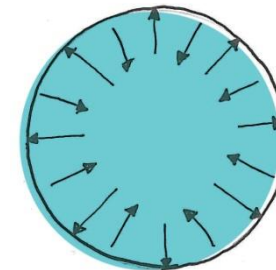
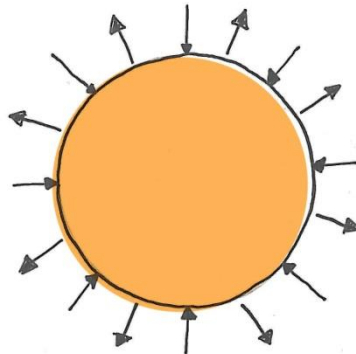
Exploring your preferences  
working with others





# Characteristics of E and I

*Where you prefer to get and focus your 'energy' or attention*



Tend to act before thinking

Prefer to get into action

Talk things through

More expressive when interacting

Gain energy from interaction

Learn best by doing

Have a breadth of interests

Tend to think before acting

Prefer to spend time on reflection

Think things through

More contained when interacting

Gain energy from concentration

Learn best by reflection and  
mental practice

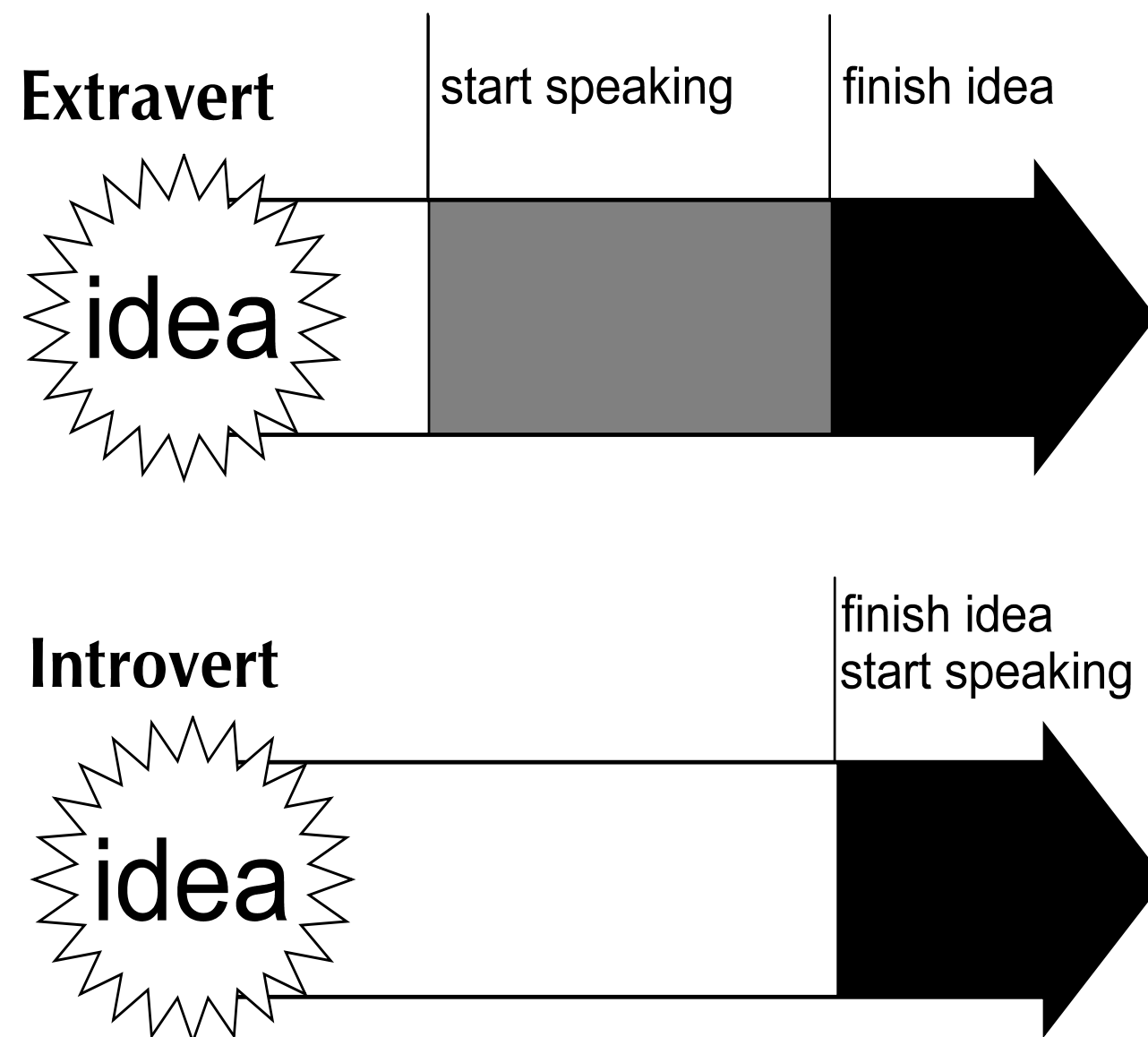
Have a depth of interests







# Extraversion - Introversion







# Some prompts

What would be your perfect weekend break?

How comfortable are you with your own company?

What are your hobbies?





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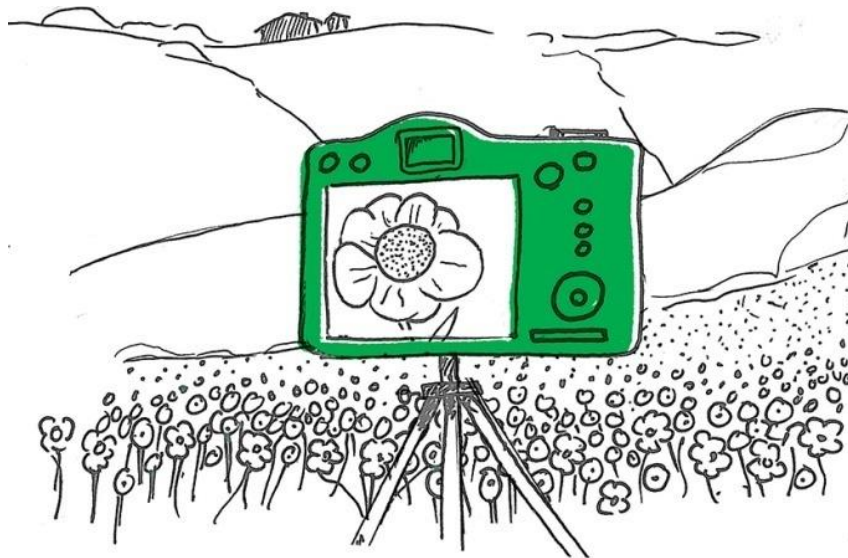
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# S-N Characteristics

*What kind of information do you prefer to use?*



Want to know the facts

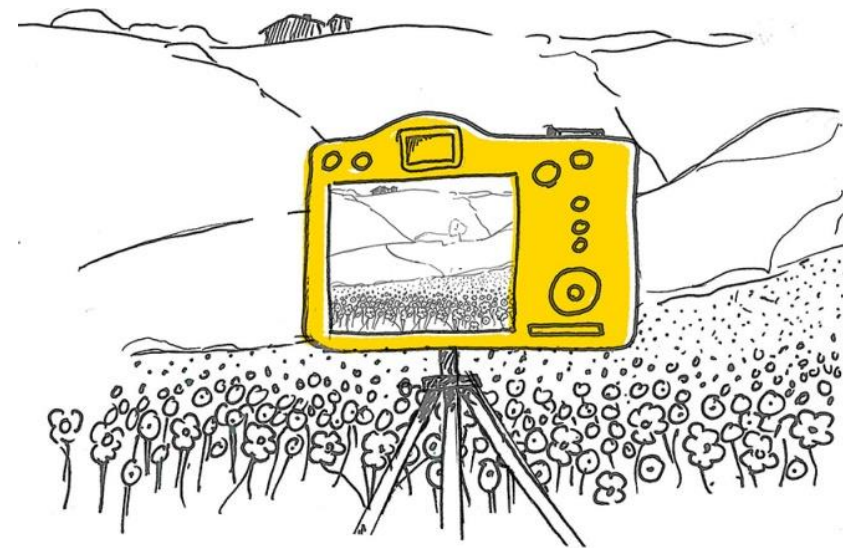
Look at the specifics

Adopt a realistic approach

Focus on the here and now

Ensure things work in  
practice

Collect observations



Look at the bigger picture

Adopt an imaginative  
approach

Ensure things work in theory

Use conceptual frameworks

Seek out new ideas

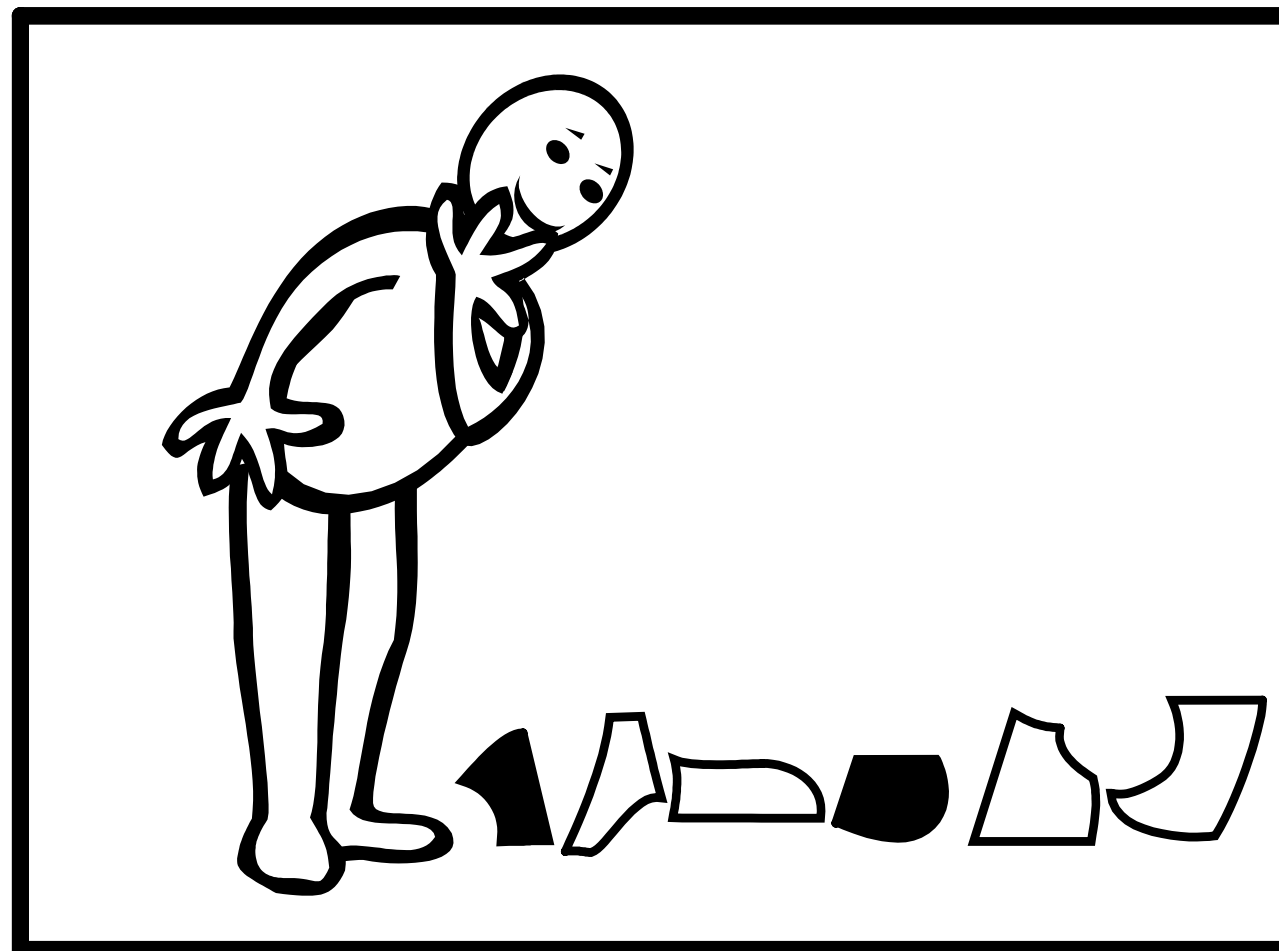
Anticipate the future





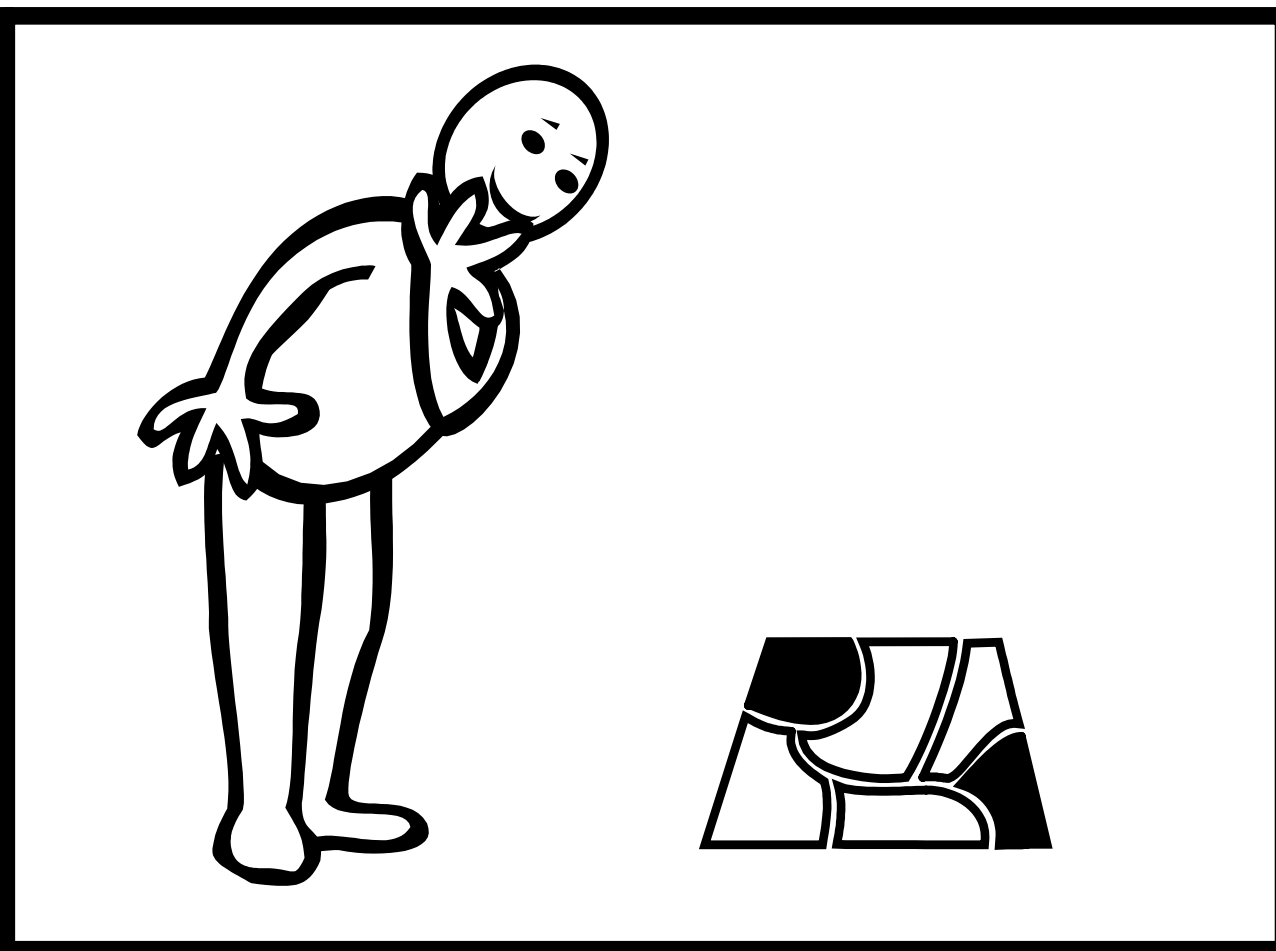
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# Sensing



Tends to look at  
the specific parts  
and pieces

# INtuition



Tends to look at  
the patterns and  
relationships









# Some prompts

- How do you assemble flat-pack furniture?
- How many books have you read in the last year?
- What information do you need before setting off to an unknown location?





A friend rings you from their flat to tell you they have been burgled.

How do you respond?





# TF Characteristics

*What approach do you take to decision making?*



Apply logical reasoning

Use cause and effect analysis

Seek objective truth

Decide using impersonal criteria

Focus on tasks

Provide a critique



Apply individual values

Understand others' viewpoints

Seek harmony

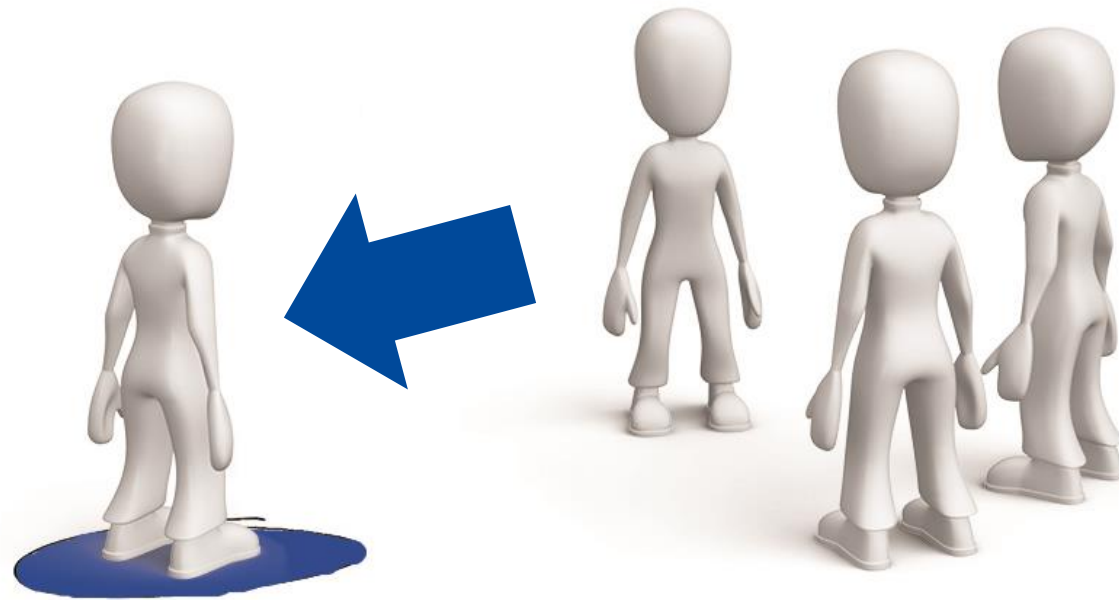
Decide by personal circumstances

Focus on relationship

Offer praise



# Illustration



Makes decisions by stepping out of the problem to be objective



Makes decisions by stepping into the problem to be compassionate





A friend rings you from their flat to  
you they have been burgled.

How did you respond?







# Some prompts

Think of a recent important decision— did you weigh up the pros and cons or make a decision that felt the right thing to do?

How do you react to criticism?

How do you give feedback when asked?





# Where do you stand?

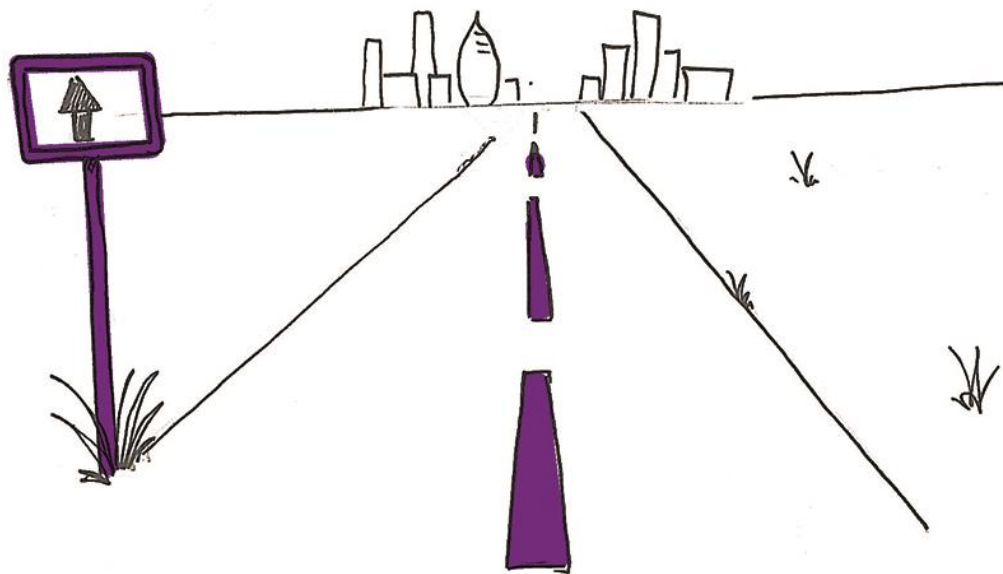
**I have to get my  
work done before  
I can play**

**I can play  
anytime**



# JP Characteristics

*How do you deal with the world around you?*



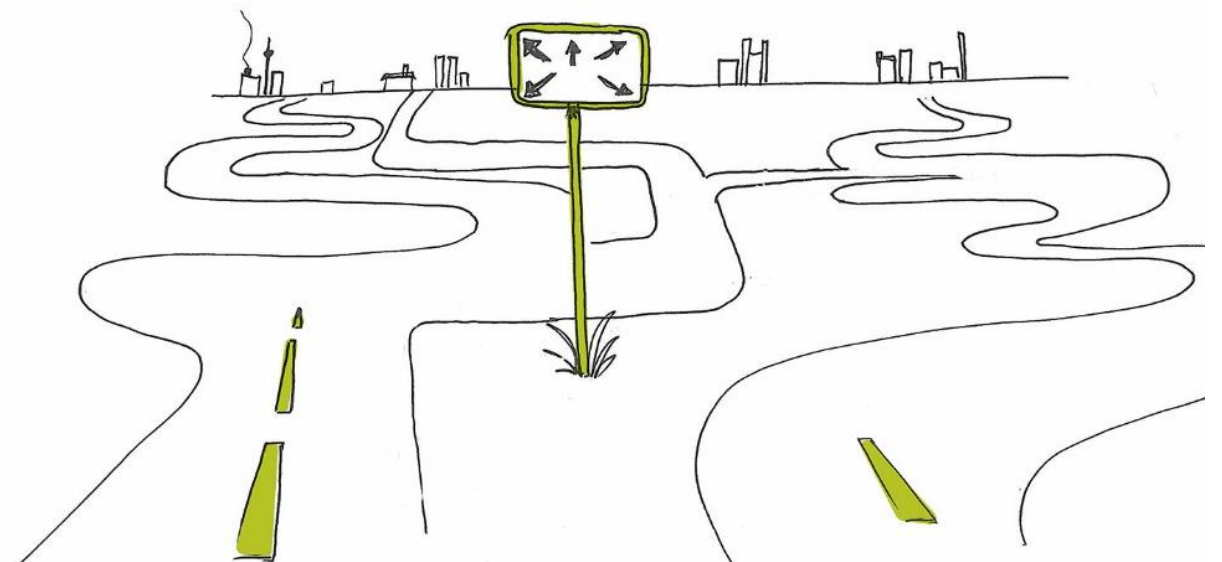
Like to come to closure

Make plans

Act in a controlled way

Prefer to act within a structure

Prefer to schedule activities



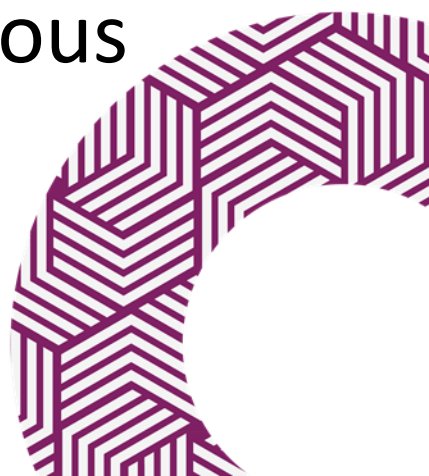
Keep a range of choices available

Remain flexible

Respond to emerging information

Prefer to go with the flow

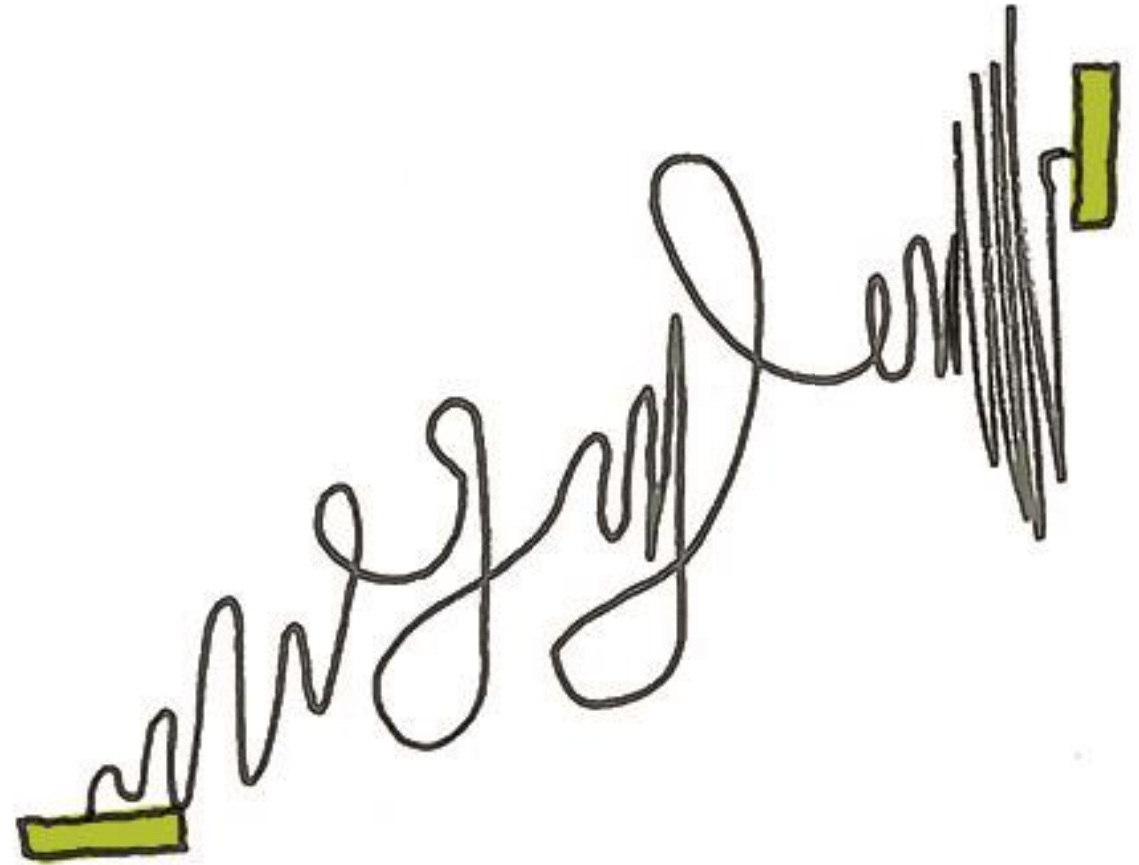
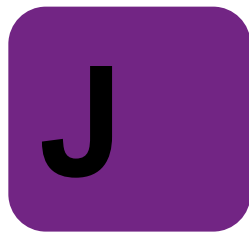
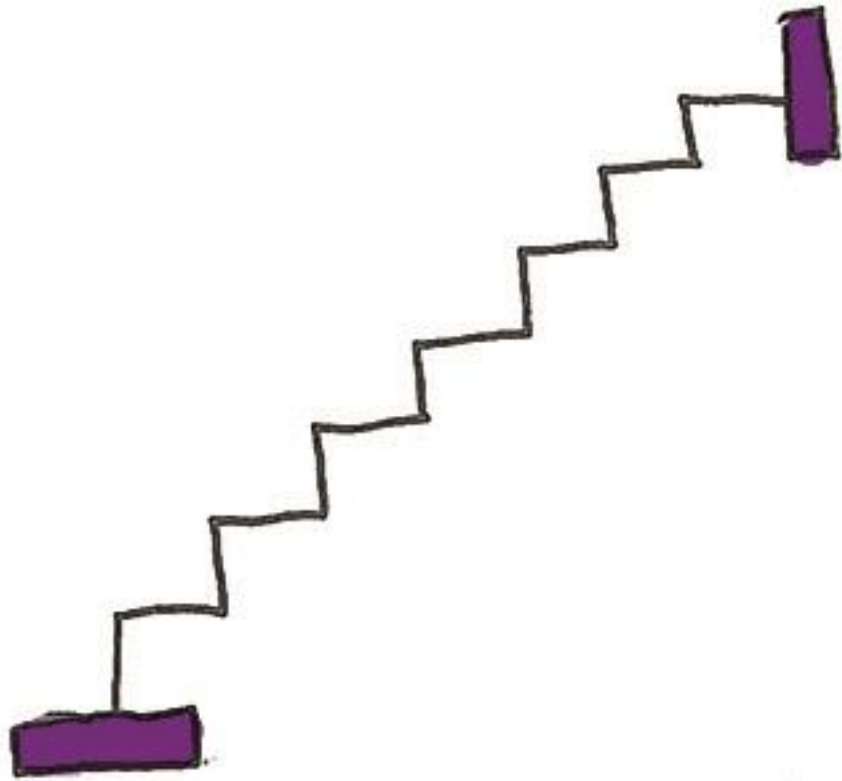
Prefer to be spontaneous







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# Some prompts

How do you do your food shopping?

How do you book your holidays?

If tomorrow's work were cancelled, what would you do?





# Your Type

Transfer your 4 circled letters to the box at bottom of sheet

Read about the type that matches the four letters

Consider over coffee

Full descriptors:

<http://www.personalitypage.com> > Portraits

Add your name to the **Type Table**

