

Enhancing Personal Effectiveness

Through

SELF-AWARENESS

- Please note that all slides/notes, etc. ... are largely compilations from various references, books, and presentations.
- Views expressed herein are personal.
- They are only for the sole purpose of class discussion.

Structure of the presentation

- ❖ Objectives
- ❖ Why use the MBTI? ... Its History & More ...
- ❖ Why should we care?
- ❖ Administration of the test
- ❖ Preferences...
- ❖ Exploring the results
- ❖ Conclusion

Background

Objectives

- ❖ To identify your preferences
 - ❖ To look at different perspectives people have in the way they live & learn
1. *To learn more about yourself as individuals*
 2. *To help in accepting each other & different activities*

Warning

- ❖ It's not about putting you in boxes!
- ❖ It's not about telling you what to do or how to behave!

Why Use the MBTI?

- ❖ Reports key Preferences | Tendencies | Characteristics
- ❖ Most popular and widely used personality assessment tool (80+ yrs. old || yearly 6m)
- ❖ Helps you accept your strengths + develop on them (not about ... IQ | Maturity | Illness | Emotions | Learning | Trauma ... etc.)

History

- ❖ Based on a work of Swiss psychologist 'Jung' and in the US ... mother and daughter combination
- ❖ ... developed further in 1920s-30s
- ❖ ... leads to more fulfilling lives

Yeh MBTI kya hai?

- ❖ It is about ...
 - ❖ How you draw ENERGY
 - ❖ How you take INFORMATION
 - ❖ How you make DECISIONS
 - ❖ How you APPROACH the world

Why should we care?

- ❖ Reduces your defensiveness when involved in a disagreement
- ❖ Improves your ability to choose realistic goals
- ❖ Improves your ability to see others more accurately

Myers-Briggs Type Indicator (MBTI)

MBTI ... 4 dichotomies/preferences

- ❖ How you draw ENERGY
 - ❖ E OR I .. Extraversion OR Introversion
- ❖ How you take INFORMATION
 - ❖ S OR N ... Sensing OR INtuition
- ❖ How you make DECISIONS
 - ❖ T OR F ... Thinking OR Feeling
- ❖ How you APPROACH the world
 - ❖ J OR P ... Judging OR Perceiving

Tie-Breakers

- ❖ Where do you do your homework?
- ❖ After classes what do you want to do?
- ❖ Think about how you handle details?
- ❖ How do you tell about your weekend?
- ❖ How do comment on a friends ugly shirt?
- ❖ Do you like studying math, science, or computer programming OR people, cultures, and values?
- ❖ How long does it take to order at a restaurant?
- ❖ Do you usually choose a topic and stick to it OR do you change topics?

EXTRAVERSION (52%) AND INTROVERSION

ARE SOURCES OF ENERGY FROM THE WORLD.

E

**AN EXTRAVERT'S ESSENTIAL ENERGY SOURCE
IS FROM THE ENVIRONMENT - THE OUTER WORLD
OF PEOPLE AND THINGS.**

I

**AN INTROVERT'S ESSENTIAL ENERGY SOURCE
IS FROM WITHIN - THE INNER WORLD OF
THOUGHTS AND REFLECTIONS.**

The genie in Aladdin (or, Raymond of 'Everybody loves Raymond') Vs Harry Potter (or, Spider-man)

EXTRAVERSION

Tendencies/Characteristics



Are often friendly, talkative, easy to know.



Expresses emotions.



Needs relationships.

2012

RKK/LBSNAA

INTROVERSION

Tendencies/Characteristics



Is often reserved, quiet, hard to know.



Bottles up emotions.



Needs privacy.

11

EXTRAVERSION

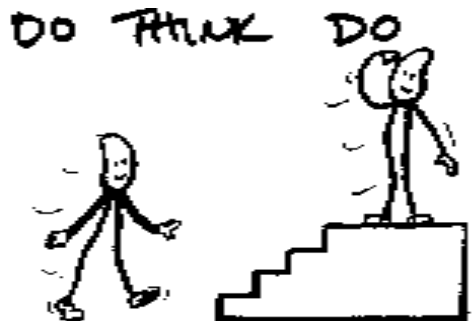
Tendencies/Characteristics



Feels pulled outward by external claims and conditions.



Energized by other people, external experiences.



2012 Acts, then (maybe) reflects.

INTROVERSION

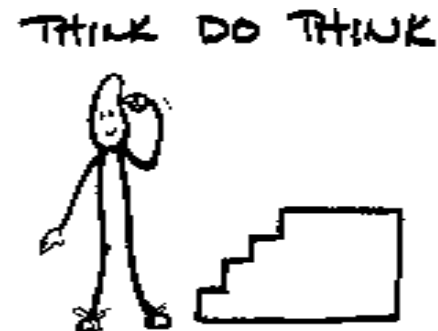
Tendencies/Characteristics



Feels pushed inward by external claims and intrusions.



Energized by inner resources, internal experiences.



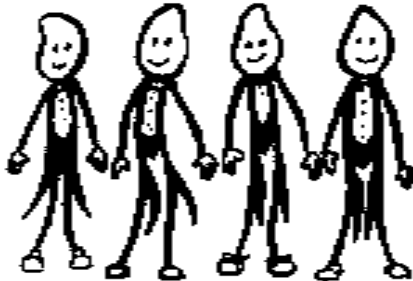
Reflects, then (maybe) acts.

EXTRAVERSION

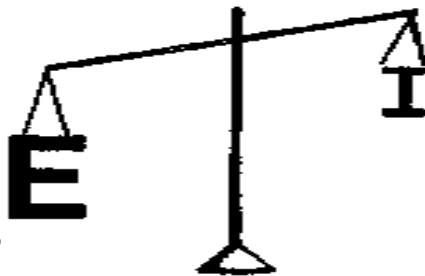
Tendencies/Characteristics



Gives breadth to life.



E's may seem shallow to I's.

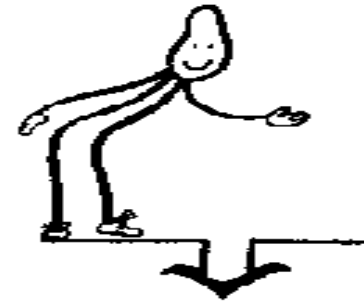


2012 Needs introversion for balance.

RKK/LBSNAA

INTROVERSION

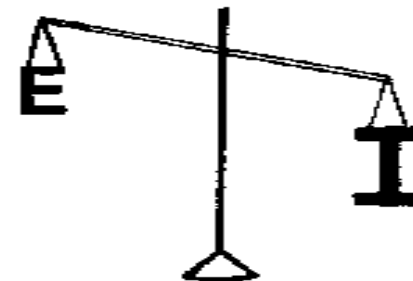
Tendencies/Characteristics



Gives Depth to life.



I's may seem withdrawn to E's.



Needs extraversion for balance₁₃

SENSING (63%) AND INTUITION

ARE WAYS OF TAKING IN INFORMATION.

S

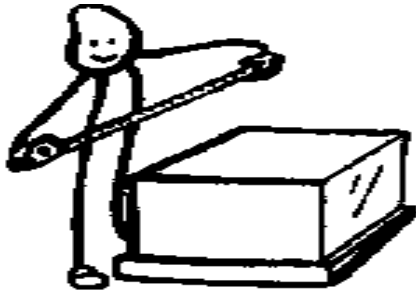
THE SENSING FUNCTION TAKES IN INFORMATION BY WAY OF THE FIVE SENSES - SIGHT, SOUND, FEEL, TASTE AND SMELL.

N

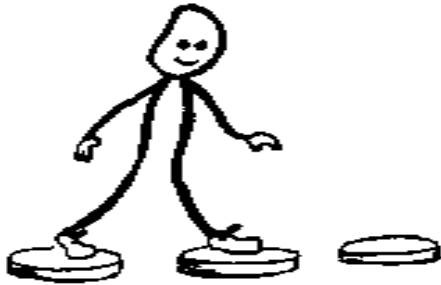
THE INTUITING FUNCTION PROCESSES INFORMATION BY WAY OF A “SIXTH-SENSE” OR PATTERNS, RELATIONSHIPS AND POSSIBILITIES.

SENSING

Tendencies/Characteristics



Likes things that are definite, measurable.



Starts at the beginning, takes a step at a time.



2012 Works hands-on with the parts to see the overall design.

INTUITION

Tendencies/Characteristics



Likes opportunities for being inventive.



Jumps in anywhere, leaps over steps.



Studies the overall design to see how the parts fit together.

SENSING

Tendencies/Characteristics



Looks at specific parts and pieces.



Lives in the present, enjoying what's there.

"It can work...
... if we do this!"



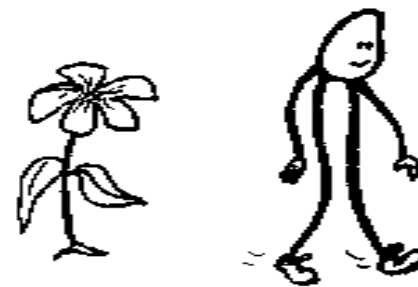
Prefers handling practical matters.

INTUITION

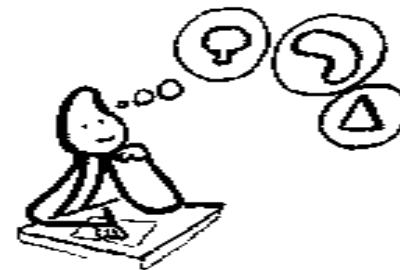
Tendencies/Characteristics



Looks at patterns and relationships.



Lives toward the future anticipating what might be.



Prefers imagining possibilities.

SENSING

Tendencies/Characteristics



Likes set procedures,
established routines.



S's may seem materialistic and literal-
minded to N's.

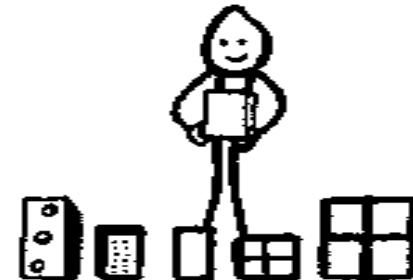


2012 Needs intuition for balance.

RKK/LBSNAA

INTUITION

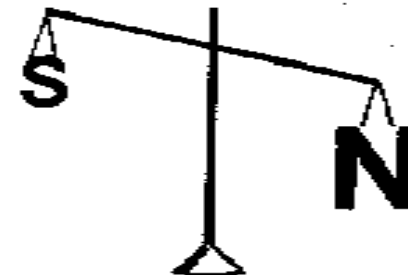
Tendencies/Characteristics



Likes change and variety.



N's may seem fickle, impractical
dreamers to S's.



Needs sensing for balance.

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**THINKING
AND
FEELING (60%w)**

ARE WAYS OF MAKING DECISIONS.

T

**THE THINKING FUNCTION DECIDES ON THE BASIS OF LOGIC AND
OBJECTIVE CONSIDERATIONS.**

F

**THE FEELING FUNCTION DECIDES ON THE BASIS OF PERSONAL
VALUES AND CONTEXT.**

James Bond Vs Robin Hood (or Charlie Brown)

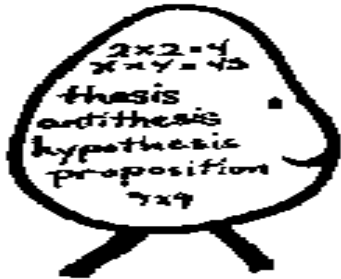
2012

RKK/LBSNAA

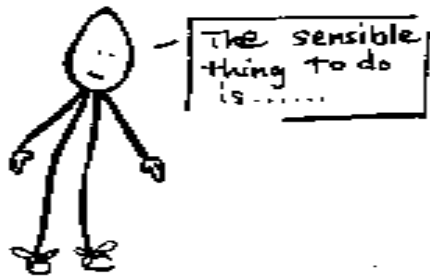
18

THINKING

Tendencies/Characteristics



Decides with the head first.



Goes by logic.



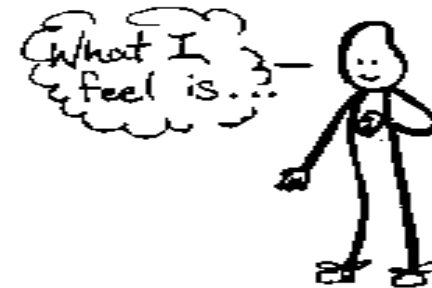
2012 Concerned for truth, justice.

FEELING

Tendencies/Characteristics



Decides with the heart first.

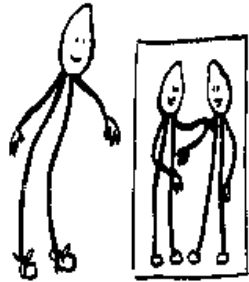


Goes by personal convictions and context.

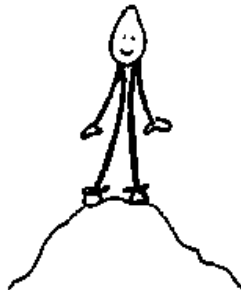


Concerned for relationships, harmony.

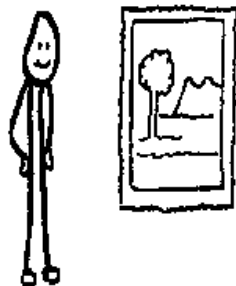
THINKING
Tendencies/Characteristics



Sees things as on-looker, from outside a situation.



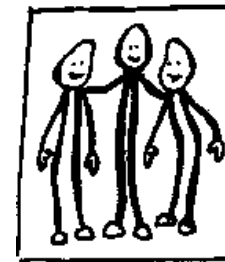
Takes a long view.



2012 **Spontaneously finds flaws, criticizes.**

RKK/LBSNAA

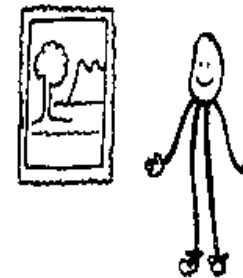
FEELING
Tendencies/Characteristics



Sees things as a participant, from within a situation.



Takes an immediate and personal view.

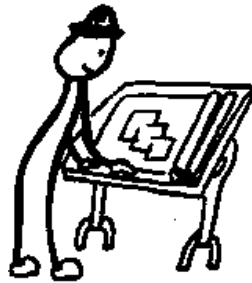


Spontaneously appreciates.

20

THINKING

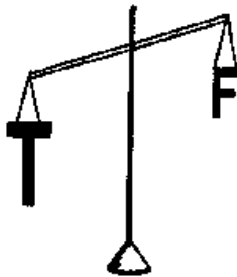
Tendencies/Characteristics



Good at analyzing plans.



T's may seem cold and condescending to F's.



2012 T's need feeling for balance.

FEELING

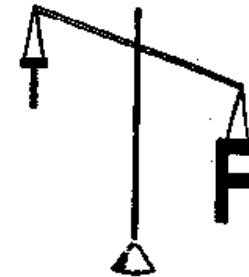
Tendencies/Characteristics



Good at understanding people.



F's may seem fuzzy-minded and emotional to T's.



F's need thinking for balance.

JUDGEMENT (55%) AND PERCEPTION

ARE WAYS OF APPROACHING THE WORLD.

J

A JUDGING LIFESTYLE IS DECISIVE, PLANNED AND ORDERLY.

P

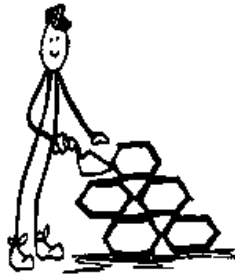
**A PERCEPTIVE LIFESTYLE IS FLEXIBLE, ADAPTABLE AND
SPONTANEOUS.**

JUDGEMENT

Tendencies/Characteristics



Prefers an organized lifestyle.



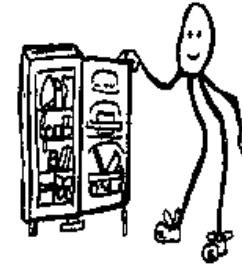
Likes definite order and structure.



Likes to have life under control.

PERCEPTION

Tendencies/Characteristics



Prefers a flexible lifestyle.



Likes going with the flow.



Prefers to experience life as it happens.

JUDGEMENT

Tendencies/Characteristics



Enjoys being decisive.



Likes clear limits and categories.



2012 Feels comfortable establishing closure.

RKK/LBSNAA

PERCEPTION

Tendencies/Characteristics



Enjoys being curious, discovering surprises.



Likes freedom to explore without limits.



Feels comfortable maintaining openness.

JUDGEMENT

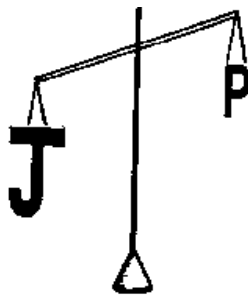
Tendencies/Characteristics



Handles deadlines, plans in advance.



J's may seem demanding, rigid, uptight to P's.



2012 Needs perception for balance.

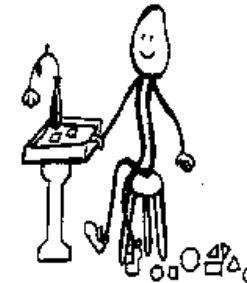
RKK/LBSNAA

PERCEPTION

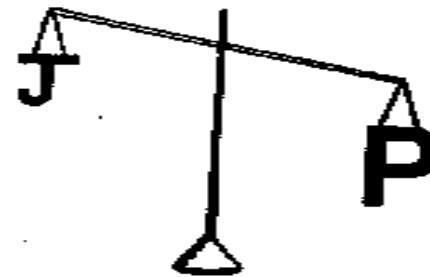
Tendencies/Characteristics



Meets deadlines by last minute rush.



P's may seem disorganized, messy, irresponsible to J's.



Needs judgment for balance. 25

External Pressure

- ◆ In Society, there are pressures to behave in certain ways
- ◆ These may influence you to feel that some preferences are better
- ◆ For example ... in the present Indian generation there is pressure towards ...
 - ◆ Extroversion
 - ◆ Sensing
 - ◆ Thinking
 - ◆ Judging
- ◆ What impact does this have?

List of References

- ◆ **Introduction to Type** by Isabel Briggs Myers; CPP Inc.
- ◆ **Differentiation through Personality Types** by Jane A G Kise; Corwin Press
- ◆ **The 16 Personality Types, Descriptions for Self-Discovery** by Linda V. Berens, Dario Nardi
- ◆ **Gifts Differing: Understanding Personality Type** by Isabel Briggs Myers
- ◆ **Type Talk: The 16 Personality Types That Determine How We Live, Love, and Work** by Otto Kroeger, Janet M. Thuesen
- ◆ **Personality Type (Jung on the Hudson Books)** by Lenore Thomson
- ◆ **MBTI Inputs** from Prof. Manish Singhal (XLRI) and others

Distribution of 87th FC Batch @ LBSNAA Mussoorie

ISTJ	ISFJ	INFJ	INTJ
15%	4%	2%	4%
ISTP	ISFP	INFP	INTP
1%	1%	4%	1%
ESTP	ESFP	ENFP	ENTP
2%	2%	7%	3%
ESTJ	ESFJ	ENFJ	ENTJ
27%	11%	8%	7%