

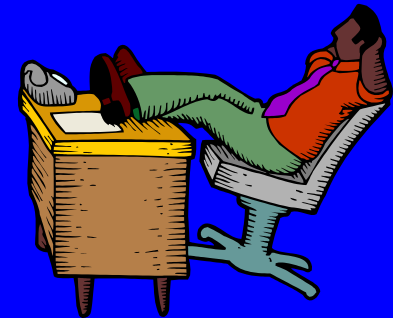
# Western MCH Nutrition Leadership Network

## Annual Meeting

### 2016



"MBTI"



# Myers-Briggs Type Indicator

**Marion Taylor Baer, PhD, RD**

Adapted from slides by:  
Maurice Hitchcock, EdD



# Origins of the MBTI

- 1921: Carl Jung – people differ in fundamental ways depending on preference for how we “function”
  - new take on ancient idea of 4 “humours” (sanguine, choleric, phlegmatic, melancholic)
  - this preference is characteristic and so people can be “typed” according to their “temperament”
- Normal behavior explained by answering 3 basic questions
  - Where do you get/expend your energy?
  - How do you take in information?
  - How do you make decisions?

# Origins of the MBTI

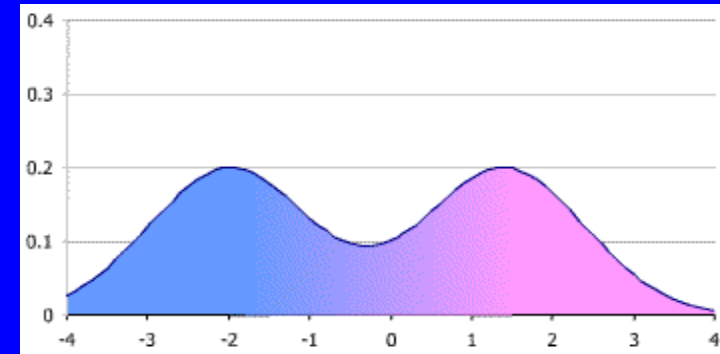
- 1930s: Behaviorists ruled – unconscious motives or past experiences define behavior
- 1950s, 60s: Jung's temperament idea revived by Isabel Myers and Katherine Briggs
  - developed a tool to identify 16 patterns of action
  - revived the ancient idea of 4 temperaments as the 16 patterns fell into **4 types**
  - added a fourth question/type to Jung's 3:  
**How do you want to order your world?**

# Jung's Theory as interpreted by Myers/Briggs

- 4 pairs of preferences:
  - **I**ntraversion vs. **E**xtraversion
  - **S**ensing vs. **iN**tuition
  - **T**hinking vs. **F**eeling
  - **J**udging vs. **P**erceiving
- Preferences may change over time and functions can be developed
- Inborn? Not clear. Jung believed so and types do tend to run in families, but... no solid evidence.

# Four Bi-Modal Scales:

- **Energy Source: I or E**
  - Where do you get your energy?
  - solitude vs. people
- **Perceiving Function: S or N**
  - How do you take in information?
  - data vs. gut
- **Judging Function: T or F**
  - How do you make decisions?
  - objective vs. subjective
- **Lifestyle Orientation: J or P**
  - How do you want to order your world?
  - planned vs. open-ended



# Energy Source

**E**

## Extroversion

Gregarious

External

Sociable

People

Many

Expressive

Breadth

Speak to think

Free disclosure

After thinkers

**70% vs. 56%=20**

**I**

## Introversion

Reflective

Internal

Territorial

Privacy

Few

Contained

Depth

Think to speak

Cautious disclosure

Fore thinkers

**30% vs. 44%=15**

# Perceiving Function

**S**

## Sensing

Details

Present

Practical

Fact

Actual

Sequential

Perspiration

Specific

Down-to-earth

**70% vs. 29%=10**

**N**

## Intuition

Patterns

Future

Imaginative

Fantasy

Theoretical

Random

Inspiration

General

Head-in clouds

**30% vs. 71%=25**



# Judging Function

**T**

Thinking

Head

Objective

Cool

Impersonal

Critical

Analyze

Precise

Principles

Laws

Just

Critique

**50 % vs. 40%=14**

**F**

Feeling

Heart

Subjective

Caring

Personal

Appreciative

Empathize

Persuasive

Values

Circumstances

Humane

Appreciate

**50 % vs. 60%=11**

# Life-Style Orientation

**J**

Judging

Fixed  
Structure  
Control  
Decided  
Scheduled  
Closure  
Planned  
Deadlines  
Project  
Resolved

55 % vs. 83%=29

**P**

Perceiving

Flexible  
Alternatives  
Adapt  
Wait and see  
Spontaneous  
Open-minded  
Open-ended  
Targets  
Process  
Pending

45 % vs. 17%=6

# MBTI Temperaments

## NF

ENFP INFP

ENFJ INFJ

**IDEALIST**

## NT

INTP ENTP

INTJ ENTJ

**GUARDIAN**

## SJ

ESTJ ISTJ

ESFJ ISFJ

**RATIONAL**

## SP

ESTP ISTP

ESFP ISFP

**ARTISAN**

NF

12% vs. 40%=14

## MUST HAVE MEANING IN LIFE

- work must have significance vs. SJ's need for service; limiting commitments difficult
- future-oriented, but focused on possibilities of people vs. NT's principles
- seek interaction vs. SP's action
- prefer to work with words, communication is their strength
- **professions:** writing, poetry, teaching, journalism, psychology, psychiatry – no interest in business

NT

12% vs. 31%=11

## MUST BE COMPETENT, MUST KNOW

- live in their work; “should be able to” vs. SJ’s “should, ought”
- most self-critical of all styles, perfectionist, which may delay action
- expects little from others except that others achieve their standards; may be emotionally insensitive, remote
- focus on the future; accepts change
- professions:** science, technology, architecture, engineering

SJ

38% vs. 23%=8

EXISTS PRIMARILY TO BE USEFUL, TO BE OBLIGATED, TO BELONG

- caregiver; parent; responsible believes in hierarchy vs. SP equality
- strong work ethic: “the ant” vs. the SP “grasshopper”
- conservator, committed to values, standards, “doing the right thing”
- **professions**: teaching, medicine, dentistry, banking, rehabilitation, ministry, librarian, civil service, middle management

SP

38% vs. 6%=2

## MUST BE FREE; LIVES IN THE PRESENT

- hungers for action, process-oriented, goals matter less
- impulsive, flexible, open-minded
- of all types, SPs work best in a crisis; bored with the status quo
- has endurance/survives setbacks
- **professions:** art, performing art, entertainment, adventure, athletics, racing

# People are Different



And

This is Good

**Source: Kiersey & Bates, *Please Understand Me: Character and Temperament Types*, 1984**