

# **Activities/ Resources for Outcome #6**

## What is Psychological Type?

Psychological type is a theory developed by Carl Jung, a Swiss psychiatrist (1875-1961), to explain some of the apparently random differences in people's behavior.

According to Jung's theory, predictable differences in individuals are caused by differences in the way people prefer to use their minds.

## What is the MBTI?

The *Myers-Briggs Type Indicator* (MBTI) is an instrument designed to make Jung's theory understandable and useful in everyday life. MBTI results describe valuable differences between normal, healthy people – differences that can be the source of much misunderstanding and miscommunication.

The authors, Katherine Cook Briggs (1875-1968) and her daughter, Isabel Briggs Myers (1897-1980), were keen observers of human personality differences. They studied and elaborated the ideas of Carl Jung and applied them to human interaction. Prompted by the waste of human potential in World War II, Myers began developing the Indicator to give a wide range of individuals access to the benefits of knowing their psychological type.

After more than 50 years of research and development, the current MBTI is the most widely used Instrument for understanding normal personality differences.

## What is the benefit of the MBTI?

### ***The MBTI functions as a tool that helps people in organizations to***

- Understand themselves and their behaviors.
- Appreciate others so as to make constructive use of individual differences

### ***Specifically, organizations use the MBTI for***

- Communicating more effectively with supervisors, peers, and employees.
- Solving organizational problems.
- Making the most of organizational human resources
- Improving teamwork.
- Understanding and adapting to differences in management style.
- Conflict resolution.
- Understanding contributions to the organization.

## Why the MBTI?

- The MBTI is a *self-report instrument*. You are the decision maker.
- The MBTI is *non-judgmental*. Some instruments leave you feeling that there is something wrong with you--that there is a right and a wrong way to be. The MBTI and each of its 8 preferences and 16 personality types allow you to understand your particular strengths and contributions to society.
- The MBTI is an *indicator of preferences*. There are no correct or incorrect answers. You cast your votes for the way you prefer to direct your energy, take in information, make decisions, and orient your life.
- The MBTI *does not measure; it sorts*. You sort yourself into one of two equally attractive options. High preference scores only indicate that you were very clear in your choice.
- The MBTI *is well researched*. It has been subjected to rigorous research tests.

## What are “PREFERENCES”?

The MBTI reports your preferences on four scales, each opposite poles. The following exercise will most easily convey what is meant by “preferences”.

***First sign your name on the line below as you normally do.***

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**Now, sign your name again on the line below, but this time use your other hand.**

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How would you describe the experience of writing your name with your preferred hand? With your non-preferred hand?

### **Preferred hand**

Feels natural  
Did not think about it  
Effortless & easy  
Looks neat

### **Non-preferred hand**

Feels unnatural  
Had to think and concentrate  
Requires energy  
Awkward and clumsy

You can use either hand when you have to and use both hands regularly, but for writing one is natural, while the other requires effort.

You can develop your ability to write with your non-preferred hand, but imagine how difficult it would be if you were required to write with your non-preferred hand throughout your work or school day.