



# FDOT Construction Academy

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ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

## Type at Work

Understanding Yourself & Others through the Myers Briggs Type Indicator (MBTI)



ISTJ	ISFJ	INFJ	INTJ
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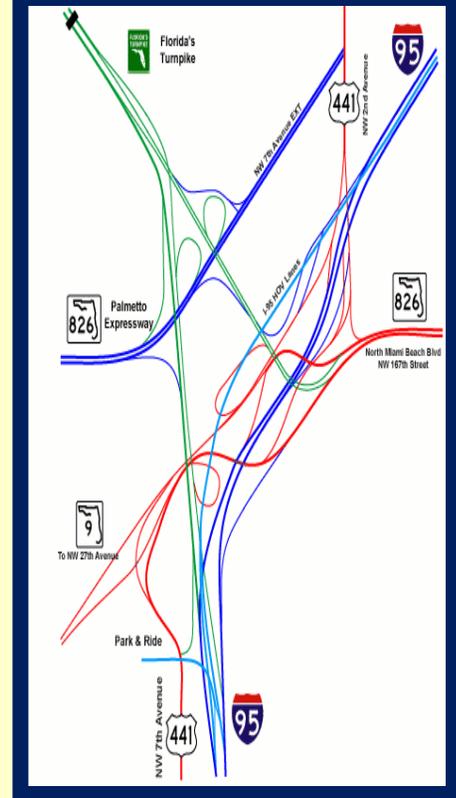




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## Roadmap

- Type Theory
- Descriptions of Type Preferences
- Your Type Report
- Preference Exercises
- Applications



ISTJ	ISEJ	INEJ	INTJ
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## Learning Objectives

- Increased self-awareness & self-management
- Appreciation of others' differences



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## What is MBTI?

A theory about personality developed by Swiss psychiatrist, Carl G. Jung

- asserts that differences between people result from inborn *preferences*
- your "type" is the natural or preferred way of using one's mind and directing energy - *most of the time.*
- there are behavioral habits that develop as people use their preferences

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## MBTI Overview

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- Assessment designed by Katherine Briggs and Isabel Myers based on Jung's theory
- 50+ years of use and research; questions are deemed *Valid & Reliable*
- *4 dichotomies (E/I, S/N, T/F, J/P)*
- To allow people to better understand themselves and others, reduce stress, and increase tolerance of self and others

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## What the MBTI is NOT

- It is not intended to be a limiting factor
- Is **NOT** about skills, intelligence, abilities, or technical expertise
- Does **NOT** tell you what you can and cannot do
- People are a lot more than their psychological type

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# Exercise

## Personality Style Inventory

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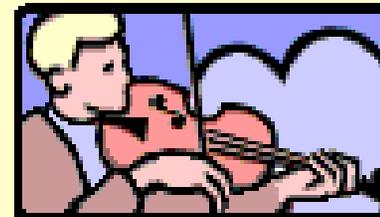
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## How You Get Energized

**Extravert:** Energized from interactions with people and the outer world



**Introvert:** Energized from reflecting, being in one's inner world



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## E/I Description

### Extraversion

- Seek interaction
- Enjoy groups & discussion
- Action, activity-oriented
- Prefer to work & play with others, participating fully
- Energized through activity
- Focus outwardly on action
- Like variety and action - multiple activities
- Outgoing; like to approach people and exchange ideas
- Easily share thoughts & ideas out loud

### Introversion

- Need time alone
- Prefer one-on-one discussions
- Think first, then speak or act
- Wait to be asked for thoughts before sharing
- Focus inwardly on ideas
- Prefer activities that challenge the self more than competition with others
- Enjoy watching, listening

Select either the "E" or the "I", based on the preference that seems to **best** describe your natural way of doing things - not the roles that require you to behave a certain way.

ISTJ	ISEJ	INEJ	INTJ
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## Exercise – E-I Preferences

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- Plan (describe) your ideal weekend
- Describe on Page 10
- 5 minutes to plan



ISTJ	ISFJ	INFJ	INTJ
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# How You Take In Information

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Sensing: Use senses to detect concrete, realistic, and detailed data about present or past



Intuition: Use intuitive processes to interpret meanings, patterns, and possibilities for future



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# S/N Description

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## Sensing

- Prefer to know all the facts to lead to a conclusion
- Trusts actual experience – discounts information from the imagination
- Pay attention to specifics
- Are practical and realistic
- Focus on the present or past
- Value common sense
- Trust their past experience
- Tend to want things as they are
- Notice subtle changes in own body, self
- Comfortable with routine

## iNtuition

- Will accept limited info to reach a conclusion
- Trusts 'intuitive flashes' and inspiration
- Interested in what is possible
- Focus on the big picture
- Miss details
- Focus on the future
- Value innovation
- Are speculative
- Trust their imagination and hunches
- Tend to want to try something new
- Bored with routine

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Sensing

iNtuitive

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Write about this...

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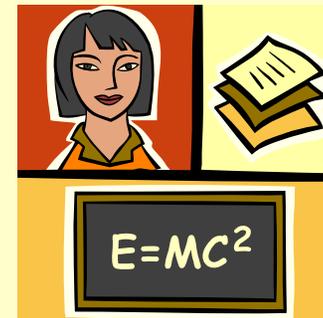




# How You Make Decisions

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Thinking: Use logic, objective processes, using standards and principles



Feeling: Use subjective processes, considering impact to individuals, group, and self



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# T/F Definition

## Thinking

- Analytical
- Trusts facts & principles, distrusts emotions in decision making
- May appear "tough-minded"
- Fair - want everyone treated equally
- Objective, convinced by logic
- Decide with the head
- Value competence and justice

## Feeling

- Empathic
- Trusts emotions & reactions, distrusts facts & principles in decision making
- May appear "tender-hearted"
- Fair - want everyone treated as individuals
- Guided by personal values
- Assess impact of decisions on people
- Decide with the heart
- Value harmony and positive interactions

ISTJ	ISEJ	INFJ	INTJ
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ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ



# T/F Incorrect Assumptions

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## Thinking

- We are smart
- We have no feelings
- More of us are men

## Feeling

- We are always nice
- We are emotional
- more of us are women

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## Exercise – T-F Preferences

- Group to attend work-related conference in tropical resort in Hawaii
- Budget issues reduce attendees by 25%
- Determine who will attend and who will not attend



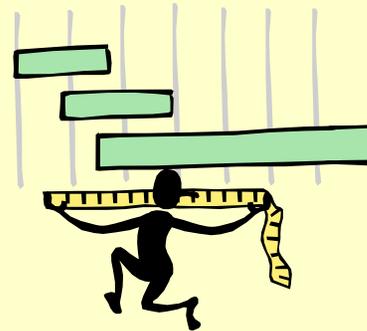
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## How You Interact With World

• Judging: prefer planned, organized approach, with clear sense of direction and closure; stressed at last-minute deadline



• Perceiving: prefer flexible, spontaneous approach, open to changes; energized at last-minute deadline



ISTJ	ISEJ	INEJ	INTJ
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# J/P Definition

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## Judging

- Scheduled, organized
- Dislike surprises
- Systematic
- Methodical
- Plan ahead
- Like to have things decided
- Seek closure, decision
- Try to avoid last-minute stresses
- Clear opinions

## Perceiving

- Spontaneous
- Enjoy surprises
- Flexible
- Casual
- Adapt as they go
- Open-ended
- Like things loose and open to change
- Feel energized by last minute pressures
- Less concerned with plans and closure
- Open to varying opinions

ISTJ	ISEJ	INFJ	INTJ
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ESTJ	ESFJ	ENFJ	ENTJ



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## Exercise – J-P Preferences



What does your closet look like?

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ



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2 things you must know about J's & P's...

P's

1. It's in your nature to generate ideas!
2. You have to be pushed for closure!

P's tend to make decisions by ruling out what they don't want.

J's

1. It's in your nature to moan!
2. Hit and run!

J's live by their lists and have to warm to new things.

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## So What's Your Preference?

- Your hypothesis (in-class assessment)

Your self-estimate of your type is:

E or I

S or N

T or F

J or P

- Your reported type (assessment)

Your reported type on the MBTI is:



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## Verifying Your Type

If the two assessments differ, you can do some exploration to decide your best-fit type.

You may have answered the questions or made your self-estimate according to how you would like to be



You may have been influenced by your current job requirements or living situation

You may be in a particularly stressful life situation and find it difficult to identify your natural way of functioning

You may not have a clear preference, possibly due to environmental influences

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ESTJ	ESFJ	ENFJ	ENTJ



# Validating Your Type

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1. Determine both your self-assessed type and your reported type
2. Read type profiles of all types you are considering
3. Highlight points of agreement and mark Xs beside points of disagreement
4. Count and compare points of agreement and disagreement to reveal tighter fits
5. Give marked up profiles to colleagues for their input and feedback
6. Give marked up profiles to family and friends for their input and feedback
7. For some, validating type takes time and consideration.

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## 4 Temperaments

- SP = Artisan
- SJ = Guardian
- NT = Rational
- NF = Idealist

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## SP Artisan

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- 38% of the population
- Impulsive, need freedom to act
- Hunger for action, get bored easily
- Optimistic, repertoire of jokes & stories
- Work is process-oriented, not goal defined

ISTJ	ISEJ	INEJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESJ	ENJ	ENTJ



# SP Descriptive Words

M

Free spirit

Enjoys the moment

Process oriented

Practical

Fun-loving

Realistic

B

Good in crisis situations

Spontaneous

Impulsive

Likes hands-on experience

T

Needs freedom and space

Adaptable

“Let me do something.”

Seeks variety and change

Flexible

Most worry-free

I

Practical

Action oriented

“When all else fails,  
read the directions!”

ISTJ	ISEJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESJ	ENFJ	ENTJ





## SJ Guardian

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- 38% of the population
- Long to be useful, lives by "shoulds"
- Parental attitude, prefers hierarchy, rules
- Prepared for calamity, realistic about error
- Hunger for social units, reciprocal membership
- Duty to serve, might feel unappreciated
- Traditional, institutional, conservative, responsible
- Seeks work where belong, serve, relied upon

ISTJ	ISEJ	INEJ	INTJ
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ESTP	ESFP	ENFP	ENTP
ESTJ	ESJ	ENFJ	ENTJ



# SJ Descriptive Words

M

Loyal to system

Procedures

Duty

Decisive

B

Super dependable

Stability

Resists change

“Should” and “Should not”

Preserves traditions

Social responsibility

T

Precise

Structure

“K.I.S.S. –Keep It Short & Simple”

Orderly

Authority dependent

ISTJ	ISEJ	INEJ	INTJ
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ESTJ	ESJ	ENJ	ENTJ





## NT Rational

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- 12% of the population
- Seeks intelligence/knowledge; higher education
- Must be competent, can be critical of self/others
- Communications not redundant; might be too abstract for others to follow
- Work performance is means to an end (increased abilities)

ISTJ	ISEJ	INEJ	INTJ
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ESTJ	ESJ	ENJ	ENTJ



# NT Descriptive Words

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High achievers  
Knowledge seekers  
Objective perceptions  
Independent  
Self-doubt  
Intellectually curious  
Conceptualizers  
Competition with self and others  
Non-conformist  
Wordsmiths

Principles  
Enjoys complexity  
Authority independent  
Architects of change  
Systems designers  
Argumentative  
"What would happen if . . ."



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## NF Idealist

- 12% of the population
- Must self-actualize; wants to be unique
- Wants to find & help others find meaning in life
- Integrity means being authentic
- Work is making a difference in the world
- Has trouble placing limits on giving to others

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ESTJ	ESJ	ENJ	ENTJ



# NF Descriptive Words

M

Seductive

Vivid imagination

Interpersonal skills

Mysterious

Supportive of others

Hypersensitive to conflict

B

Sympathetic

Search for self

Relationships

Autonomy

T

Possibilities for people

Needs encouragement  
& recognition

Interaction

Cooperation

Integrity

I

“Becoming”

Giving strokes freely

ISTJ	ISEJ	INEJ	INTJ
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ESTJ	ESJ	ENJ	ENTJ





# What Are Your Questions?

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ISTP	ISFP	INFP	INTP
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ESTJ	ESFJ	ENFJ	ENTJ