

MTI Dimensions: E – I

Where do you prefer to focus your attention?

How are you *energised*?

E (Extraversion)

Preference to draw your energy from the world around you, from “doing”; from involvement in external events and contact with people.

NB. Does not necessarily mean you are always *socially* confident.

- Attuned to the external environment
- Prefer to “talk through” problems
- Learn best through doing, or discussing
- ***Breadth*** of interests
- Speaks and acts first, thinks/reflects later

I (Introversion)

Preference to draw your energy from your internal world, through quiet reflection, focusing on your inner thoughts or ideas. NB. This does not always mean shyness - you may have considerable self confidence.

- Drawn to contemplation, introspection
- Prefer to “think through” problems
- Learn best by reflection, mental “practice”
- ***Depth*** of interests
- Thinks/reflects before acting or speaking

MTI Dimensions: N – S

What kind of *information* do you pay attention to?

How do you acquire information?

N (Intuition)

Preference for attending to patterns and associations between facts, rather than the facts themselves. Interested in connections, reading between the lines, focusing on ideas and possibilities.

- Focus on “big picture”, possibilities
- Value imaginative insights
- Abstract and theoretical
- See patterns and meanings in facts
- Enjoy anticipating the future
- Stimulated by ambiguity
- Trusts *inspiration*

S (Sensing)

Preference for attending to raw, specific information and facts. Observant of what is going on around you and especially focused on the practical realities of a situation.

- Focus on what is real and actual
- Value practical applications
- Factual and concrete, notice details
- Observe and remember specifics
- Enjoy the present
- Wants information to be precise
- Trusts *experience*

MTI Dimensions: T – F

How do you prefer to ***make decisions***?

Which description most closely reflects your preference?

T (Thinking)

Preference for making decisions from a ***detached*** or impartial standpoint, by analysing the logical consequences of a choice or action. Applying *objective* criteria and using consistent rules and principles. Stand outside a situation to examine it to analyse cause and effect. Tend to follow their head.

- Guided by objective **logic**
- Focus on cause and effect
- Look for flaws in logic
- Apply consistent principles in dealing with people
- At work, ask: “is it the right decision?”

F (Feeling)

Preference for making decisions from an ***involved*** standpoint, reaching a point of view in a more *subjective* way. Will be guided by feelings, and the feelings of others. Often placing yourself inside a situation so as to identify personally with its key values. Tend to follow their heart.

- Guided by **personal values and convictions**
- Focus on harmony with own and others’ values
- Look for common ground and shared values
- Treat each person as a unique individual
- At work, ask: “how will it affect people?”

MTI Dimensions: J – P

Which ***lifestyle*** do you prefer?

Which description most closely reflects your preference?

J (Judging)

Preference for coming to closure on decisions, preferring to live life in a scheduled and orderly way, wanting things to be controlled and regulated. Likes to make plans and then stick to those plans, until they are completed. Achieves satisfaction from getting things done.

- Prefer finishing tasks
- Like to get things decided
- Scheduled and organized - ***a planner***
- Like things to be tidy
- Usually work at a steady pace

P (Perceiving)

Preference for being open to new experiences and information. Preferring to live life in an unstructured, flexible & spontaneous way. Comfortable “going with the flow”. Enjoys using resourcefulness and adaptability, and feels constrained by plans and structures.

- Prefer starting tasks
- Like to keep options open
- Spontaneous and adaptable - ***a free spirit***
- Don't mind things being untidy
- Usually work at the last minute!

MBTI 'ACCURACY'

MBTI Manual – 3rd Edition 1999 – Page 116

<i>Source</i>	Agree on 4 letters	Agree on 3 letters
<i>Hammer & Yeakley, 1987</i>	85%	99%
Kummerow, 1988	58% - 68%	90%-95%
Walck, 1992a	75%	96%
Oxford Psych Press	76%	97%

Point – the measured Type should to be discussed and verified

Issue is with preferences which are slight