

Understanding Self

Understanding patterns of
thinking, feeling and behaving

Session objective

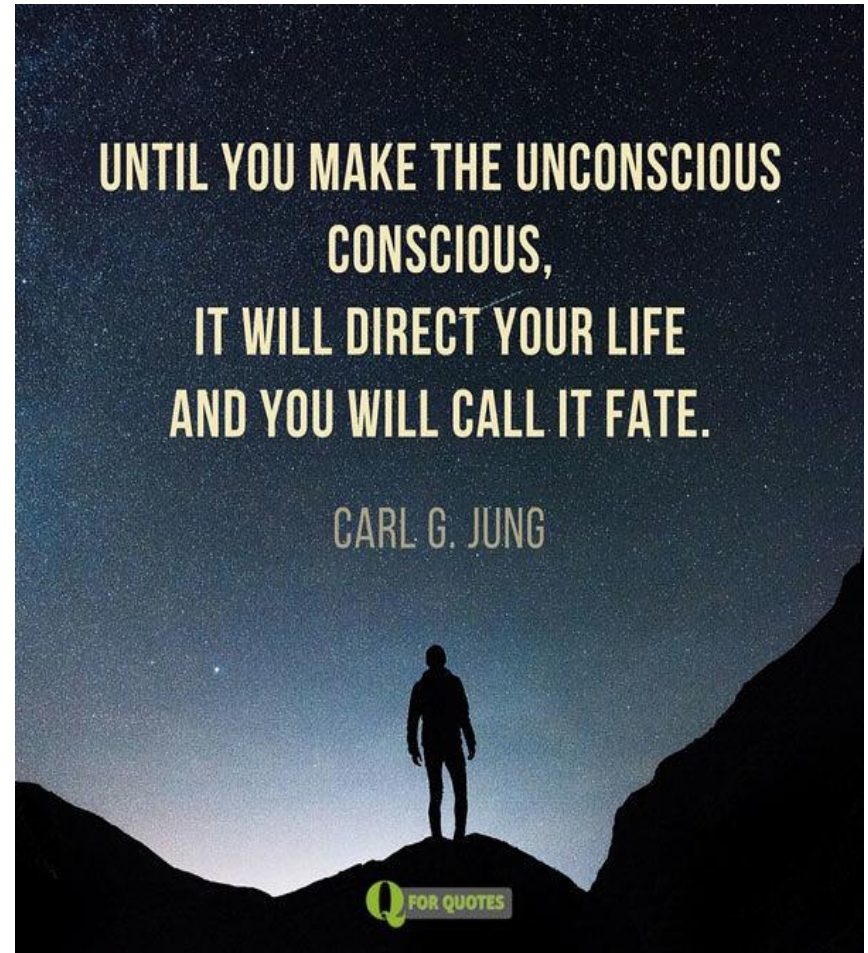
You will have a better understanding of yourself by taking a personality test

Session Outline

- MBTI (Myers Briggs Type Indicator)
- Take Personality Test
- Understanding results of the Personality Test

Why should I take Personality Test?

- Useful to understand why I think, feel and behave in a particular way
- Should not be used to make critical decisions
- Impossible to define a personality of a human being in a complete way



MBTI Instrument

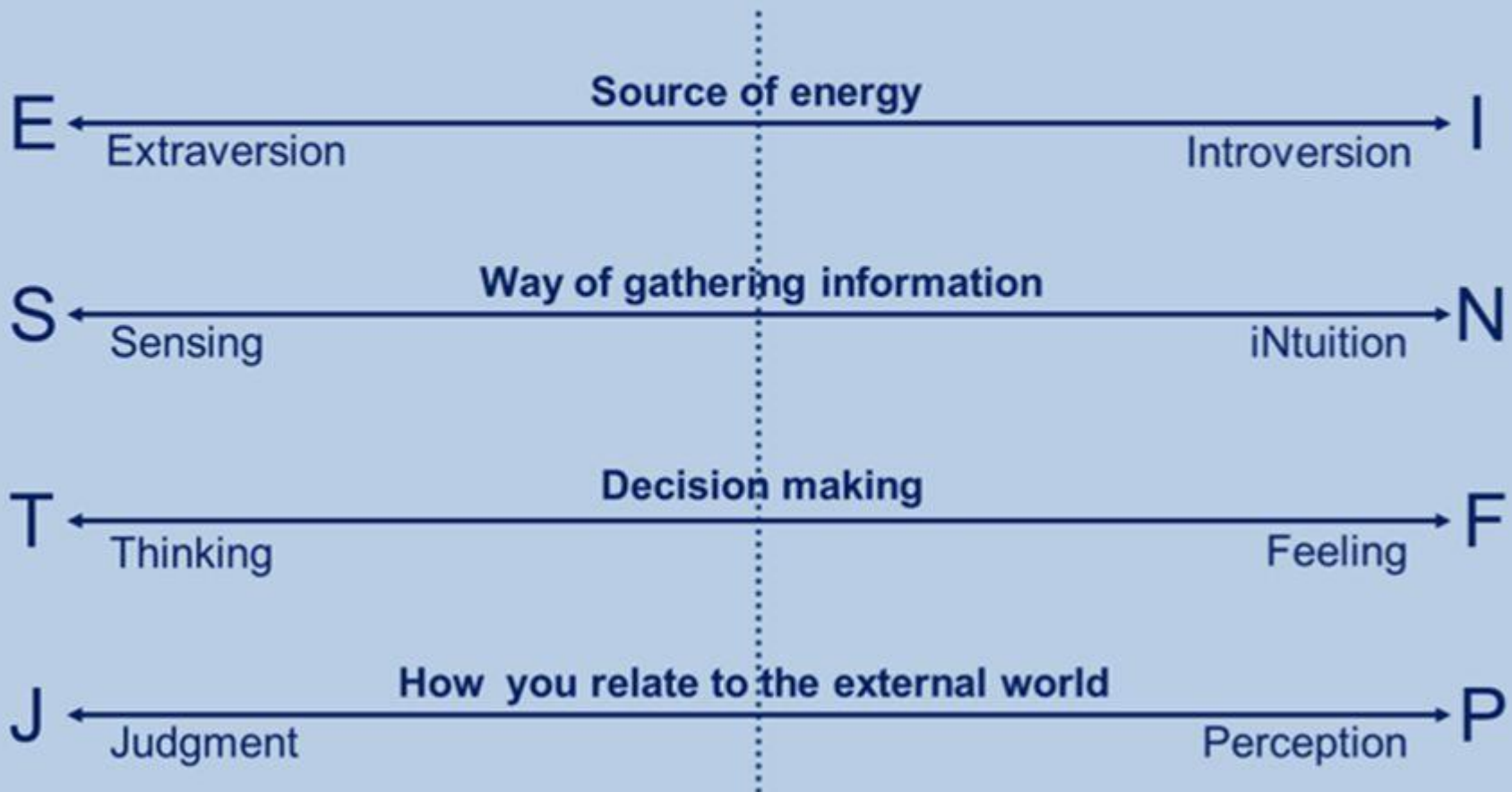
- Invented in 1942
- Based on work by psychologist Carl Jung
- One of the most popular test.
- Nearly 1.5 million people take this test yearly

Task

- Test consists of 70 Questions
- There are no right or wrong answers
- Select the answer that best fits you
- The test shall take maximum 20 minutes
- Transfer answers to Scoring Sheet
- Select from following pairs, letter whose score is higher
 - E vs I
 - S vs N
 - T vs F
 - J vs P
- Your Personality type is combination of 4 letters

Four Dimensions of Personality

MBTI: Four Preferences



EXTROVERT



VS

INTROVERT



Introverts

V.S

Extroverts

**Introverts drain energy while socializing.
They require alone time to recharge.**

**Extroverts gain energy and happiness
from socializing.**

Introvert Traits:

- Better expressive with writing than in conversation.
- Introverts enjoy their alone time.
- Prefer conversation one-on-one or in small groups.
- Dislike speaking on the phone.
- Need time to think before speaking.

Extrovert Traits:

- Extroverts are good conversationalists, active and lively.
- They are habitually outgoing, venturing forth with confidence into the unknown.
- Prefer outdoor activities, tend to be essentially social.
- Generally good leaders of big and small groups. Adapt easily to a given situation.

Way we take in information

Sensing

- Focusses on collecting data from five senses
- Practical, values common sense
- Prefers details
- Needs data and figures to be convinced

iNtuition

- Focusses on impressions and forming patterns
- Imaginative, comfortable with theories
- Looks at possibilities
- Jumps to solutions quickly, makes factual errors

How do you make a decision?

You are hiring someone for a job. One candidate has a perfect resume and interview. The other candidate is not that outstanding but really needs the job. You can hire only one person.

Whom you will hire and why?

Way we make decisions

Thinking

- Prefers logical analysis and impersonal arguments
- Exposes wrong in habits and theories of others
- Clear Mind
- Impartiality

Feeling

- Uses values as guiding principles
- Appreciates peace and harmony in relations
- Kind Heart
- Sympathy



JUDGERS

“I made a schedule for every day of our vacation!”

PERCEIVERS

“There’s a schedule for every day of our vacation?”



Way we organize our world

Judging

- Prefer to make plans and take decision based on those plans
- Need clarity. Need matters to be settled.
- Focus on direction and actions
- Prefer to plan and act

Perception

- Prefer to have open options and feel structure would hinder them
- Scan opportunities and options
- Focus on exploration
- Prefer to react and decide on-the-go

Personality Type Distribution

(based on 30 year data)

Type	Percent	Type	Percent
ISFJ	13.8	INFP	4.4
ESFJ	12.3	ESTP	4.3
ISTJ	11.6	INTP	3.3
ISFP	8.8	ENTP	3.2
ESTJ	8.7	ENFJ	2.5
ESFP	8.5	INTJ	2.1
ENFP	8.1	ENTJ	1.8
ISTP	5.4	INFJ	1.5

Guardians – create order and security

Type	%	Nickname	Description
ISFJ	13.8	Nurturer	Dedicated and warm protectors, always ready to defend their loved ones.
ESFJ	12.3	Caregiver	Extraordinarily caring, social and popular people, always eager to help
ISTJ	11.6	Duty fulfiller	Practical and fact-minded individuals whose reliability cannot be doubted
ESTJ	8.7	Guardian	Excellent administrators – unsurpassed at managing things or people.

Artisans – spontaneous persons with ability to connect with surroundings

Type	%	Nickname	Description
ISFP	8.8	Artist	Flexible and charming, ready to explore something new
ESFP	8.5	Performer	Spontaneous, energetic – life is never boring
ISTP	5.4	Mechanic	Bold experimenter, master of all kinds of tools
ESTP	4.3	Doer	Smart, energetic who enjoy living on the edge

Idealists – dreamers

Type	%	Nickname	Description
ENFP	8.1	Inspirer	Creative, social free spirits who find reason to smile
INFP	4.4	Idealist	Altruistic people, ready to help a good cause
ENFJ	2.5	Giver	Charismatic, inspiring who can mesmerise listeners
INFJ	1.5	Protector	Quiet, mystical, inspiring, tireless idealists

Rational – rational persons interested in what works

Type	%	Nickname	Description
INTP	3.3	Thinker	Innovative inventors with extreme thirst for knowledge
ENTP	3.2	Visionary	Smart thinkers who cannot resist intellectual challenge
INTJ	2.1	Scientist	Strategic thinkers with plan for everything
ENTJ	1.8	Executive	Bold imaginative leaders always finding a way

OT Groups

[Home](#) > [OT Groups](#)



Portraits

S.No	Portrait Name
1	Portrait of ENFJ
2	Portrait of ENFP
3	Portrait of ENTJ
4	Portrait of ENTP
5	Portrait of ESFJ
6	Portrait of ESFP
7	Portrait of ESTJ
8	Portrait of ESTP
9	Portrait of INFJ
10	Portrait of INFP
11	Portrait of INTJ
12	Portrait of INTP
13	Portrait of ISFJ
14	Portrait of ISFP
15	Portrait of ISTJ
16	Portrait of ISTP



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Myers Briggs Type Indicator

My MBTI Type: *

Strengths of My Type: *

Weakness of My Type: *

How can I leverage my strengths? *

How can I manage my weaknesses? *

Limitations of MBTI Test

- The tests are polar in nature while most people are near the middle.
- The sharp personality type demarcations are not borne out in reality
- However, it provides a useful insight into the four dimensions of personality type but does not give the complete personality

Learnings

- Type indicates preferences but not skills and abilities
- Discover your implicit strengths and weaknesses
- Realise others are different and your negative emotion about others is mostly due to different personalities
- Discover how complementary strengths can add value to a team



We cannot safely assume that other people's minds work on the same principles as our own. All too often, others with whom we come in contact do not reason as we reason, or do not value the things we value, or are not interested in what interests us.

— *Isabel Briggs Myers* —

AZ QUOTES

Thank
You!

INTROVERT OR **EXTROVERT** or between?

Introversion is an "attitude-type characterized by orientation in life through subjective psychic contents" (focus on one's inner psychic activity)

Extraversion as "an attitude type characterized by concentration of interest on the external object"

Enjoys
Solitude



Best work when I'm alone

Prefers
One on One
Conversations



Surrounds themselves
with close friends
and family

Short
social time



"There is no such thing as a pure extrovert or a pure introvert. Such a man would be in the lunatic asylum" - Jung



Loves
Social Events

Energized by people around them



Sociable and upbeat at new surroundings

Longer
Social time



Further Reading

<https://mbti-notes.tumblr.com/theory>