

## The 16 Myers-Briggs Types

ISTJ - Reliant	ISFJ - Nurturer	INFJ - Mystic	INTJ – Free thinker
ISTP - Realist	ISFP - Aesthete	INFP - Dreamer	INTP - Wizard
ESTP - Adventurer	ESFP – Joker	ENFP – Visionary	ENTP - Innovator
ESTJ – Enforcer	ESFJ – Helper	ENFJ – Sage	ENTJ - Leader

### **ISTJ – Reliant**

Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distraction. Take pleasure in making everything orderly and organized – their work, their home, their life. Value traditions and loyalty.

### **ISFJ – Nurturer**

Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.

### **INFJ – Mystic**

Seek meaning and connection with ideas, relationships, and material possessions. Want to understand what motivate people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.

### **INTJ – Free thinker**

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance – for themselves and others.

### **ISTP – Realist**

Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

### **ISFP – Aesthete**

Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, do not force their opinions or values on others.

### **INFP – Dreamer**

Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened.

### **INTP – Wizard**

Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.

### **ESTP – Adventurer**

Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them – they want to act energetically to solve the problem. Focus on the here-and-now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.

### **ESFP – Joker**

Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

### **ENFP – Visionary**

Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.

### **ENTP – Innovator**

Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically.

Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn one new interest after another.

### **ESTJ – Enforcer**

Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize project and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.

### **ESFJ – Helper**

Warmhearted, conscientious, and cooperative. Want harmony in their environment; work with determination to establish it. Likes to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.

### **ENFJ – Sage**

Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone, want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.

### **ENTJ – Leader**

Frank, decisive, assumes leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy long-term planning and goal setting. Usually well-informed, well read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

## Myers-Briggs and Learning Styles and Strategies

**Extroverts (E)** are energized by interaction with others. They are people of action. E's are pulled into social life and find it difficult to settle down, read, or concentrate on homework. They may find college tasks, such as reading, research, and writing challenging because they are solitary endeavors. They learn best by talking and physically in engaging in the environment. Extroverts learn better in small classroom settings where students can actively engage in conversations with peers and professors as opposed to large lecture style classrooms where listening is the primary activity. Extroverts enjoy oral feedback from professors, as well conversations before/after class or during office hours. Additionally, extroverts benefit from study groups where they can learn through speaking with others.

**Introverts (I)** are energized by the inner world of reflection, thought, and contemplation. They need space and time alone. Introverts like reading, lectures, and written work. Therefore, they generally do well in traditional classroom settings. Introverts may hesitate to speak up in class but may benefit from one-on-one conversations with a professor or written feedback. Online courses may work well for introverts as many often engage in more in chat rooms or via email than contributing orally to a class discussion. Introverts may need time alone to reflect, process, and reenergize before joining a group or study group.

**Sensing (S)** people rely heavily on their five senses to take in information. They may be good listeners or visually oriented learners. They also enjoy hands-on learning experiences. They like concrete facts, organization, and structure. They learn well from organized lectures or presentations. They are good at memorization. Sensing people usually like outlines, clear guidelines, and specifics. A syllabus is an important learning tool for Sensing types. As Sensing types often have difficulty with theory, they may struggle in classes where theoretical concepts are commonplace such as psychology or philosophy.

**Intuitive (N)** people see the world through intuition. They learn by hunches. Intuitive students may not read a test question all the way through, sometimes missing a key part. Intuitive types want to know the theory before deciding that facts are important and will always ask "why". They are creative and innovative and may struggle following strict sets of instructions or on multiple choice tests. Intuitives also work with bursts of energy. They will also write their term paper and then finish the required outline.

**Thinking (T)** people decide on the basis of logic, analysis, and reason. They may be great at figuring out logical problems and analyzing problems. They may voice their strong opinions in the classroom. They expect fairness in grading, equal treatment of all students and adherence to fair classroom policies.

**Feeling (F)** persons decide on the basis of their feelings, personal likes and dislikes. Feeling types value harmony and are distressed by interpersonal friction. Harmony in the classroom with classmates and with the professor will be of ultimate importance for Feeling types.

**Judging (J)** types try to order and control their world. They are decisive, may be closed-minded, and are usually well organized. They meet deadlines, like planning, and prefer to work on only one thing at a time. Judging types will usually have very well organized notebooks, and will structure their time to complete assignments promptly. Judging types will struggle if changes occur and they need to adapt, or if they are required to work with a group that is not as well organized, or if they need to cram for an exam.

**Perceiving (P)** types are spontaneous and don't like to be boxed in by deadlines or plans. They want to gather more information before making a decision. They work at many things at once. Perceivers are flexible and often good in emergencies when plans are disrupted. Their biggest problem is procrastination. Perceivers also have trouble getting assignments in on time or budgeting their time. They may, however, actually do well cramming for an exam or rushing to get a project finished as they thrive on last-minute pressure.

## Communicating with Myers-Briggs Preferences

### When communicating with **Extroverts**

- Talk to them, preferably face-to-face
- Present information to extroverts in groups as they will like to talk about it with each other
- Emphasize the action to be taken
- Expect extroverts to toss ideas out and speak up in group situations

### When communicating with **Introverts**

- Put in writing – send an email instead of calling
- Present to them individually or in small groups
- Give them time to reflect on their thoughts after receiving information and before sharing their ideas with a group

### When communicating with **Sensing Types**

- Clearly present your topic in an orderly format
- Give lots of details, facts and concrete example
- Use props, multimedia, or samples to help them see, hear, smell, touch, or taste your ideas
- Focus on the tangible, practical results that can be achieved in the short term

### When communicating with **Intuitive Types (Ns)**

- Discuss the big picture and long-term possibilities
- Emphasize the ideas/concepts instead of details
- If you must mention specifics, do so using patterns and emphasize their connections
- Give them a problem to solve and allow them room to be innovative, novel and creative

### When communicating with **Thinking Types**

- Be brief – get to the point
- Use logical (not emotional) arguments to appeal to the head, not the heart
- Clearly identify any pros or cons to be weighed
- Allow them time to critique
- Expect them to be fair

### When communicating with **Feeling Types**

- Create a supportive, friendly environment
- Begin with words of appreciation and identify areas of agreement
- Use emotional arguments instead of logic and emphasize the effect on people involved
- Self-disclose with personal anecdotes or examples

### When communicating with **Judging Types**

- Be prompt (or early) and stick to a schedule
- Present information in an organized manner

- Emphasize deadlines and timetables
- Expect decisions to be made quickly
- Don't include surprises

When communicating with **Perceiving Types**

- Expect to have fun
- Leave extra time to actually get work done; a deadline will not really be perceived as the deadline
- Present information as options that are modifiable and let them draw conclusions
- Capitalize on their natural last-minute energy

## Personality Stressors

Below are potential stressors for your personality type. When working on assignments, on teams, or even on the job, attempt to *avoid* or *minimize* the indicated stressors.

### Extravert Stressors (E):

- Working alone
- Having to communicate by email
- Lengthy work periods with no interruptions
- Having to reflect before taking action
- Having to focus in-depth on one thing
- Getting feedback only in writing

### Sensing Stressors (S):

- Attending to own and others' insights
- Having to do old things in new ways
- Having to give an overview without details
- Looking for the meaning in facts
- Focusing on possibilities
- Too many complexities

### Thinking Stressors (T):

- Using personal experience to assess situations
- Adjusting to individual differences and needs
- Noticing and appreciating what is positive
- Using empathy/personal values to make decisions
- Having others react to questioning as divisive

### Judging Types (J):

- Waiting for structure to emerge from the process
- Being expected to use "inner timing"
- Working with too flexible time frames/deadlines
- Having to marshal energy at the last minute
- Staying open to reevaluation of tasks
- Dealing with surprises

### Introvert Stressors (I):

- Working with others
- Talking on the phone a lot
- Frequent interruptions
- Having to act quickly without reflection
- Having too many concurrent tasks
- Getting frequent verbal feedback

### iNtuitive Stressors (N):

- Having to attend to realities
- Having to do things the proven way
- Having to attend to details
- Checking the accuracy of facts
- Needing to focus on past experience
- Being required to be practical

### Feeling Stressors (F):

- Analyzing situations objectively
- Setting criteria and standards
- Critiquing and focusing on flaws
- Using logic alone to make decisions
- Asking questions that feel divisive

### Perceiving Types (P):

- Having to organize self or others
- Working within time frames and deadlines
- Others' distrust of last minute energy
- Having to finish and move on
- Developing contingency plans
- Being required to plan ahead
- Being on time



- “Winging” it