

MBTI

The Myers-Briggs Type Indicator (MBTI) assessment is a psychometric questionnaire designed to measure psychological preferences in how people perceive the world and make decisions.

Psychological Type

Typological model regards psychological type as similar to left or right handedness: individuals are either born with, or develop, certain preferred ways of thinking and acting. The MBTI sorts some of these psychological differences into four opposite pairs with a resulting 16 possible psychological types. None of these types are better or worse. In the same way that writing with the left hand is hard work for a right-hander, so people tend to find using their opposite psychological preferences more difficult, even if they can become more proficient (and therefore behaviourally flexible) with practice and development.

The 16 types are typically referred to by an abbreviation of four letters—the initial letters of each of their four type preferences (except in the case of intuition, which uses the abbreviation N to distinguish it from Introversion).

For instance:

ESTJ: extraversion (E), sensing (S), thinking (T), judgment (J)

INFP: introversion (I), intuition (N), feeling (F), perception (P)

And so on for all 16 possible type combinations. To work out your type requires completion of a questionnaire.

If you would like to find out more about TAL Talent and their services which include psychometric testing please contact us in January 2012.



Santa

MBTI - Characteristics frequently associated with each type

SENSING TYPES

INTUITIVE TYPES

INTROVERTS

INTROVERTS

ISTJ

Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organised. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.

ISFJ

Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.

INFJ

Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honoured and followed for their clear visions as to how best to serve the common good.

INTJ

Have original minds and great drive for their own ideas and purposes. Have long-range vision and quickly find meaningful patterns in external events. In fields that appeal to them, they have a fine power to organise a job and carry it through. Sceptical, critical, independent, determined, have high standards of competence and performance.

ISTP

Cool onlookers – quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humour. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles. Excel at getting to the core of a practical problem and finding the solution.

ISFP

Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.

INFP

Quiet observers, idealistic, loyal. Important that outer life be congruent with inner values. Curious, quick to see possibilities, often serve as catalysts to implement ideas. Adaptable, flexible, and accepting unless their value is threatened. Want to understand people and ways of fulfilling human potential. Little concern with possessions or surroundings.

INTP

Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.

EXTRAVERTS

EXTRAVERTS

ESTP

Good at on-the spot problem solving. Like action, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, pragmatic; focused on getting results. Dislike log explanations. Are best with real things that can be worked, handled, taken apart, or put together.

ESFP

Outgoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like action and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people.

ENFP

Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.

ENTP

Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skilful in finding logical reasons for what they want.

ESTJ

Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in abstract theories; want learning to have direct and immediate application. Like to organise and run activities. Often make good administrators; are decisive, quickly move to implement decisions; take care of routine details.

ESFJ

Warm-hearted, talkative, popular, conscientious, born co-operations, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.

ENFJ

Responsive and responsible. Feel real concern for what others think or want, and try to handle things with due regard for the other's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism. Like to facilitate others and enable people to achieve their potential.

ENTJ

Frank, decisive, leaders in activities. Develop and implement comprehensive systems to solve organisational problems. Good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge.