

Who am I?

As I interact with the
environment

Subject of Study

- Personality is a broad term describing how people relate to the world and their inner self.
- Personality develops through childhood and adolescence and then remains reasonably stable through life.

Why Personality Test ?

- People remain a mystery to themselves as well as others
- People are always curious to get a bit of insight as to what they're really like
- Three major motives :
 1. self-assessment (accurate self-knowledge)
 2. self-enhancement (the improvement in self) and
 3. self-verification (validation of self-knowledge)

Nature of Personality Test

- Reflects your motivational system
- Does not measure your Aptitude
- Does not measure your Leadership Potential
- Does not measure your Creativity
- Should have good test-retest reliability
- Should be validated with studies

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
- Useful because it provides insight into one's Self
- The four dimensions on which it is based are useful to understand one's Self

Task

- Multiple Choice Questionnaire (60 Questions)
- There are no right or wrong answers
- Select the answer that best fits you
- The test shall take maximum 20 minutes
- Result shall give your personality type
 - Description followed by 5 words
- Read your Personality Type
- Return to Class for further discussion

Four MBTI Dichotomies

Where do we get our energy?

Extraversion

Introversion

How do we take in information?

Sensing

Intuition

How do we make decisions?

Thinking

Feeling

How do we organize our world?

Judging

Perceiving

**Extrovert
(49.3%)**

**Introvert
(50.7%)**

Focusses on **OUTSIDE**
world

Focusses on **INSIDE**
world

Prefers to **ACT**

Prefers to **REFLECT**

Needs to be **HEARD**

Needs **PEACE & QUIET**

ACT – REFLECT - ACT

REFLECT – ACT - REFLECT

Way we take in Information

Sensing (S) (73.3%)	iNtuition (N) (26.7%)
Focusses on collecting data from five senses	Focusses on impressions and forming patterns
Practical, values common sense	Imaginative, comfortable with theories
Prefers details	Looks at possibilities
Needs data and figures to be convinced	Jumps to solutions quickly, makes factual errors

Way we make Decisions

Thinking (T) (40.2%)	Feeling (F) (59.8%)
Prefers logical analysis and impersonal arguments	Uses values as guiding principles
Exposes wrong in habits and theories of others	Appreciates peace and harmony in relations
Clear Mind	Kind Heart
Impartiality	Sympathy

Way we organize our world

Judging (J)
(54.1%)

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 (P)
(45.9%)

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

Sentinels – create order and security

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

Explorers – spontaneous persons with ability to connect with surroundings

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

Diplomats – dreamers

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

Analysts – rational persons interested in what works

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

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

So ?

- We are different with our own thoughts and personalities
- Let us understand each other as **DIFFERENT** and find common ground with others
- Accept oneself, understand oneself and use your strengths

**UNTIL YOU MAKE THE UNCONSCIOUS
CONSCIOUS,
IT WILL DIRECT YOUR LIFE
AND YOU WILL CALL IT FATE.**

CARL G. JUNG



Thank
You!