

# 11. A Thumbnail Sketch of the Myers-Briggs Type Inventory™ (MBTI)

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- 📖 A Thumbnail Sketch of the Myers-Briggs Type Indicator
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## Directions for Self-Assessment

1. On the following pages, you will find pairs of cartoons with captions. Altogether, there are 36 pairs, 9 pairs for each of the 4 dimensions of the MBTI. The cartoon backgrounds for each dimension are colored differently:
  - Extraversion (E) ↔ Introversion (I):
  - Sensing (S) ↔ Intuition (N):
  - Thinking (T) ↔ Feeling (F):
  - Judgment (J) ↔ Perception (P):
2. Each of the four dimensions of the MBTI can be described in a general way in terms of questions that the dimension answers about a person's tendencies.
  - Extraversion (E) ↔ Introversion (I):

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How do you typically orient to the outside world and the people and stimuli in it?

Do external stimuli influence you greatly (E) or very little (I)?

● **Sensing (S) ⇔ Intuition (N):**

How do you typically acquire information?

Do you prefer to build from hands-on and details (S), or take a more “top-down,” general to specific approach (N)?

● **Thinking (T) ⇔ Feeling (F):**

How do you typically make decisions?

Do you choose based on the logical consequences (T) or based on what you feel like doing and how you believe your decision will affect the feelings of others (F)?

● **Judgment (J) ⇔ Perception (P):**

How do you typically make sense of your environment?

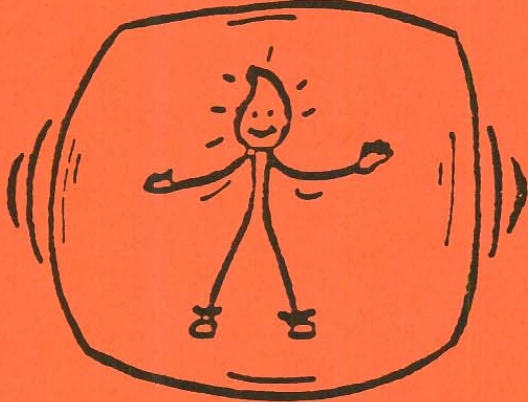
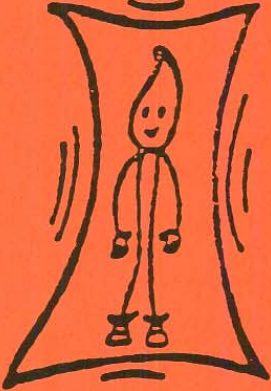
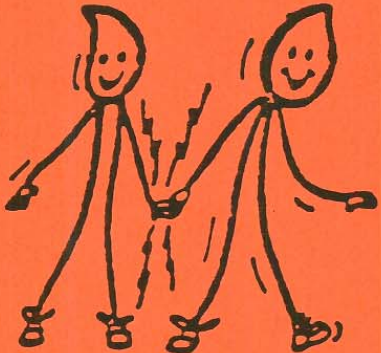


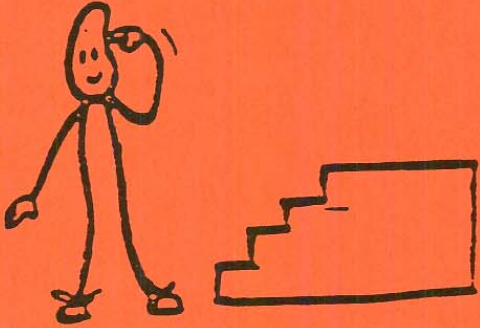
Do you like to organize the environment and come to closure (J), or do you prefer to keep things flexible and keep on gathering information (P)?

3. Look at each pair of cartoons. Choose the cartoon that most closely represents your typical inclination. Mark your choice with an “X.” Try to make a choice, but if you really believe neither is more typical of you, do not mark a choice. To make a choice in #8 and #9 of each dimension, you will need to apply a general understanding of the characteristics that dimension describes. Refer to the information above to clarify the characteristics pertinent in each dimension.
4. Following the 36 pairs of cartoons, you will find a scoring sheet with scoring instructions. Score your cartoon pairs according to the directions to obtain your type.
5. The information following the scoring sheet presents precepting assets and precepting limitations of each type.





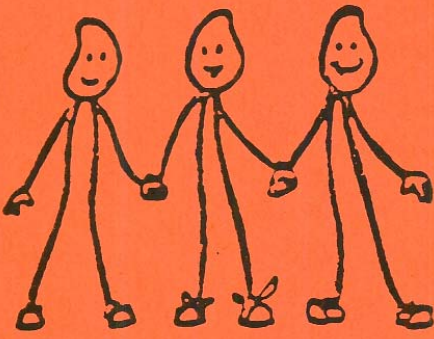

You may not have a clear and consistent preference in each dimension, but most people have a clear preference in at least one dimension. None of the preferences or types is good or bad, healthy or unhealthy. Each has assets and liabilities.

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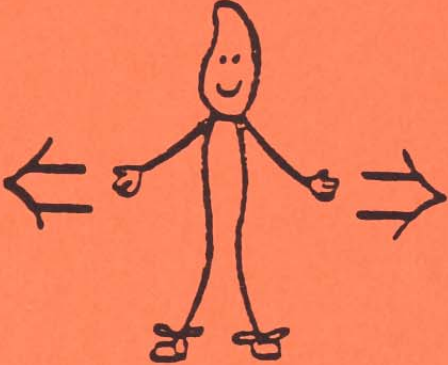

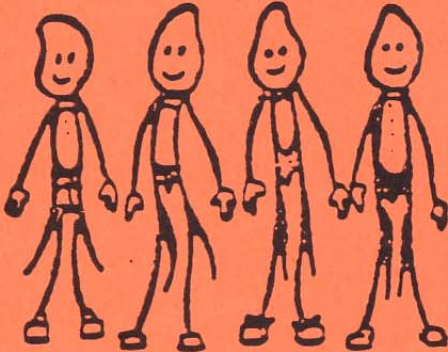
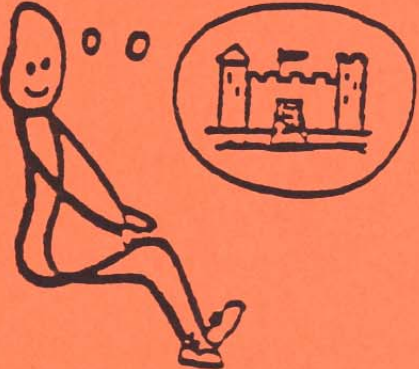


## A Thumbnail Sketch of the Myers-Briggs Type Indicator

	Extraversion	Introversion
E-I 1	 <p>I often feel drawn in to events, conditions and other stimuli going on around me.</p>	 <p>I often feel drawn inward by external events and intrusions.</p>
E-I 2	 <p>I often feel energized by other people and external experiences.</p>	 <p>I often feel energized by inner resources, internal experiences.</p>
E-I 3	 <p>I often act first, and then (maybe) reflect.</p>	 <p>I often reflect first, and then (maybe) act.</p>

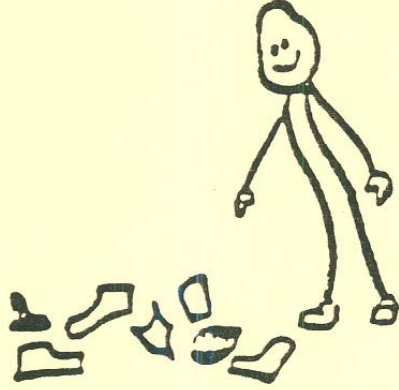


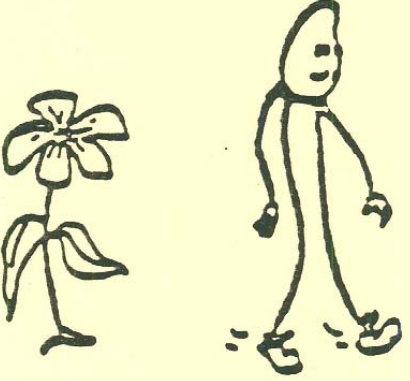

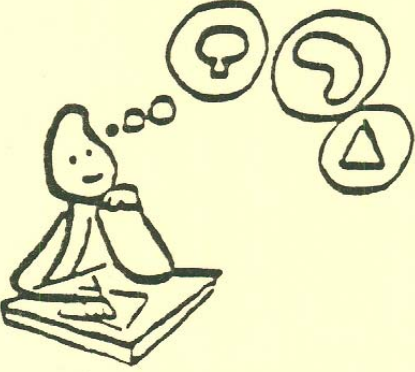
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	Extraversion	Introversion
E-I 4	 <p>I am often friendly, talkative and easy to get-to-know.</p>	 <p>I am often reserved, quiet and hard-to-know.</p>
E-I 5	 <p>I often express my emotions.</p>	 <p>I often bottle up my emotions.</p>
E-I 6	 <p>I thrive on interactions with others.</p>	 <p>I treasure my privacy.</p>

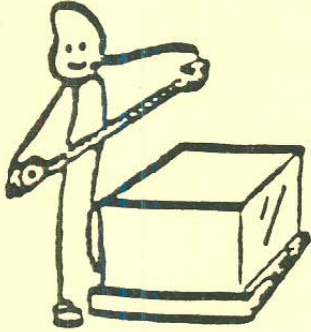

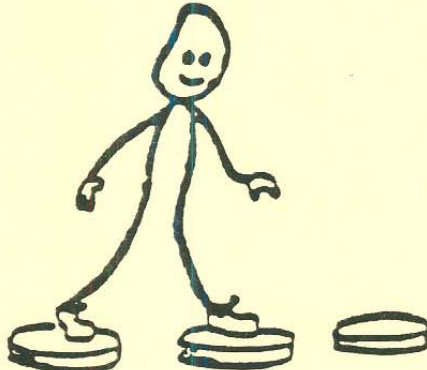

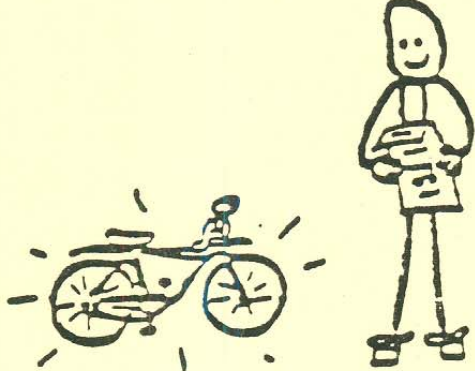
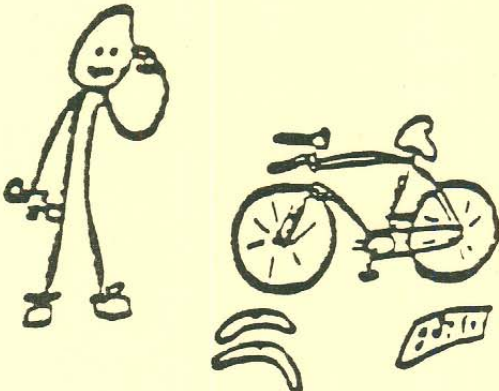
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	Extraversion	Introversion
E-I 7	 <p>I tend to get attracted to many interests at the same time.</p>	 <p>I tend to select a few interests at a time and get into them in depth.</p>
E-I 8	 <p>At times people who are more introverted than I, seem to think I'm shallow.</p>	 <p>At times people who are more extraverted than I, seem to think I'm withdrawn.</p>
E-I 9	 <p>I sometimes feel a need for more introversion to balance me.</p>	 <p>I sometimes feel a need for more extraversion to balance me.</p>


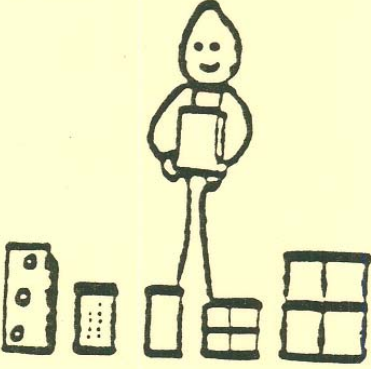
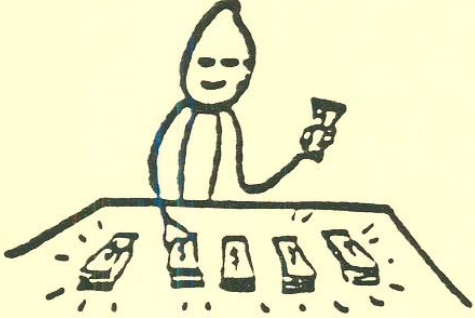
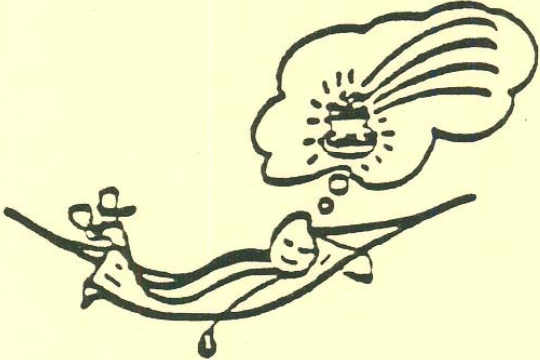
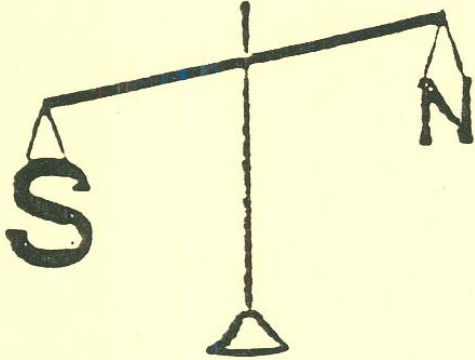
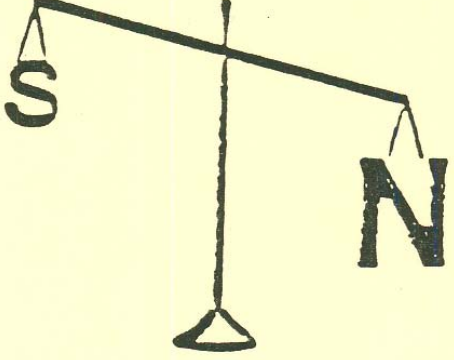
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	Sensing	Intuition
S-N 1	 <p>I tend to look at specific parts and pieces of a situation.</p>	 <p>I tend to look at patterns and relationships in a situation.</p>
S-N 2	 <p>I tend to live in the present, enjoying what is there.</p>	 <p>I tend to live toward the future, anticipating what might be.</p>
S-N 3	 <p>I prefer handling practical matters.</p>	 <p>I prefer imagining possibilities.</p>

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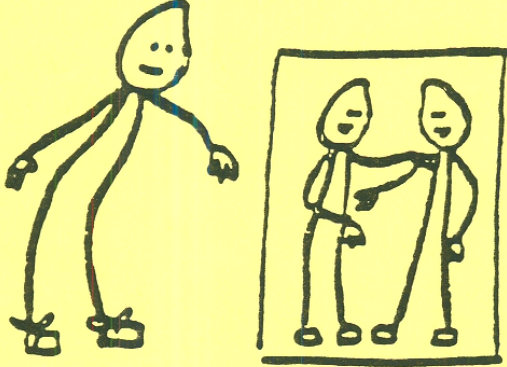
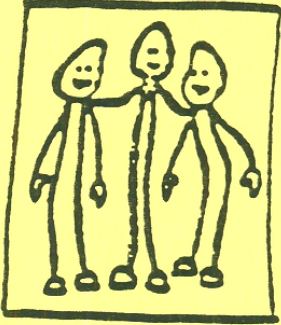
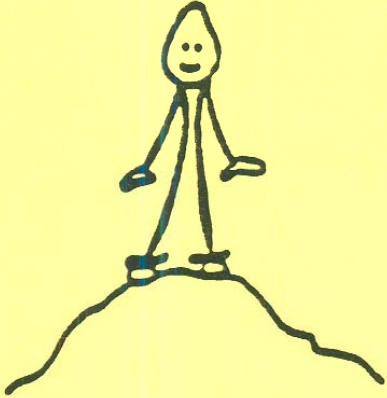
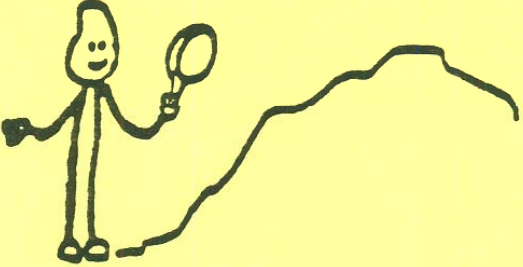
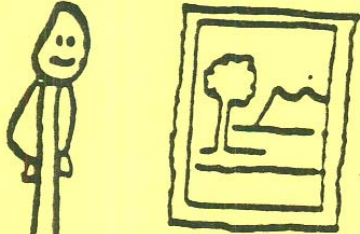
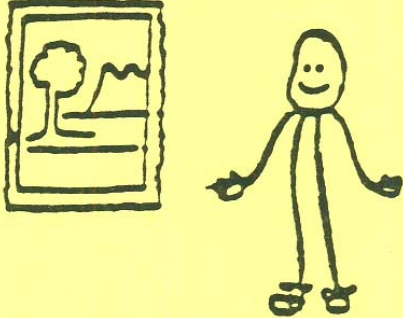
	Sensing	Intuition
S-N 4	 <p>I like things that are definite and measurable.</p>	 <p>I like opportunities for being inventive.</p>
S-N 5	 <p>I tend to start at the beginning and take a step at a time.</p>	 <p>I tend to jump in anywhere and leap over steps.</p>
S-N 6	 <p>I usually read instructions and notice detail.</p>	 <p>I usually skip directions and follow hunches.</p>

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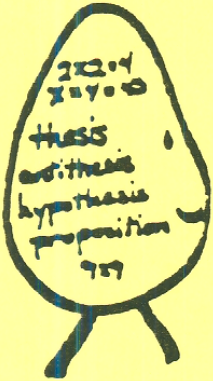
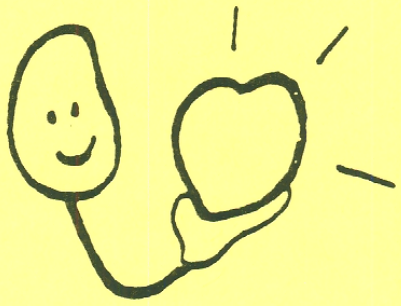
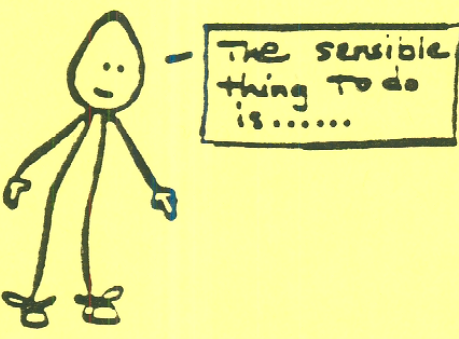
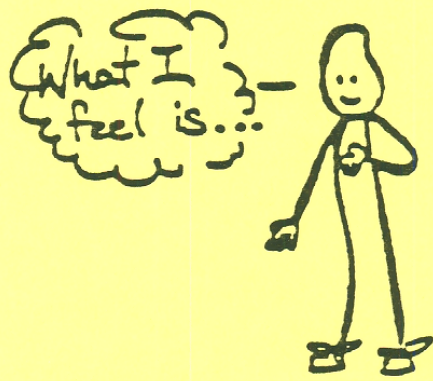

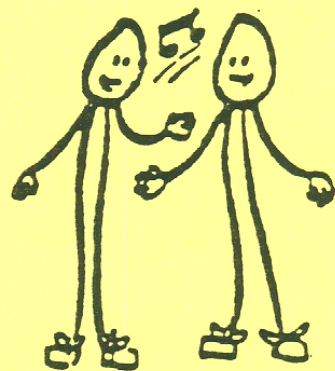
	Sensing	Intuition
S-N 7	 <p>I like set procedures and established routines.</p>	 <p>I like change and variety.</p>
S-N 8	 <p>Sometimes I seem materialistic and literal-minded to persons who are more intuition-oriented than I.</p>	 <p>Sometimes I seem fickle, impractical and a dreamer to persons who are more sensing-oriented than I.</p>
S-N 9	 <p>I sometimes feel that I need more intuition-orientation to balance me.</p>	 <p>I sometimes feel that I need more sensing-orientation to balance me.</p>









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	Thinking	Feeling
T-F 1	 <p>I often see things as an onlooker, from outside a situation.</p>	 <p>I often see things as a participant, from within a situation.</p>
T-F 2	 <p>I usually take a long view of events.</p>	 <p>I usually take an immediate and personal view of events.</p>
T-F 3	 <p>I often will spontaneously find flaws and criticize.</p>	 <p>I often will spontaneously appreciate.</p>




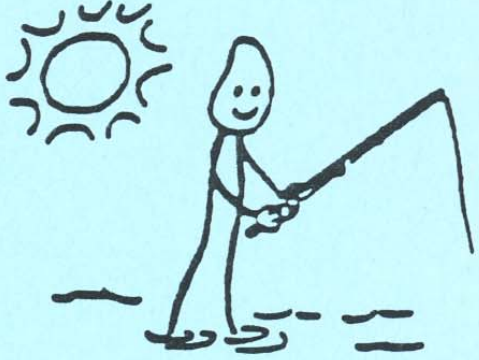
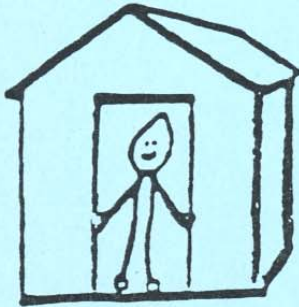

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	Thinking	Feeling
T-F 4	 <p>I usually decide with my head - choose what makes logical sense.</p>	 <p>I usually decide with my heart - choose based on my feelings or those of others.</p>
T-F 5	 <p>I usually take a logical approach.</p>	 <p>I usually go by my personal convictions.</p>
T-F 6	 <p>My major concern is for truth and justice.</p>	 <p>My major concerns are for relationships and harmony.</p>



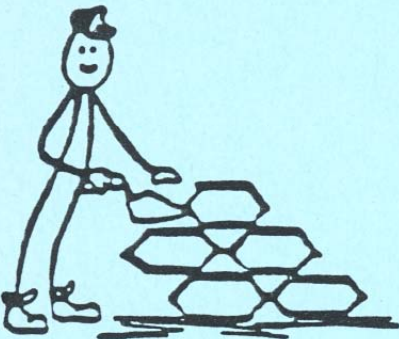
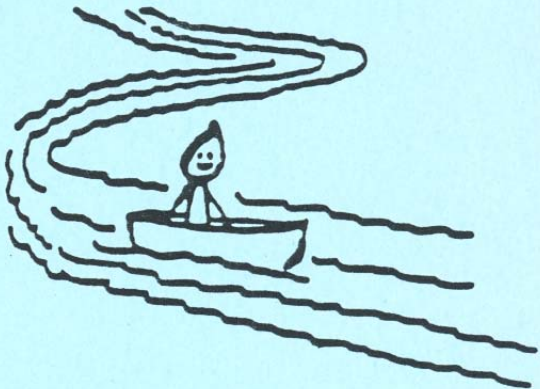


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	Thinking	Feeling
T-F 7	 <p>I am good at analyzing plans.</p>	 <p>I am good at understanding people.</p>
T-F 8	 <p>I may seem cold and condescending to persons who are more feeling-oriented than I.</p>	 <p>I may seem fuzzy-minded and emotional to persons who are more thinking-oriented than I.</p>
T-F 9	 <p>I sometimes feel that I need more feeling-orientation to balance me.</p>	 <p>I sometimes feel that I need more thinking-orientation to balance me.</p>

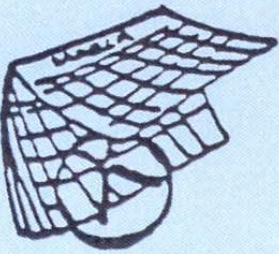
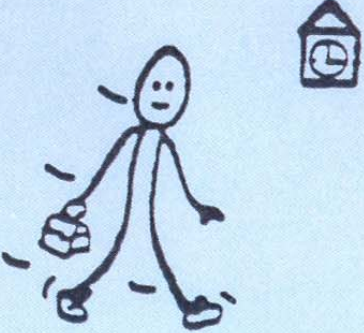



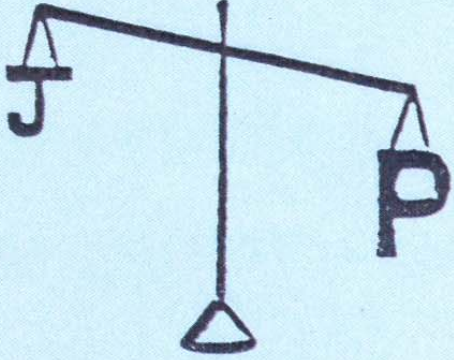
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	Judgment	Perception
J-P 1	 <p>I enjoy being decisive.</p>	 <p>I enjoy being curious, discovering surprises.</p>
J-P 2	 <p>I like clear limits and categories.</p>	 <p>I like freedom to explore without limits.</p>
J-P 3	 <p>I feel comfortable establishing closure.</p>	 <p>I feel comfortable maintaining openness and taking in more information before deciding.</p>

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	Judgment	Perception
J-P 4	 <p>I prefer an organized lifestyle.</p>	 <p>I prefer a flexible lifestyle.</p>
J-P 5	 <p>I like definite order and structure.</p>	 <p>I like going with the flow.</p>
J-P 6	 <p>I like to have life under control.</p>	 <p>I prefer to experience life as it happens.</p>

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	Judgment	Perception
J-P 7	 <p>I work well with deadlines and plan in advance.</p>	 <p>I meet deadlines by a last minute rush.</p>
J-P 8	 <p>I may seem demanding, rigid and uptight to persons who are more perception-oriented than I.</p>	 <p>I may seem disorganized, messy and irresponsible to persons who are more judgment-oriented than I.</p>
J-P 9	 <p>Sometimes I feel a need for more perception-orientation to balance me.</p>	 <p>Sometimes I feel a need for more judgment-orientation to balance me.</p>

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## Scoring Sheet

1. Circle the number in the column that indicates the cartoon that best represents you.
2. If you were unable to make a choice, do not circle that number in either column.
3. In each box, count the number of circles in each column.
4. In the "Letter" blank space, write the underlined letter of the column that you chose most frequently.
5. Your score for each box is the absolute difference between the number of choices you made in each column. To obtain absolute difference, subtract the smaller total from the larger total.

Extraversion		Introversion	
1		1	
2		2	
3		3	
4		4	
5		5	
6		6	
7		7	
8		8	Letter _____
9		9	Score _____

Sensing		Intuition	
1		1	
2		2	
3		3	
4		4	
5		5	
6		6	
7		7	
8		8	Letter _____
9		9	Score _____

Thinking		Feeling	
1		1	
2		2	
3		3	
4		4	
5		5	
6		6	
7		7	
8		8	Letter _____
9		9	Score _____

Judgment		Perception	
1		1	
2		2	
3		3	
4		4	
5		5	
6		6	
7		7	
8		8	Letter _____
9		9	Score _____

Write your four letters in this box. ● →

_____	_____	_____	_____
E or I	S or N	T or F	J or P

Your score for each letter indicates the strength of your orientation in the dimension on a scale of 0 – 9.

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## Preceptor Assets and Limitations by MBTI Type

1. Find the combination of MBTI dimensions that matches the combination you filled in at the bottom of the score sheet.
2. If your score for a particular dimension is  $\leq 3$ , look also at the combination that contains the opposite letter. For example, if your letters are INTP and your score in the T-F dimension = 3, look at both INTP and INFP.
3. You may not agree that the characteristics listed fit you very well. This exercise is just a sketch and not necessarily a valid test. Also, only those characteristics that relate directly to precepting have been included here.
4. Add to the Strengths list for your MBTI type any of your own characteristics that you feel are assets as a preceptor. And, add to the Limitations list any characteristics that you feel are limitations. Sometimes a strength could become a limitation if it is too dominant; for example, ESTJs may like to set goals and give orders. That tendency can help the preceptor give direction to the precepting experience, but might also excuse the student of accountability for goal setting and seeking out experience and information.
5. For any asset that you agree fits you, or any others you have identified, think of strategies that can optimize your asset for effective precepting. For example, an ENFJ may be tactful. An ENFJ preceptor who possesses this asset might decide to make a pact with him- or herself to model tactful responses, point out his or her own tactful responses to the student, and ask the student to “edit” some interactions that the student has had with patients or colleagues—edit to improve upon tact while still making the important points.
6. For any limitation that you agree fits you, or any others you have identified, think of strategies that can assist you to prevent the limitation from interfering with effective precepting. For example, an ESFP may have a tendency to be lax in discipline. An ESFP preceptor who experiences this limitation might decide to make a pact with him- or herself to formulate and communicate to the student at least one piece of corrective feedback on each day they spend together.
7. Make a note of strategies that you think of to capitalize upon your assets and neutralize your limitations.

For more information about the MBTI dimensions and more thorough and valid self-assessment, contact the Center for Applications or Psychological Type at 800 777-2278.

Also, the popular book, *Please Understand Me: Character and Temperament Types* (Del Mar, CA: Prometheus Nemesis) by D. Keirsey and M. Bates, contains self-assessment and descriptions using the Keirsey’s work regroups the sixteen types into four temperament categories.



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## INFJ

### Preceptor Strengths

- intuitive
- stimulated by problem situations
- good at persuading others to approve and cooperate
- enthusiastic
- takes satisfaction in developing other individuals
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Strategies

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Preceptor Limitations

- wonders why others don't accept his or her views
- so goal-directed as to not always see conflicts with own goal
- may not heed feedback from others
- may try to regulate everything according to your ideas
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Strategies

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

## INFP

### Preceptor Strengths

- warm, but reserved
- tolerant, understanding
- open-minded
- flexible, adaptive
- faithful to ideas and people you care about
- natural counseling skills
- wants to contribute to something that matters
- \_\_\_\_\_
- \_\_\_\_\_

### Strategies

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Preceptor Limitations

- may be perfectionistic
- may feel inadequate when contrasting ideal standards with your accomplishments
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Strategies

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

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## INTP

### Preceptor Strengths

- logical, analytical
- objectively critical
- curious about ideas
- insightful
- natural teaching skills
- good problem solver
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Strategies

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Preceptor Limitations

- sometimes making yourself understood is a problem because you make it too complicated
- may not always express the positives
- may overlook what you and others care about in favor of taking a logical approach
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Strategies

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

## INTJ

### Preceptor Strengths

- intuitive
- stimulated by problem situations
- places high value on competence: yours and others'
- determination, perseverance
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

### Strategies

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
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### Preceptor Limitations

- independent
- drives others as hard as you drive yourself
- may not actively seek views of others
- may not naturally express appreciation
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### Strategies

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# The Advanced Practice Nurse Preceptor Workbook

## ISFJ

### Preceptor Strengths

- consistent, dependable
- supportive, tactful
- accepts responsibility
- thorough, hard-working
- perseverance
- respects facts, support conclusions with facts
- careful observer
- care for others
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### Strategies

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### Preceptor Limitations

- suspicious of intuition
- tends to keep reactions private
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### Strategies

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## ISFP

### Preceptor Strengths

- warm, but reserved
- faithful to duties
- tolerant, open-minded
- flexible, adaptable
- sticks to values
- sees needs of the moment and tries to meet them
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### Strategies

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### Preceptor Limitations

- don't like to rush
- perfectionist
- may feel inadequate and understate or underrate own strengths
- work of hands may be more eloquent than words
- may be overly sensitive
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### Strategies

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# The Advanced Practice Nurse Preceptor Workbook

## ISTP

### Preceptor Strengths

- economy of effort
- logical, analytical
- objectively critical
- good with hands, technical competence
- good observer
- good grasp of reality
- organized
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### Strategies

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### Preceptor Limitations

- reserved
- may be preoccupied
- may find it hard to express appreciation
- may let logic override feeling
- may put off decisions and fail to follow through
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### Strategies

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## ISTJ

### Preceptor Strengths

- assembles facts to support conclusions
- dependable
- practical, realistic
- good with facts, accurate
- accepts responsibility
- thorough, painstaking, careful
- hard to discourage
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### Strategies

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### Preceptor Limitations

- likes everything clearly stated
- reserved
- expects others to be logical
- suspicious of intuition
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### Strategies

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# The Advanced Practice Nurse Preceptor Workbook

## ENFJ

### Preceptor Strengths

- friendly, talks well with people
- tactful
- conscientious
- persevering
- orderly
- natural teacher, counselor
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### Strategies

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### Preceptor Limitations

- seeks approval of others
- overvalues others' views
- has to make an effort to be businesslike and not let sociability slow you down
- may jump to conclusions before understanding the situation
- may enter a situation with assumptions
- has plenty of "shoulds" and "should nots" and expresses them
- may find it hard to admit the truth regarding problems
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### Strategies

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## ENFP

### Preceptor Strengths

- enthusiastic innovator
- good problem solver
- skillful in handling people
- enthusiastic regarding new projects
- perceptive of others' attitudes
- natural teacher, counselor
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### Strategies

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### Preceptor Limitations

- may be overly understanding and reluctant to judge
- hates routine
- may get bored with an ongoing project
- may find it hard to follow-through and finish
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### Strategies

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# The Advanced Practice Nurse Preceptor Workbook

## ENTP

### Preceptor Strengths

- imagination
- initiative
- problem solving
- competent in a variety of areas
- perceptive of attitudes of others
- likes new challenges
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### Strategies

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### Preceptor Limitations

- understanding, reluctant to judge
- energized by new projects, may get bored after a while
- finds it hard to apply yourself to details
- may fail to follow-through
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### Strategies

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## ENTJ

### Preceptor Strengths

- logical, analytical
- objectively critical
- focuses on ideas, not the person who suggests it
- enthusiastic
- takes satisfaction in developing other individuals
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### Strategies

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### Preceptor Limitations

- wonders why others don't accept your views
- so goal-oriented as to not always see conflicts with your goal
- may not heed feedback from others
- may try to regulate everything according to your ideas
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### Strategies

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# The Advanced Practice Nurse Preceptor Workbook

## ESFJ

### Preceptor Strengths

- communicator
- natural teacher
- friendly
- tactful
- preservers, conscientious
- orderly
- practical, realistic
- down-to-earth
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### Strategies

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### Preceptor Limitations

- sympathetic
- expects others to be orderly
- approval-seeking, values others' opinions
- may need to make an effort to be businesslike and not let social interactions slow you down
- may decide too quickly
- lives by and expresses "shoulds" and "should nots"
- may find it hard to face difficult facts
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### Strategies

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## ESFP

### Preceptor Strengths

- tactful
- friendly
- realistic
- looks for a satisfying solution
- unprejudiced, open-minded, tolerant
- good at conflict resolution
- good at troubleshooting
- sees needs of the moment and meets them
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### Strategies

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### Preceptor Limitations

- may be too easy discipline
- may lack persistence and be too governed by love of a good time
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### Strategies

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# The Advanced Practice Nurse Preceptor Workbook

## ESTP

### Preceptor Strengths

- good troubleshooter
- friendly
- adaptive, realistic
- looks for a satisfying solution
- unprejudiced, tolerant, good at resolving conflicts
- sees and meets needs of the moment
- technically skilled
- can be tough when it's called for
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### Strategies

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### Preceptor Limitations

- may lack persistence
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### Strategies

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## ESTJ

### Preceptor Strengths

- organized
- logical
- objectively critical
- practical, realistic
- likes to sets goals and give orders (could be a limitation too)
- good at getting things done
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### Strategies

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### Preceptor Limitations

- focuses on the job more than the people
- focuses on rules
- likes immediate, tangible, visible results
- may decide too quickly
- may tend not to elicit the viewpoints of others
- may not appreciate others
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### Strategies

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