

VENTURING MAGAZINE

LeaderThoughts #14 by Michael Brown

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Know thyself: Intro & Myers-Briggs

As leaders, knowing ourselves is an important aspect of leadership that is too often overlooked. Do you have a good understand of what 'type' of person you are? Are you an extrovert or an introvert? Do you like working with people or with things? Are you more a thinker or a doer? Have you put any thought into the fact that the people you often like to work with or be around have similar traits to you, and that the people you don't like to work with have different traits? This is usually all lumped into the broad concept of "personality types" or "interaction styles", of which here are many models. While many people may get the chance to take a personality/interaction test at work or maybe school, not everyone gets the chance.



I should say that I am not a psychologist, and I have no training in this field. I have been exposed to some of these concepts, and have spent some time doing further research for these articles, and so I encourage those who have an interest to seek out some of the resources I mention and take this further if they want to learn more. This will be the first of a series on this topic.

For me, my first real exposure to this was at work when I completed the "L-E-A-D Personality Inventory", which was developed by Dr. Walter Lacey. It focuses on 4 types: Leader, Expresser, Analyst, and Dependable, and the inventory then ranks these four. (if you are interested in this inventory, it's available from the Church Growth Institute www.churchgrowth.org) In this area of personality/interaction tests, the main 3 tests seem to be Myers-Briggs, DISC, and Social Styles. In addition, I feel that StrenghtsFinder should also be touched on as many may have also heard of it. We will look at each of these over the next few articles, and wrap things up with the final article.

The Myers-Briggs Type Indicator (MBTI) is probably well known, even among people who haven't taken the test. The materials are controlled by the MBTI Trust (www.myersbriggs.org) and sold by CCP (www.cpp.com).

MBTI was developed to make the psychological theories of C. G. Jung understandable. Jung came up with 4 basic personality types, which he called Thinkers, Feelers, Intuiters, and Sensors. MBTI was developed by the mother-daughter team of Katharine Cook Briggs and Isabel Briggs Myers, and attempts to measure a person's preferences with 4 pairs of attributes. These attributes are Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling and Judging/Perceiving. This gives

| | | | |
|------------------------------------|--|---|--|
| ISTJ Doing what should be done | ISFJ A high sense of duty | INFJ An inspiration to others | INTJ Everything has room for improvement |
| ISTP Ready to try anything once | ISFP Sees much but shares little | INFP Performing noble service to aid society | INTP A love of problem solving |
| ESTP The ultimate realists | ESFP You only go around once in life | ENFP Giving life an extra squeeze | ENTP One exciting challenge after another |
| ESTJ Life's administrators | ESFJ Hosts and hostesses of the world | ENFJ Smooth talking persuaders | ENTJ Life's natural leaders |

16 possible personality types. As noted, MBTI specifically measures personality, not behavior (interaction). It identifies a person's preferences, not their actions, which is sometimes misunderstood.

So, what are these 4 pairings about?

Extraversion/Introversion - is your focus outwards or inwards?

Sensing/Intuition - do you focus on information you have or do you prefer to interpret it?

Thinking/Feeling - when making decisions, do you base it on fact and logic, or people and situations?

Judging/Perceiving - when dealing with the outside world, do you prefer a decision is made, or be open to new information or options?

Depending on which of each pairing is your major one gives you your personality type, for a total of 16 different possible ones. You may be EINF or ISTJ or the like.

| TYPE PREFERENCES | | | | | |
|-----------------------------------|----------|--|-----------------------------------|----------|--|
| Where you focus your attention | E | Extraversion People who prefer Extraversion tend to focus their attention on the outer world of people and things. | Where you focus your attention | I | Introversion People who prefer Introversion tend to focus their attention on the inner world of ideas and impressions. |
| The way you take in information | S | Sensing People who prefer Sensing tend to take in information through the five senses and focus on the here and now. | The way you take in information | N | Intuition People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities. |
| The way you make decisions | T | Thinking People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect. | The way you make decisions | F | Feeling People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns. |
| How you deal with the outer world | J | Judging People who prefer Judging tend to like a planned and organized approach to life and prefer to have things settled. | How you deal with the outer world | P | Perceiving People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer to keep their options open. |



ESFJ

Kick ass right or not at all.



INFP

When it's all good, 24/7.



ESTP

What's fun without wrecking some property?



INTJ

So, how's that "normal" intelligence treating you?



ISFJ

Free hugs for EVERYONE!!!



ENFJ

Join me.



ISTP

Future plans: become god of all ninjas.



ENTJ

Believe.



ESTJ

Cause I rule the fucking universe, that's why.



INFJ

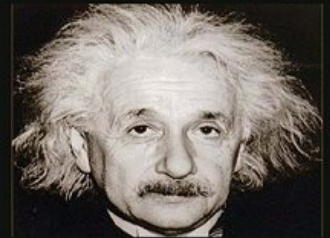
It's how you spell "Justice."



ESFP

Well, how else to say it...

Giggidy-giggidy-goo!



INTP

Algebra, huh? Sounds gay.



ISTJ

Nonchalantly side-stepping your bullshit since the dawn of time.



ENFP

Sup.



ISFP

When not trying to be cool is cool



ENTP

Poke holes in logic. Make it funny. Win.