



Myers-Briggs Type Indicator ®

Completed by over one million people every year, the Myers-Briggs Type Indicator is the most widely used personality inventory in the world. The MBTI® instrument provides an in-depth and accurate picture of a person's personality type. It was developed by Isabel Myers and Katherine Briggs (based on the groundbreaking work of Dr. Carl Jung). The MBTI® instrument determines individual preferences on four dichotomies.

Extraversion–Introversion: describes where people prefer to focus their attention and get their energy - from the outer world of people and activity or their inner world of ideas and experiences

Sensing–Intuition: describes how people prefer to take in information - focused on what is real and actual or on patterns and meanings in data

Thinking–Feeling: describes how people prefer to make decisions - based on logical analysis or guided by personal values and concern for their impact on others

Judging–Perceiving: describes how people prefer to deal with the outer world - in a planned orderly way, or in a flexible spontaneous way

Combinations of these preferences result in 16 distinct personality types. The characteristics unique to each personality type provides insight on how they influence an individual's way of leading, communicating and interacting with others and how they organize themselves.

The application of the MBTI® can also be extended to explore the area leadership styles based on the four temperaments described by David Keirseay in his work on type dynamics or how certain combinations of preference shape personality. The four leadership styles that can be derived from the MBTI® include the **Artisan** (SP), the **Guardian** (SJ), the **Rational** (NT) and the **Idealist** (NF).

The MBTI® instrument has a wide range of applications that promote personal and professional growth and development. These applications include executive development, leadership & coaching, organizational development, team development, career management, conflict resolution, retention, culture and diversity, and working relationships.

The MBTI® may only be administered by a licensed practitioner trained in its proper and ethical use.