



Introduction to Myers-Briggs® Type Preferences

Training Video

Introduction

Welcome to the *Introduction to Myers-Briggs® Type Preferences* training video. This video is designed to help practitioners provide clients with a fun and engaging introduction to the four MBTI® preference pairs. Using real-world situations, the animated vignettes demonstrate the preference pairs in a relatable and simple way, offering viewers a general understanding of the eight preferences as well as of the differences between the opposites in each preference pair.

Intended Use

This video can be used as part of the *Understanding and Working with Personality Type: Using the MBTI® Assessment to Appreciate Differences* workshop (sold separately on cpp.com or through your local CPP distributor) or as a supplemental resource for an introductory training on the MBTI framework. In either case, it is important to note that the video serves as a high-level introduction. It is up to the practitioner to expand on the video's contents in order to provide a complete explanation of the preferences.

Tips for Using the Video

If you will be using this video with the online or self-scorable version of the *Understanding and Working with Personality Type* workshop, we suggest that you play it during the self-assessment segment of the workshop. Please refer to the workshop facilitation notes for further direction.

If you will be using this video as a supplemental resource in a group setting, we suggest that you play it after introducing each of the four preference pairs. Depending on the structure of your workshop, you may choose to play all four vignettes without stopping or to pause the video after each vignette to engage the group in discussion related to that specific preference pair.

Reminders About the MBTI® Personality Type Framework

- The MBTI framework describes four pairs of opposites, which characterize people's preferred ways of directing and receiving energy, taking in information, making decisions and coming to conclusions based on that information, and approaching the outside world.
- The MBTI assessment indicates an individual's preferred ways of doing certain things. It does not indicate the person's ability to do those things. It is not designed to measure skills, intelligence, or abilities. Also worth noting: The MBTI assessment does not measure a range of other characteristics, such as academic ability, emotional maturity, affluence, or psychological health or illness, which may also affect people's behavior beyond their type differences.



- The MBTI framework was created to identify normal differences between individuals and to help people understand that others may have different preferences than they do.
- All personality types have strengths and potential blind spots, and all are equally valuable. No type is better or worse than any other.
- MBTI results are not meant to limit or stereotype people. The goal is to use type differences constructively.
- An individual's MBTI results belong to him or her. Sharing them is voluntary. It is up to the individual to decide to share or not share his or her MBTI results.

A Note on Type Dynamics

Understanding the eight preferences and how they combine to form the 16 Myers-Briggs types is an important first step in appreciating personality type differences. Type dynamics provides a deeper level of understanding by clarifying the interaction of preferences within each type and describing how that interaction influences behavior.

As you prepare for your discussion of the vignettes in the video, keep in mind that it is the favorite process, or dominant function (represented by one of the two middle letters of the four-letter type), of each type that is the true driver of that type. Individuals use their favorite process in their preferred world—the external world for Extraverts and the internal world for Introverts. During your discussions of the S–N and T–F vignettes, you may want to provide examples of the extraverted and introverted aspects of each process. Notes on type dynamics are included in the debrief sections for these preference pair vignettes.

These resources provide more information on type dynamics (booklets can be purchased separately).

- *Introduction to Myers-Briggs® Type*
- *Introduction to Type® Dynamics and Development*

Selected Sample Pages

E–I Vignette

About This Preference Pair

Extraversion (E) and Introversion (I): This preference pair is about the opposite ways individuals direct and receive energy.

People who prefer **Extraversion** like to focus on the outside world. They direct their energy and attention outward and are energized by interacting with people and taking action.

People who prefer **Introversion** like to focus on their own inner world. They direct their energy and attention inward and are energized by reflecting on their own and others' ideas, memories, and experiences.

The E–I vignette provides a brief introduction to this preference pair and does not attempt to depict every aspect of each preference (although some key concepts are articulated in the voice-over). Through the course of your training (either before or after you show the video), you may want to explain or reiterate these characteristics commonly associated with people who prefer Extraversion.

- Drawn to the outside world
- Prefer to communicate by talking
- Work out ideas by talking them through
- Learn best through doing or discussing
- Have broad interests
- Tend to be sociable and expressive
- Readily take initiative in work and relationships

And these characteristics commonly associated with people who prefer Introversion:

- Drawn to their inner world
- Prefer to communicate in writing
- Work out ideas by reflecting on them
- Learn best by reflection, mental “practice”
- Focus in depth on a few interests
- Tend to be private and contained
- Take initiative selectively—when the situation or issue is very important to them

Discussion Prompts

As you are showing the training video, you may want your audience members to engage in discussion about the preference pair they just saw on-screen. To help facilitate such a discussion, here are a few questions you may want to incorporate:

- What characteristics of Extraversion or Introversion describe you?
- During what parts of your day do you use your preference? What parts of your day require you to use the opposite preference? What effect does this have on you? What are the benefits of using the opposite preference?
- What type of communication is energizing for you? Draining?

As you engage your group in discussion, look for possible misconceptions and remind the group that this preference pair is *not* about sociability, social confidence, or interpersonal skills.

Debrief Notes

During the discussion, look for opportunities to distinguish between *behaviors* and *preferences*. For example, some individuals may say that they don't connect with the scenario depicted because, despite their preference for Introversion, they are often the initiator of introductions between people. While it is more typical for a person who prefers Extraversion to introduce others than to "be introduced," there is nothing in the core meaning of Extraversion to say that we can expect this behavior. Many other influences also affect our tendencies and behavior. An Introverted business owner who has had to hire individuals or network to find vendors may have learned that connecting with others is critical to her success. As a result of her experiences in business, she may have developed a tendency to practice "introducing others" as a matter of course—though this does not change her underlying preference.

Keep in mind, we frequently flex and use our opposite preference when doing so is critical to our success. We all have the ability to do this, and to outside observers we may appear "exactly" like our opposite. The key difference is that flexing may require more of our energy. We may need to find more time to recharge after long periods of flexing.

Selected Sample Pages