

THE MYERS BRIGGS TYPE INDICATORS

The Myers Briggs Trait Indicator Model identifies four areas of behaviors in using and processing information. Each is independent of the others. Each has two opposing types of behaviors. For a person, each area is dominated by one of the opposing behaviors while the other behavior acts as the auxiliary. The auxiliary behavior comes into play in a secondary manner. That is, the person favors one over the other but uses both. A person is described, typed or profiled by their dominant behavior in each area.

Here is the layout describing this model.

Area	Opposing, Complementary Types	
Referencing, Interest, Focusing	<u>E</u> xtravert - references to the outside world	<u>I</u> ntrovert - references to within themselves
Perception, way of viewing	<u>S</u> ensing - perceives by way of one's senses	<u>iN</u> tuitive - perceives through one's inner thoughts
Way of judging	<u>T</u> hinking - makes judgements using logic	<u>F</u> eeling - makes judgements based on feelings
Attitude, what's done with the information	<u>J</u> udging - seeks to quickly make conclusions, bring to a finish.	<u>P</u> erspective - seeks out, explores all possibilities.

The table shows the four areas and the two opposing types for each area. The bold enlarged underlined letter is used for the descriptions. **N** is used for **iN**tuitive because **I** is already used for Introvert. The four areas with their two opposing types lead to 16 personality types:

ESTP ESTJ ESFP ESFJ
 ENTP ENTJ ENFP ENFJ
 ISTP ISTJ ISFP ISFJ
 INTP INTJ INFP INFJ

So an ESTP is dominantly an Extravert in their referencing; dominantly Sensing in their way of perceiving; dominantly Thinking in their way of judging; and dominantly Judging in their attitude, or what they do with the information. To quote Kroeger and Thueson "Type Talk" page 288, "ESTP - Dominant is Extraverted *Sensing* - factual and detailed perceptions; - Auxiliary is Introverted *Thinking* - objective decisions."

In this model you cannot change your profile or type. You can, however, develop the auxiliary type to improve balance.

The Dominant-Auxiliary feature exists at varying levels as illustrated in the figure. For example, people vary from an extreme Extravert, with little tendency for Introversion, all the way to extreme Introvert with little tendency for Extroversion. Such extremes may mean imbalance, the auxiliary needs some developing, some improvement, some strengthening.

It is extremely important to understand that everyone has all eight types of behavior. The typing gives only the preferences, the probable behavior. The extreme extravert is likely to behave spontaneously, without effort, as an extravert, say, 90% of the time and as an introvert 10% of the time. Such a person finds it very easy to behave as an extravert: But, it takes effort to deliberately behave as an introvert.

DEGREES OF DOMINANCE-AUXILIARY IN THE MBTI Model						
E	E_I	E_I	E_I	E_I	E_I	I
Extreme Extravert			No Dominance- Auxiliary			Extreme Introvert
S_N	S_N	S_N	S_N	S_N	S_N	S_N
Extreme Sensing			No Dominance- Auxiliary			Extreme iNtuitive
F_T	F_T	F_T	F_T	F_T	F_T	T
Extreme Feeling			No Dominance- Auxiliary			Extreme Thinking
J_P	J_P	J_P	J_P	J_P	J_P	P
Extreme Judging			No Dominance- Auxiliary			Extreme Perspective

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Isabel Briggs Myers, with Peter B. Myers, **Gifts Differing: Understanding Personality Type**, Davies Black Publishing, a division of Consulting Psychologists Press, Inc. 3803 E. Bayshore Road, Palo Alto, CA 94303 Phone 1-800-624-1765; [original 1980] 1995 [ISBN 0-89106-074-X] [BF698.3.M94 1995 155.2'64//dc20] 228 pg \$14.95

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David Keirse and Marilyn Bates, **PLEASE UNDERSTAND ME: Character & temperament types**, Distributed by Prometheus Nemesis Book Company, PO ox 2748, Del Mar, CA 92014; 1984 (copyright 1984 Gnosology Books, Ltd.) [ISBN 0-9606954-0-0]