



Determine
your
Behavioural
Preferences

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This exercise determines your behavioural preferences on four scales. There are two opposite preferences on each scale. The four scales deal with

- where you like to focus your attention (E or I)
- the way you like to look at things (S or N)
- the way you like to go about deciding things (T or F)
- how you deal with the outer world (J or P)

Short descriptions of each scale are shown below.

E	You prefer to focus on the outer world of people or things	or	You prefer to focus on the inner world of ideas and impressions	I
S	You tend to focus on the present and on concrete information gained from your senses	or	You tend to focus on the future with a view towards patterns and possibilities	N
T	You tend to base your decisions on logic and on objective analysis of cause and effect	or	You tend to base your decisions primarily on values and on subjective evaluation of person-centred concerns	F
J	You like a planned and organised approach to life and prefer to have things settled	or	You like a flexible and spontaneous approach to life and prefer to keep your options open	P

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Mark your preference with a cross on the line below

(You may like to watch the lectures again as you go through this exercise.)

EXTRAVERSION	E	_____	I	INTROVERSION
		very sure quite sure not sure quite sure very sure		
SENSING	S	_____	N	INTUITION
		very sure quite sure not sure quite sure very sure		
THINKING	T	_____	F	FEELING
		very sure quite sure not sure quite sure very sure		
JUDGING	J	_____	P	PERCEIVING
		very sure quite sure not sure quite sure very sure		

The preferences that you have chosen so far combine to give your *Self Assessed* type. Add your preference in the boxes below.

If you are *not sure* with any of the preferences add both.

Self-Assessed Type:

E or I	S or N	T or F	J or P
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Your *Reported* type shows your preferences from the questionnaire that you completed.

Self-Reported Type:

E or I	S or N	T or F	J or P
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Where there are differences, think about how you assessed yourself as you worked through the preference descriptions and answered the online questionnaires. Which preference do you feel most comfortable with?

How much of this is being driven by what others want (at home or at work)?

How does this change in different circumstances and situations?

How much are you *really* expressing your true preference?

Within this booklet, there is a short summary of each of the Types.

What do you think of the description of your assessed Type - self-assessed and reported Type? How accurate is the description for you?

If you are *not sure* with one or more of your preferences, look at the other Type(s). See whether one of these descriptions fits you better. Is this a more appropriate description of you and how you use your preferences? If not, try to find one that does.

Remember everyone uses each of the preferences at different times: your type of best fit shows which you are likely to prefer the most and probably use most often.

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The information within this module and exercise is based on the work of Carl Jung that was further developed by Katharine Cook Briggs and Isabel Briggs Myers.

Myers Briggs Type Indicator (MBTI) is a personality questionnaire that refers specifically to the commercial Myers-Briggs Type Indicator® instrument, published by Consulting Psychologists Press.

It is not claimed that you have completed the Myers Briggs Type Indicator using the information and resources within this module. To experience a full Myers Briggs Type Indicator assessment, it is recommended that you take the official questionnaire from Consulting Psychologists Press and get appropriate feedback and coaching from a qualified MBTI practitioner on a one-to-one basis. They will be able to go into a lot more depth giving insights into your dominant, auxiliary, tertiary and inferior mental functions, how you extravert or introvert these functions and your responses when you're at a low ebb, experiencing fatigue, physical or psychological stress.

As a qualified MBTI practitioner (Step I and Step II), I would be pleased to provide more information about the trade marked instrument and advise you further.

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ISTJ

Quiet, serious earns success by thoroughness and dependability. Practical, matter of fact, realistic and responsible. Decides logically what should be done and works towards it steadily, regardless of distractions. Takes pleasure in making everything orderly and organised – their work, their home, their life. Value traditions and loyalty.

ISFJ

Quiet, friendly, responsible and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking and accurate. Loyal, considerate, notices and remembers details about people who are important to them, concerned with how others feel. Strives to create an orderly and harmonious environment at work and at home.

INFJ

Seeks meaning and connection in ideas, relationships and material possessions. Wants to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develops a clear vision about how best to serve the common good, organised and is decisive in implementing their vision.

INTJ

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly sees patterns in external events and develops long-range explanatory perspectives. When committed, organises a job and carries it through. Sceptical and independent, has high standards of competence and performance – for themselves and others.

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ISTP

Tolerant and flexible, quiet observers until a problem appears, then acts to quickly find workable solutions. Analyses what makes things work and readily gets through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organises facts using logical principles, values efficiency.

ISFP

Quiet, friendly, sensitive and kind. Enjoys the here-and now, what's going on around them. Likes to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislikes agreements and conflicts; does not force their opinions or values on others.

INFP

Idealistic, loyal to their values and to people who are important to them. Wants an external life that is congruent with their values. Curious, quick to see possibilities, catalysts for implementing ideas. Seeks to understand people and helps them fulfil their potential. Adaptable, flexible and accepting unless a value is threatened.

INTP

Seeks to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible and adaptable. Has unusual abilities to focus in depth to solve problems in their area of interest. Sceptical, sometimes critical, always analytical.

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ESTP

Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them – they want to act energetically to solve the problem. Focuses on the here-and-now, spontaneous, enjoys each moment that they can be active with others. Enjoys material comforts and style. Learns best through doing.

ESFP

Outgoing, accepting and friendly. Exuberant lovers of life, people and material comforts. Enjoys working with others to make things happen. Brings common sense and a realistic approach to their work, and makes work fun. Flexible and spontaneous, adapts readily to new people and environments. Learns best by trying new skills with other people.

ENFP

Warmly enthusiastic and imaginative. Sees life as full of possibilities. Makes connections between events and information very quickly, and confidently proceeds based on the patterns they see. Wants a lot of affirmation from others. Readily gives appreciation and support. Spontaneous and flexible, often relies on ability to improvise and their verbal fluency.

ENTP

Quick, ingenious, stimulating, alert and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analysing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

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ESTJ

Practical, realistic, matter-of-fact. Decisive, quickly moves to implement decisions. Organises projects and people to get things done, focuses on getting results in the most efficient way possible. Takes care of routine details. Has a clear set of logical standards, systematically follows them and wants others to also. Forceful in implementing their plans.

ESFJ

Warm-hearted, conscientious and co-operative. Wants harmony in their environment; works with determination to establish it. Likes to work with others to complete tasks accurately and on time. Loyal follow through even in small matters. Notices what others need in their day-to-day lives and tries to provide it. Wants to be appreciated for who they are and for what they contribute.

ENFJ

Warm. Empathetic, responsive and responsible. Highly attuned to the emotions, needs and motivation of others. Finds potential in everyone; wants to help others fulfil their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitates others in a group, and provides inspiring leadership.

ENTJ

Frank, decisive, assumes leadership readily. Quickly sees illogical and inefficient procedures and policies, and implements comprehensive systems to solve organisational problems. Enjoys long-term planning and goal setting. Usually well informed, well read; enjoys expanding their knowledge and passing it onto others. Forceful in presenting their ideas.

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