



JUNG'S TYPOLOGY AND THE MYERS-BRIGGS TYPE INDICATOR

For each item below, circle either "a" or "b." In some cases, both "a" and "b" may apply to you. You should decide which is *more* like you, even if it is only slightly more true.

1. I would rather
 - a. Solve a new and complicated problem
 - b. Work on something that I have done before
2. I like to
 - a. Work alone in a quiet place
 - b. Be where "the action" is
3. I want a boss who
 - a. Establishes and applies criteria in decisions
 - b. Considers individual needs and makes exceptions
4. When I work on a project, I
 - a. Like to finish it and get some closure
 - b. Often leave it open for possible change
5. When making a decision, the most important considerations are
 - a. Rational thoughts, ideas, and data
 - b. People's feelings and values
6. On a project, I tend to
 - a. Think it over and over before deciding how to proceed
 - b. Start working on it right away, thinking about it as I go along
7. When working on a project, I prefer to
 - a. Maintain as much control as possible
 - b. Explore various options
8. In my work, I prefer to
 - a. Work on several projects at a time, and learn as much as possible about each one
 - b. Have one project that is challenging and keeps me busy
9. I often
 - a. Make lists and plans whenever I start something and may hate to seriously alter my plans
 - b. Avoid plans and just let things progress as I work on them
10. When discussing a problem with colleagues, it is easy for me
 - a. To see "the big picture"
 - b. To grasp the specifics of the situation
11. When the phone rings in my office or at home, I usually
 - a. Consider it an interruption
 - b. Don't mind answering it
12. The word that describes me better is
 - a. Analytical
 - b. Empathetic
13. When I am working on an assignment, I tend to
 - a. Work steadily and consistently
 - b. Work in bursts of energy with "down time" in between
14. When I listen to someone talk on a subject, I usually try to
 - a. Relate it to my own experience and see if it fits
 - b. Assess and analyze the message
15. When I come up with new ideas, I generally
 - a. "Go for it"
 - b. Like to contemplate the ideas some more
16. When working on a project, I prefer to
 - a. Narrow the scope so it is clearly defined
 - b. Broaden the scope to include related aspects
17. When I read something, I usually
 - a. Confine my thoughts to what is written there
 - b. Read between the lines and relate the words to other ideas
18. When I have to make a decision in a hurry, I often
 - a. Feel uncomfortable and wish I had more information
 - b. Am able to do so with available data
19. In a meeting, I tend to
 - a. Continue formulating my ideas as I talk about them
 - b. Only speak out after I have carefully thought the issue through
20. In work, I prefer spending a great deal of time on issues of
 - a. Ideas
 - b. People
21. In meetings, I am most often annoyed with people who
 - a. Come up with many sketchy ideas
 - b. Lengthen the meeting with many practical details
22. I tend to be
 - a. A morning person
 - b. A night owl
23. My style in preparing for a meeting is
 - a. To be willing to go in and be responsive
 - b. To be fully prepared and sketch out an outline of the meeting
24. In meetings, I would prefer for people to
 - a. Display a fuller range of emotions
 - b. Be more task-oriented
25. I would rather work for an organization where
 - a. My job was intellectually stimulating
 - b. I was committed to its goals and mission
26. On weekends, I tend to
 - a. Plan what I will do
 - b. Just see what happens and decide as I go along
27. I am more
 - a. Outgoing
 - b. Contemplative
28. I would rather work for a boss who is
 - a. Full of new ideas
 - b. Practical

Continued

In the following, choose the word in each pair that appeals to you more:

29. a. Social
b. Theoretical
30. a. Ingenuity
b. Practicality

31. a. Organized
b. Adaptable
32. a. Activity
b. Concentration

Scoring

Count one point for each item listed below that you circled in the inventory.

Score for I (Introversion)	Score for E (Extraversion)	Score for S (Sensing)	Score for N (Intuition)
2a	2b	1b	1a
6a	6b	10b	10a
11a	11b	13a	13b
15b	15a	16a	16b
19b	19a	17a	17b
22a	22b	21a	21b
27b	27a	28b	28a
32b	32a	30b	30a
Totals _____	_____	_____	_____

Circle the one with more points:
I or E
(If tied on I/E, don't count #11)

Circle the one with more points:
S or N
(If tied on S/N, don't count #16)

Score for T (Thinking)	Score for F (Feeling)	Score for J (Judging)	Score for P (Perceiving)
3a	3b	4a	4b
5a	5b	7a	7b
12a	12b	8b	8a
14b	14a	9a	9b
20a	20b	18b	18a
24b	24a	23b	23a
25a	25b	26a	26b
29b	29a	31a	31b
Totals _____	_____	_____	_____

Circle the one with more points:
T or F
(If tied on T/F, don't count #24)

Circle the one with more points:
J or P
(If tied on J/P, don't count #23)

Your Score Is: I or E _____ S or N _____ T or F _____ J or P _____

Your MBTI type is: _____ (example: INTJ; ESFP; etc.)

Scoring and Interpretation

The Myers-Briggs Type Indicator (MBTI), based on the work of psychologist Carl Jung, is the most widely used personality assessment instrument in the world. The MBTI, which was described in the chapter text, identifies 16 different "types," shown with their dominant characteristics in the following chart. Remember that no one is a pure type; however, each individual has preferences for introversion versus extraversion,

sensing versus intuition, thinking versus feeling, and judging versus perceiving. Based on your scores on the survey, read the description of your type in the chart. Do you believe the description fits your personality?

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Characteristics Frequently Associated with Each Type

	Sensing Types		Intuitive Types	
Introverts	ISTJ	Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized—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, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.
	ISTP	Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.	ISFP	Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like 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. Dislike disagreements and conflicts, do not force their opinions or values on others.
	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. Focus on the here-and-now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.	ESFP	Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.
	ESTJ	Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.	ESFJ	Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.
Extraverts			INFJ	Seek meaning and connection in ideas, relationships, and material possessions. Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.
			INFP	Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened.
			ENFP	Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their 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 analyzing 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.
			INTJ	Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance—for themselves and others.
			INTP	Seek 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. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.
			ENFJ	Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone, want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.
			ENTJ	Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy long-term planning and goal setting. Usually well informed, well read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

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