

Awareness of psychological preferences can equip us to be better persons

**35th
Annual
APPI
Conference**

Phyllis Estanqueiro

What is psychometric testing?

A simple definition lies in the word "psychometrics" itself:

Psycho means to do with the mind, while metrics means to do with measurement.

So, we are looking at ways of measuring things relating to the mind.



MBTI

The Myers-Briggs Type Indicator (MBTI) is designed to indicate psychological preferences in how people perceive the world and make decisions.

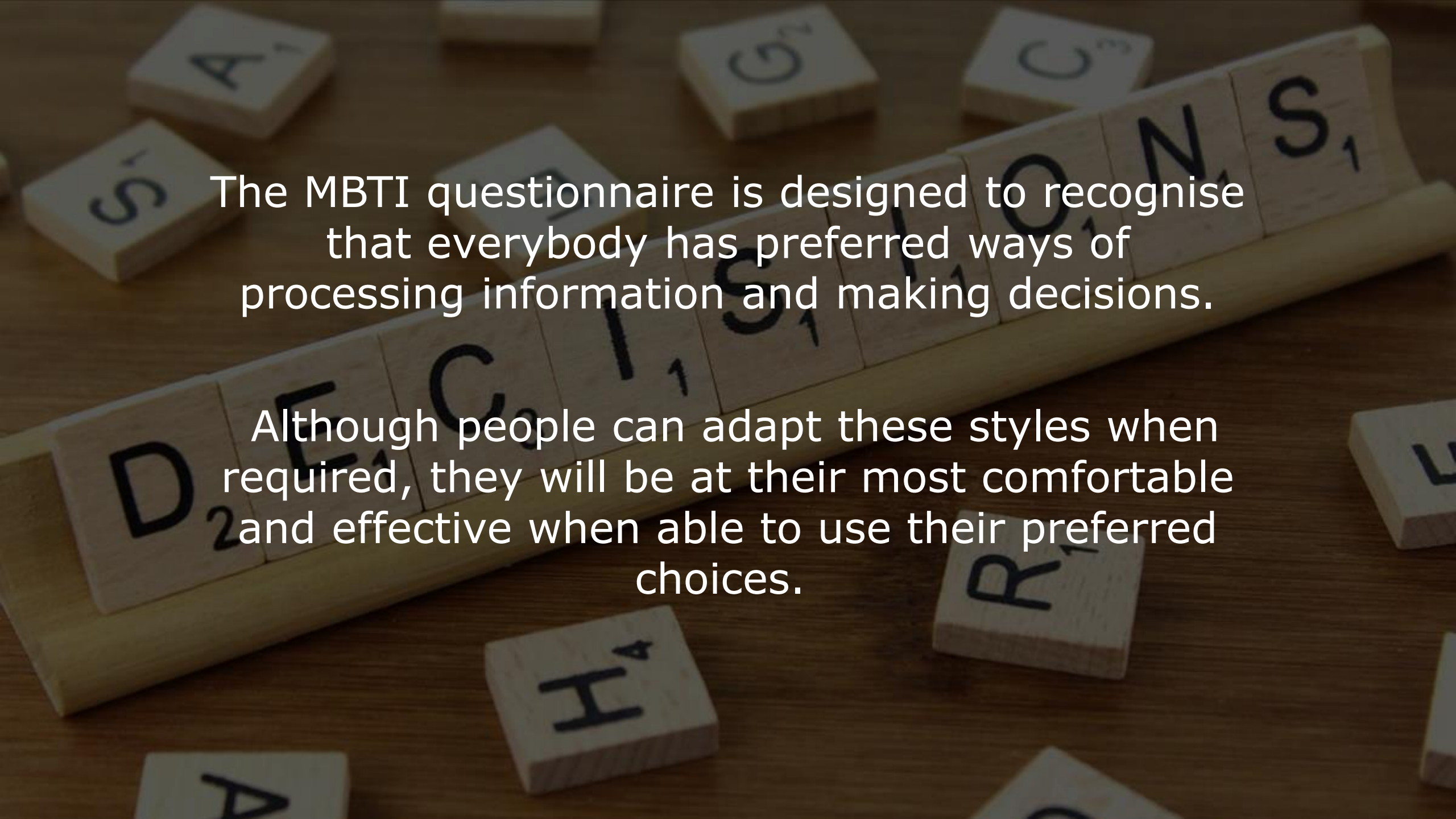
MBTI

The MBTI was constructed by Katharine Cook Briggs and her daughter Isabel Briggs Myers. It is based on the typological theory proposed by Carl Jung who had speculated that there are four principal psychological functions by which humans experience the world.



There are many applications of the MBTI questionnaire, both occupational and non-occupational, and these include:

- Individual development
- Career development
- Organisational development
- Management and leadership development
- Problem solving
- Sales and Influencing
- Team building
- Relationship counselling
- Coaching

The background of the image shows a wooden surface with several wooden letter tiles. A prominent row of tiles spells out the word "DECISIONS" in a slightly curved line. Other tiles with letters like 'S', 'A', 'G', 'C', 'I', 'H', 'R', and 'L' are scattered around. The text is overlaid on this background.

The MBTI questionnaire is designed to recognise that everybody has preferred ways of processing information and making decisions.

Although people can adapt these styles when required, they will be at their most comfortable and effective when able to use their preferred choices.

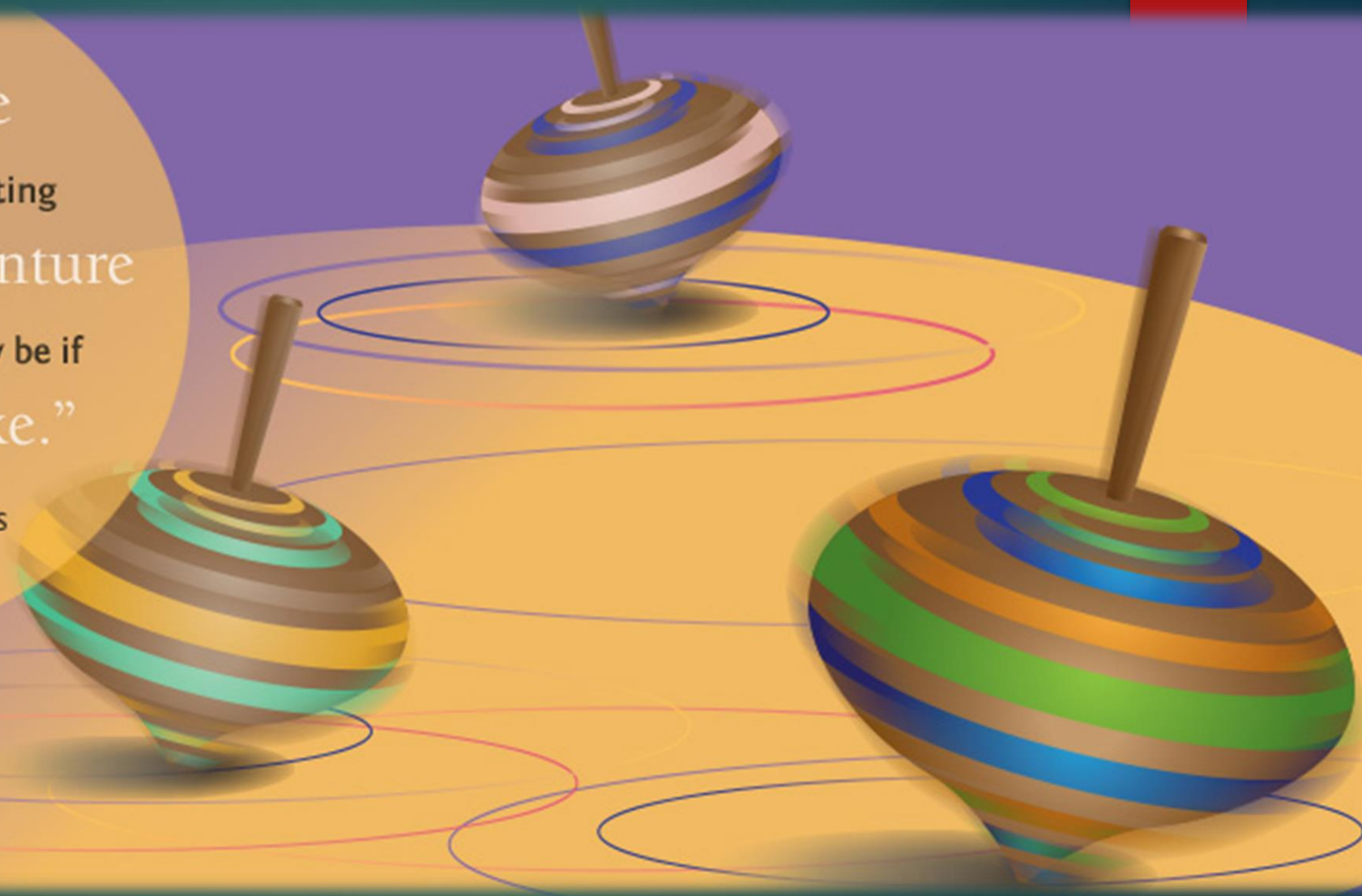
Celebrating difference

Understanding our own personality type and how it differs from others' can be really useful at an individual, team and organisational level



“Life is more
amusing, more interesting
and more of a daily adventure
than it could possibly be if
everyone were alike.”

ISABEL BRIGGS MYERS



Personality type involves how you prefer to

Gain energy

Gather
information

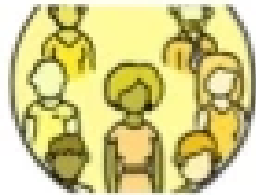
Make
decisions

Live your life

Jean Kummerow

MBTI preference pairs

Extraversion

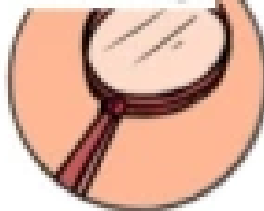


Where do you prefer to focus your attention?
How are you energised?

Introversion

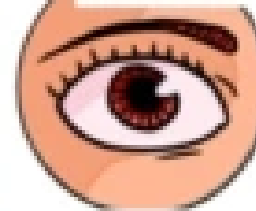


Sensing



What kind of information do you prefer to pay attention to? How do you acquire information?

Intuition

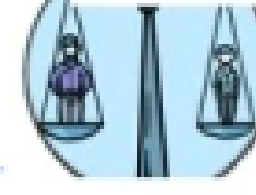


Thinking



How do you prefer to make decisions?

Feeling

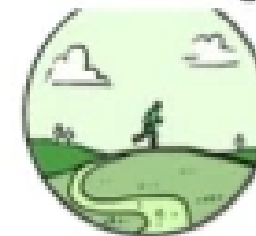


Judging



Which lifestyle do you prefer?

Perceiving



EXTROVERTS

- * Like variety and action
- * Tend to be faster- dislike complicated procedures
- * Are often good at greeting people
- * Are often impatient with slow jobs
-
- * Are interested in the results of their job
- * Do not mind interruptions
- * Act quickly before thinking
- * Like studying with others
- * Usually communicate freely
- * Work better in groups

INTROVERTS

- * Like quiet for concentration
- * Tend to be careful with details
- * Dislike sweeping statements
- * Have trouble remembering names and faces
- * Tend not to mind working on one project for a long time
- * Dislike intrusions
- * Like to think before acting
- * Work alone contentedly
- * Have some problems communicating
- * Prefer to work alone or with one other

SENSORS

- * Dislike new problems unless there are standard ways to solve them
- * Like an established routine
- * Enjoy using skills already learned more than learning new ones
- * Work more steadily with realistic ideas of how long something will take
- * Usually reach a conclusion step by step
- * Patient with routine details
- * Seldom make errors of fact
- * Like to know the right way to solve problems
- * Seldom use imagination

INTUITORS

- * Like solving new problems
- * Dislike doing things repeatedly
- * Enjoy learning new skills more than using them
- * Work in bursts of energy, powered by enthusiasm, with slack periods
- * Reach a conclusion easily
- * Impatient with routine details
- * Frequently make errors of fact
- * Are quick at finding solutions
- * Like problems that require new ways of being solved

THINKING TYPES

- * Do not show emotion readily and are uncomfortable dealing with people's feelings
- * Can get along without harmony
- * Tend to decide impersonally, sometimes paying insufficient attention to people's wishes
- * Need to be treated fairly
- * Able to reprimand people and accept criticism
- * Are more analytically orientated
- * Tend to be firm minded
- * Require logical reasons before accepting new ideas
- * Take facts/theories and the discovery of truth very seriously

FEELING TYPES

- * Tend to be very aware of other people and their feelings
- * Like harmony
- * Efficiency may be disturbed by feuds
- * Need occasional praise
- * Dislike telling people to do unpleasant things
- * Are more people orientated
- * Tend to be sympathetic
- * Will tend to accept rules from people of authority that they approve of
- * Take relationships and ideas very seriously

JUDGERS

- * Work best when they can plan their work
- * Like to get things settled and finished
- * May decide too quickly
- * May dislike to interrupt the work they are doing for more urgent work
- * May not notice new things which need to be done
- * Want only the essentials needed to begin their learning
- * Tend to be satisfied once they make a judgement on a thing, person or situation
- * Look for high standards

PERCEIVERS

- * Adapt well to change
- * Do not mind leaving things open for alterations
- * May have trouble making decisions
- * Start too many projects and have difficulty finishing them
- * May postpone unpleasant jobs
- * Want to know all about a new subject
- * Tend to be curious and welcome new light on a thing, person or situation
- * Will tend to be more relaxed about error

**" The more I learn about myself,
the more I understand you "**

Ken Poirot

ilssetubal.phyllis@gmail.com

