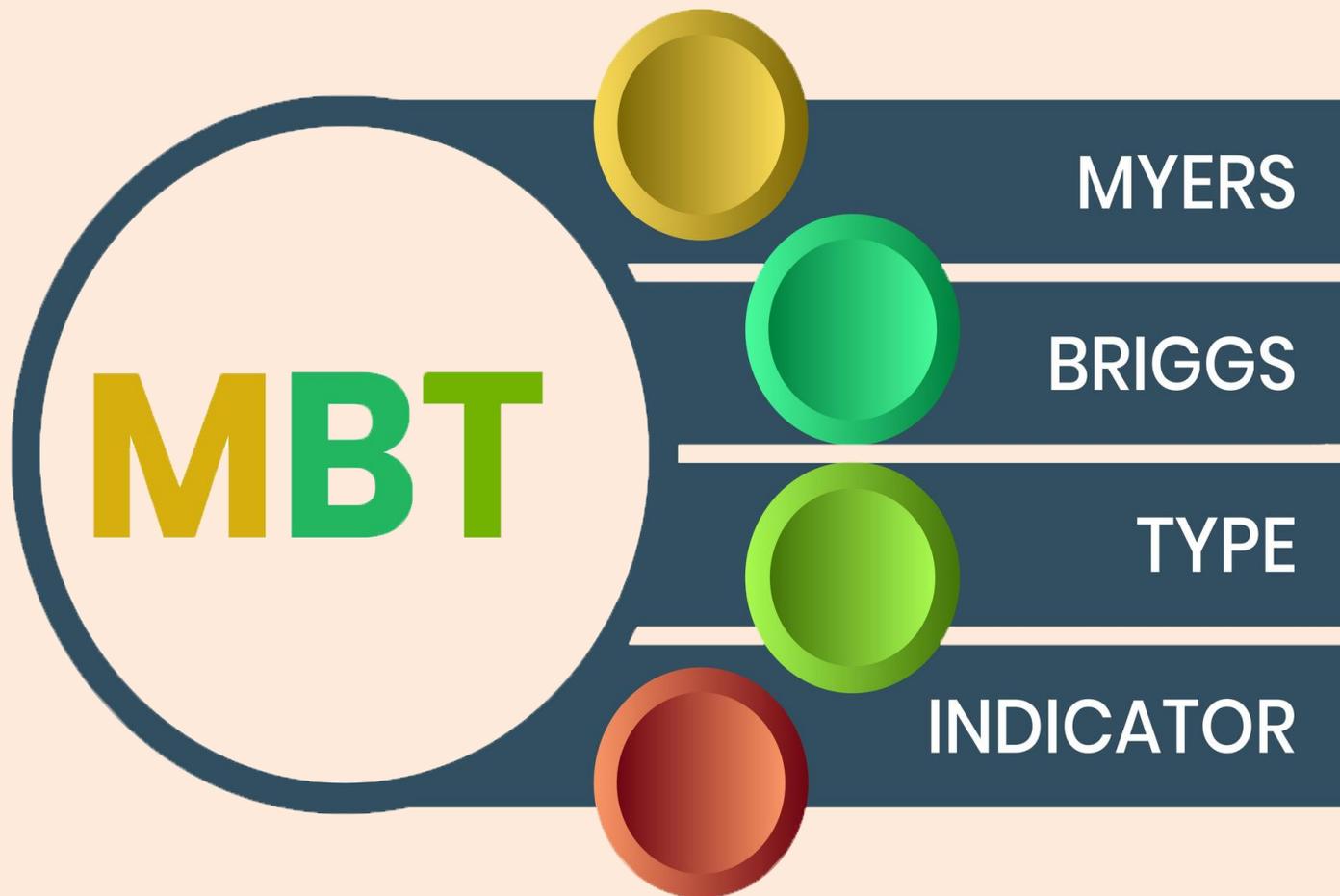
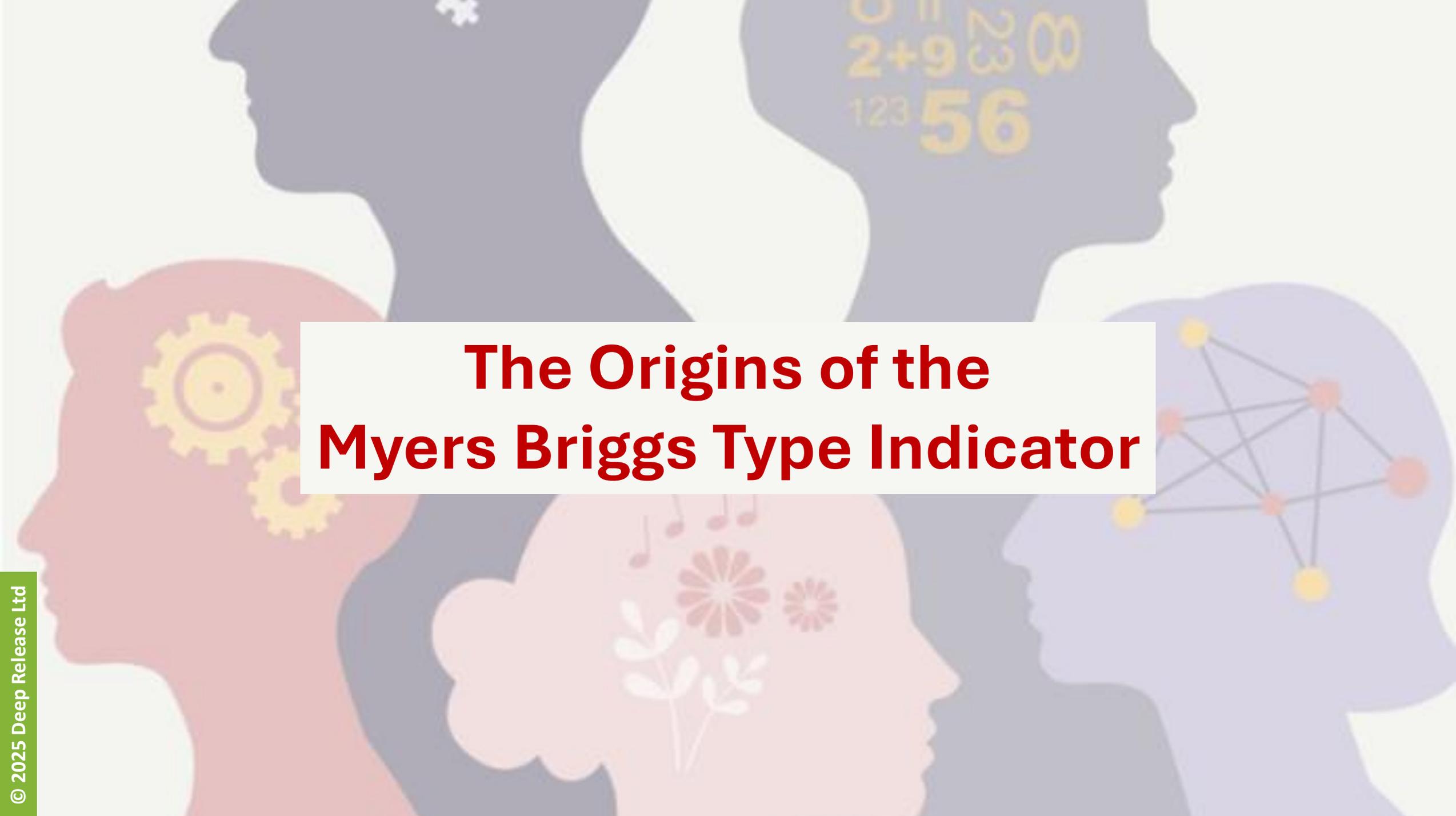


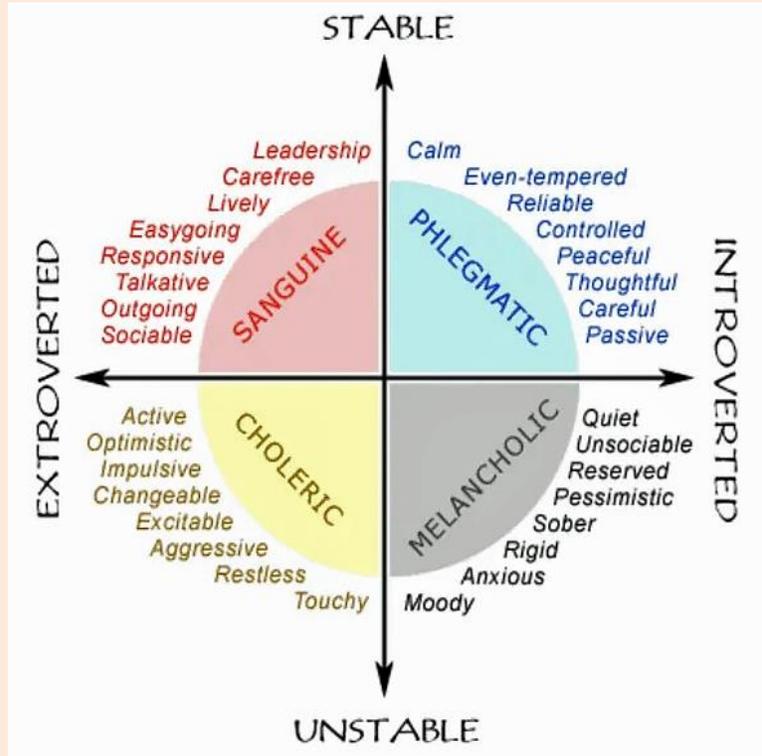


Powerful Personalities

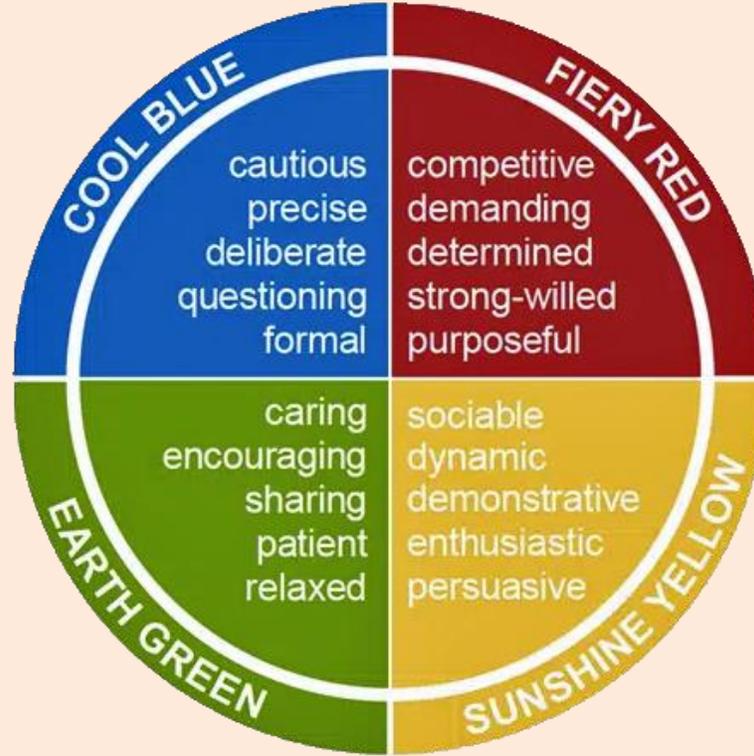




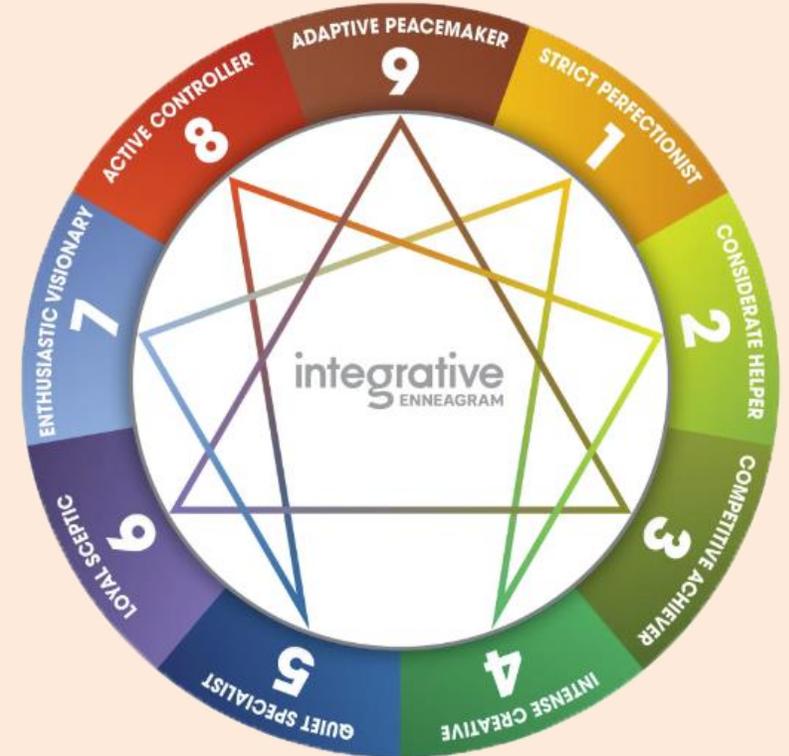
The Origins of the Myers Briggs Type Indicator



**4 Temperaments Theory
Hippocrates**



**Colour Personality
Profiling**

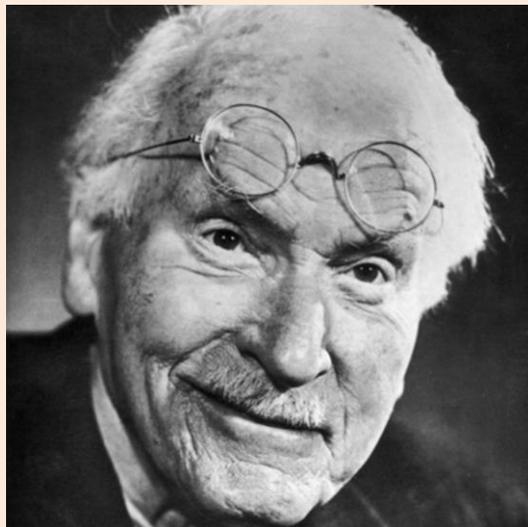


Enneagram

*Jung: "Colours are the Mother
Tongue of the Subconscious"*



Carl Jung
1875 –1961



1921

Extraversion / Introversion
Sensing / Intuition
Thinking / Feeling
Judging / Perceiving



**Katharine Cook Briggs
(mum)
1875-1968**



**Isabel Briggs-Myers
(daughter)
1897-1980**

- No formal training in psychology, statistics or psychometrics
- Lived in a time when women were not encouraged to develop their minds - too much education could harm your reproductive ability!
- Katharine home-schooled Isabel – wide ranging reading and study
- Devoted wives and mothers, highly intelligent, independent, curious women who needed an intellectual outlet



- Katharine aspired to be a fiction writer and wanted to know the fundamentals of human personality and behaviour to create better characters
- Read Jung's 'Psychological Types' and was hooked!
- Worked together and used Jung's theories in her writing, winning a mystery novel contest
- Katharine and her daughter, Isabel, created a 'people-sorting tool' to assess personality types using 172 questions
- Tested high school students, George Washington University and other medical schools, covering thousands of medical students, attracting a great deal of interest and Myers Briggs Type Indicator was eventually published in 1962

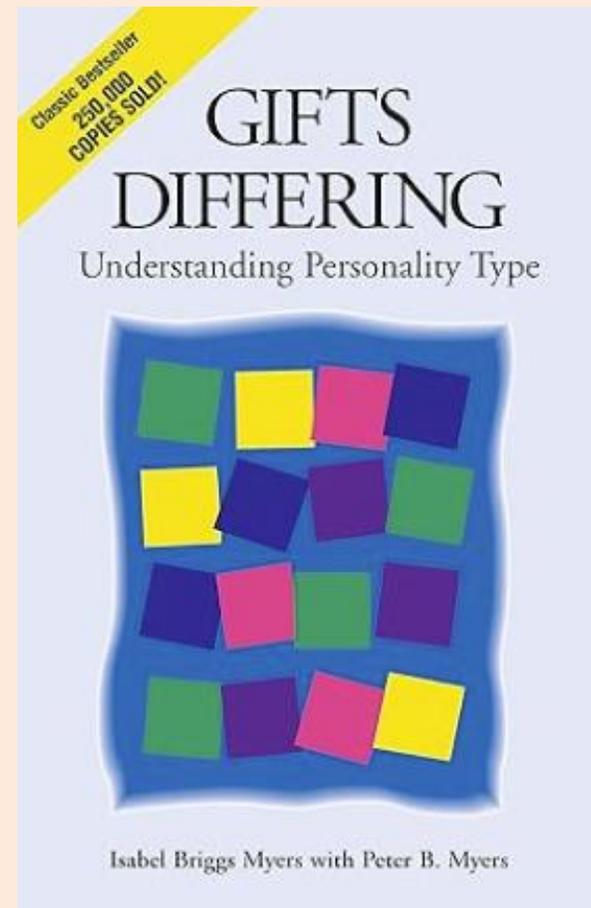


We cannot safely assume that other people's minds work on the same principles as our own.

All too often, others with whom we come in contact do not reason as we reason, or do not value the things we value, or are not interested in what interests us.

— Isabel Briggs Myers

Typefy [@typefy.me](https://typefy.me)



Classic Bestseller
250,000
COPIES SOLD!

GIFTS DIFFERING

Understanding Personality Type

Isabel Briggs Myers with Peter B. Myers

What is the Myers Briggs Type Indicator?

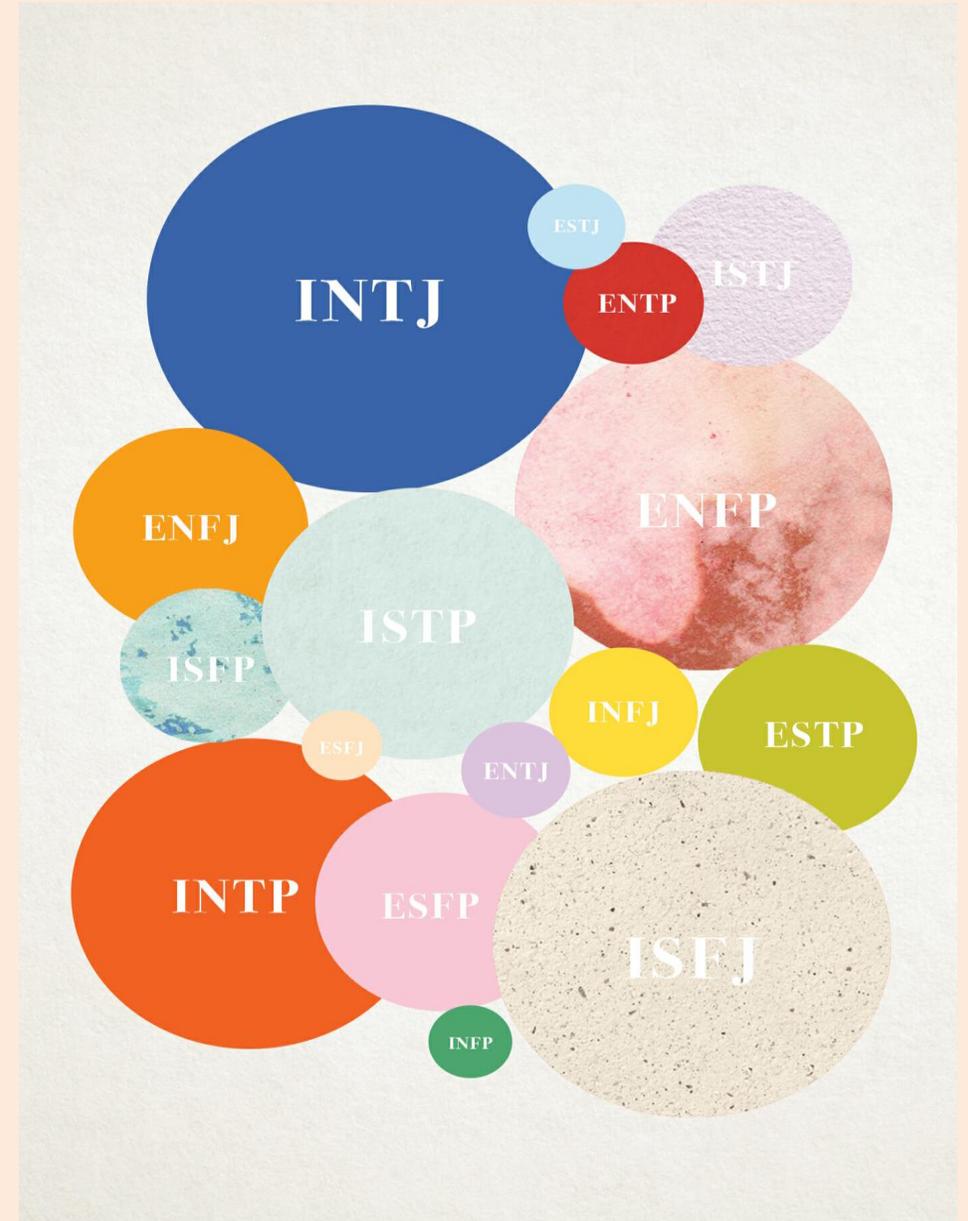
- A tried and tested psychometric tool, now has over 80 years of research and development behind it
- Explores how people see the world and make decisions
- It is not a test - it doesn't measure aptitude or ability
- It's not about what you are good/bad at
- It's not about strengths or weaknesses
- It's about what your **preferences** are

Every type is a good type



Training to be an MBTI Qualified Practitioner

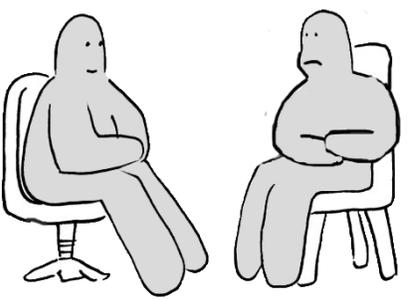
- 4 days training in a group
- No previous experience required
- Multiple Choice Exam
- Fieldwork
- Current price around £3,500 + VAT



Who can it help?

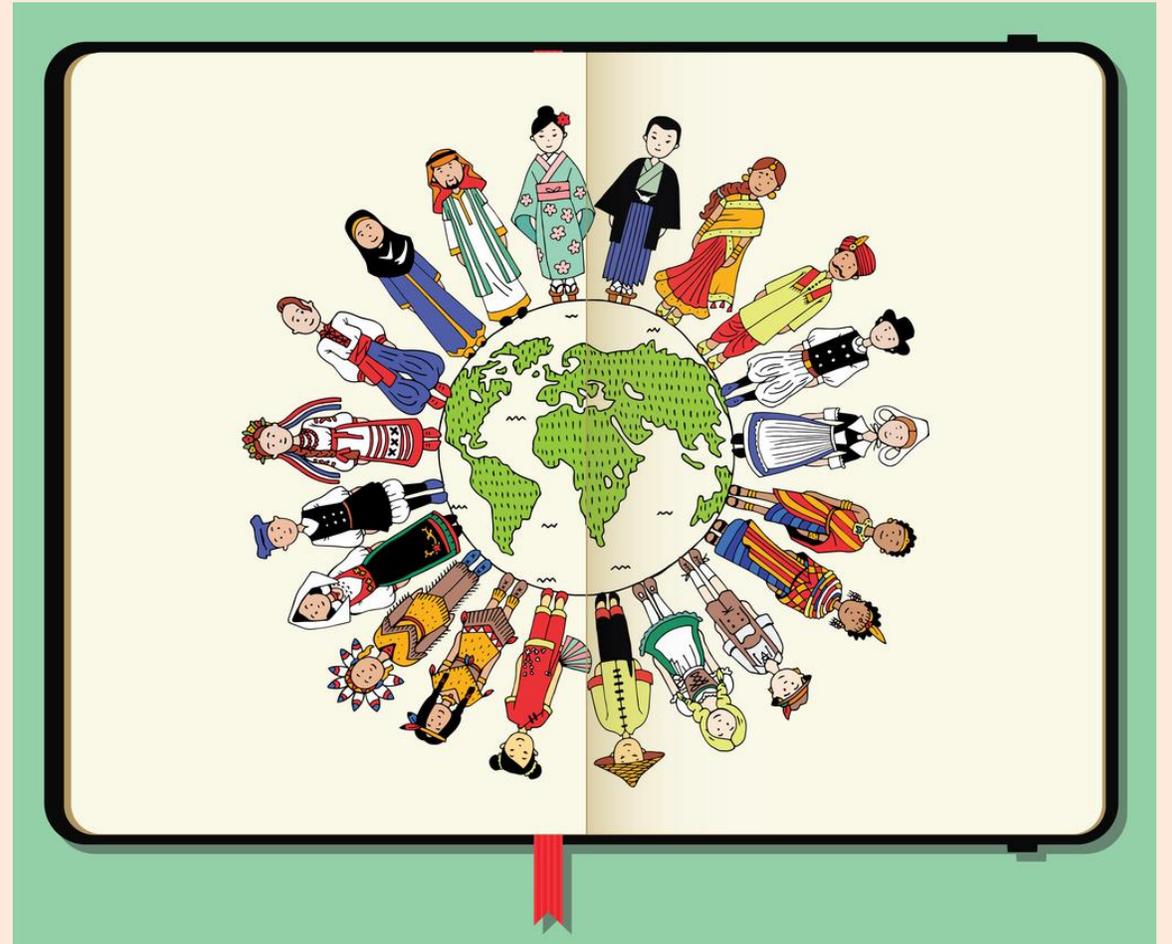


Counselling!



- It's like living in a world with 16 countries in, one of which you call your home
- You'll travel regularly to many of the other countries, but your home country is where you feel happiest and most relaxed

It's the place where you are most familiar with the geography, culture, customs, language and food.



- Every country is geographically diverse, with many regional differences (eg Great Britain)
- When you meet someone else with the **same Myers-Briggs profile** you will notice many interesting similarities, but there may also be significant **differences**.

No two people with the same profile are ever identical and MBTI theory recognises this





“Awkward...”

“Difficult...”

“Like a child...”

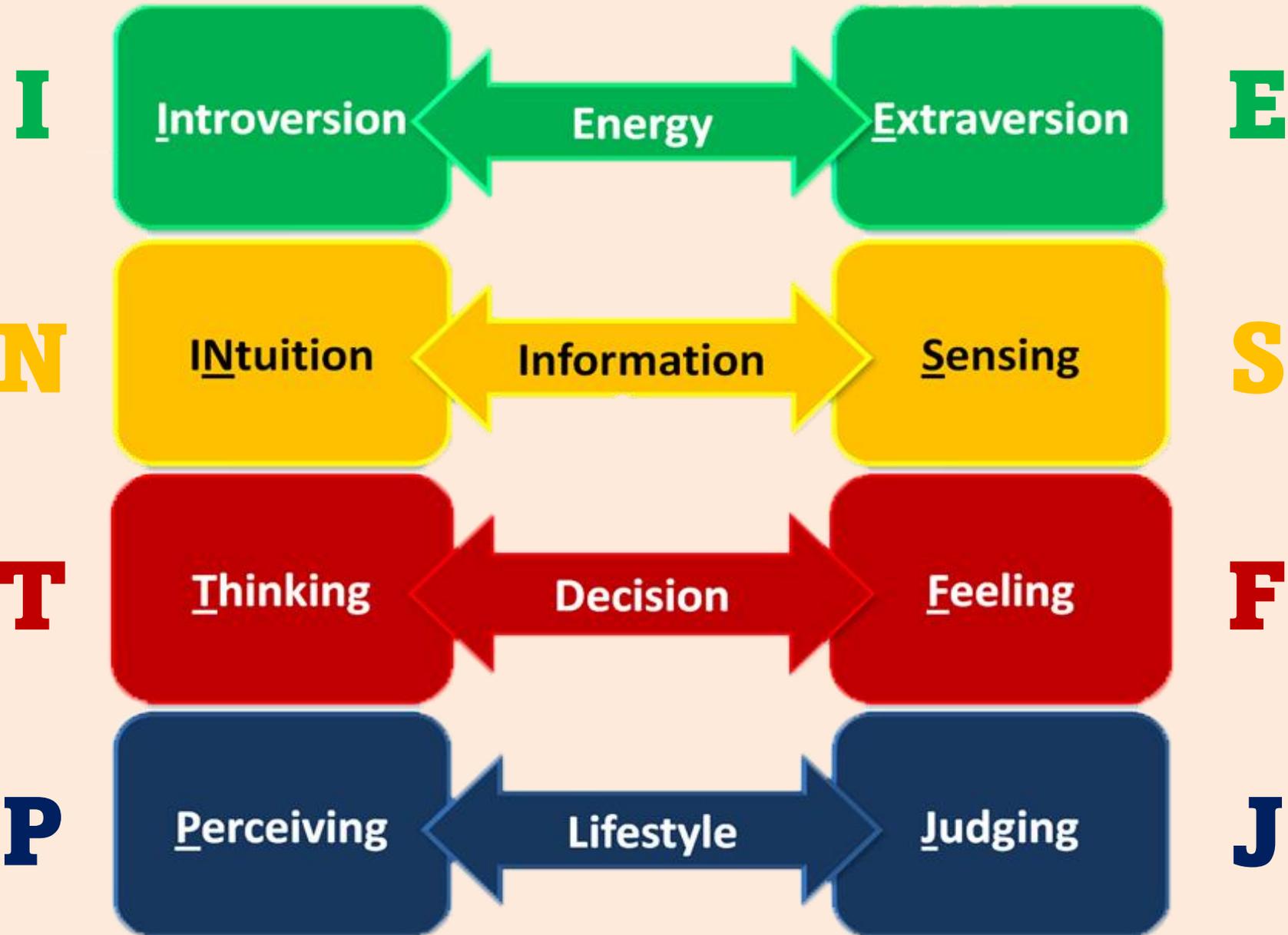


Meet Your Buddies!

Introduce yourselves and check boundaries

5 mins

Dichotomies

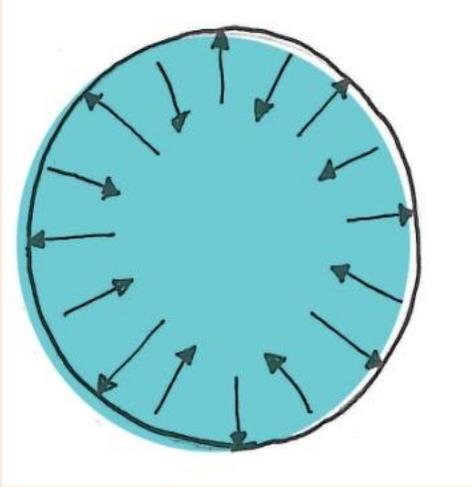


I



E

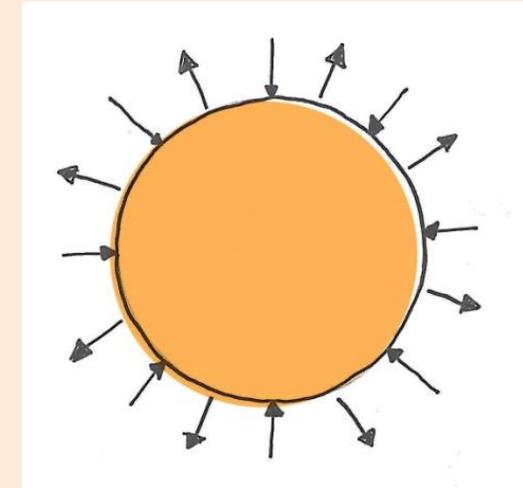




INTROVERTS

- Tend to think before acting
- Prefer to spend time on reflection
- Think things through (eg journey home)
- More contained when interacting
- Gain energy from concentration
- Have a depth of interest

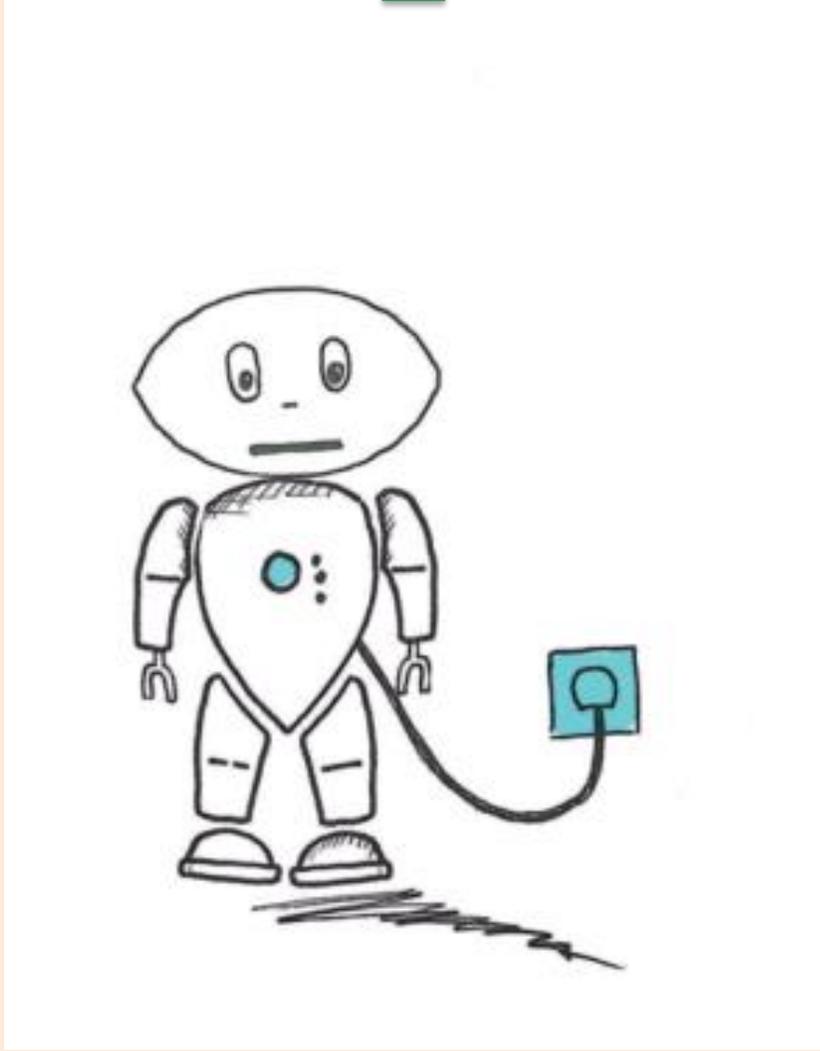
EXTRAVERTS



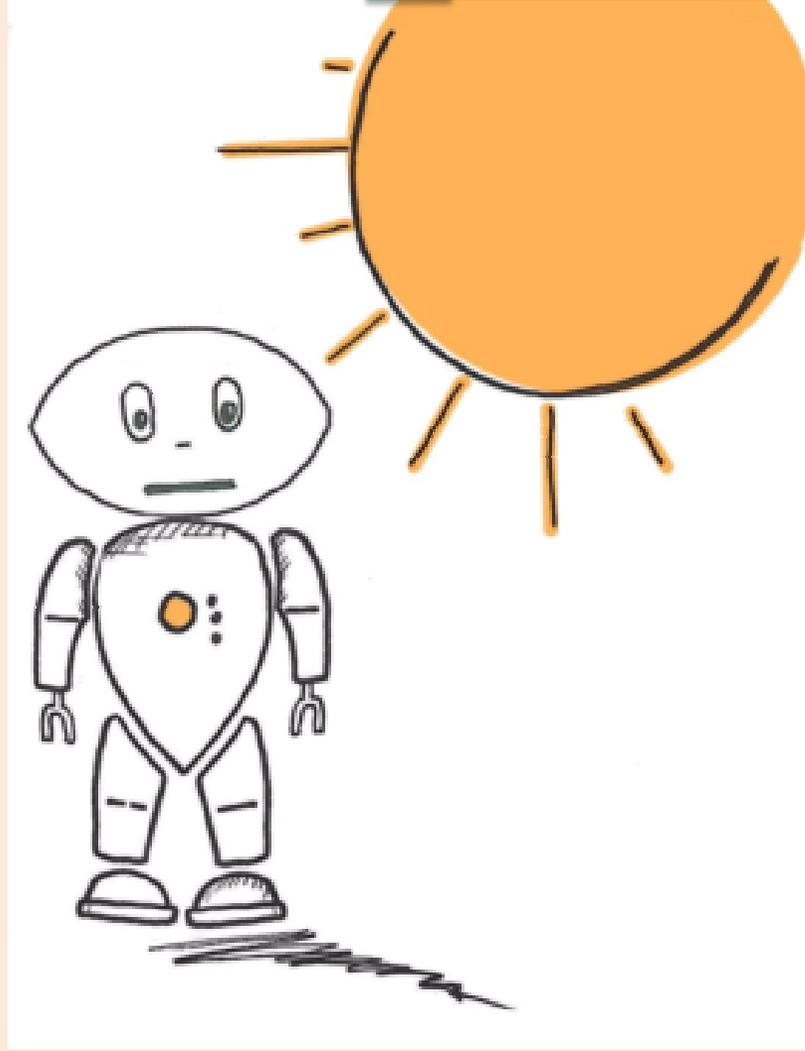
- Tend to act before thinking
- Prefer to get into action
- Talk things through
- More expressive when interacting
- Gain energy from interaction
- Have a breadth of interests

Remember, E-I is not about sociability or social confidence

I



E



THE FRUSTRATED INTROVERT



I need time to reflect –
don't rush me!

Roles Played in Groups

explore the power and
impact of group dynamics



pact-resources.co.uk

THE FRUSTRATED EXTRAVERT



I get energy from socialising

Introverts

We are not anti-social



We socialise differently



© 2016 Debbie Tug | WhereMyBubbles.com

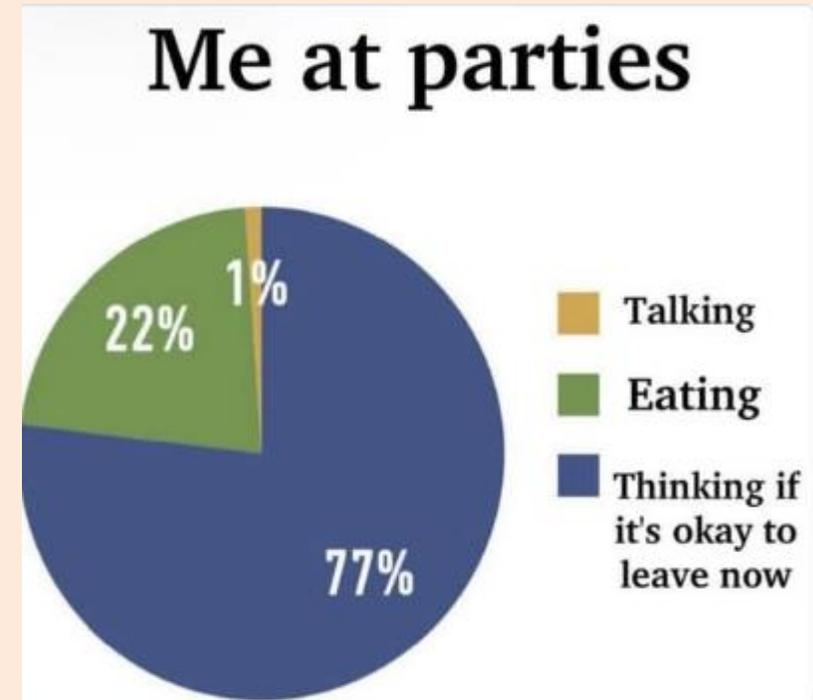
Quote by Susan Cain (www.scientificamerican.com/article/the-power-of-introverts)

Introverts and Social Events

“After an hour or two of being socially 'on', we Introverts need to turn off and recharge. My own formula is roughly two hours alone for every hour of socialising. This isn't antisocial. It isn't a sign of depression. It does not call for medication. For Introverts, to be alone with our thoughts is as restorative as sleeping, as nourishing as eating.

Our motto: 'I'm okay, you're okay – in small doses.’“

Jonathan Rauch, American author, journalist and activist



× I'M NOT ×
ANTI-SOCIAL
I'M SELECTIVELY SOCIAL

Group Discussions or Tasks

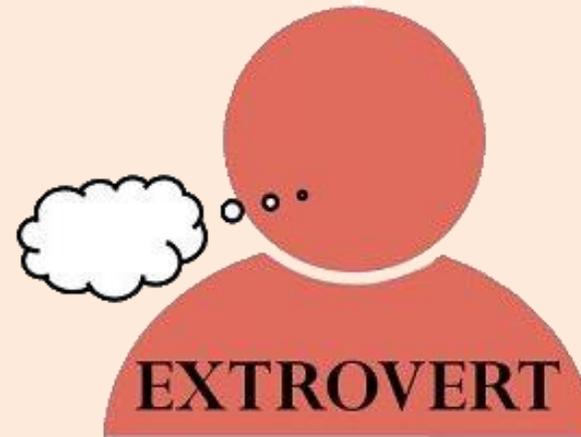
I

- Prefer to think things through before speaking (*“Don’t ask me first!”*)
- Need time to reflect before and during a meeting before expressing views
- Prefer it if people take turns to speak
- Think things through before getting into action – consider consequences and possibilities before diving in



E

- Like to talk things out (*“Choose me!”*)
- Need air time to discuss with others
- Work out what they think by talking
- Don’t mind several people talking at once
- Get into action quickly if given a task – try (talk) it out and reflect later before moving into action again



EXTRAVERT



"If you don't know what I'm thinking, you weren't listening!"

INTROVERT



"If you don't know what I'm thinking, you didn't ask me!"

In the Counselling Room

I Counsellors with E Clients

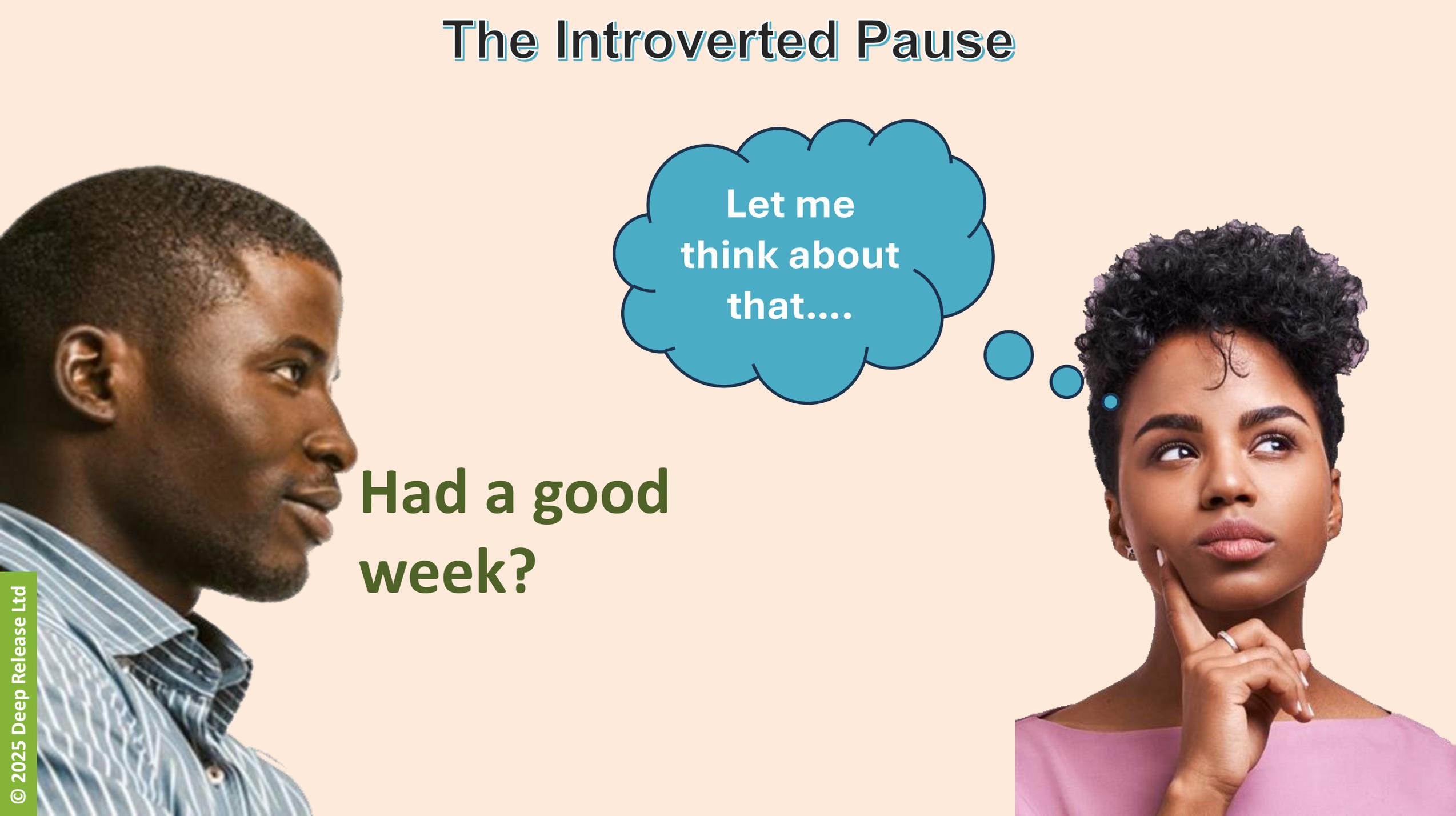
- Talk more than you are used to – they won't usually share your love of reflective silence and may try "mindreading"
- Let them dive right in and talk things out
- Understand when they are busy – your 'solutions' may not work, eg Mindfulness!
- Be warm and engaging
- Accept and encourage their enthusiasm

E Counsellors with I Clients

- Don't talk so much – they will need reflective space
- Don't interrupt
- Give them time warnings
- Don't put them on the spot and expect instant answers
- Don't push them to make lots of friends – your 'solutions' may not work



The Introverted Pause



Let me
think about
that....

**Had a good
week?**

Even Es need Downtime!



Ambiverts

An *Ambivert* finds both Extraverted and Introverted worlds satisfying and rewarding

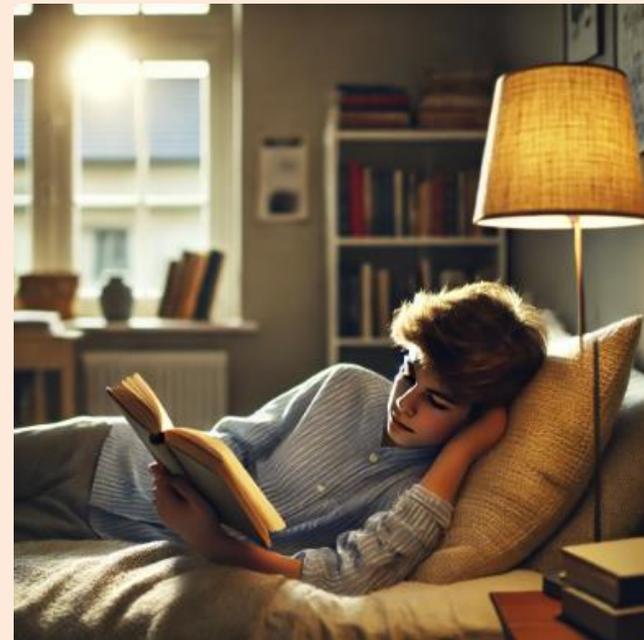


As we get older, we slowly migrate towards the centre of the continuum scale in most of our functions, as part of the self-actualisation process.

The majority of people, although slanted towards one side of the scale, use traits and preferences from both sides.

Childhood Messages and Culture

- US/Western European cultures support extraverted behaviours and skills
- Parents ‘worry’ about children who prefer to play alone, engage in a private dream world or read in their room...
- *“What are you doing, shutting yourself away in your room? Come and join in the fun!”*



Childhood Messages and Culture

But

- Extraverted children growing up in an introverted family may find themselves isolated
- Their natural extraversion may be disapproved of and discouraged from developing
- Being 'different' can present problems



SELF-ASSESSMENT TIME



Worksheet: deciding your best-fit type

Which do you prefer? How clear are you about your preferences?

	Very clear	Clear	Moderate	Slight	Moderate	Clear	Very clear	
E Energised by the outer world								I Energised by the inner world
S Focus on facts and practicalities								N Focus on patterns and meanings
T Decisions based on logic and objective analysis								F Decisions based on personal values and convictions
J Live outer life in a planned and organised way								P Live outer life in a spontaneous and flexible way

1. Initial self-assessment of type: **E or I** **S or N** **T or F** **J or P**

Worksheet: deciding your best-fit type

Which do you prefer? How clear are you about your preferences?

Very clear Clear Moderate Slight Moderate Clear Very clear

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S or N

T or F

J or P



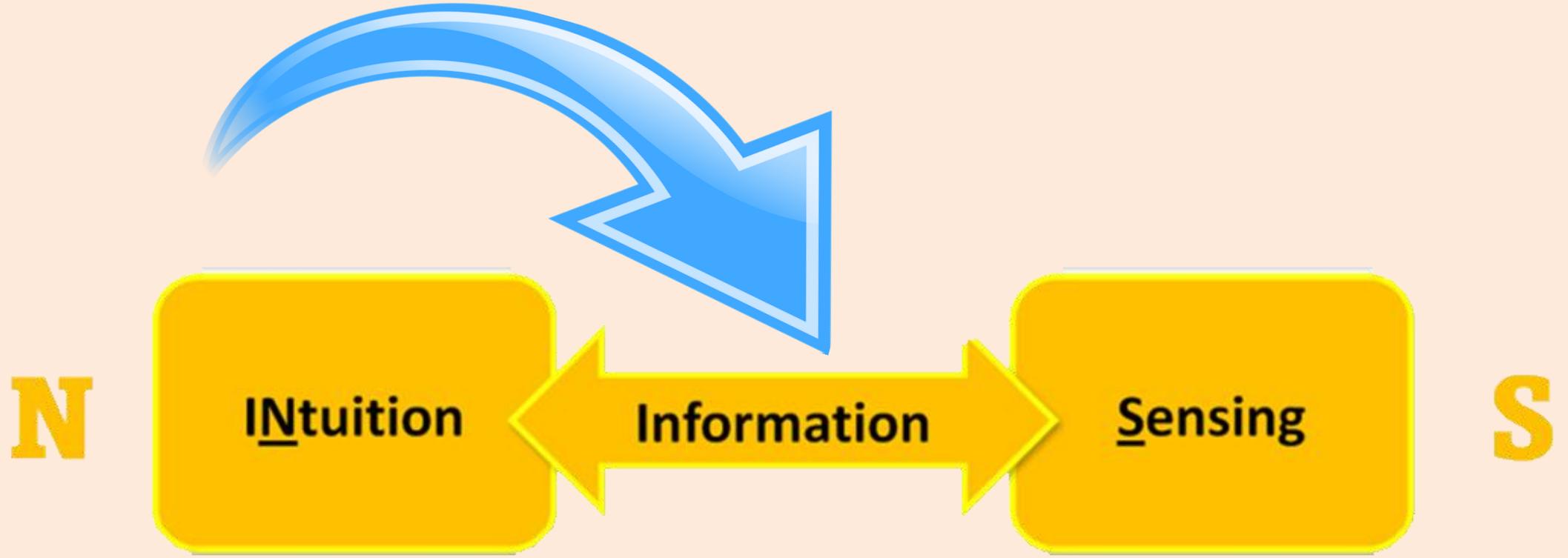
Buddy Group Discussion

- Do you relate more to being an E or an I?
- Does the difference explain some of your feelings about social events and groups?

15 mins



5:00





Draw what you can remember



5:00

Intuition (N) or Sensing (S)

N

- Focus on the 'big picture' and possibilities
- Value imaginative insights – look beyond the surface
- Like the abstract and theoretical
- See patterns and meanings in facts

S

- Focus on what is real and actual, in the present moment
- Seeing, touching, observing
- Like things concrete, notice detail
- Observe and remember specifics

Zoom
OUT....



Zoom
IN....





Intuition (N) or Sensing (S)

N

S

- Enjoy anticipating the future
- Stimulated by ambiguity
- Trust inspiration
- Often dislike routine

- Enjoy the present
- Trust experience – why change things?
- Don't mind routine
- Value practical application



Tasks

IKEA Job Interview



- Prefer to improvise and try out different ways of doing things
- Find it hard/de-energising to stick to, or even take in, detailed and concrete instructions for how to carry out a task

*Where can I get more information about this?
How will this apply to me in my everyday life?*

S



- Like to have clear and concrete instructions when carrying out a task
- Facts, details and information

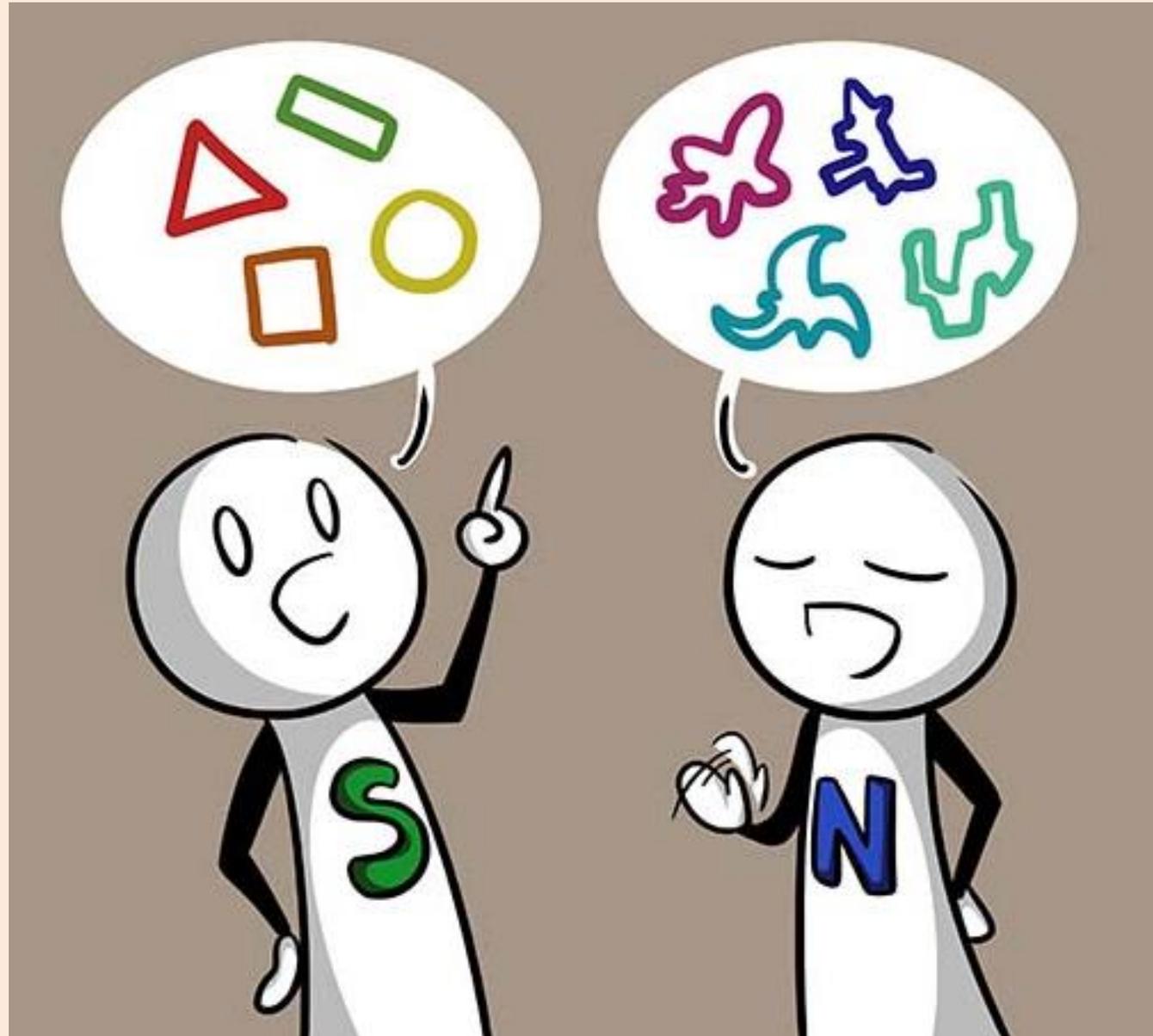
In the Counselling Room

My last counsellor was really good – she did lots of artwork with me. It was really helpful.

What qualifications have you got?

How many years have you been practising?

How many sessions will I need?



I'd like to be less fearful, more able to cope in groups, I'd love to get married...

My last counsellor was person centred – can we do something different?



N – Big Picture, possibilities



S – Detail, can touch and see

Education

- In order to do well, you often have to suppress your preferences to meet the requirements of the system
- Those with a preference for Intuition often report being criticised for being 'messy', daydreaming and not following the rules.



SELF-ASSESSMENT TIME



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1. Initial self-assessment of type: **E or I** **S or N** **T or F** **J or P**



Buddy Group Discussion

- Do you relate more to being an N or an S?
- How did you get on with the picture?
- How are you with flatpack furniture?!
- 15 mins

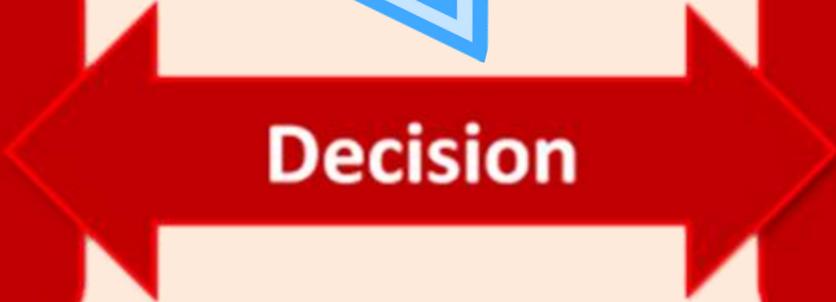


5:00



**Questions
Comments
Discussion**

T



F



Thinking (T) or Feeling (F)

Logic

Objective

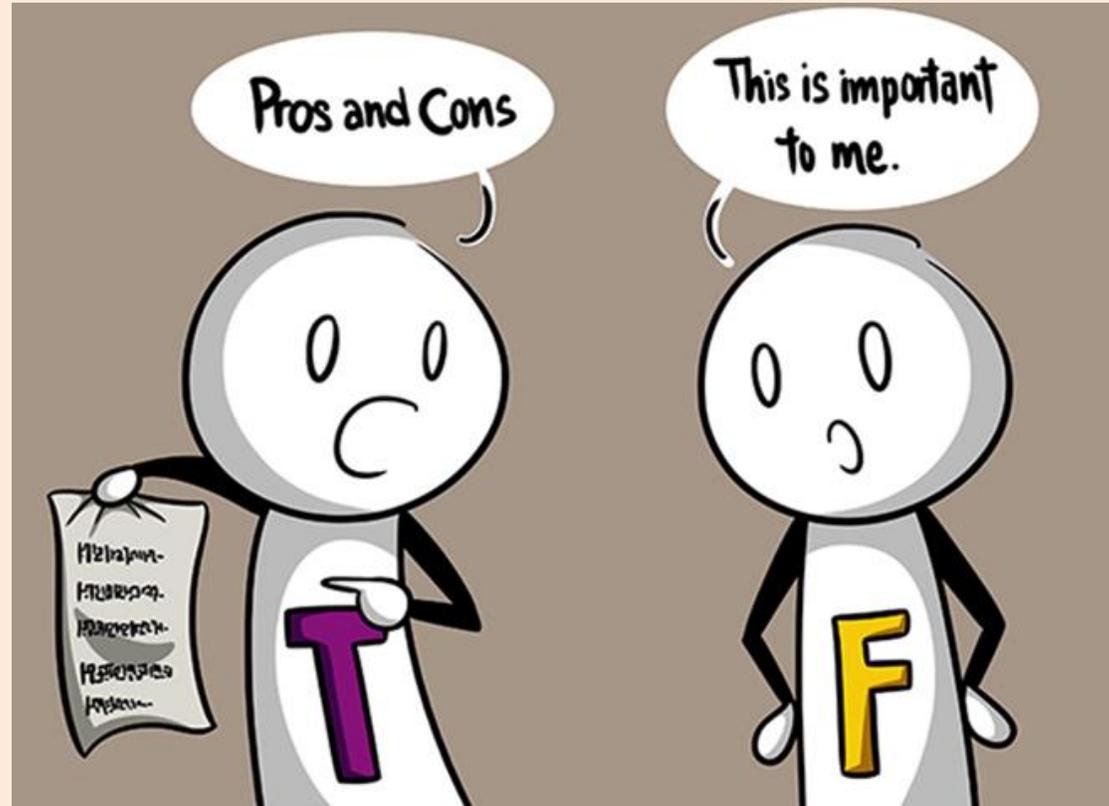
Frankness

Truth

Justice

Critique

Task-oriented



Values

Personal

Tactfulness

Love

Mercy

Praise

People-oriented

Making Decisions

T



Makes decisions by stepping out of the problem to be objective

F



Makes decisions by stepping into the problem to be compassionate

Giving Feedback

T

Typically offer feedback in the form of constructive criticism; like to focus on improvement and offer a critique in order to achieve a higher standard

F

Typically offer support and appreciation when you give feedback; prefer to focus on what they like about what someone has done





*Strictly
Come
Dancing*



Thinking (T) or Feeling (F)



Where do you *start*
your decision-making
journey?

Thinking (T) or Feeling (F)



You receive a call from your next door neighbour saying she's just arrived home to find they have been burgled and can you go round...

What is your most natural way of helping her?



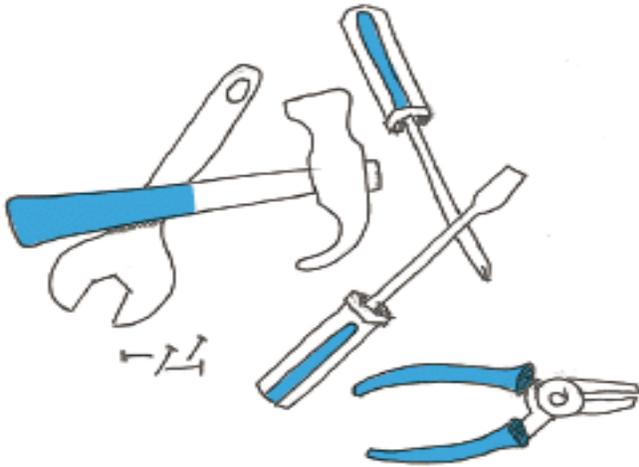
What do you do first?

T or F in the Counselling Room

Clients with a preference for **THINKING** are likely to want ideas, solutions and logical thinking from you. How are you going to 'fix it' for them?



They may think it strange when you talk about your "relationship". They want some answers!



CBT – Solution Focused Therapy?

Clients with a preference for **FEELING** will appreciate a warm relationship and are likely to ask about you, and your experiences.

They are likely to want you to 'get on', agree on things and hopefully become friends.



Relational / Person Centred?

SELF-ASSESSMENT TIME



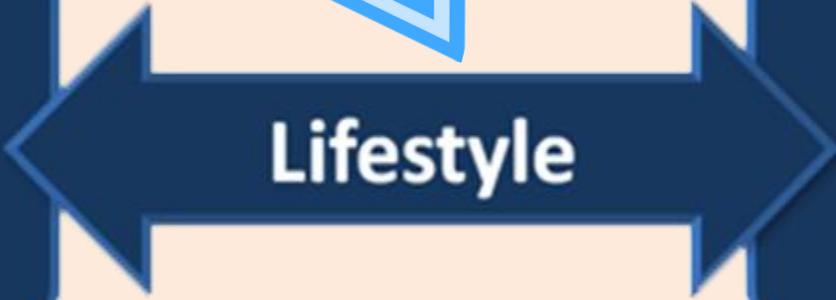
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1. Initial self-assessment of type: **E or I** **S or N** **T or F** **J or P**

P



J



A Weekend Away – which is you?

- You create a detailed itinerary with activities planned for each day, including reservations, restaurants and transport
- You research hotels, compare prices and book accommodation in advance
- You make sure everyone has a copy of the schedule (Excel spreadsheet is best)

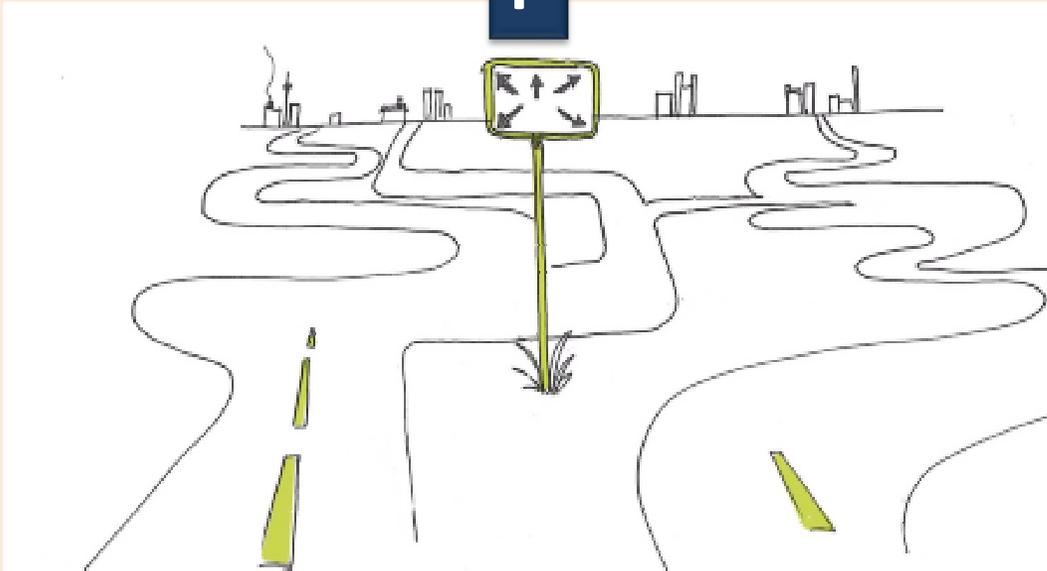
- No last-minute changes allowed
- A practice pack is desirable for longer breaks away



- You get a map of the UK out, close your eyes, and randomly stick a pin in the map to decide your destination
- You make a provisional overnight booking for the first night only

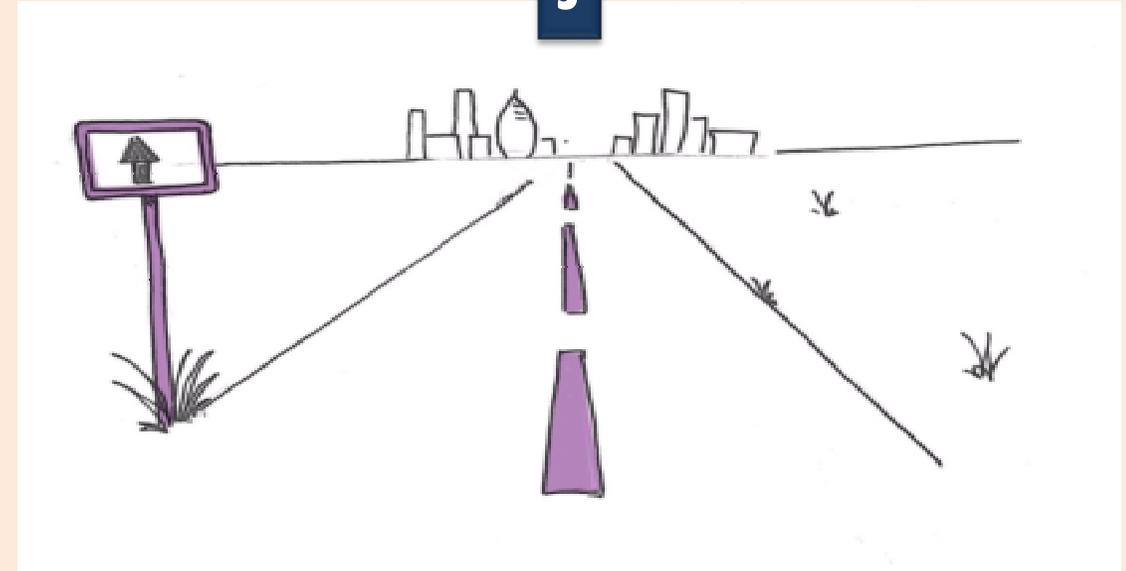


P



- Keep a range of **options** open
- Remain flexible
- Respond to emerging information
- Prefer to go with the flow
- Prefer to be spontaneous

J



- Like to come to **closure**
- Make plans
- Act in a controlled way
- Prefer to act within a structure
- Prefer to schedule activities

Remember, Judging isn't 'judgmental' and Perceiving isn't 'perceptive'

Tasks

P

- like to keep options open
- enjoy the process but no decision before its time
- energised by last-minute time pressures and possible changes



J

- like to get things decided
- scheduled and organised
- enjoy decision-making and planning
- dislike working under time pressure



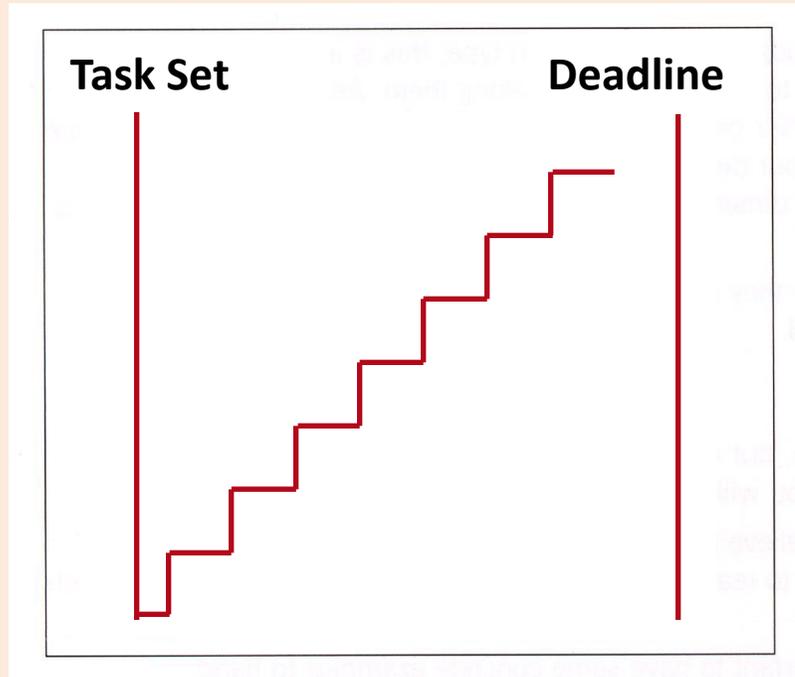


WHAT'S IN YOUR FRIDGE?

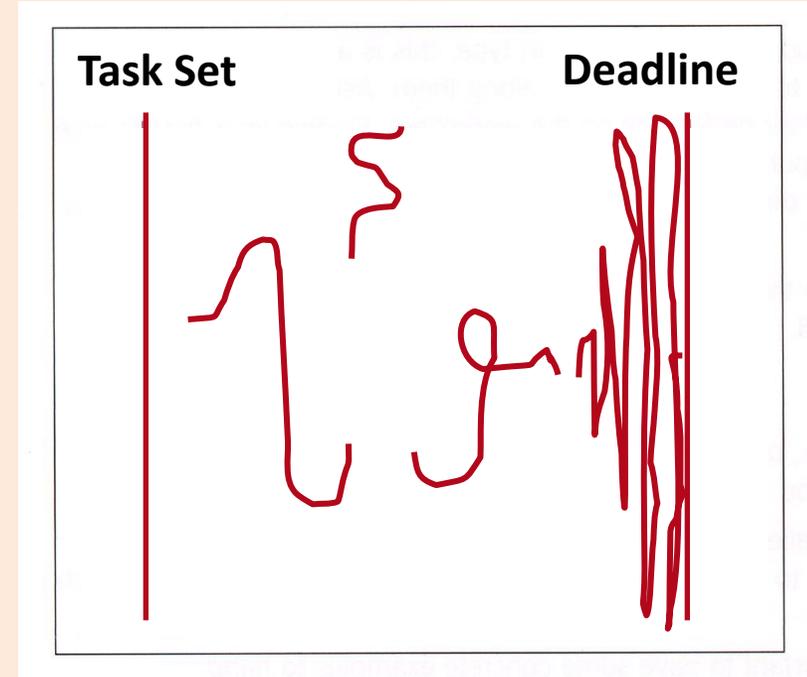


Meeting Deadlines

J



P



Typical J clients' approach to counselling

- How many sessions will I need?
- Let's put dates in the diary for the next 6 sessions
- Will you send me stuff to prepare for each session?
- Where will I wait if I arrive early?



Typical P clients' approach to counselling

- Can you text me to remind me of the session?
- I'm happy just to go with the flow – whatever comes up.

JUDGING (J) OR PERCEIVING (P)

SELF-ASSESSMENT TIME



Worksheet: deciding your best-fit type

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TYPE DYNAMICS

Characteristics frequently associated with each type

ISTJ

Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work towards it steadily, regardless of distractions. Take 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, 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. Analyse what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organise 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. Organise 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-to-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.

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. Organised and decisive in implementing their vision.

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, organise a job and carry it through. Sceptical and independent, have high standards of competence and performance – for themselves and others.

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.

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. Sceptical, sometimes critical, always analytical.

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 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.

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 organisational 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.

If you are 100% on the Midline...
you are an INFP



Buddy Groups

- Explore your reactions to the T-F and J-P differences!
- How do you feel about the opposite type?
- Does this cause conflict in any of your relationships?

20 mins

Every person's path is determined by a variety of factors eg:

- **Cultural values and expectations**
- **Family norms and expectations**
- **Education**
- **Life events**

Each of these above factors tends to support or inhibit a person's development in the first half of life.





5:00



**Questions
Comments
Discussion**



Buddy Groups

- Time to say goodbye
- Share details if you wish to keep in touch

5 mins

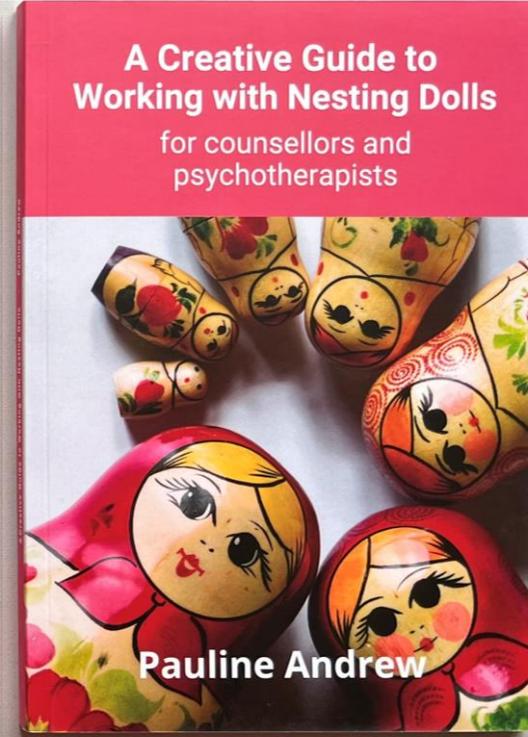
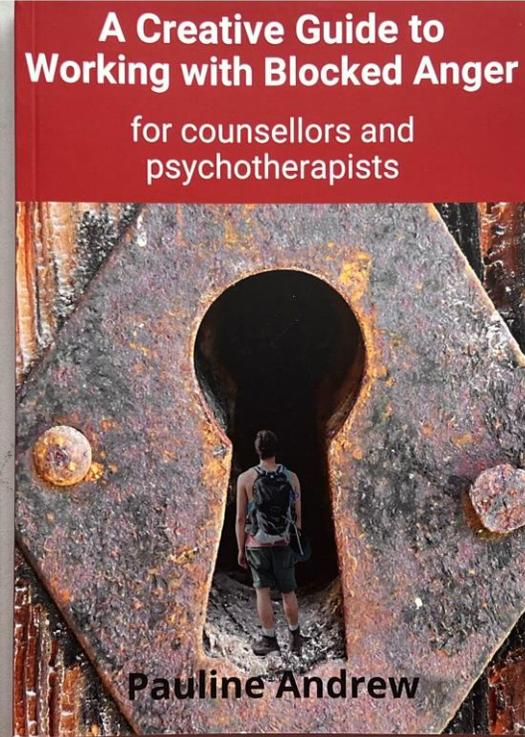
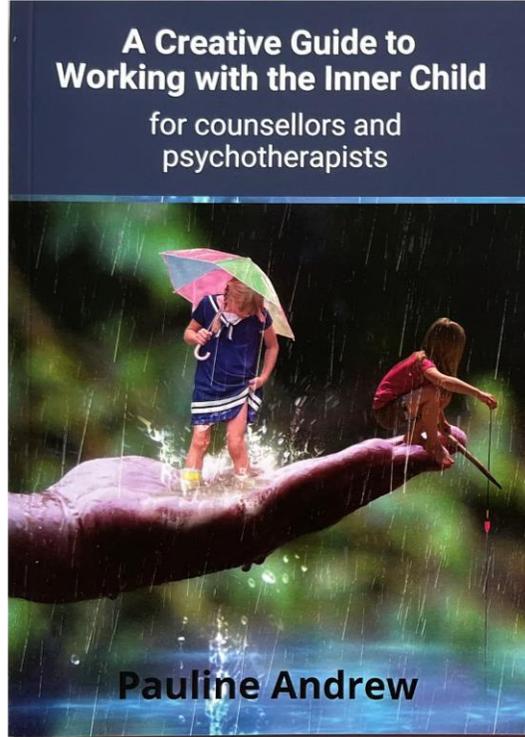


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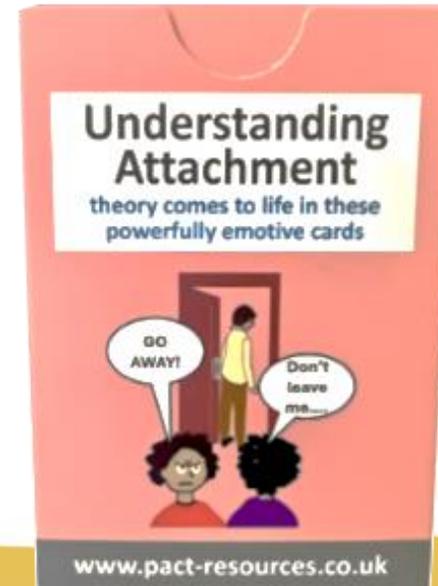
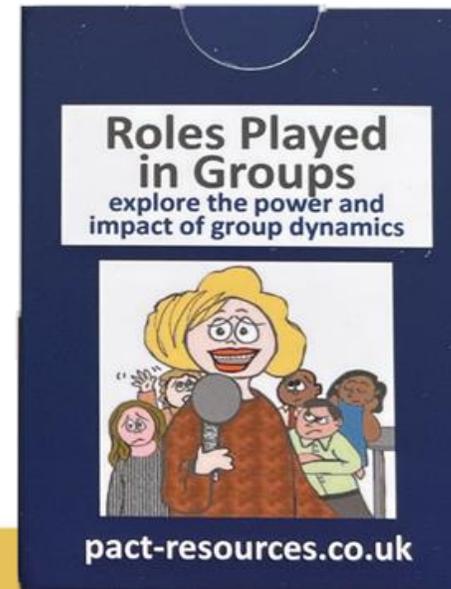
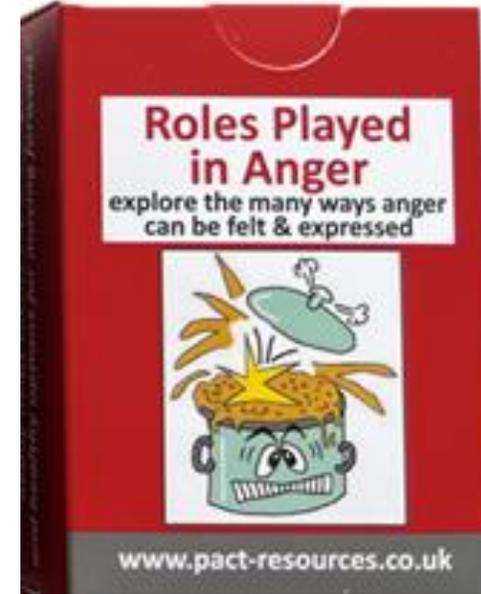
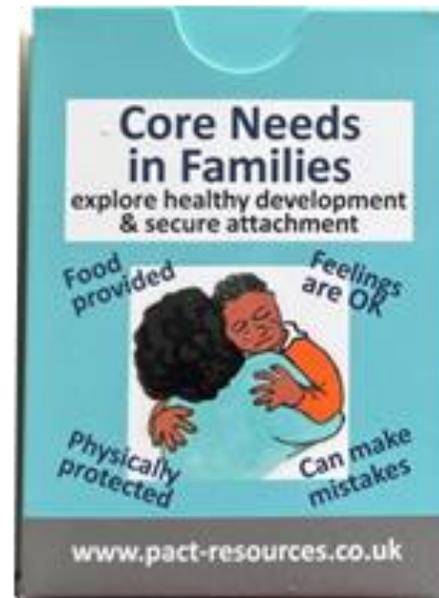
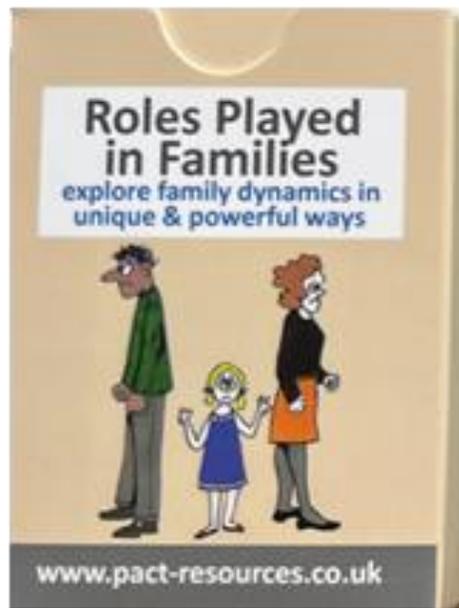
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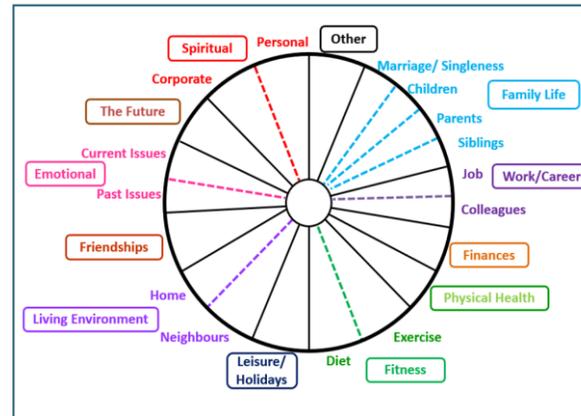
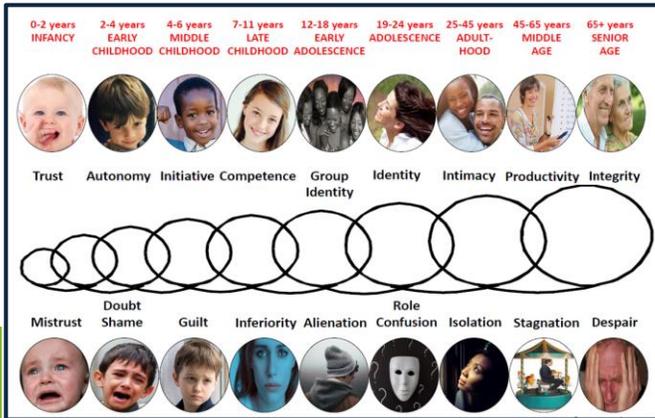
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