

Understanding Personality Types



AnthemEAP

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Learning Objectives

- Gain a practical understanding of Jungian Personality Types
- Raise awareness about how personality types impact our behavior
- Identify your own personality type preferences
- Learn how to use type preference as an energy management tool and to enhance interpersonal communication

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Do You Ever...

Take a trip without an itinerary?
Or...
Plan your vacation months in advance?

Feel exhausted by lots of conversation?
Or...
Get recharged by talking to friends?

You have experienced a personality type

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About Personality Types

They are based on the work of Swiss psychologist and psychiatrist, Dr. Carl Jung
Dr. Jung identified eight personality types based on whether someone was an introvert or an extrovert
You can determine your personality type through instruments such as the Myers-Briggs Type Indicator (MBTI)

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What Are Personality Types Based On?

Two attitudes of personality
◦ Introversion
◦ Extroversion
AND
The functions by which we experience the world
◦ Where we place our attention/get energy
◦ How we gather information
◦ How we make decisions
◦ How we relate to the world

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Similar to Handedness

Quick Exercise:
◦ Sign your name with your preferred hand
◦ What did that feel like?
◦ Now, switch hands
◦ How was that?



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Where We Place Our Attention/Get Energy

<p>Extraversion</p> <ul style="list-style-type: none"> ◦ Externally focused ◦ People and objects ◦ Oriented toward action ◦ Communicate through talking ◦ Speaking facilitates thinking ◦ Broad interests 	<p>Introversion</p> <ul style="list-style-type: none"> ◦ Internally focused ◦ Concepts and ideas ◦ Oriented toward thought ◦ Communicate through writing ◦ Thinking, then speaking ◦ Few, deep interests
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Managing Your Energy

Notice what gives you energy and what drains your energy
Make informed choices about how to replenish it

<p>Extraversion Preference</p> <ul style="list-style-type: none"> ◦ If you are working alone all day, you may need interaction with others ◦ You may benefit from physical activity 	<p>Introversion Preference</p> <ul style="list-style-type: none"> ◦ If working with others all day, you may need time alone ◦ You may benefit from reading or listening to music
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How We Gather Information

Jung called this: Perceiving

<p>Sensing</p> <ul style="list-style-type: none"> ◦ What is really happening? ◦ Like facts and concrete information ◦ Focus on specifics, data ◦ Make their case carefully ◦ Have faith in experience 	<p>Intuiting</p> <ul style="list-style-type: none"> ◦ What does it mean? ◦ Imaginative ◦ Follow their gut ◦ Reach conclusions quickly ◦ Faith in inspiration
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Clues: What You May Hear

<p>Sensing Preference</p> <ul style="list-style-type: none"> ◦ "What data do we have?" ◦ "Do we know the cost?" ◦ "What worked well last time?" 	<p>Intuiting Preference</p> <ul style="list-style-type: none"> ◦ "What is happening here?" ◦ "What trends do we see?" ◦ "What other ideas do we have?"
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How We Make Decisions

Jung called this: Judging

<p>Thinking</p> <ul style="list-style-type: none"> ◦ Step back ◦ Critique the situation ◦ Apply logic ◦ Look for objective truth 	<p>Feeling</p> <ul style="list-style-type: none"> ◦ Identify with others ◦ Look at values ◦ Assess effect on others ◦ Create harmony
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Clues: What You May Hear

<p>Thinking Preference</p> <ul style="list-style-type: none"> ◦ Leads off with: "I think..." ◦ "How can we approach this logically?" ◦ "What are the outcomes?" 	<p>Feeling Preference</p> <ul style="list-style-type: none"> ◦ Leads off with: "I feel..." ◦ "Does this coincide with our values?" ◦ "How will this touch lives?"
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Relating to the World

(Added by Myers and Briggs)

<p>Judging</p> <ul style="list-style-type: none"> ◦ Enjoy planning ◦ Like to have things scheduled ◦ Value closure ◦ Like getting things done 	<p>Perceiving</p> <ul style="list-style-type: none"> ◦ Enjoy flexibility ◦ Like to leave things open-ended ◦ Will change course ◦ Last-minute is fun
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Clues: What You May Hear

<p>Judging Preference</p> <ul style="list-style-type: none"> ◦ "Let's check our calendars" ◦ "New information? But I already wrote up the report!" ◦ "We're going to be late!" 	<p>Perceiving Preference</p> <ul style="list-style-type: none"> ◦ "Let's just go!" ◦ "New information? That's so interesting!" ◦ "We have plenty of time"
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Let's Review

Functions

- Where We Focus Attention/Get Energy
- How We Gather Information
- How We Make Decisions
- How We Relate to The World

<p>Your Preferences</p> <ul style="list-style-type: none"> ◦ Extraversion or Introversion ◦ Sensing or Intuiting ◦ Thinking or Feeling ◦ Judging or Perceiving 	<p>Other People's Preferences</p> <ul style="list-style-type: none"> ◦ Extraversion or Introversion ◦ Sensing or Intuiting ◦ Thinking or Feeling ◦ Judging or Perceiving
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Put It Into Practice

For Yourself:

Using Type insights about yourself, what would you like to:

- Keep / Stop / Change?
- In what scenarios?

In Relationship to Others:

Using Type insights about others, what would you like to:

- Keep / Stop / Change?
- In what scenarios?

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QR CODE FOR EVALUATION



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THANK YOU FOR PARTICIPATING!

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