

MBTI Best Fit

(Identifying Your Best-Fit Personality Type)

Point of This Assignment: 1) To ensure that you understand the four ways of looking at personality. 2) To ensure that you have chosen your true best-fit personality type. 3) To offer tips to help you use this information in life, school, and career.

You will have four different ways of looking at your personality type. Review the information provided. If you disagree with your results, you are expected to figure out which of the 16 personality types does actually fit you, and fill out this assignment based on what DOES fit, rather than your reported type.

They all must point to the same letter code – if they don't then something is wrong.

When you find the one type that truly fits you, all four of these indicators, will point to same 4-letter type code.

Step 1: Determine Your Temperament:

Review the “Temperament Descriptions” Sheet. What is your Temperament?

- ➔ **Artisan** (ESTP, ESFP, ISTP or ISFP)
- ➔ **Guardian** (ESTJ, ISTJ, ESFJ or ISFJ)
- ➔ **Idealist** (ENFJ, INFJ, ENFP or INFP)
- ➔ **Rational** (ENTJ, INTJ, ENTP or INTP)

My Temperament is: _____

Give some reasons (including examples that match the description of that temperament from this sheet) of why you think this is your true Temperament.

Step 2: Determine Your Four MBTI Preferences:

Review your “MBTI Form M Report Form” results. What is “Your Reported Type”? _____

Do you agree with this? Yes / No

- **If yes, finish filling out this report.**
- **If No, then take the time to figure out which type best fits you**
 - Review Step 5 below
 - See the back sheet “MBTI Form M Report Form” for brief descriptions of each type.
 - See me if you still need help with this process

Once you feel you know your four preferences, review the detailed descriptions from “Introduction to Type and Learning” (Pages 25-57) that describes your personality type.

- | | | | |
|----------------------|----------------------|----------------------|----------------------|
| ➔ <u>ESTP</u> | ➔ <u>ESFP</u> | ➔ <u>ISTP</u> | ➔ <u>ISFP</u> |
| ➔ <u>ESTJ</u> | ➔ <u>ESFJ</u> | ➔ <u>ISTJ</u> | ➔ <u>ISFJ</u> |
| ➔ <u>ENFJ</u> | ➔ <u>ENFP</u> | ➔ <u>INFJ</u> | ➔ <u>INFP</u> |

→ ENTJ → ENTP → INTJ → INTP

My four-letter MBTI code is: _____ ←

Give some reasons (*including examples that match the description of that 4-letter type from the booklet*) of why you think this is your true personality type.

Step 3: Determine Your Dominant Function:

Review the “Jungian Function Descriptions” handout. What is your Dominant (*strongest*) Function?

- **Sensing** (*Extraverted: ESTP or ESFP / Introverted: ISTJ or ISFJ*)
- **Intuition** (*Extraverted: ENTP or ENFP / Introverted: INTJ or INFJ*)
- **Thinking** (*Extraverted: ENTJ or ESTJ / Introverted: INTP or ISTP*)
- **Feeling** (*Extraverted: ENFJ or ESFJ / Introverted: INFP or ISFP*)

My Dominant Function is: _____ ←

Give some reasons (*including examples that match the description of that Dominant Function from the HANDOUT*) of why you think this is your true dominant function.

Step 4: Determine Your Decision-Making Style (*Career/Educational Options*)

Review handout, “Personality-Based Career Decision-Making Styles”. Identify your personal style

- **Mountain Climber (EJ)** (*ENTJ, ENFJ, ESTJ or ESFJ*)
- **Bungee Jumper (EP)** (*ENTP, ENFP, ESTP or ESFP*)
- **Computer (IJ)** (*INTJ, INFJ, ISTJ or ISFJ*)
- **Wanderer (IP)** (*INTP, INFP, ISTP or ISFP*)

My Decision-Making Style is: _____ ←

Give some reasons (*including examples that match the description of that Decision-Making Style from the handout*) of why you think this is your true decision-making style.

Step 5: Make sure that all four ways of looking at personality type point to the same four-letter code.

Go back over Steps 1 through 4, and identify the four-letter code(s) that match your choices. Determine if all four steps point to the **same** four-letter code.

- If yes, finish filling out this report.
- If No, then take the time to figure out what does not fit.
 - First identify if you are sure on anything (*Temperament, a particular preference, Dominant Function, or a Decision-Making Style*). Being able to identify what DOES fit will eliminate several others.

MBTI Best-Fit (*Mt. SAC*)

- Then identify where you are still unsure. Identify which items you are questioning. Underline or highlight those descriptors that do fit.
- If necessary spend a few days (but no more) processing the information.
- Also keep in mind that “Perceiver” personality types (*ESTP, ISTP, ESFP, ISFP, ENTP, INTP, ENFP, INFP*) sometimes have a difficult time determining best-fit type because for some, the thought of having to choose one best-fit type makes them feel confined and as if someone is trying to “put them in a box.” Consequently, they tend to want to resist “being put in a box,” and therefore have difficulty deciding which type fits them best. Could this be why you are not sure? If so, you just need to accept the discomfort that goes with making that decision.
- Once you determine what DOES fit, go back and be sure that all four steps above do fit.
- If you still are unsure, then it is important to ask for help.
- Example of determining that all four steps lineup:
If questioning S/N preference, ask what is #1 – (*i.e. Rational = ENTJ – not ESTJ*)
If questioning J/P preference, ask what is #2 – (*i.e. Judging = ENTJ – not ENTP*)
If questioning T/F preference, ask what is #3 – Thinking = ENTJ – not ENFJ
If questioning E/I preference, ask what is #4 – Mountain Climber = ENTJ – not INTJ
All point to ENTJ as the best-fit type.

Once you have determined all four steps point to the same four-letter personality type, Give some reasons including examples, of why you think this is your true (best-fit) type?

Has your environmental shaping forces (*upbringing, culture, job, school, role as parent, etc.*) **supported (encouraged)** or **constrained (suppressed)** your natural (best-fit) preferences. Give some example(s) to explain your response.

Read the pages in the booklet, “**Introduction to Type and Learning**” that describes your personality type (Pages 25-57). For each type, there are some suggestions on learning styles and strategies, and interaction styles for dealing with instructors and other learners.

Identify between two to five examples of the **Learning STYLES** for your personality type:

Identify between two to five tips for **Learning STRATEGIES** that look like something you may want to try:

Extra Credit:

Go to the Library – Reserve Desk. Ask to check out (*in-house, for 2-hours only*) one of two books that I put on reserve, 1) “Do What You Are” or 2) “What’s Your Type of Career”. For each type, there are some suggestions for careers that people with your personality type have proven to find satisfying. Find the pages for your personality type. Photocopy and read the pages. Identify between two to five careers that look like something you may want to learn more about:

Test your understanding:

What is the main point of this assignment?

Why were you expected to do this exercise?

What type of person would need to do this exercise?

How well do you fit the profile of the person for whom this assignment was created?

Reflection: (*Write down your response after completing this assignment.*)
