



# PersonalityPathways

exploring personality type & its applications

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## What is your Myers Briggs Personality Type?



### So what do all those cryptic MBTI code letters mean?

Before taking our informal online **Personality Test** (the Cognitive Style Inventory) to verify your **Myers-Briggs** personality type . . . know that the best way to understand your personality or psychological type is to take an official **MBTI®** ( **Myers-Briggs Type Indicator** ) instrument from a professional who has met the standards necessary to be "qualified" to administer the test. An excellent resource for "qualified" persons is the **Association for Psychological Type**. Through their web site at [www.apptinternational.org](http://www.apptinternational.org) you can learn about APT chapters and members in your area.



**Background of the MBTI ®**  
 Over the sixty years since its inception in 1943, the MBTI or Myers-Briggs Type Indicator ® has evolved and been perfected through continual test research and development of ever more accurate questions. Many, many millions of people have taken the test (actually the Indicator is an inventory or psychological instrument rather than a test - as a test suggests right and wrong answers. **All** answer choices in the MBTI are equally desired). The MBTI research data base is huge. The subtle enhancements to recently released "M" edition of the inventory were the product of a landmark normative study involving thousands of people and over two years of work by a team of experts in the field of psychometrics (psychological testing).


Since it is considered a breach of professional ethics to administer an MBTI ® without person-to-person follow-up verification by a qualified practitioner, none of the "type" inventories on the Web are the "real thing." Yet the Web is replete with "inventories" that purport to measure personality type, psychological type or the 16 MBTI ® types (like the David Keirsey type-temperament indicator)! Besides only being approximations of the "real thing," I am aware of none that have met commonly accepted psychometric standards for reliability and validity. Bottom-line. While every inventory has room for improvement, the genuine MBTI is the "gold standard."

Recently, the instrument publisher, CPP, Inc. (formerly Consulting Psychologists Press), has developed an online system for administering several inventories (including the MBTI ®) called the SkillsOne system. Although online providers exist, to my knowledge the publisher has yet to make available a directory that lists those who are trained & qualified to administer the new online version of the MBTI ® instrument.

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- [Get an Introduction to Myers-Briggs Personality Type](#)
- [What is your Myers-Briggs Personality Type?](#)
- [Verifying your MBTI ® Type?](#)

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**Introduction to the Cognitive Style Inventory**

This modest self-scoring inventory is **Not** a substitute for taking an MBTI ®. It is simply an introduction to *personality type* or *psychological type*. We hope it whets your appetite for learning more about the Myers and Briggs model of personality development and its message of increased human understanding.

The Style Inventory will allow you to *approximate* what are your MBTI Type preferences. After determining your 4 Type letters, you can jump to a number of links we have provided to help you get acquainted with the characteristics and indicators of the 16 types and verify if your type, as determined by this "unscientific" survey, seems to "fit" or not.

-- Ross Reinhold, INTJ

**NOTICE**

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**Cognitive Style Inventory©**  
 most recent revision 12/12/06 - Ross Reinhold, INTJ  
[www.PersonalityPathways.com](http://www.PersonalityPathways.com)

Determining one's natural Myers-Briggs type or cognitive style is frequently complicated by our life-long learning experiences. The classic question is: " Am I this way because I learned it or is this just the way I am?"

In reviewing the comparisons in our inventory, you may find yourself drawn equally to opposing choices. In such cases I suggest you try to think back to **how you were** before the age of 12 or even younger if you can recall. The rationale for this suggestion is the fact that by the time we are 3 years old, the core of our cognitive organization is well-fixed. . . although the brain continues to allow some plasticity until puberty.

After the onset of puberty, our adult learning begins to overlay our core personality - which is when the blending of *nature* and *nurture* becomes more evident. For some people, this "learning" serves to strengthen what is already there, but with others it produces multiple faces to personality. Discovering or rediscovering this innate core of yourself is part of the journey of using personality type to enrich your life.

Each of the four questions of the CSI inventory has two parts. The first part is a general description of the preference choices. The second part is a list of paired statements. Use **both** parts to form your opinion on your more dominant preference.


**Q1. Which is your most natural energy orientation?**

Every person has two faces. One is directed towards the **OUTER** world of activities, excitements, people, and things. The other is directed inward to the **INNER** world of thoughts, interests, ideas, and imagination.

While these are two different but complementary sides of our nature, most people have an innate preference towards **energy** from either the OUTER or the INNER world. Thus one of their faces, either the **Extraverted** (E) or **Introverted** (I), takes the lead in their personality development and plays a more **dominant role** in their behavior.

<b>Extraverted Characteristics</b>	<b>Introverted Characteristics</b>
<ul style="list-style-type: none"> <li>• Act first, think/reflect later</li> <li>• Feel deprived when cutoff from interaction with the outside</li> </ul>	<ul style="list-style-type: none"> <li>• Think/reflect first, then Act</li> <li>• Regularly require an amount of "private time" to recharge</li> </ul>

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**Introductory Articles on the MBTI and Personality Type**

**Introduction to the MBTI® and Personality Type**  
By Ross Reinhold, INTJ

**About the MBTI®**  
By Peter Geyer, INTP

**Intro to the 16 types**  
By Danielle Poirier, INFP

**Type Dynamics: Interpreting the MBTI® Personality Type Code**  
Ross Reinhold, INTJ

**Master Index of Articles on Personality Type and Carl Jung's model of Psychological Type**

**Articles on Applications of the MBTI and Personality Type**

**Facets of Type: Activities to Develop the Type Preferences**  
By Margaret Hartzler, ENFJ & Garry Hartzler, ENTJ



**ATTACHED** and somewhat global manner, based on likes/dislikes, impact on others, and human and aesthetic values. It is our subjective nature.

While everyone uses both means of forming conclusions, each person has a natural bias towards one over the other so that when they give us conflicting directions - one side is the natural trump card or tiebreaker.

Thinking Characteristics	Feeling Characteristics
<ul style="list-style-type: none"> <li>• Instinctively search for facts and logic in a decision situation.</li> <li>• Naturally notices tasks and work to be accomplished.</li> <li>• Easily able to provide an objective and critical analysis.</li> <li>• Accept conflict as a natural, normal part of relationships with people.</li> </ul>	<ul style="list-style-type: none"> <li>• Instinctively employ personal feelings and impact on people in decision situations</li> <li>• Naturally sensitive to people needs and reactions.</li> <li>• Naturally seek consensus and popular opinions.</li> <li>• Unsettled by conflict; have almost a toxic reaction to disharmony.</li> </ul>
<p>▶ Choose which best fits:                      <b>Thinking (T)</b>                      <b>Feeling (F)</b></p>	

**Q4. What is your "action orientation" towards the outside world?**

All people use both **judging** (thinking and feeling) and **perceiving** (sensing and intuition) processes to store information, organize our thoughts, make decisions, take actions and manage our lives. Yet **one** of these processes (Judging **or** Perceiving) tends to **take the lead** in our relationship with the **outside world** . . . while the other governs our inner world.

A **Judging (J)** style approaches the outside world **WITH A PLAN** and is oriented towards organizing one's surroundings, being prepared, making decisions and reaching closure and completion.

A **Perceiving (P)** style takes the outside world **AS IT COMES** and is adopting and adapting, flexible, open-ended and receptive to new opportunities and changing game plans.

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 The Keirsey Personality Types Books, Temperament Sorter, DVD  
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Judging Characteristics	Perceiving Characteristics
<ul style="list-style-type: none"> <li>Plan many of the details in advance before moving into action.</li> <li>Focus on task-related action; complete meaningful segments before moving on.</li> <li>Work best and avoid stress when keep ahead of deadlines.</li> <li>Naturally use targets, dates and standard routines to manage life.</li> </ul>	<ul style="list-style-type: none"> <li>Comfortable moving into action without a plan; plan on-the-go.</li> <li>Like to multitask, have variety, mix work and play.</li> <li>Naturally tolerant of time pressure; work best close to the deadlines.</li> <li>Instinctively avoid commitments which interfere with flexibility, freedom and variety</li> </ul>
<p>▶ Choose which best fits:</p> <p style="text-align: center;"><b>Judging (J)</b>                      <b>Perceiving (P)</b></p>	

**Your 4 Personality Type Letters**

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**Further Verification**

"Click Here" for More Information about the 16 Types

Reminder: The most accurate type score will be from an official Myers-Briggs Type Indicator (the **MBTI**® inventory) administered by a professional who has met the standards necessary to be "qualified" to use the inventory.

**Resources to learn more about the MBTI & Personality Type**

- ▶ A Basic Introduction to the Myers-Briggs MBTI Model
- ▶ More About the Myers-Briggs MBTI Model
- ▶ Your best fit type - Profiles and Characteristics of the 16 Types
- ▶ Type Dynamics: Interpreting the MBTI® Personality Type Code
- ▶ Some Personality Trait Correlates of the 8 MBTI preferences
- ▶ Some Practical Applications of the Myers-Briggs Model
- ▶ MBTI® Today . . . by Kathy and Peter Myers
- ▶ Our Recommendations of worthwhile books on Personality Type
- ▶ A self-scoring inventory on "What is your Personality Type"

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**Return to Personality Type, MBTI & Myers-Briggs Applications Home Page**

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[SuperiorTrails.com - Lake Superior Circle Tour Travel Guide](#)

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