PersonalityPathways
exploring personality type & its applications

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, you 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 website at www.aptinternational.org you can learn about APT chapters and members in your area.

Background of the MBTI®
Over the sixty years since its invention 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 this 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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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

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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, excitement, people, and things. The other is directed inward to the INNER world of thoughts, interests, ideas, and imagination.

While these are the 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.

Extraverted Characteristics
- Act first, think/reflect later
- Feel deprivced when cutoff from interaction with the outside

Introverted Characteristics
- Think/reflect first, then Act
- Regularly require an amount of "private time" to recharge

Introductory Articles on the MBTI and Personality Type

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

About the MBTI®
By Byung 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, ENFP & Garry Hartzler, ENTP
Q2. Which way of Perceiving or understanding is most "automatic" or natural?

The Sensing (S) side of our brain notices the sights, sounds, smells and all the sensory details of the PRESENT. It categorizes, organizes, records and stores the specifics from the here and now. It is REALITY based, dealing with "what is." It also provides the specific details of memory & recollections from PAST events.

The Intuitive (N) side of our brain seeks to understand, interpret and form OVERALL patterns of all the information that is collected and records these patterns and relationships. It speculates on POSSIBILITIES, including looking into and forecasting the FUTURE. It is imaginative and conceptual.

While both kinds of perceiving are necessary and used by all people, each of us instinctively tends to favor one over the other.

**Sensing Characteristics**
- Mentally live in the Now, attending to present opportunities
- Using common sense and creating practical solutions is automatic-instinctual
- Memory recall is rich in detail of facts and past events
- Best improvise from past experience
- Like clear and concrete information; dislike guessing when facts are "fuzzy"

**Intuitive Characteristics**
- Mentally live in the Future, attending to future possibilities
- Using imagination and creating/inventing new possibilities is automatic-instinctual
- Memory recall emphasizes patterns, contexts, and connections
- Best improvise from theoretical understanding
- Comfortable with ambiguous, fuzzy data and with guessing its meaning

Q3. Which way of forming Judgments and making choices is most natural?

The Thinking (T) side of our brain analyzes information in a DETACHED, objective fashion. It operates from factual principles, deduces and forms conclusions systematically. It is our logical nature.

The Feeling (F) side of our brain forms conclusions in an ATTACHED and somewhat global manner, based on...
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.

<table>
<thead>
<tr>
<th>Thinking Characteristics</th>
<th>Feeling Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Instinctively search for facts and logic in a decision situation.</td>
<td>• Instinctively employ personal feelings and impact on people in decision situations</td>
</tr>
<tr>
<td>• Naturally notices tasks and work to be accomplished.</td>
<td>• Naturally sensitive to people needs and reactions.</td>
</tr>
<tr>
<td>• Easily able to provide an objective and critical analysis.</td>
<td>• Naturally seek consensus and popular opinions.</td>
</tr>
<tr>
<td>• Accept conflict as a natural, normal part of relationships with people.</td>
<td>• Unsettled by conflict; have almost a toxic reaction to disharmony.</td>
</tr>
</tbody>
</table>

Choose which best fits: Thinking (T)  Feeling (F)

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.
<table>
<thead>
<tr>
<th>Judging Characteristics</th>
<th>Perceiving Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan many of the details</td>
<td>Comfortable moving into action</td>
</tr>
<tr>
<td>Focus on task-related action;</td>
<td>without a plan; plan on-the-go.</td>
</tr>
<tr>
<td>complete meaningful segments</td>
<td>Like to multitask, have variety,</td>
</tr>
<tr>
<td>before moving on.</td>
<td>mix work and play.</td>
</tr>
<tr>
<td>Work best and avoid stress</td>
<td>Naturally tolerant of time</td>
</tr>
<tr>
<td>when keep ahead of deadlines.</td>
<td>pressure; work best close to the</td>
</tr>
<tr>
<td>Naturally use targets, dates and</td>
<td>deadlines.</td>
</tr>
<tr>
<td>standard routines to manage life.</td>
<td>Instinctively avoid commitments which interfere</td>
</tr>
<tr>
<td></td>
<td>with flexibility, freedom and variety</td>
</tr>
</tbody>
</table>

Choose which best fits:

- Judging (J)
- Perceiving (P)

Your 4 Personality Type Letters

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 & MBTI preferences
- Some Practical Applications of the Myers-Briggs Model
- MBTI® Today . . . by Kathi 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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