



# PERSONALITY TYPES

Understanding Self and Others



By Shahbaz



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- Sui Southern Gas Company Limited - GM-CCD/Company's Spokesperson
- Orangetouch (HR & Management Consultants) - Consultant/Trainer
- Jahangir Siddiqui Investment Limited - VP/Head of HR
- Shaheen Air International - Head of HR & Admin
- Habib Group - Manager HR
- LG Household & Healthcare
- TAQ Cargo
- Expeditors
- Citibank.

- EDUCATIONAL INSTITUTION (I.B.A., IQRA, IOBM, SZABIST, PAFKIET, PIQC)
- PUBLIC PROGRAMS & LEARNING FESTIVALS
- CORPORATE TRAININGS

Pepsi, Telenor, Siemens, Thal, Axact, Shabbir Tiles, Agriauto.  
Getz Pharma, PharmaEvo, Morgan Chemicals NBP, HBL,  
Jahangir Siddiqui Investment, SSGCL, PPL.

Discover what's possible.

**IN A DISRUPTED WORLD,  
WE NEED SOMETHING  
DIFFERENT.**



training  
coaching  
mentoring  
counselling

We live in a *human* world





A photograph of two men in business suits sitting at a dark wooden table. The man on the left is white with a shaved head, wearing a dark pinstripe suit, a light blue shirt, and a yellow and blue striped tie. The man on the right is Black with short hair and a goatee, wearing a solid black suit, a light blue shirt, and a red patterned tie. Both men are looking directly at the camera with serious expressions. In front of each man on the table are two large, bright red boxing gloves. The background consists of a wall with vertical stripes in light and dark beige tones.

But often there is *no peace*



*Not* within ourselves







*Not* with those  
who are close to us





*Not* with our colleagues



A woman with long dark hair, wearing a tan blazer, stands on the left with her head bowed and a sad expression. On the right, a bald man with a full red beard and glasses, wearing a dark blue suit, is gesturing with both hands as if speaking. In the background, another man with glasses is partially visible, looking towards the foreground. The setting appears to be an office or a formal meeting room with white paneled walls.

Why *don't* people *understand* each other?





With our own thoughts, values, and *personalities*





And everyone sees the world *diff ferently*



A photograph of two men in business suits shaking hands in a modern office hallway. The man on the left is wearing a dark blue suit and has a black bag slung over his shoulder. The man on the right is wearing a grey suit and is holding a black briefcase. They are standing on a light-colored tiled floor. In the background, there are large windows and a glass railing. Two other people are walking away from the camera in the distance. A white rounded rectangle is overlaid at the bottom of the image, containing the text "Let's understand each other!".

Let's understand *each other!*

A high-angle, top-down photograph of a group of five people in a meeting. A man with glasses and a white shirt is gesturing with his right hand towards a woman with curly hair and glasses who is wearing a brown top. Other people are visible around them, including a man in a blue shirt and a woman in a white lab coat. They are standing in a room with a wooden table and chairs.

So we can *love*, enjoy, and be happy





## METHOD

- To achieve these aims, we first need to **understand ourselves** and how we **differ** from other people.
- To help us achieve this objective we will be completing the ***Myers-Briggs Type Indicator® (MBTI®) instrument*** and looking at the ideas on which it is based.





*Science Tells*





# UNDERSTAND *yourself*



UNDERSTAND *the other*





SPEAK *his*  
LANGUAGE

“

”



# And at the end?



Know  
yourself

Understand  
the other

Speak the same language



How to understand  
*self and others?*





proposed the theory of  
psychological types



Carl Jung



Katharine Briggs

developed  
Jung's theory  
and created

**MBTI®**

Myers-Briggs  
Type Indicator®



Isabel Myers



is one of the possibilities



# About the MBTI® Instrument

For each question, first decide which answer is best.  
Next, locate on the answer document the row of ovals numbered the same as the question.  
Then, locate the oval in that row lettered the same as your answer.

Use a soft lead pencil to fill in the oval completely.  
Make your marks heavy and black.

**DO NOT USE INK OR A MECHANICAL PENCIL.**

Mark only one answer to each question. If you change your mind about an answer, erase your first mark thoroughly before marking your new answer. For each question, make certain that you mark in the row of ovals with the same number as the question.

Only responses marked on your answer document will be scored.

The test will be based only on the number of questions you answer correctly during the test. There is no penalty for guessing. IT IS TO YOUR ADVANTAGE TO GUESS.





# About the MBTI® Instrument

- An indicator – not a test
- Forced-choice questions
- No right or wrong answers – answer it as you see fit
- Takes about 20-40 minutes to complete
- Your results are confidential
- The MBTI® questionnaire looks only at normal behaviour
- There are no good or bad types – all types have some natural strengths and some possible pitfalls or blind spots.
- The questionnaire gives practical results you can use:
  - In team work
  - In communication
  - In decision-making



- Most US Fortune 100 companies
- More than 2 million people world-wide each year
- Translated into 30+ languages
- Used in 70+ different countries



**Users of the MBTI® Instrument**





# MBTI

does not measure....

IQ

Illness

Stress

Trauma

Maturity

Learning

Emotions

Affluence

“normalcy”

Psychiatric disturbances

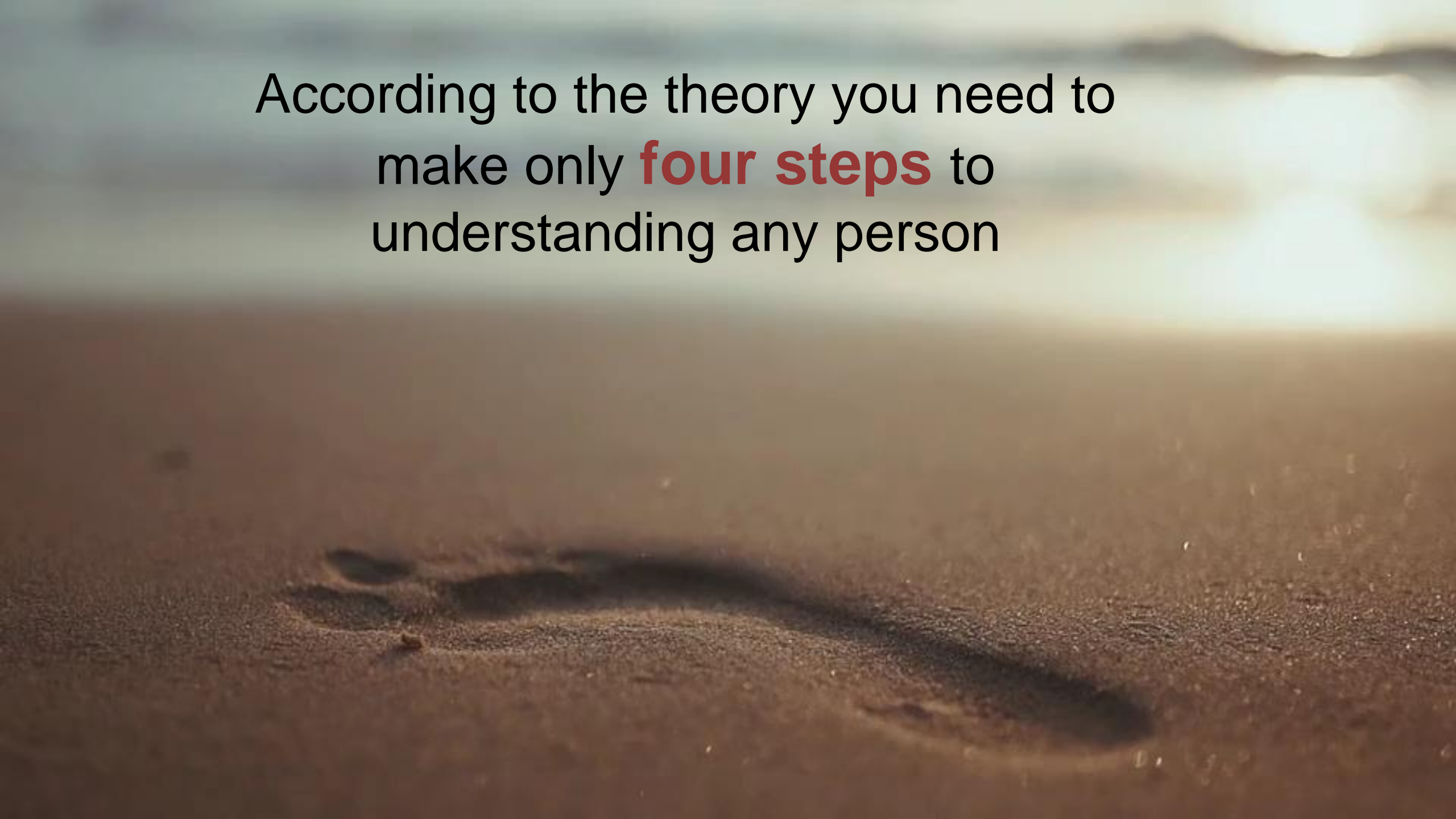
**MBTI measures PREFERENCES!!!!**

To understand another person,  
you **must swim in the same water**  
that drowned them.





According to the theory you need to  
make only **four steps** to  
understanding any person





- 1 The direction we **focus our attention & energy**
- 2 The way we **take in information**
- 3 The way we **make decisions**
- 4 The way we **act in the outer world**

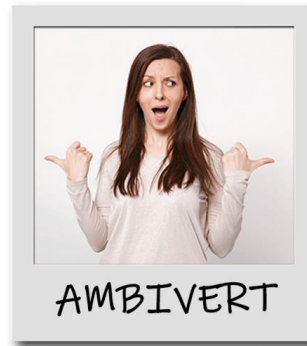


**UNDERSTANDING** Others



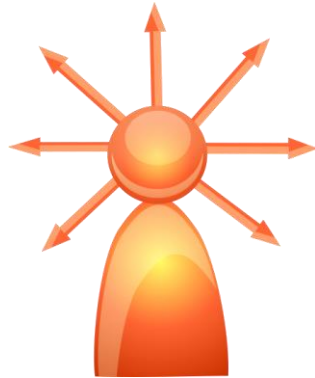
## THE LEGEND





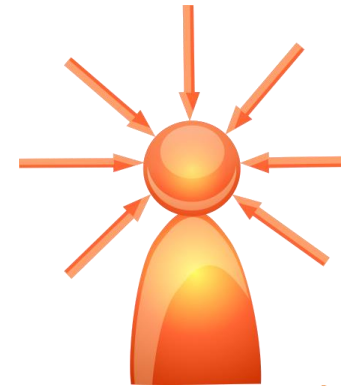
## EXTRAVERSION & INTROVERSION

The direction of our attention & energy



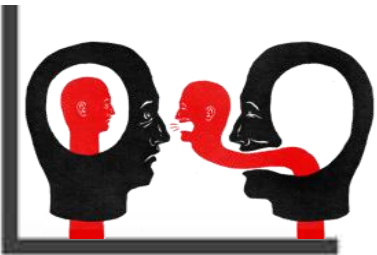
### EXTRAVERT(E)

E is focusing on the outside world: other people, events, actions, things



### INTROVERT(I)

I is focusing on the internal world: thoughts, emotions, experiences





A woman with long brown hair is shown in profile, shouting with her mouth wide open. From her mouth, a variety of letters, numbers, and symbols are flying out, creating a sense of chaotic energy. The background is a plain, light gray.

**EXTRAVERT**

A x f p % A K U \$ & J X @  
E y b P O S C G # a Z



**E** is *energetic* and  
prefers to *act*





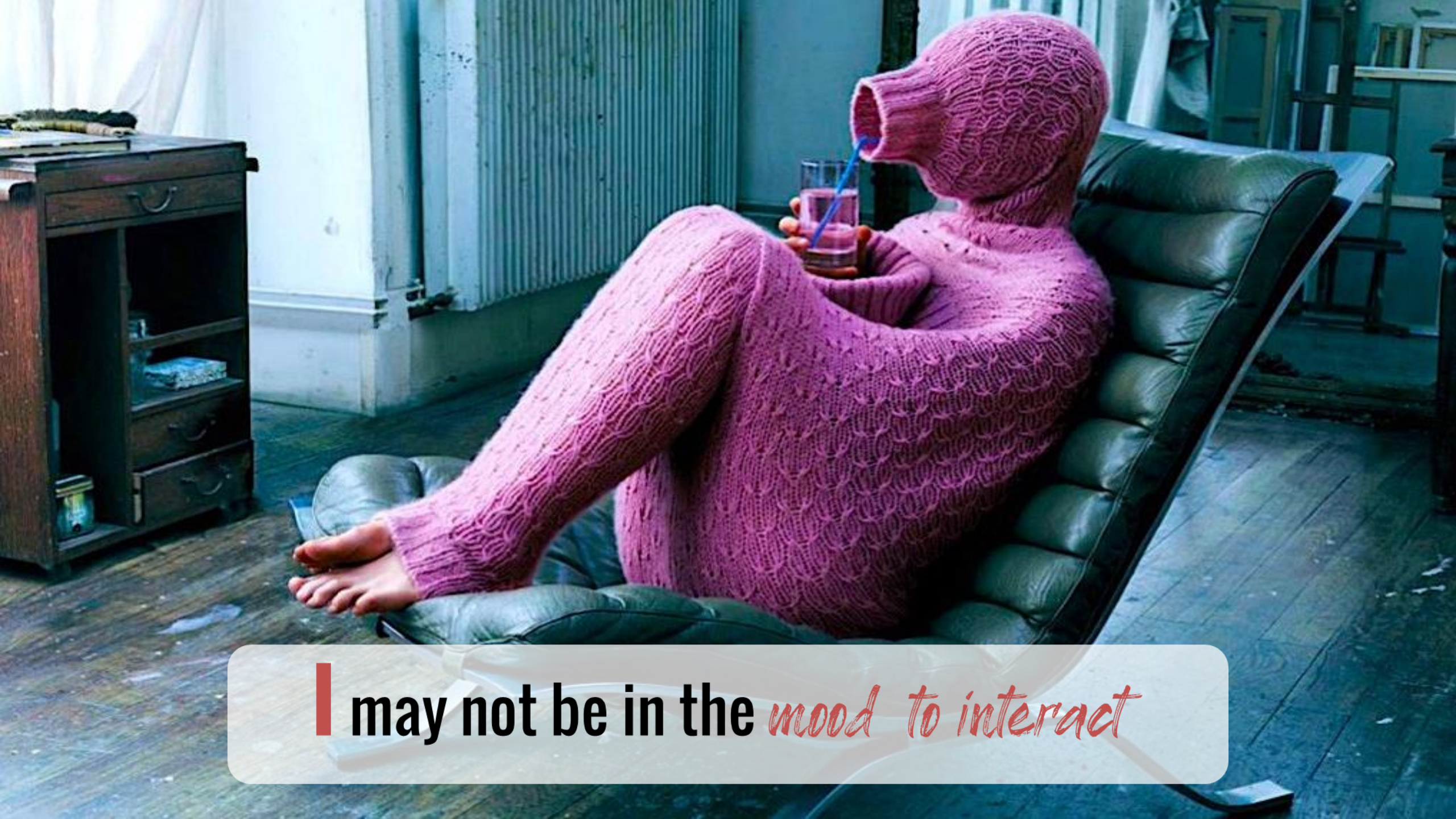


**E** prefer to be *surrounded* by people



**INTROVERT**





I may not be in the *mood to interact*

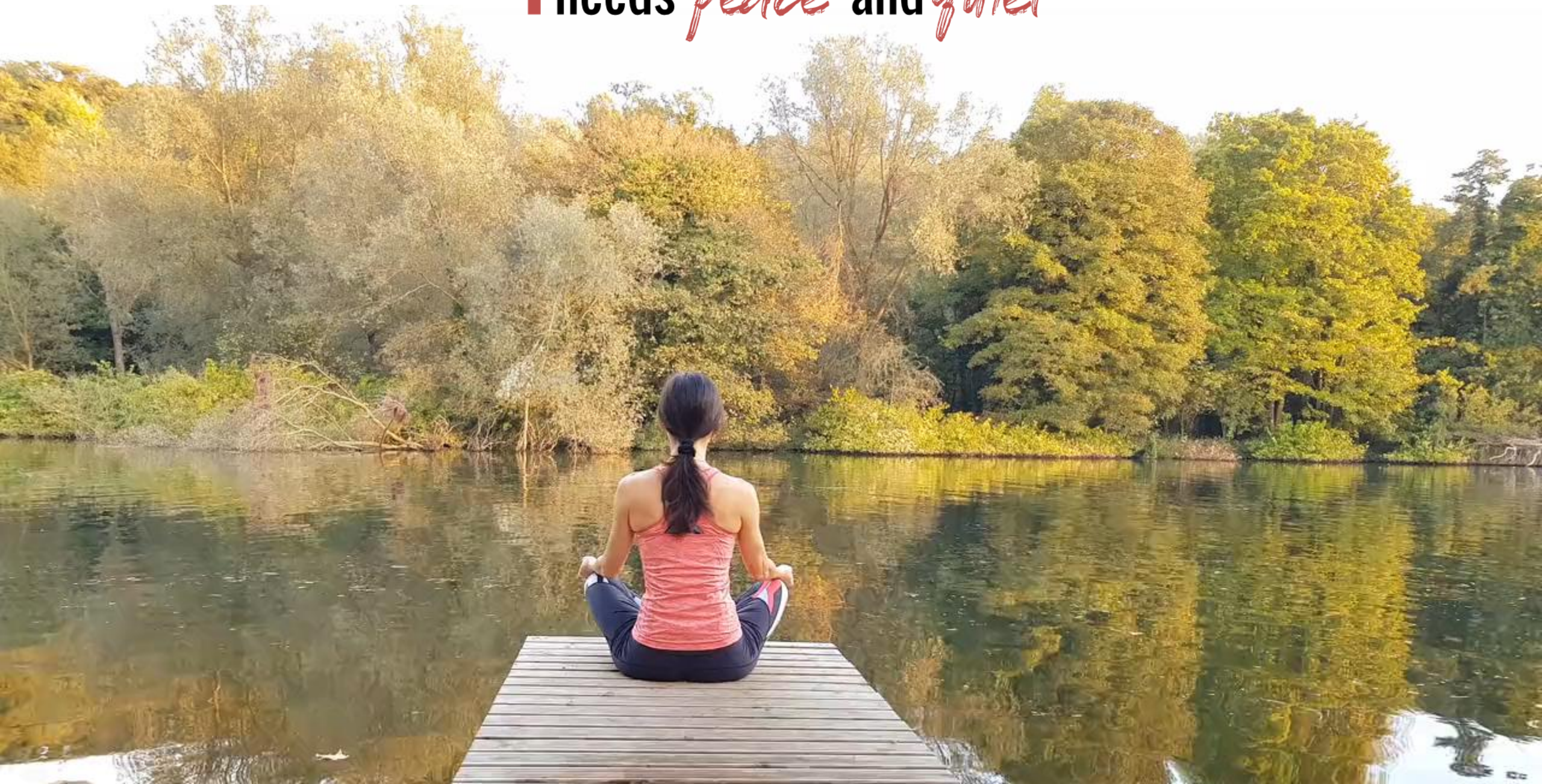




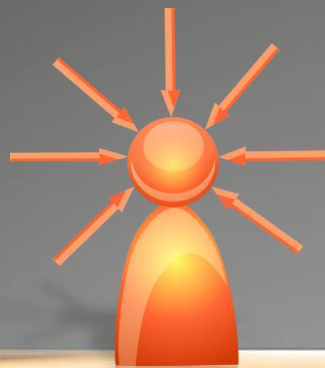
| keeps energy  
and enthusiasm *inside*



I needs *peace* and *quiet*







action

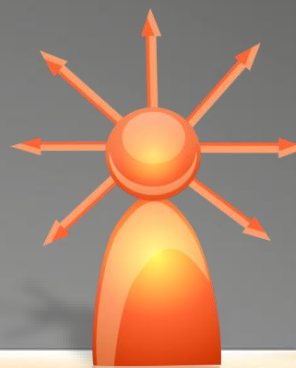
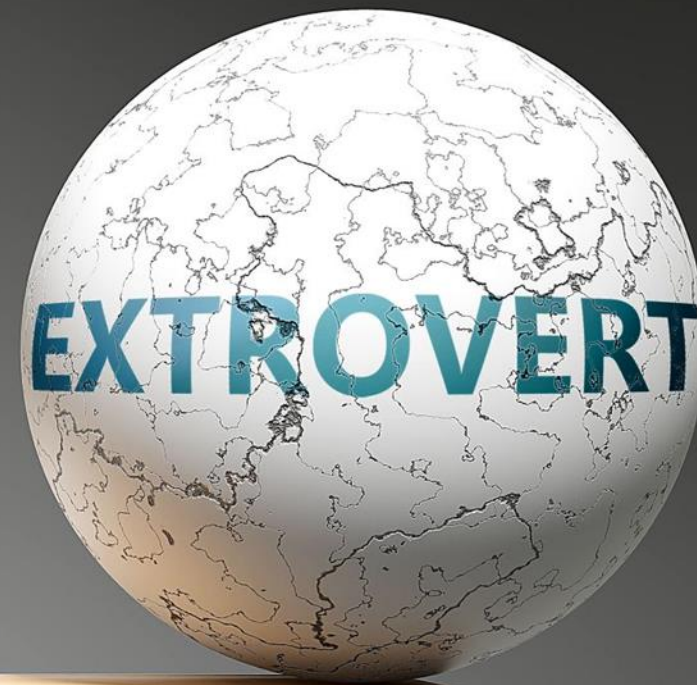
communication

act- reflect - act

«breadth»

external events are more  
important

prefers speaking to  
listening



reflection

solitude

reflect - act - reflect

«depth»

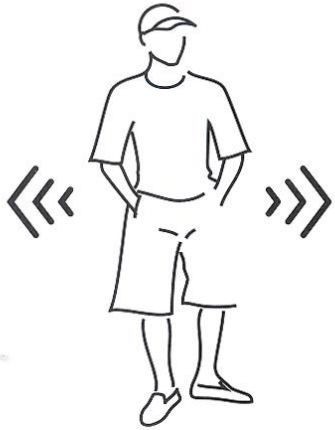
internal thoughts and reflections  
are more important

prefers listening to speaking



## EXTRAVERSION

Tendencies & Characteristics



Feels pulled outward by external claims and conditions

## INTROVERSION

Tendencies & Characteristics



Feels pushed inward by external claims and intrusions

## EXTRAVERSION

Tendencies & Characteristics



Acts, then (maybe) reflects

## INTROVERSION

Tendencies & Characteristics



Reflects, then (maybe) acts



Energized by other people, external experiences



Energized by inner resources, internal experiences

**Extrovert vs Introvert**  
Which one are you?



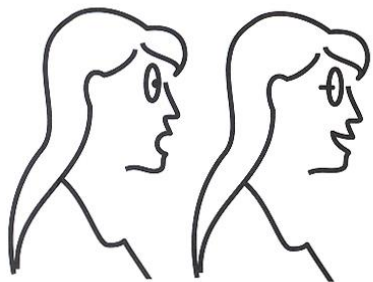
Is often friendly, talkative, quick to get to know



Is often reserved, quiet, takes time to get to know

## EXTRAVERSION

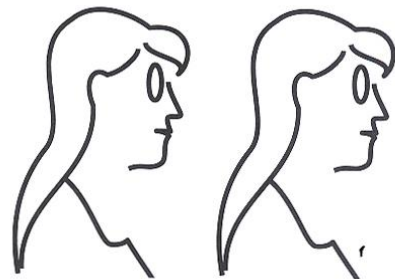
Tendencies & Characteristics



Expresses thoughts and emotions freely (may be at risk of saying too much)

## INTROVERSION

Tendencies & Characteristics



Keeps thoughts and emotions private (may be at risk of saying too little)

## EXTRAVERSION

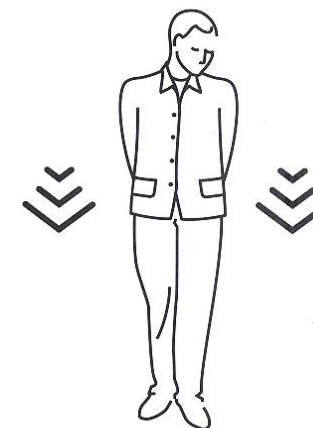
Tendencies & Characteristics



Gives breadth to life

## INTROVERSION

Tendencies & Characteristics



Gives depth to life



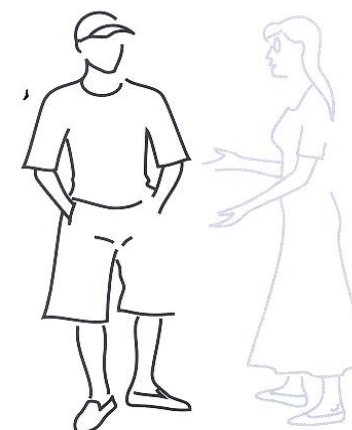
Needs interaction



Needs privacy



**Extrovert vs Introvert**  
Which one are you?



May seem shallow to others



May seem withdrawn to others



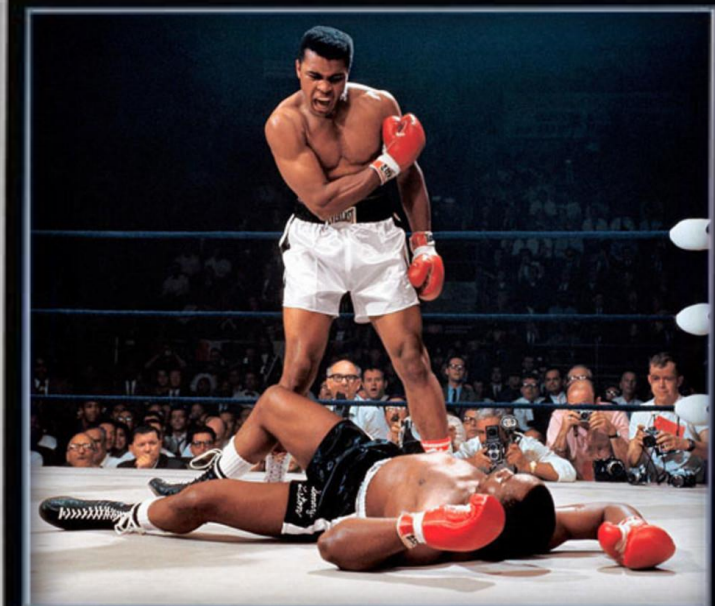
STEVE JOBS



MARGERET THATCHER

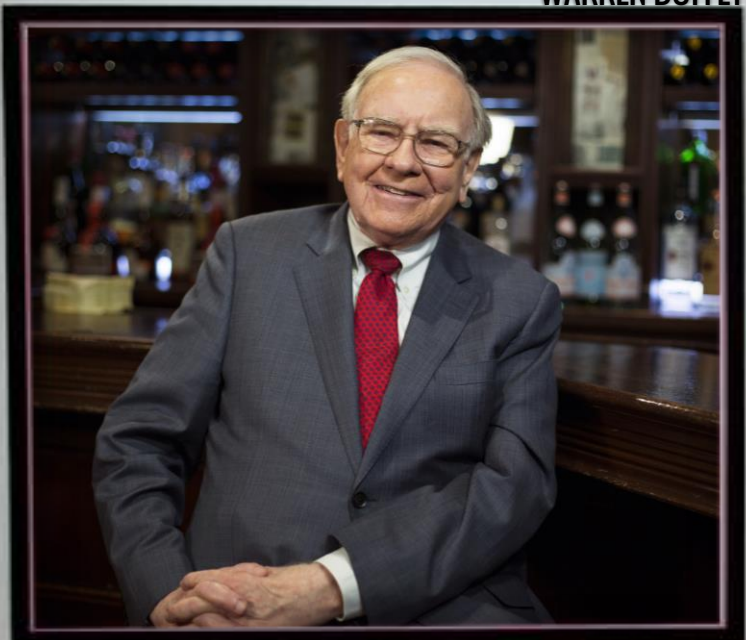


MUHAMMAD ALI



EXTROVERT

WARREN BUFFET



MOTHER TERESA



BILL GATES



INTROVERT



**Where do you focus your  
attention and energy?**

**Extroversion**

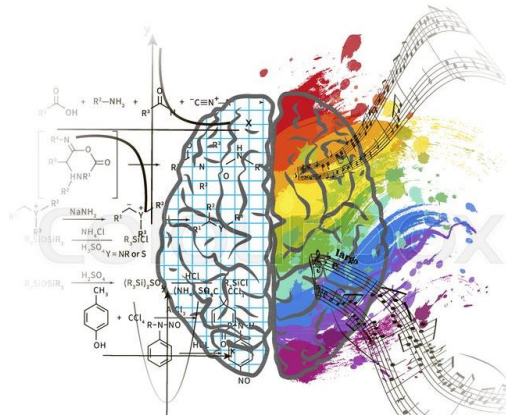
**DOESN'T** mean outgoing

or

**Introversion**

**DOESN'T** mean shy





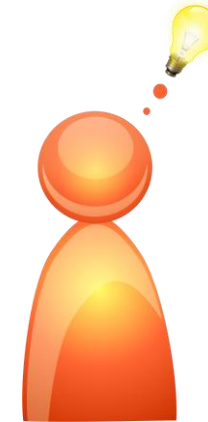
## SENSING & INTUITION

The way we  
take in information and the  
kind of information we like and trust



### SENSING (S)

S focuses on the present:  
current events and facts



### INTUITION (N)

N focuses on the future: new  
opportunities and ideas





**SENSING**



**S** trusts what he/she *sees, hears, and senses*







**S** is good at noticing *details*



S tends to do what is *practical*





# INTUITION







**N** tends to listen to  
*subconscious*



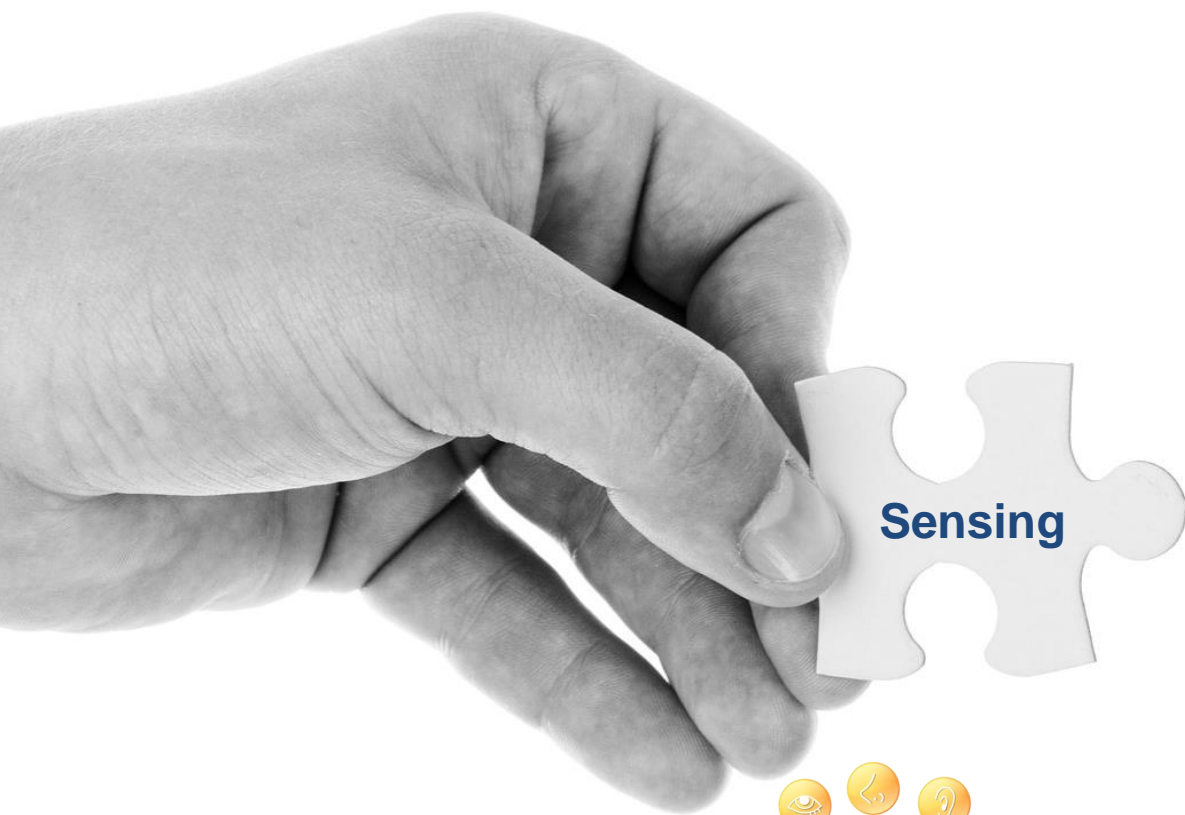
**N** is good at seeing  
the *perspective*



**N** prefers to do what is *innovative*







## SENSORS

"Okay. But what are we having for dinner tonight?"



is attentive to little things and details  
relies on facts and experience  
practicality and utility  
consistency  
present  
tradition



follows intuition and inspiration  
uses imagination  
tendencies and interconnection  
chance  
future  
innovation

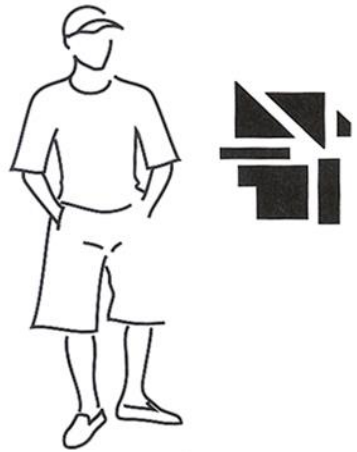
## INTUITORS

"I have the best idea to solve world hunger!"



## SENSING

Tendencies & Characteristics



Sees specific parts and pieces

## INTUITION

Tendencies & Characteristics



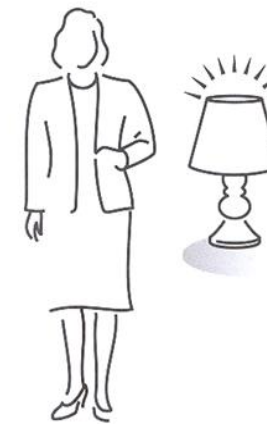
Sees patterns and relationships

# LOOKING AT TYPE



## SENSING

Tendencies & Characteristics



Prefers handling practical matters

## INTUITION

Tendencies & Characteristics



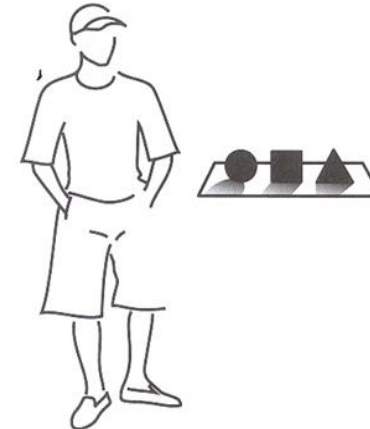
Prefers imagining possibilities



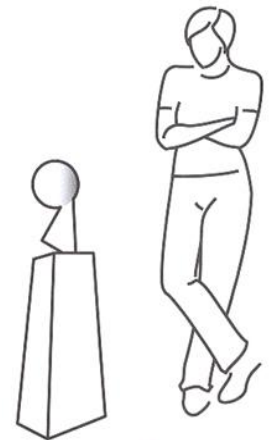
Lives in the present, enjoying what is there



Lives toward the future, anticipating what might be



Likes things that are definite, measurable



Likes opportunities for being inventive

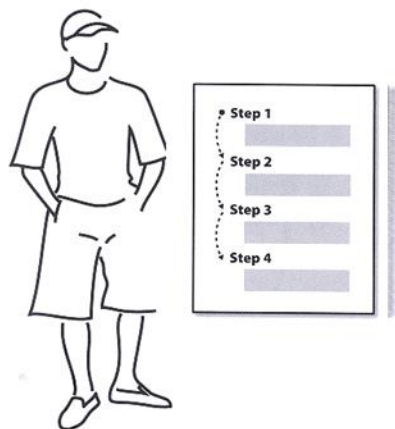


## SENSING

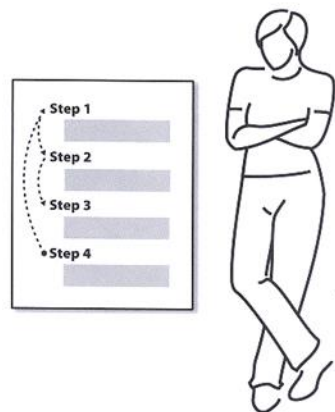
Tendencies & Characteristics

## INTUITION

Tendencies & Characteristics



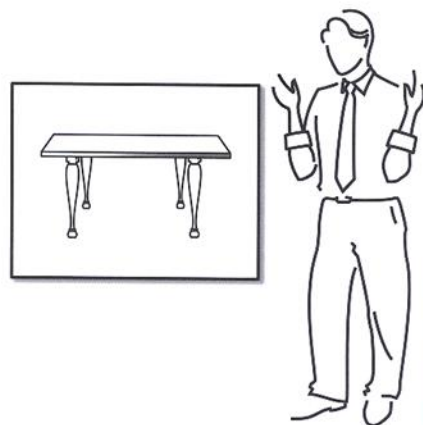
Starts at the beginning,  
takes one step at a time



Jumps in anywhere,  
leaps over steps



Works hands-on with parts to  
understand overall design



Studies overall design to  
understand how parts fit together

# LOOKING AT TYPE



## SENSING

Tendencies & Characteristics

## INTUITION

Tendencies & Characteristics



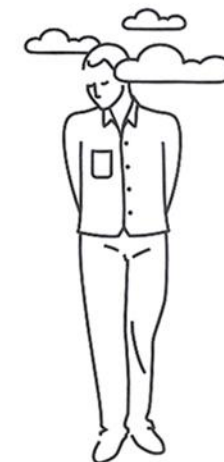
Enjoys using and refining  
the known and familiar



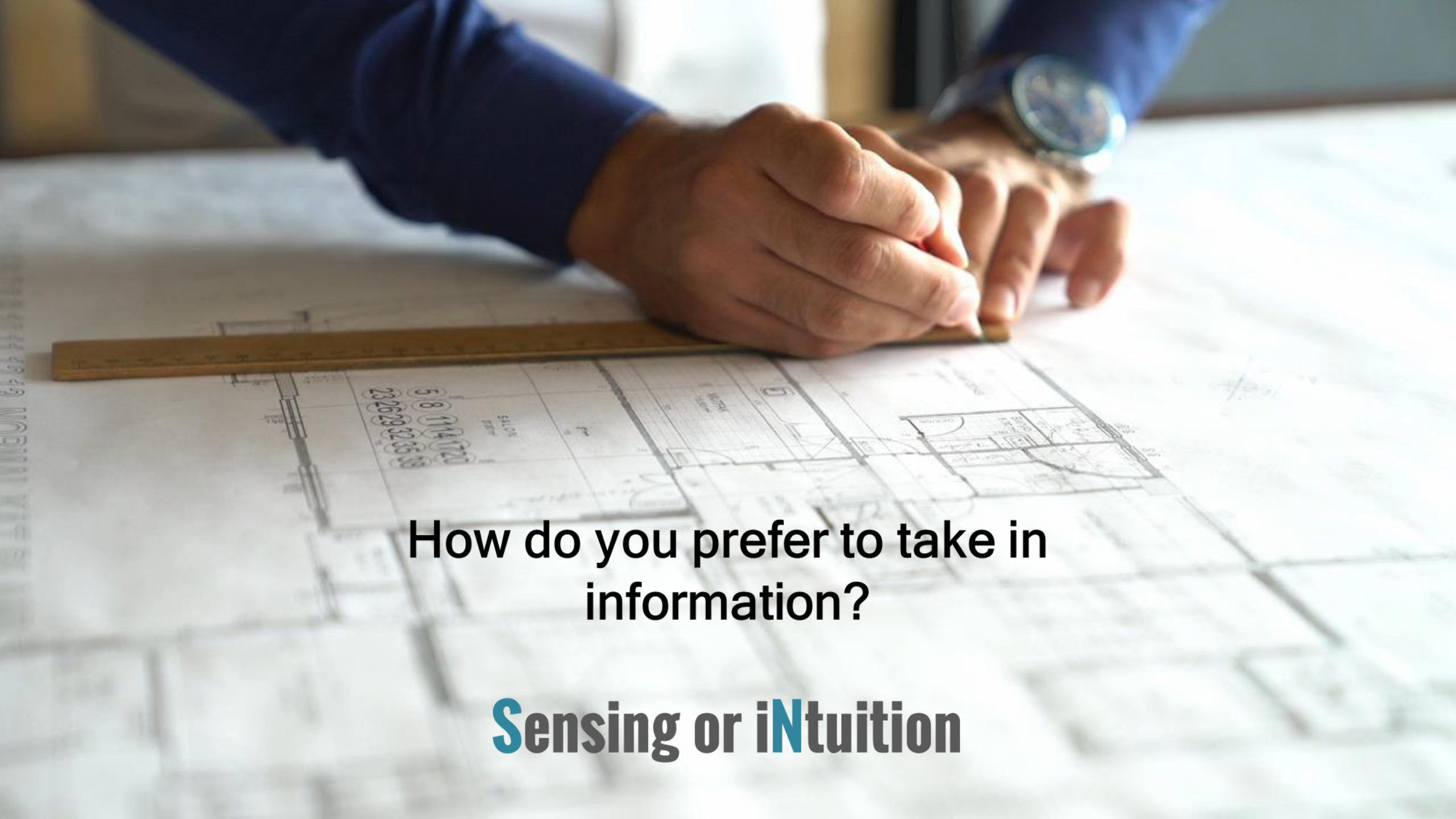
Enjoys experimenting with  
the new and different



May seem materialistic and  
literal-minded to others



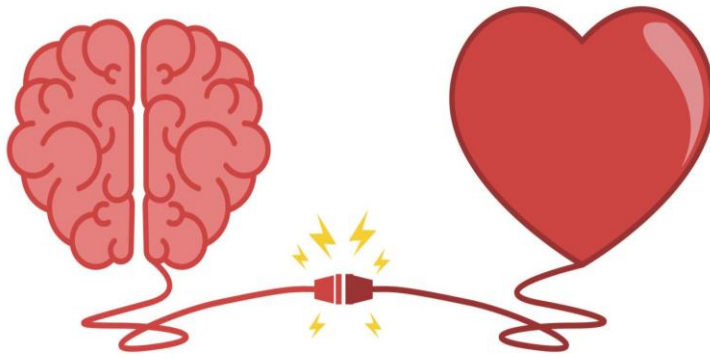
May seem idealistic, impractical  
dreamers to others

A close-up photograph of a person's hands, wearing a blue long-sleeved shirt and a watch, using a wooden ruler to measure a section of architectural blueprints. The blueprints are spread out on a table, showing various lines, dimensions, and labels like 'SALON' and 'BATH'. The lighting is soft and focused on the hands and the ruler.

How do you prefer to take in  
information?

**Sensing or iNtuition**

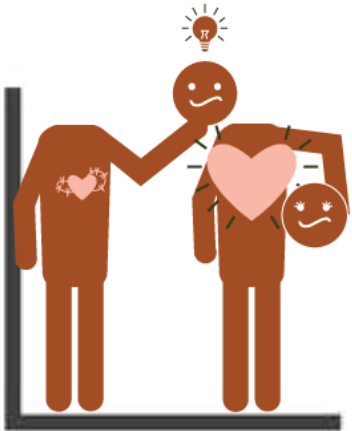




## THINKING & FEELING

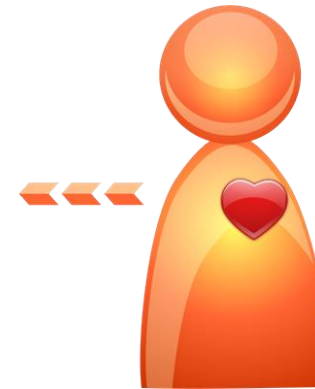
The way we make decisions

EI  
SN  
TF  
JP



**THINKING (T)**

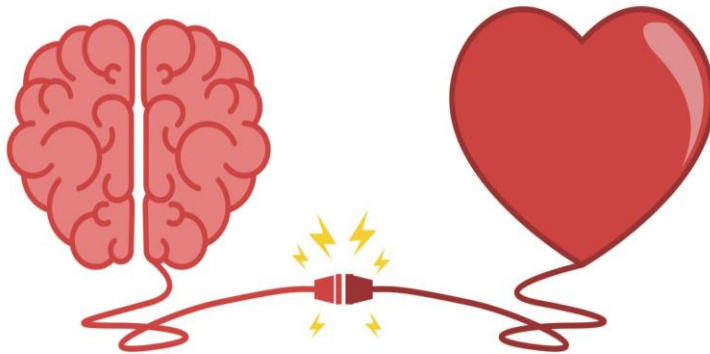
T makes decisions objectively,  
using logic



**FEELING (F)**

F makes decisions subjectively,  
using feeling





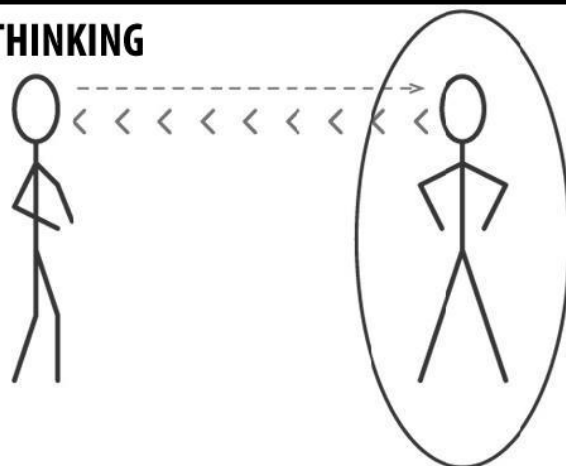
# THINKING & FEELING

The way we make decisions

EI  
SN  
TF  
JP

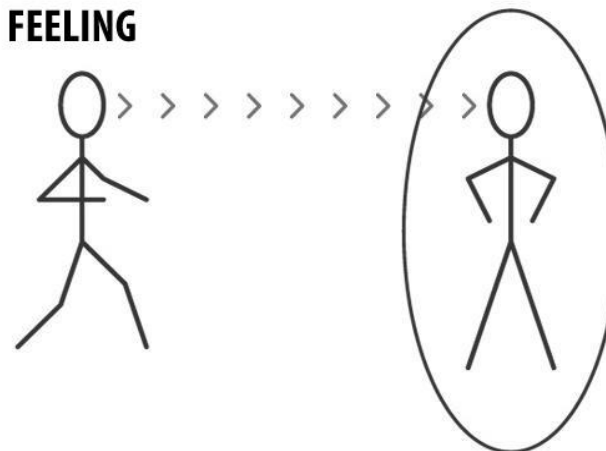


## THINKING



MAKING DECISIONS BY STEPPING BACK FROM THE SITUATION, TAKING AN OBJECTIVE VIEW

## FEELING



MAKING DECISIONS BY STEPPING INTO THE SITUATION, TAKING AN EMPATHETIC VIEW





THINKING



**T** makes conclusions based  
on *logical analysis*



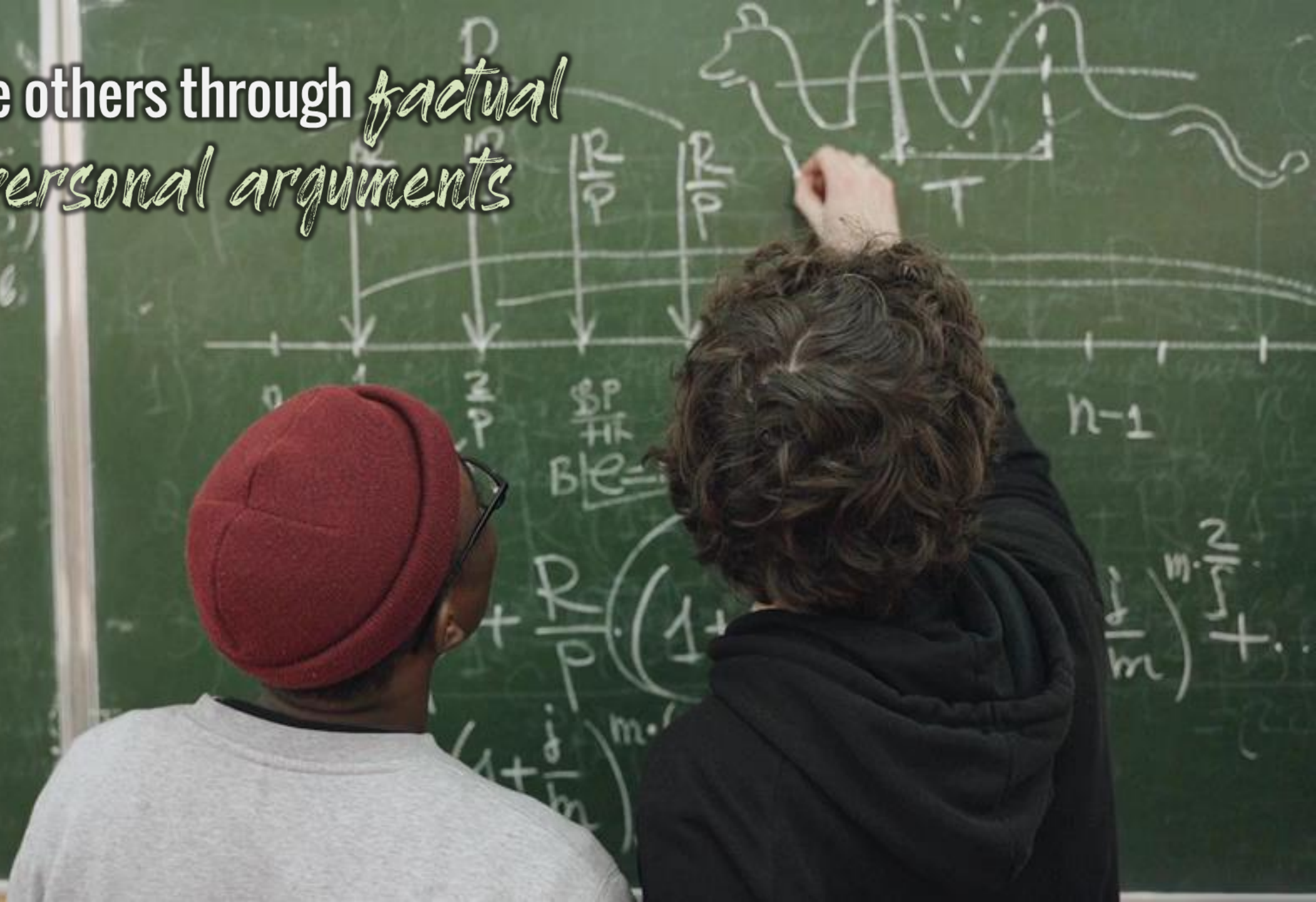




**T** can look *stern* and *cold*

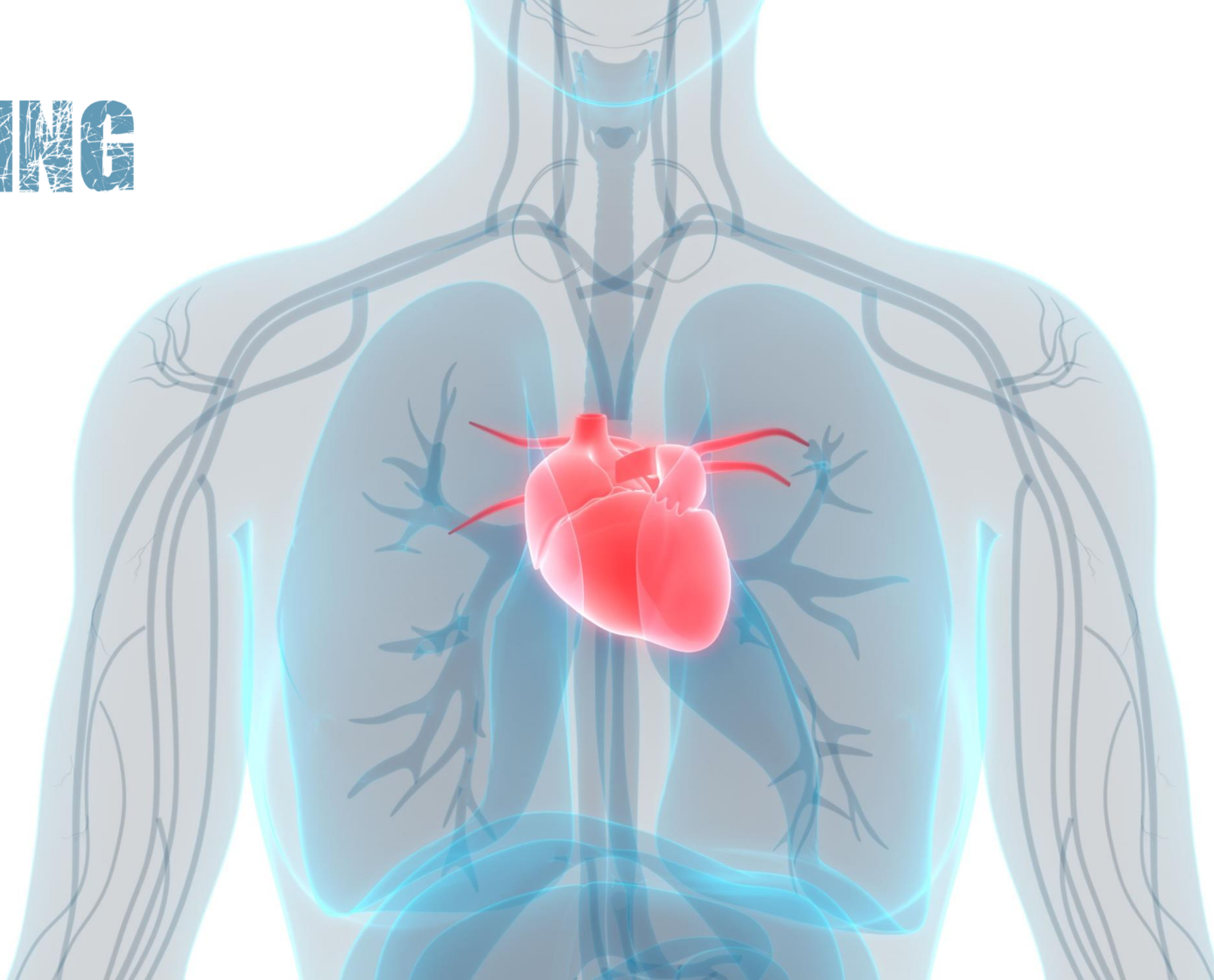


**T** convince others through *factual*  
and *impersonal arguments*





**FEELING**





**F** uses *values* as  
a guiding principle



**F** appreciates *peace* and  
*harmony* in relations



**F** convinces others through  
*personal influence*







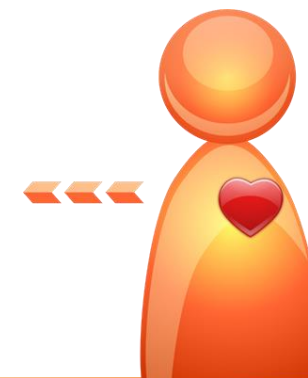
**Thinking (T)**



**Feeling (F)**



logic  
truthfulness  
fairness  
clear mind  
straightforwardness  
impartiality



values  
tactfulness  
compassion  
kind heart  
avoiding conflicts  
sympathy

## THINKING

Tendencies & Characteristics



Decides with  
the head

## FEELING

Tendencies & Characteristics



Decides with  
the heart

# LOOKING AT TYPE



## THINKING

Tendencies & Characteristics



Concerned with principles  
such as truth, justice

## FEELING

Tendencies & Characteristics



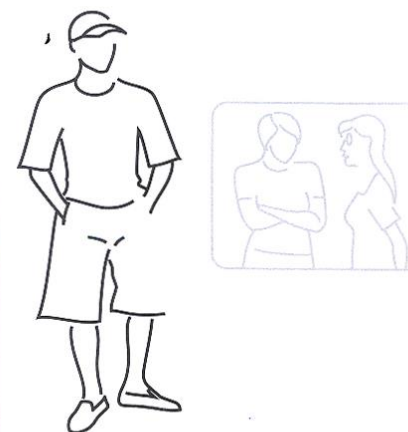
Concerned with values  
such as relationships, harmony



Goes by logic



Goes by  
personal convictions



Sees things as an onlooker  
from outside a situation



Sees things as a participant  
from within a situation



## THINKING

Tendencies & Characteristics



Takes a long range view

## FEELING

Tendencies & Characteristics



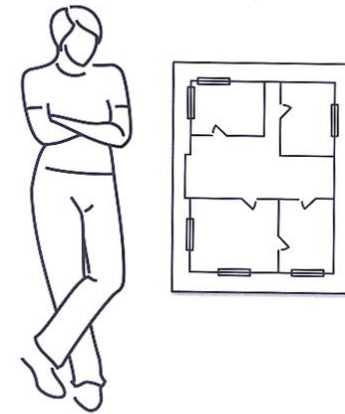
Takes an immediate and personal view

# LOOKING AT TYPE



## THINKING

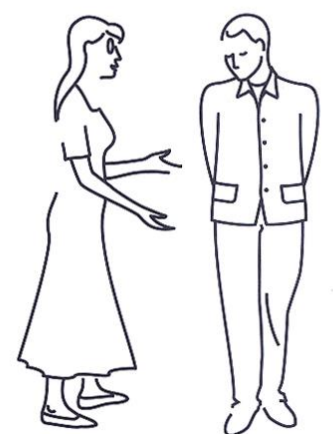
Tendencies & Characteristics



Good at analyzing plans

## FEELING

Tendencies & Characteristics



Good at understanding people



Spontaneously critiques



Spontaneously appreciates

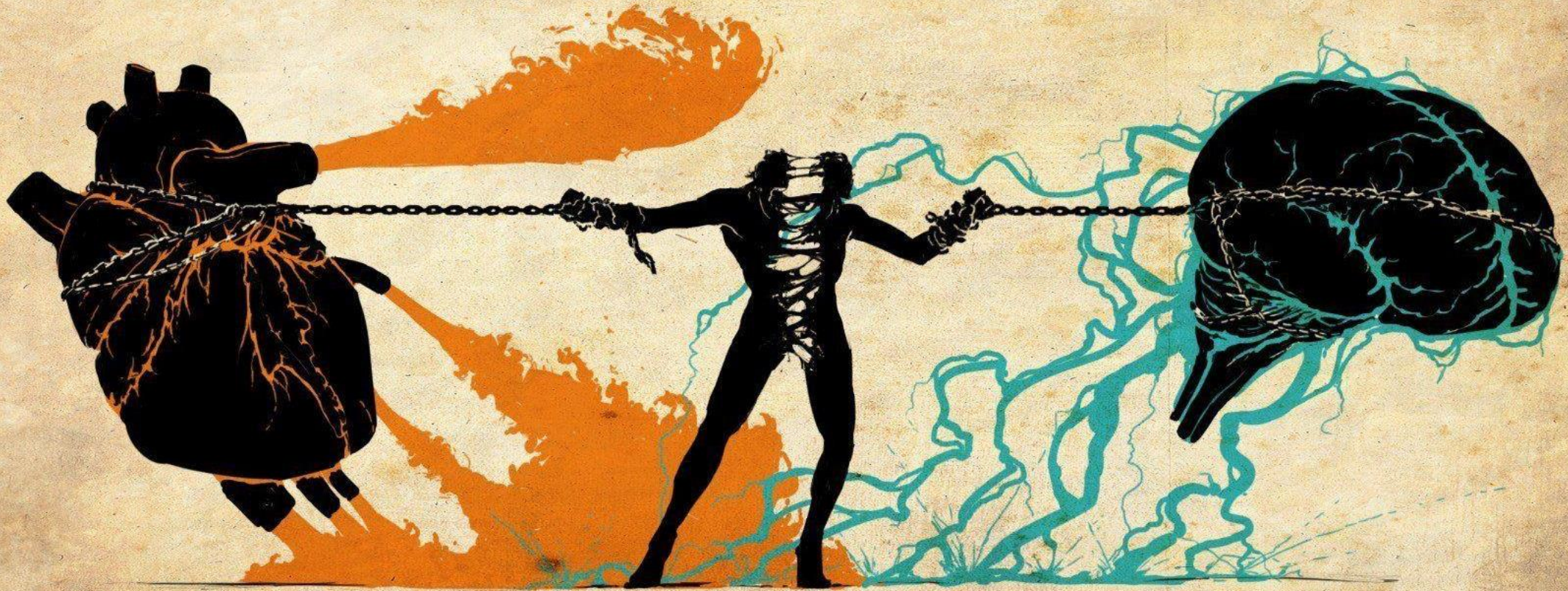


May seem distant or condescending to others



May seem too involved or emotional to others





How do you make decisions?

**Thinking or Feeling**

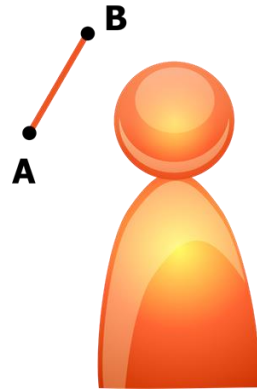
Remember Thinkers Feel & Feelers Think





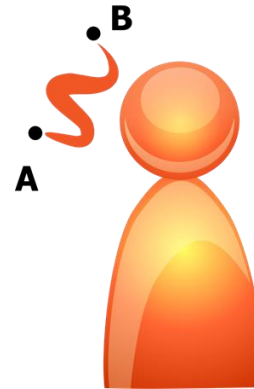
## JUDGING & PERCEPTION

Our attitude to the external world and how we orient ourselves to it



**JUDGING (J)**

Acts according to a plan,  
consistent

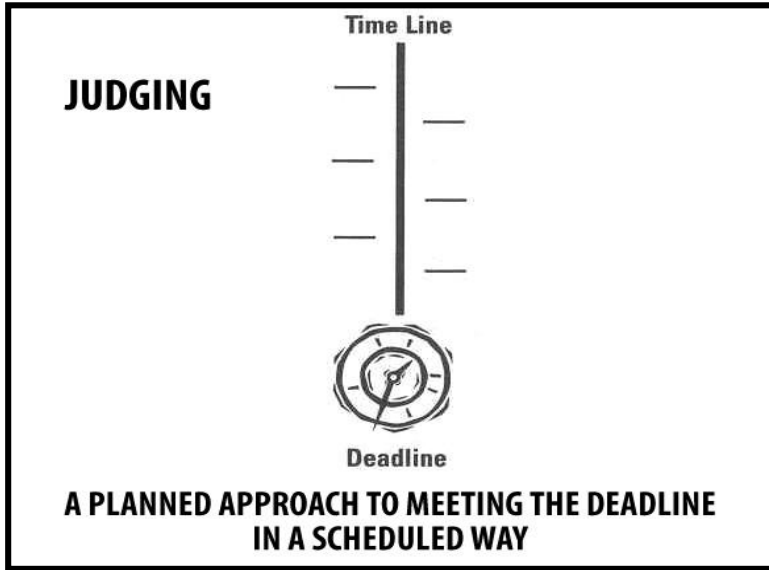


**PERCEPTION (P)**

Acts according to a situation  
flexible and impulsive



# MBTI







**JUDGING**

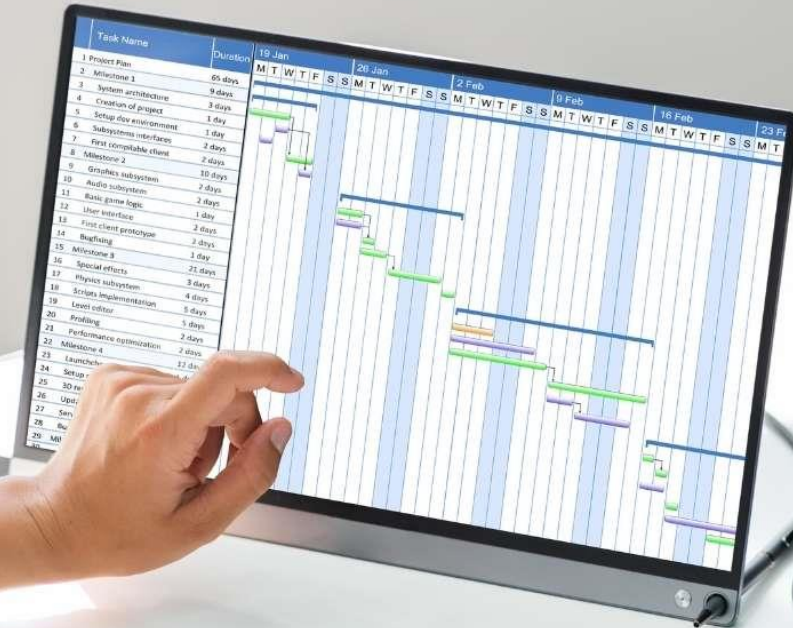


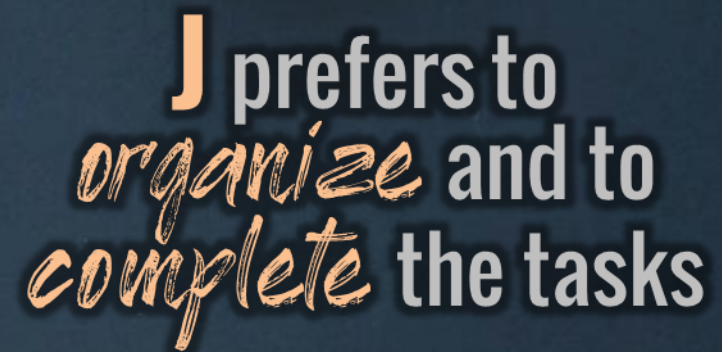
**J** performs better *with a plan*





**I** lives according to a *schedule*  
and asks the same from others



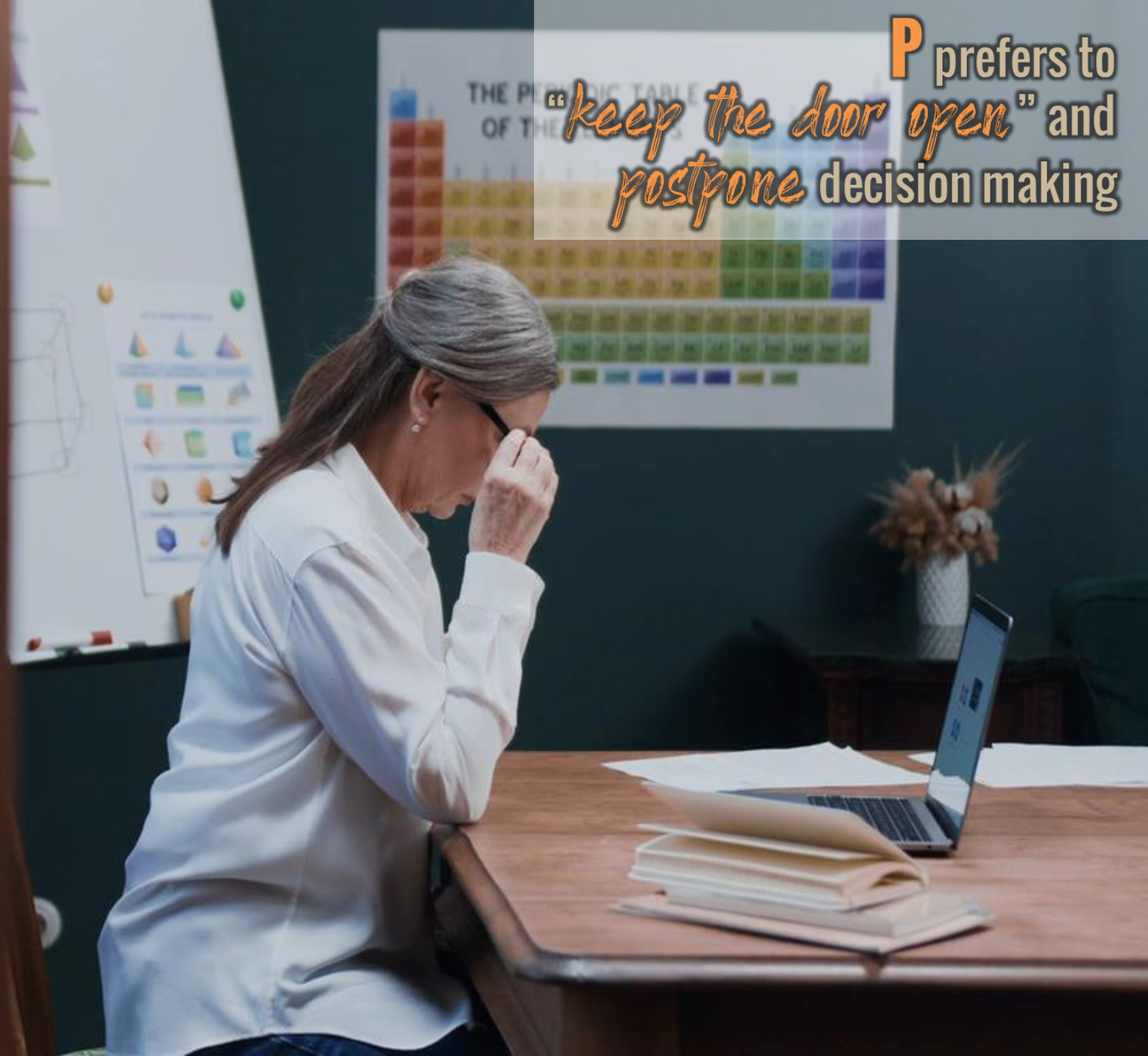




# PERCEPTION



**P** prefers to  
“keep the door open” and  
postpone decision making





**P** is ready for *uncertainties* and *last minute changes*





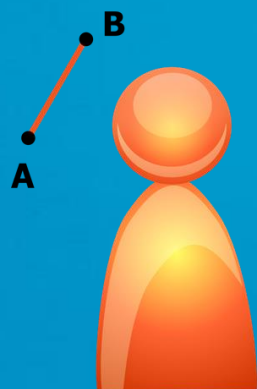
**P**resents  
*inflexible plans  
and schedules*







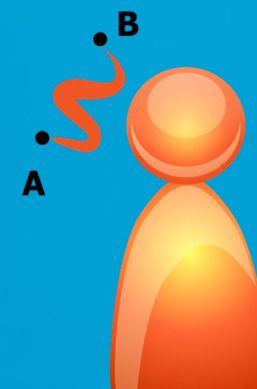
Judging (J)



structure  
organization  
goal  
precision  
plan  
order



Perception (P)

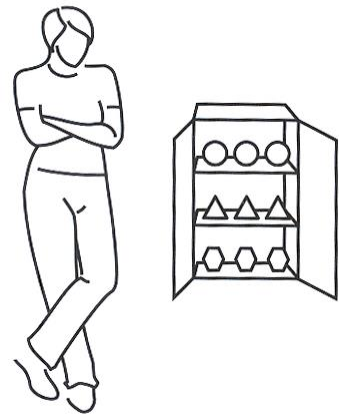


flow  
spontaneity  
process  
unpredictability  
«let's see what happens»  
fluidity



## JUDGMENT

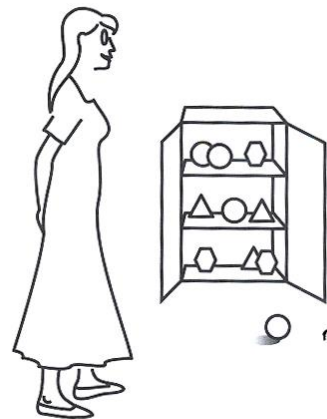
Tendencies & Characteristics



Prefers an organized lifestyle

## PERCEPTION

Tendencies & Characteristics



Prefers a flexible lifestyle

# LOOKING AT TYPE



## JUDGMENT

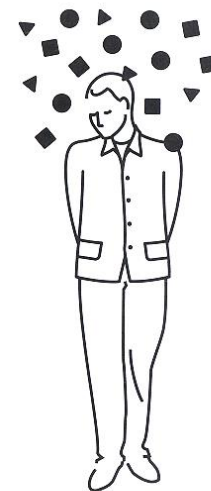
Tendencies & Characteristics



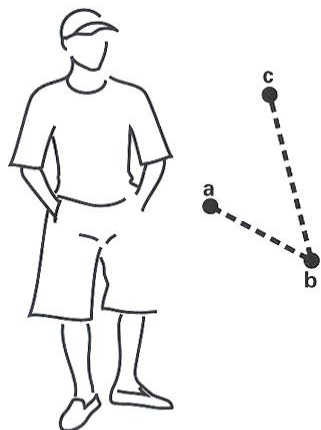
Likes to have life under control

## PERCEPTION

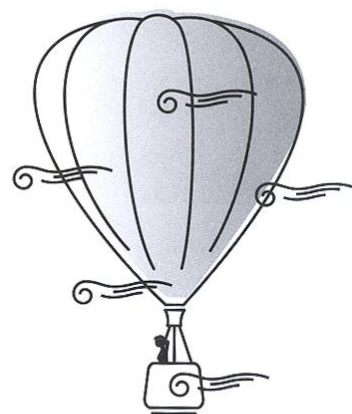
Tendencies & Characteristics



Prefers to experience life as it happens



Likes definite order and structure



Likes going with the flow

## JUDGERS

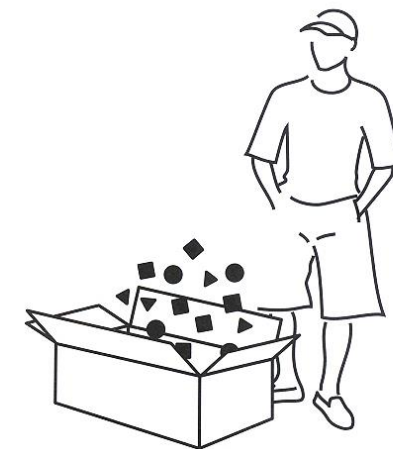
"I made a schedule for every day of our vacation!"

## PERCEIVERS

"There's a schedule for every day of our vacation?"



Enjoys being decisive

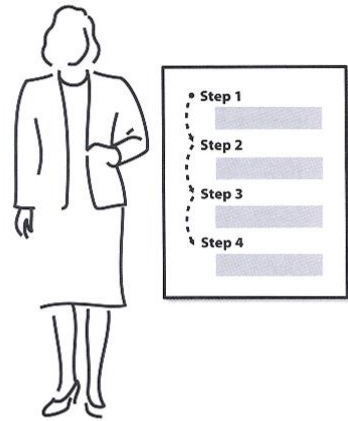


Enjoys being curious, discovering surprises



## JUDGMENT

Tendencies & Characteristics



Likes clear limits and categories

## PERCEPTION

Tendencies & Characteristics



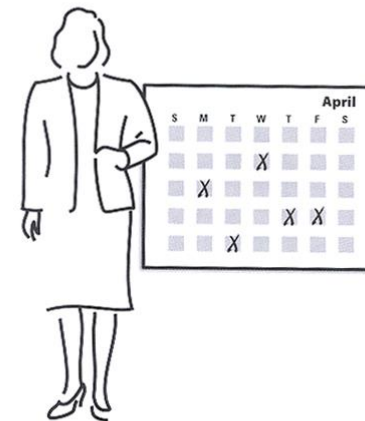
Likes freedom to explore without limits

# LOOKING AT TYPE



## JUDGMENT

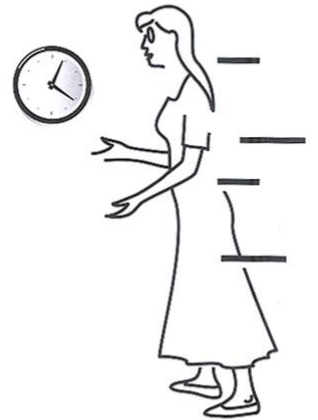
Tendencies & Characteristics



Handles deadlines, plans in advance

## PERCEPTION

Tendencies & Characteristics



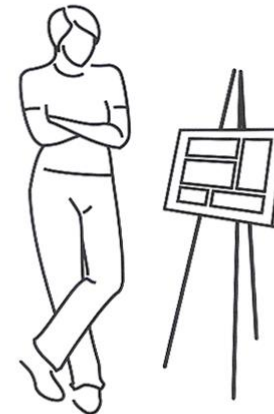
Meets deadlines by last minute rush



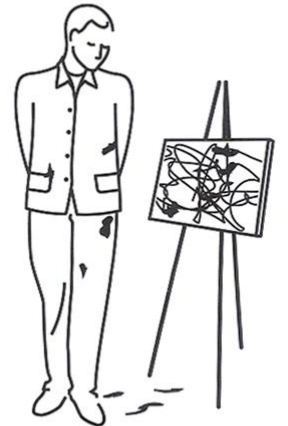
Feels comfortable establishing closure



Feels comfortable maintaining openness



May seem demanding, rigid, or uptight to others



May seem disorganized, messy, or irresponsible to others



How do you act in the outer world?

# Judging or Perception





WHO  
ARE  
YOU



## MBTI® FORM M / SELF-SCORABLE

### DIRECTIONS FOR SCORING

TOTAL RAW POINTS





## TIED SCORES FOR REPORTED TYPE

A tied score is when your responses are equally split between the two sides of a dichotomy:

$E = 10$

$I = 10$

We use a tie-breaking formula:

**I** slight

**N** slight

**F** slight

**P** slight



## Respondents from Pakistan are likely to be:

...more Extraverted than Introverted **(+6.59%)**

...more Intuitive than Observant **(+6.13%)**

...significantly more Feeling than Thinking **(+13.16%)**

...slightly more Prospecting than Judging **(+1.81%)**

...significantly more Turbulent than Assertive **(+11.12%)**







## IDENTIFY YOUR TYPE\*

E  
S  
T  
P

**E**

Extraversion

**I**

Introversion

**S**

Sensing

**N**

iNtuition

**T**

Thinking

**F**

Feeling

**J**

Judging

**P**

Perception



\* Use the MBTI® instrument

# TYPE OF TYPE?!

## ✓ Self Assessed Type

The preferences you have chosen so far combine to give your **“Self Assessed”** Type.

## Reported Type

The **preference type** reported after you have completed the MBTI questionnaire. You will also get a **‘preference score’** showing how consistently you chose one preference over the other.

## → Best Fit Type

You are the best judge of your own type!





**INTJ**  
The Architect



**INTP**  
The Thinker



**ENTJ**  
The Commander



**ENTP**  
The Debater



**INFJ**  
The Advocate



**INFP**  
The Dreamer



**ENFJ**  
The Mentor



**ENFP**  
The Champion



**ISTJ**  
The Inspector



**ISFJ**  
The Protector



**ESTJ**  
The Overseer



**ESFJ**  
The Caregiver



**ISTP**  
The Crafter



**ISFP**  
The Artist



**ESTP**  
The Persuader



**ESFP**  
The Entertainer

# MBTI TYPE DISTRIBUTION % WISE

<b>ISTJ</b> <b>Inspector</b> <b>11-14%</b>	<b>ISFJ</b> <b>Protector</b> <b>9-14%</b>	<b>INFJ</b> <b>Advocate</b> <b>1-3%</b>	<b>INTJ</b> <b>Architect</b> <b>2-4%</b>
<b>ISTP</b> <b>Crafter</b> <b>4-6%</b>	<b>ISFP</b> <b>Artist</b> <b>5-9%</b>	<b>INFP</b> <b>Dreamer</b> <b>4-5%</b>	<b>INTP</b> <b>Thinker</b> <b>3-5%</b>
<b>ESTP</b> <b>Persuader</b> <b>4-5%</b>	<b>ESFP</b> <b>Entertainer</b> <b>4-9%</b>	<b>ENFP</b> <b>Champion</b> <b>6-8%</b>	<b>ENTP</b> <b>Debater</b> <b>2-5%</b>
<b>ESTJ</b> <b>Overseer</b> <b>8-12%</b>	<b>ESFJ</b> <b>Caregiver</b> <b>9-13%</b>	<b>ENFJ</b> <b>Mentor</b> <b>2-5%</b>	<b>ENTJ</b> <b>Commander</b> <b>2-5%</b>



# MBTI TYPE DISTRIBUTION

	ISTJ	ISFJ	INFJ	INTJ
Total Population	11.6	13.8	1.5	2.1
female	6.9	19.4	1.6	0.9
male	16.4	8.1	1.2	3.3
	ISTP	ISFP	INFP	INTP
Total Population	5.5	8.8	4.4	3.3
female	2.3	9.9	4.6	1.7
male	8.5	7.6	4.1	4.8
	ESTP	ESFP	ENFP	ENTP
Total Population	4.3	8.5	8.1	3.2
female	3	10.1	9.7	2.4
male	5.6	6.9	6.4	4.9
	ESTJ	ESFJ	ENFJ	ENTJ
Total Population	8.7	12.3	2.5	1.8
female	6.3	16.9	3.3	0.9
male	11.2	7.5	1.6	2.7



# PERSONALITY TYPES & THEIR ANIMALS



Eagle-ESTP

Dolphin-ENFP



Chimpanzee-ENFJ



Rhino-ISTJ



Horse-ESFJ



Elephant-ISFJ



Kangaroo-INFJ



Gorilla-ENTJ



Tiger-INTJ



Lion-ESTJ



Fox-ENTP



Dog-ESFP



Rooster-ISTP



Owl-INTP



Turtle-INFP



Cat-ISFP





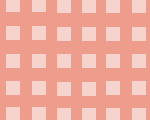




# Now you know your type...



- Read your type descriptor
  - What effect does this have in how you interact in the workplace?
  - Can you begin to see where personality type might have an effect?
  - How might different personality types clash?
- 
- 



## THE WIZARD PHILOSOPHER

# INTP

You are a creative and original thinker who innovates ways to solve existing problems. Mentally quick and insightful into macro-issues, you are often able to spot flaws in systems. You prefer to work independently as structure feels stifling to your thought process.

ASSURED

ORIGINAL THINKER

WORK ALONE

INSIGHTFUL

COMPETENT

CREATIVE SOLVER

### FAMOUS INTPs



Charles Darwin



Abraham Lincoln



Albert Einstein



### TOP CAREERS

Neurologist  
Economist  
Web Developer  
Historian  
Computer Security  
Software Designer  
Financial Analyst  
Lawyer  
Mathematician  
Venture Capitalist



INTROVERSION

You recharge your energy in solitude



INTUITION

You enjoy possibility, theory and big ideas



THINKING

You make logical and objective decisions



PERCEIVING

You are spontaneous and keep your options open

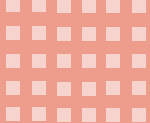


# INTP

## The Thinker







# ENTP

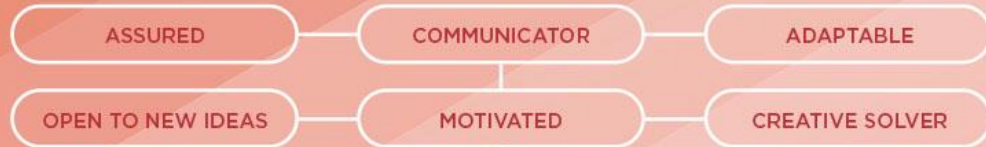
## The Debater



### THE WIZARD INVENTOR

# ENTP

You are social, active, goal-focused and task-oriented, scanning the environment for opportunities. You can analyze and consider potential strategies and come up with creative solutions. You take a great interest in intellectual debates.



#### FAMOUS ENTPs



Rowan Atkinson



Robert Downey Jr.



Leonardo Da Vinci



#### TOP CAREERS

Franchisor  
Producer  
Political Consultant  
Criminalist  
Entrepreneur  
Detective  
Social Scientist  
Inventor  
Movie Director  
Talk Show Host



#### EXTROVERSION

You enjoy meeting and talking with new people



#### INTUITION

You enjoy possibility, theory and big ideas



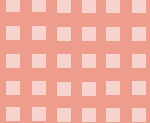
#### THINKING

You make logical and objective decisions



#### PERCEIVING

You are spontaneous, and keep your options open.



## THE WIZARD STRATEGIST

# INTJ

You are task-oriented and insightful and demand nothing but excellence from yourself and others. You are a conceptual, long-term thinker with a critical mind, spotting existing flaws and current systems. You readily offer creative solutions when asked.

ASSURED

STRATEGIC

WORK ALONE

INSIGHTFUL

COMPETENT

CREATIVE SOLVER

# INTJ

## The Architect



### FAMOUS INTJs



Elon Musk



Mark Zuckerberg



Stephen Hawking



### TOP CAREERS

Economist  
Consultant  
Private Banker  
Financial Analyst  
Website Developer  
Design Engineer  
Psychiatrist  
Neurologist  
Attorney  
Judge



### INTROVERSION

You recharge your energy in solitude



### INTUITION

You enjoy possibility, theory and big ideas



### THINKING

You make logical and objective decisions



### JUDGING

You are organized, preferring to keep a schedule.





# ENTJ

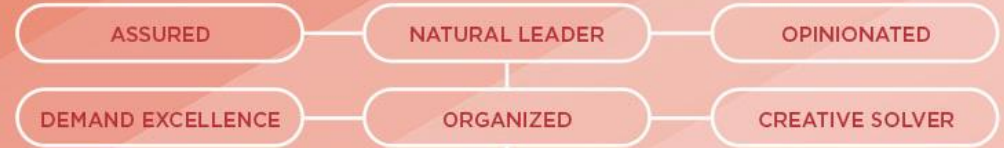
## The Commander



### THE WIZARD COMMANDER

# ENTJ

You are tough-minded, task-oriented and goal focused, demanding the best from yourself and those around you. You enjoy taking charge of people and resources to achieve a strategic goal. You come across assertive and highly opinionated.



#### FAMOUS ENTJs



Aung San Suu Kyi



Julius Caesar



Jack Welch



#### TOP CAREERS

Program Director  
Security Consultant  
Real Estate Manager  
Investment Banker  
Engineer  
Financial Advisor  
Senior Manager  
Theatre Producer  
Corporate Trainer  
Financial Analyst



#### EXTROVERSION

You enjoy meeting and talking with new people



#### INTUITION

You enjoy possibility, theory and big ideas



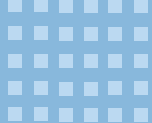
#### THINKING

You make logical and objective decisions



#### JUDGING

You are organized, preferring to keep a schedule.



# ESTP

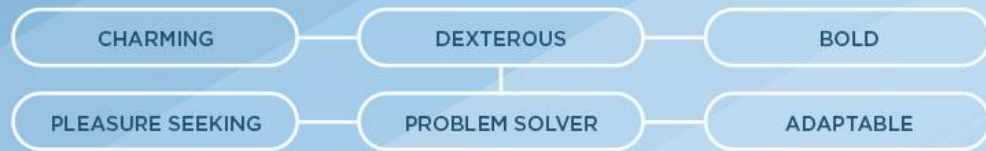
## The Persuader



### THE EXPLORER PROMOTER

# ESTP

You are fun-loving, impulsive and live for the moment. You believe that life will always work out for you and so you take a bold approach to life, not wanting rules or restrictions to tie you down. You have a great ability to adapt and adjust the life's changing circumstance.



#### FAMOUS ESTPs



Taylor Swift



Winston Churchill



Donald Trump



#### TOP CAREERS

- Entrepreneur
- Salesperson
- Bartender
- Craftsperson
- Coach
- Stock Broker
- Ship Captain
- Talk Show Host
- Aircrew
- Dancer

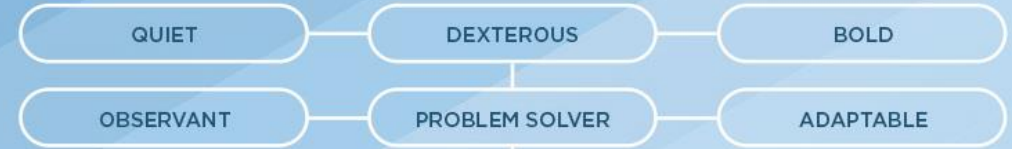




## THE EXPLORER CRAFTSPERSON

# ISTP

You are quiet, observant and notice a great deal of things that others don't. You like to solve problems on the cuff and use economy of effort to find the fastest and easiest ways to do it. You are flexible, disliking the structure and deadlines that others impose on you.



### FAMOUS ISTPs



Bruce Lee



Steve Jobs



Vladmir Putin



### TOP CAREERS

Army Officer  
Economist  
Athlete  
Paralegal  
Mechanic  
Paramedic  
Intelligence Agent  
Engineer  
Race Car Driver  
Carpenter



### INTROVERSION

You recharge energy by being in solitude



### SENSING

You are practical and down-to-earth



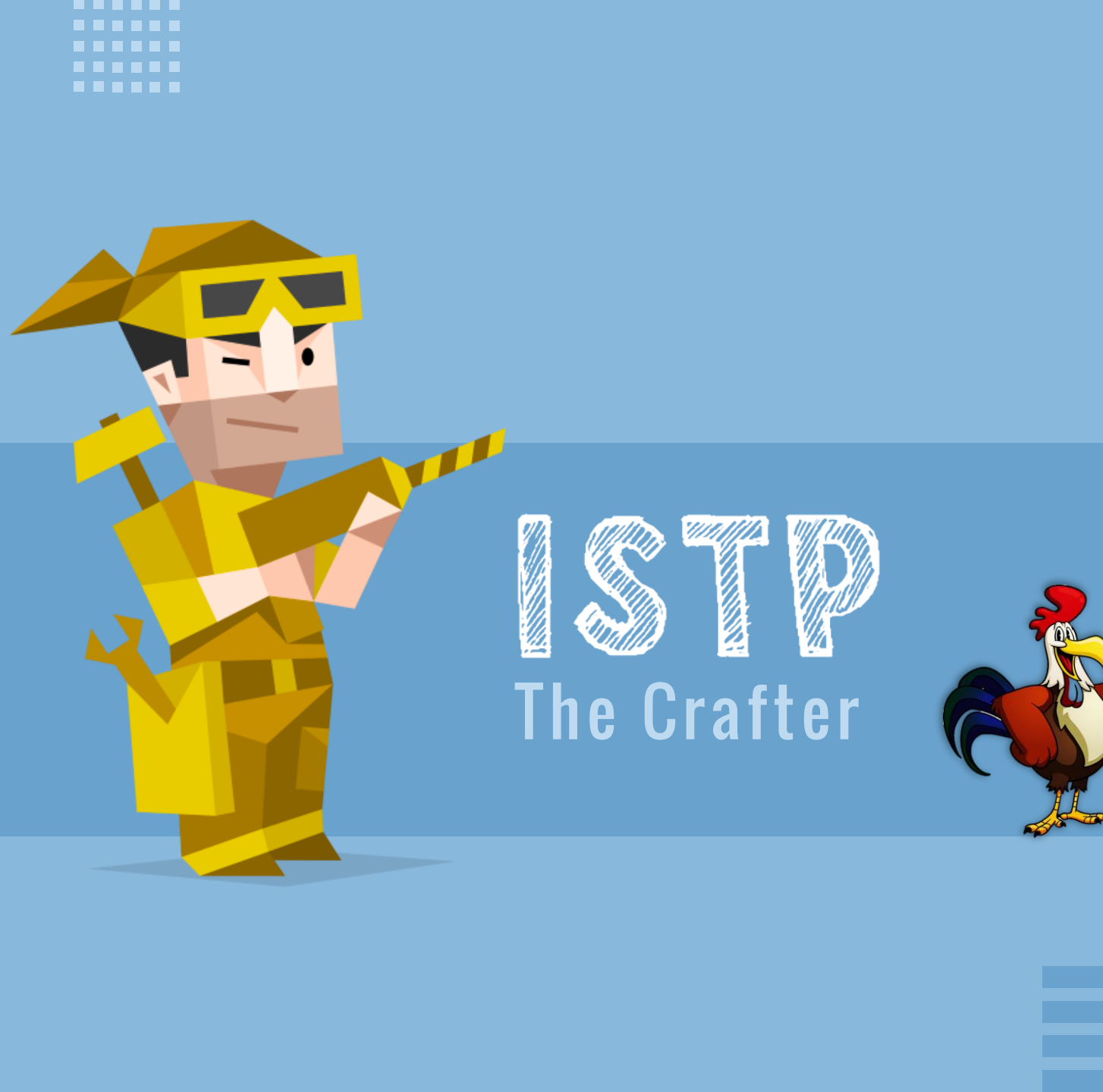
### THINKING

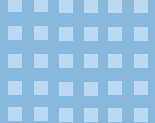
You make logical and objective decisions



### PERCEIVING

You are spontaneous and keep your options open





# ISFP

## The Artist



### THE EXPLORER COMPOSER

# ISFP

You are quiet, sensitive and considerate to those around you. You are unassuming, preferring to stay out of the spotlight and let your work speak for itself. Although you are quiet, you are highly observant, often spotting needs of people long before others do.



#### FAMOUS ISFPs



Princess Diana



David Beckham



Michael Jackson



#### TOP CAREERS

- Customer Service Officer
- Geologist
- Artist
- Travel Agent
- Teacher
- Mechanic
- Air Crew
- Surgeon
- Tailor
- Nutritionist



#### INTROVERSION

You recharge energy by being in solitude



#### SENSING

You are practical and down-to-earth



#### FEELING

You make values-centered, people oriented decisions



#### PERCEIVING

You are spontaneous and keep your options open



## THE EXPLORER PERFORMER

# ESFP

You are gregarious, fun and often the life of the party. You love making jokes and bring a lightness and joy to everything that you do. At the same time, you are sensitive to the needs of others. You desire independence in your life and dislike structure or deadlines.

SOCIABLE

CHARMING

PLEASURE-SEEKING

DEXTEROUS

CARING

ADAPTABLE

### FAMOUS ESFPs



Richard Branson



Bill Clinton



Katy Perry



### TOP CAREERS

Customer Service Officer  
Teacher  
Entrepreneur  
News Anchor  
Photographer  
Chef  
Real Estate Agent  
Sportsperson  
Family Doctor  
Actor



EXTROVERSION

You enjoy meeting and talking with new people



SENSING

You are practical and down-to-earth



FEELING

You make values-centered, people oriented decisions



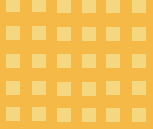
PERCEIVING

You are spontaneous and keep your options open

# ESFP

## The Entertainer





# ISTJ

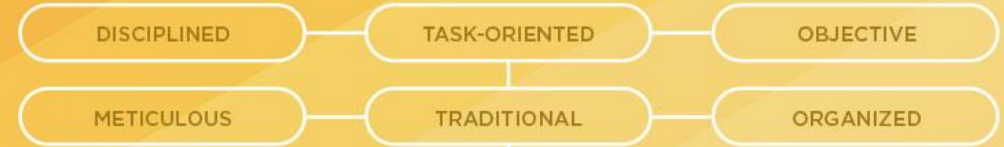
## The Inspector



## THE KNIGHT INSPECTOR

# ISTJ

You are quiet, responsible and reliable person who believes in doing your utmost to complete the tasks given to you. You are task-oriented and objective - with a strong focus on making sure tasks are done with excellence within the deadlines given.



### FAMOUS ISTJs



Angela Merkel



George Washington



Warren Buffett



### TOP CAREERS

Credit Analyst  
Detective  
Accountant  
IT Programmer  
Tax Officer  
Flight Engineer  
Stock Broker  
Military Officer  
Compliance Officer  
Finance Manager



### INTROVERSION

You recharge energy in solitude



### SENSING

You are practical and down-to-earth



### THINKING

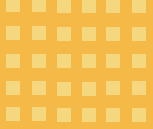
You make logical and objective decisions



### JUDGING

You are organized, preferring to keep a schedule

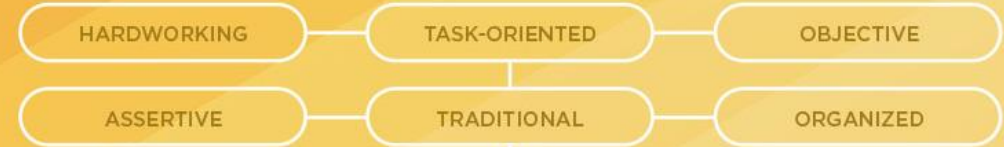




## THE KNIGHT SUPERVISOR

# ESTJ

You are assertive, objective and traditional who believe in working hard and completing your tasks diligently and responsibly. You are results-oriented, having little tolerance for people who don't play by the rules or follow deadlines.



### FAMOUS ESTJs



Hillary Clinton



Billy Graham



Henry Ford



### TOP CAREERS

Office Supervisor  
Financial Advisor  
Project Manager  
Office Manager  
Tax Officer  
Flight Engineer  
Stock Broker  
Military Officer  
School Teacher  
Finance Executive



### EXTROVERSION

You enjoy meeting and talking with new people



### SENSING

You are practical and down-to-earth



### THINKING

You make logical and objective decisions



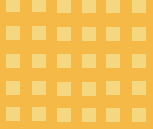
### JUDGING

You are organized, preferring to keep a schedule

# ESTJ

## The Overseer





## THE KNIGHT PROTECTOR

# ISFJ

You are a loyal, supportive and reliable person who has a remarkable attention to the needs of others, sometimes even at your own expense. You are committed to the physical well-being of those whom you deem important to you.

CARING

METICULOUS

DOWN-TO-EARTH

RELIABLE

TRADITIONAL

ORGANIZED

### FAMOUS ISFJs



Mother Teresa



Kate Middleton



Prince Charles



### TOP CAREERS

Optician  
Personal Assistant  
Interior Designer  
Historian  
Accountant  
Dentist  
Religious Teacher  
Nurse  
Surgeon  
School Teacher



# ISFJ

## The Protector



INTROVERSION

You recharge your energy in solitude



SENSING

You are practical and down-to-earth



FEELING

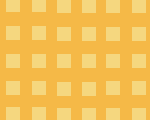
You make values-centered, people oriented decisions



JUDGING

You are organized, preferring to keep a schedule





# ESFJ

## The Caregiver



### THE KNIGHT PROVIDER

# ESFJ

You are fiercely loyal, responsible and task-oriented. You will ensure that the people under your care are well-taken care of, either financially or physically. You are family oriented, often putting their needs above your own.

HARDWORKING

CONCERNED

DOWN-TO-EARTH

GREGARIOUS

TRADITIONAL

ORGANIZED

#### FAMOUS ESFJs



Sam Walton



Pope Francis



Celine Dion



#### TOP CAREERS

Financial Advisor  
Physiotherapist  
School Principal  
Office Supervisor  
Hotel Manager  
Dentist  
Public Relations  
Social Worker  
Family Doctor  
Pastor



EXTROVERSION

You enjoy meeting and talking with new people



SENSING

You are practical and down-to-earth



FEELING

You make values-centered, people oriented decisions



JUDGING

You are organized, preferring to keep a schedule



## THE HEALER COUNSELLOR

# INFJ

You are warm, caring and insightful into the needs and motivations of others. You are a great listening ear to your friends in need. You want the work in your life to make a difference in others and help others become better.

INTUITIVE

WORK ALONE

AUTHENTIC

INSIGHTFUL

ORGANIZED

EMPATHETIC

### FAMOUS INFJs



Carl Jung



Cate Blanchett



Gandhi



### TOP CAREERS

Nutritionist  
Pastor  
Career Consultant  
Movie Producer  
Artist  
Teacher  
Author  
Counsellor  
Welfare Officer  
Dramatist



INTROVERSION

You recharge your energy in solitude



INTUITION

You enjoy possibility, theory and big ideas



FEELING

You make values-centered, people oriented decisions



JUDGING

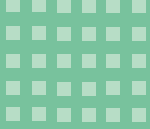
You are organized, preferring to keep a schedule

# INFJ

## The Advocate







# ENFJ

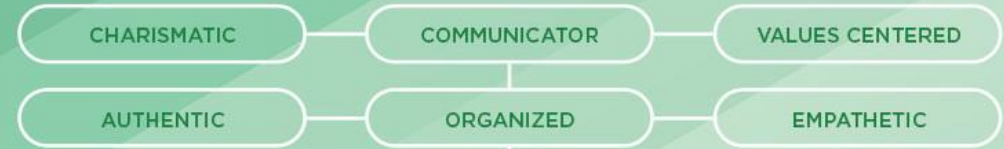
## The Mentor



### THE HEALER TEACHER

# ENFJ

You are warm, kind and sensitive to people's motivations and needs, and you use this knowledge to bring out the best in others. You demand excellence from yourself and strive to do your best in whatever tasks have been given to you.



#### FAMOUS ENFJs



Jennifer Lawrence



Nelson Mandela



Martin Luther King Jr.



#### TOP CAREERS

Fitness Instructor  
Marketing Manager  
School Dean  
Sales Manager  
Sociologist  
Artist  
Counsellor  
Public Relations  
TV Producer  
Consultant



#### EXTROVERSION

You enjoy meeting and talking with new people



#### INTUITION

You enjoy possibility, theory and big ideas



#### FEELING

You make values-centered, people oriented decisions



#### JUDGING

You are organized, preferring to keep a schedule



# INFP

## The Dreamer



## THE HEALER IDEALIST

# INFP

You are quiet, caring and encouraging, with a passion to see the world become a better place. You hold a set of inner values that you wish seen expressed in your outer life. You have a keen understanding of people and what makes them tick.

WORK ALONE

CONTEMPLATIVE

ROMANTIC

ENJOY NEW IDEAS

ADAPTABLE

EMPATHETIC

### FAMOUS INFPs



C.S. Lewis



John Kerry



Johnny Depp



### TOP CAREERS

Musician  
Pastor  
Counselor  
Interior Designer  
Artist  
College Professor  
Journalist  
Psychologist  
Health Coach  
Dietician



### INTROVERSION

You recharge your energy in solitude



### INTUITION

You enjoy possibility, theory and big ideas



### FEELING

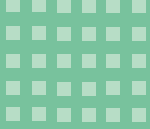
You make values-centered, people oriented decisions



### PERCEIVING

You are spontaneous and keep your options open





# ENFP

## The Champion



### THE HEALER CHAMPION

# ENFP

You are energetic, enthusiastic and inspiring. You see life as an adventure full of possibilities to be explored. You have an keen insight into how people think, and you express yourself well. You come across as charismatic and inspiring to others.

CHARISMATIC

INSPIRING

EMPOWERING

ENJOY NEW IDEAS

ADAPTABLE

EMPATHETIC

#### FAMOUS ENFPs



Walt Disney



Ellen Degeneres



Robin Williams



#### TOP CAREERS

Musician  
Comedian  
Strategic Consultant  
Interior Designer  
Author  
Social Scientist  
Activist  
News Reporter  
Missionary  
Teacher



EXTROVERSION

You enjoy meeting and talking with new people



INTUITION

You enjoy possibility, theory and big ideas



FEELING

You make values-centered, people oriented decisions



PERCEIVING

You are spontaneous and keep your options open

**MAHIRA KHAN - The Mentor (ENFJ)**



Mahira's charismatic personality does not stop her from being warm and popular with others.

Ms. Khan helps her friends grow and offer great encouragement when needed.

**FAWAD AFZAL KHAN - The Craftsman (ISTP)**



Like a true craftsman, Fawad always finds the most expedient route to completing a task, without wasting his effort on unnecessary things.

**MAWRA HOCANE - The Dreamer (INFP)**



Mawra, the flower child as she often describes herself, never seems to lose her sense of wonder.

Like a true dreamer, she is here having fun until it is all making sense to her.

# PAKISTANI CELEBRITY PERSONALITY TYPES



**FAHAD MUSTAFA - The Entertainer (ESFP)**



For Fahad, the entire world is a stage which is why he falls under this personality type.

He likes being the center of attention as an entertainer.

**SAJAL ALI FIRDOUS - The Overseer (ESTJ)**



As an overseer, Sajal tends to rely more on facts and personal experiences rather than mere ideas.

She has 1.9M followers to 'be your own hero'.

**SABA QAMAR ZAMAN - The Artist (ISFP)**



Saba Qamar is hands down a born artist. She likes to live in the world of sensation and possibilities and has a strong aesthetic appreciation for art.

# PAKISTANI CELEBRITY PERSONALITY TYPES



**HAMZA ALI ABBASI - The Defender (ISFJ)**



Hamza does not shy away from taking in information about people (read: Imran Khan) and situations that are personally important to him, like a typical defender personality type.

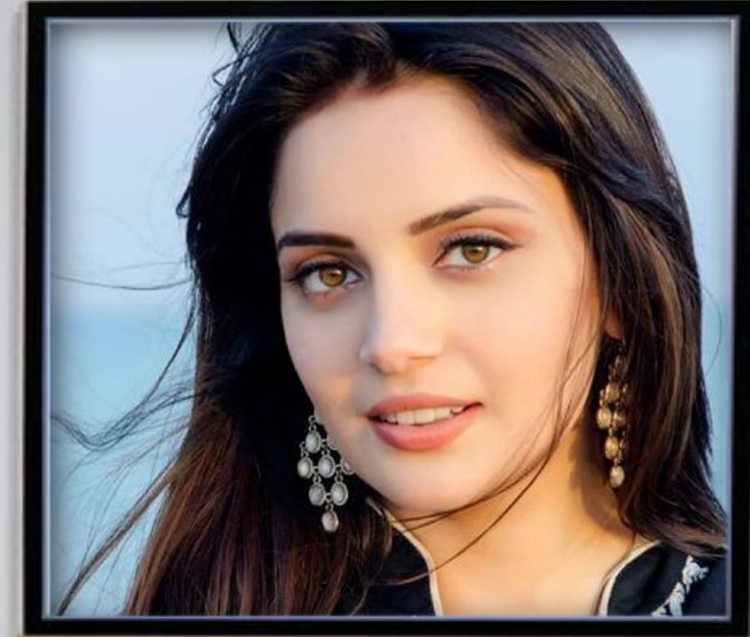
**AHAD RAZA MIR - The Persuader (ESTP)**



This personality type is known to be friendly and enthusiastic, describing this young lad, Ahad who is living in the here and now.

He prefers to solve problems right away rather than waiting for a more traditional approach.

**ARMEENA KHAN - The Advocate (INFJ)**



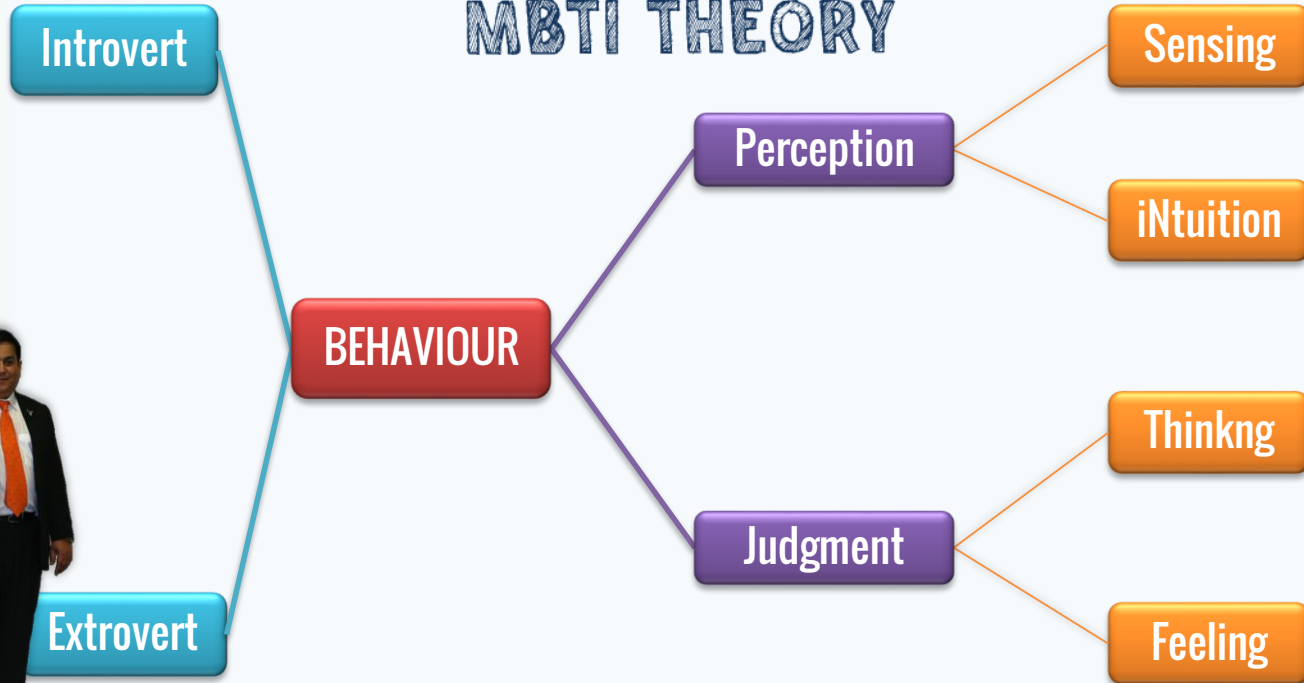
Armeena is spontaneous and blunt.

The carefree soul that she is, says that people will think whatever they want to in her recent post, like an advocate.

# PAKISTANI CELEBRITY PERSONALITY TYPES



# MBTI THEORY



# How to understand the other?



Observe the Behavior

Listen what he/she is  
talking about

Analyze



And soon you will *see*...





ISTJ  
ISFJ  
INFJ  
INTJ  
ISTP  
ISFP  
INFP  
INTP  
ESTP  
ESFP  
ENFP  
ENTP  
ESTJ  
ESFJ  
ENFJ  
ENTJ



How all **16 personality**  
**types\*** appear



**\*KNOWING THE TYPES IS NOT A SILVER BULLET**

But is a step *toward* each other.

Millions of steps every day.

All over the world.







Speak to him in *his language*.  
And he will hear.



# Myers-Briggs Hierarchy of Functions

## Dominant function

It is the strongest function you use so often, you may not even realize you are doing it.

## Auxiliary function

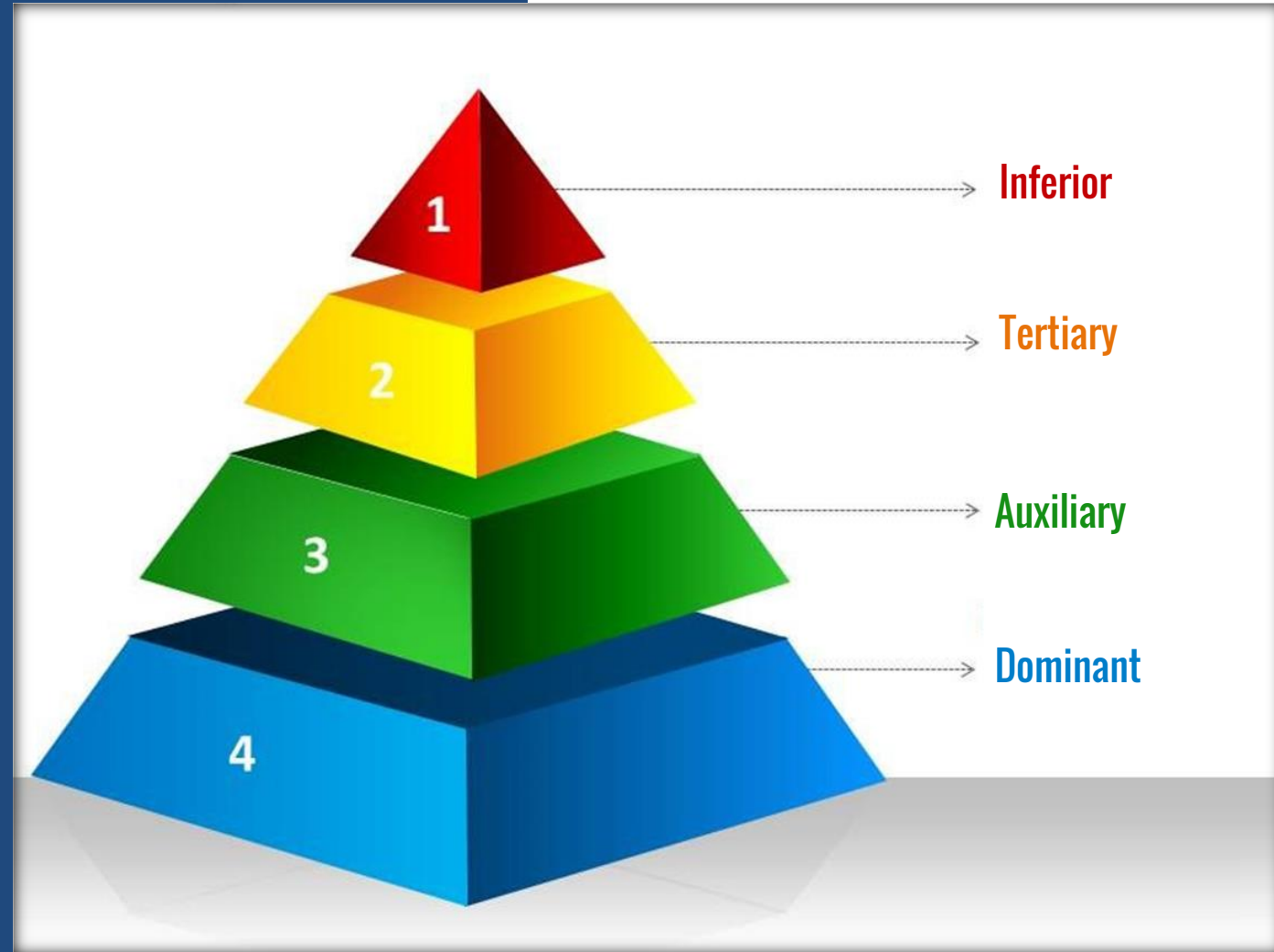
It assists the dominant function in conveying ideas and is also relatively strong in your personality.

## Tertiary function

This may be slightly under-developed, but does start to manifest in your type more prominently as you age.

## Inferior function

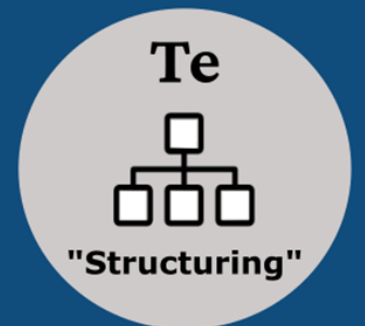
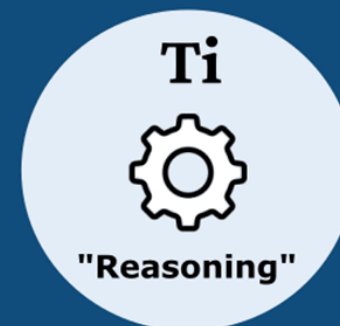
This is challenging to access and often only comes out under stress.



# THE 8 FUNCTIONS

The eight functions are critical to understanding **how you operate in the world**, and are worth knowing as a tool to **help you delve deeper into how you and anyone else ticks.**

## The 8 Functions





# 4 FUNCTIONS OF MBTI

TYPE	FOCUS ON	DO	DON'T	TEAM ROLES	WRITING STYLES
ST	Want to focus on <b>practical ways</b> to use <b>facts</b> and <b>details</b>	<ul style="list-style-type: none"><li>• Outline the <b>pros and cons</b></li><li>• Provide <b>facts</b> and <b>evidence</b></li><li>• Be clear and direct</li></ul>	<ul style="list-style-type: none"><li>• Be too <b>personal</b> and <b>emotional</b></li><li>• Be <b>logically inconsistent</b></li><li>• Appear to <b>lack confidence</b></li></ul>	<b>Technical skills</b> with objects and facts	<ul style="list-style-type: none"><li>• Short, to the point</li><li>• Precise, with qualifications if appropriate</li><li>• Bullet points</li><li>• Conventional words</li><li>• “Businesslike” tone</li></ul>
SF	Want to focus on <b>helping people</b> in <b>practical ways</b>	<ul style="list-style-type: none"><li>• Show that they <b>are listening</b></li><li>• Use <b>personal facts</b> and personalised <b>words &amp; phrases</b></li><li>• Demonstrate <b>loyalty</b></li></ul>	<ul style="list-style-type: none"><li>• Be <b>dry</b> and <b>factual</b></li><li>• Ignore or <b>dismiss detail</b>, especially <b>personal detail</b></li><li>• Appear to <b>be impersonal</b></li></ul>	<b>Practical ways</b> of helping others	<ul style="list-style-type: none"><li>• Short</li><li>• Bullet points</li><li>• Conventional words</li><li>• Personal tone i.e. personal pronouns, specific quotes</li></ul>
NF	Want to focus on using their <b>creativity</b> to <b>empower others</b>	<ul style="list-style-type: none"><li>• Engage their <b>imagination</b> and <b>speak</b> to their <b>values</b></li><li>• Show <b>energy</b> and <b>passion</b></li><li>• Emphasize <b>harmony</b></li></ul>	<ul style="list-style-type: none"><li>• Use <b>too much detail</b></li><li>• Miss out the <b>big picture</b></li><li>• Appear to <b>lack passion</b></li></ul>	<b>Insight</b> and encouraging people	<ul style="list-style-type: none"><li>• Longer, paragraph format</li><li>• Expressive, underlining, personalized anecdotes</li><li>• Using words and phrases, personal pronouns</li></ul>
NT	Want to focus on <b>theoretical systems</b> that are <b>intellectually stimulating</b>	<ul style="list-style-type: none"><li>• Discuss <b>pros and cons</b> of <b>different possibilities</b></li><li>• Acknowledge their <b>expertise</b></li><li>• Appear <b>competent</b> and <b>expert</b></li></ul>	<ul style="list-style-type: none"><li>• Be too <b>personal</b> or <b>emotional</b></li><li>• <b>Lack focus</b> or, when asked, <b>evidence</b></li><li>• Use <b>irrelevant details</b></li></ul>	<b>Theoretical</b> and technical frameworks	<ul style="list-style-type: none"><li>• Longer, paragraph format</li><li>• Present the “why” or logic behind the idea</li><li>• “businesslike” tone</li><li>• Unique words &amp; phrases, metaphors</li></ul>

# 5 possible reasons why you're not enjoying your job

1. You're not being **challenged**
2. You're **bored**
3. You don't **get on with your boss**
4. You don't **get on with your colleagues**
5. The **company culture** is wrong





# Applying the MBTI To Career Choice

What is your **ideal job**?

- Nourishes important aspects of your **personality** and plays to at least one of your **preferences** by using them in ways that **come naturally**
- Reflects who you are and **realistically** brings you **satisfaction more than 60%** (and hopefully 80%) of the time
- Fits **YOUR** definition of **success**



# 4 FUNCTIONS OF MBTI & THEIR PREFERRED JOBS

**ST**

- Finance and commerce
- IT - operators and programmers
- Technicians, plumbers, carpenters etc
- Police and the Military
- Production
- Administration

**SF**

- Volunteers - community workers
- Health care
- Teaching - primary school
- Waiters in restaurants
- Flight attendants
- Customer service positions

**NF**

- Psychology, psychiatry & social work
- HR and Adult L&D
- Religious service
- Teaching - high school
- Art and music
- Environmental Science

**NT**

- Research and development
- Engineering
- Architecture
- Strategist - logistics
- Management consultant
- Computing - analyst



**REMEMBER**

We find all the Types in all the occupations!

- Type does **not** measure skills, abilities, training, or motivation and other reasons why someone may choose a particular occupation.



- When you are in an occupation that requires you to act **out** of your preferences for long periods of time, we anticipate **stress** will result!
- The question becomes, for each of us, **is the stress and tension worth it?**

# And at the end?



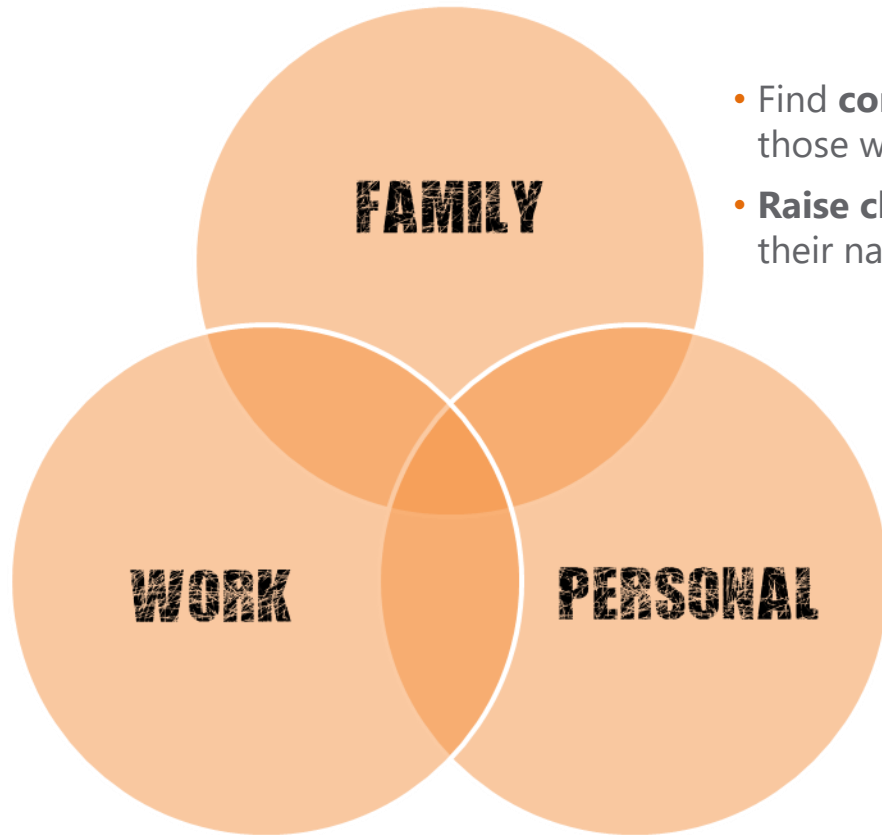
Know  
yourself

Understand  
the other

Speak the same language



# Use Personality Types to



- Find **common ground** with those who are close
- **Raise children** according to their nature

- **Realize** your potential
- Build **good relations** with your colleagues
- Create a **team**

- Use your **strengths**
- **Understand** and **accept** yourself

ISFJ: *Values*

ESFJ: *Others*

ISTJ: *Duty*

ESTJ: *Efficiency*

ESFP: *Experience*

ISFP: *Creativity*

ESTP: *Risk*

ISTP: *Individualism*

Exactly What Motivates You to Shine in Life, According to Your Myers-Briggs Personality Type





# In summary

- Greater **understanding of self and own personality**
- **Appreciation of and respect for difference** in approach to work/team
- Questions / observations you might use to give you **better insight into those with other personality preferences?**
- Initial thinking on ways to be **personally more effective within teams, and develop own team role/s**



Let's make the world  
a *better* place!

