

Brain Typing

Coaching Individual Personality Types Using the Myer's Brigg Analysis

The 16 MBTI® Types

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

What we'll be talking about

- ▶ Four aspects of the Myers Brigg
 1. Extraversion vs. introversion
 2. Sensing vs. intuition
 3. Thinking vs. feeling
 4. Judging vs. perceiving
- ▶ Case study: Two personalities
 1. ESFP “the performer”
 2. ENTJ “the protagonist”
- ▶ Application: high school athletes
- ▶ What about the percentages?
- ▶ So what? Doubles
- ▶ Taking the test

Why does it matter?

- ▶ Motivation
- ▶ Communication
- ▶ Empathy
- ▶ Teamwork
- ▶ Better coaching

1. Extraversion vs. Introversion

Extraverts

- ▶ People time
- ▶ Act, then think
- ▶ Share openly
- ▶ Talk > listen
- ▶ Breadth > depth



1. Extraversion vs. Introversion

Introverts

- ▶ Alone time
- ▶ Think, then act
- ▶ More private
- ▶ Listen > talk
- ▶ Depth > breadth



2. Sensing vs. Intuition

Sensors

- ▶ Certain and concrete
- ▶ Like new ideas only if they have practical applications
- ▶ Realism and common sense
- ▶ Like to use established skills
- ▶ Present information step-by-step
- ▶ Oriented to the present



2. Sensing vs. Intuition

Intuitives

- ▶ Inspiration and inference
- ▶ Imagination and innovation
- ▶ Learn new skills for their own sake
- ▶ Get bored easily after mastering skills
- ▶ General and figurative
- ▶ Present information in a roundabout manner
- ▶ Oriented toward the future



3. Thinking vs. Feeling

Thinkers

- ▶ Impersonal analysis
- ▶ One standard for all
- ▶ Naturally see flaws
- ▶ Seen as uncaring
- ▶ Truthful > tactful

*Are motivated by a desire
for achievement and
accomplishment*



3. Thinking vs. Feeling

Feelers

- ▶ Empathy and harmony
- ▶ See the exception to the rule
- ▶ Like to please others
- ▶ Show appreciation easily
- ▶ Seen as overemotional
- ▶ Tactful and truthful
- ▶ Every feeling is valid

Are motivated by a desire to be appreciated



4. Judging vs. Perceiving

Judgers

- ▶ Decisions
- ▶ “Work ethic”
- ▶ Structure
- ▶ Result oriented
- ▶ Finishing projects
- ▶ Value deadlines



4. Judging vs. Perceiving

Perceivers

- ▶ Options
- ▶ “Play ethic”
- ▶ Adaptable
- ▶ Process oriented
- ▶ Starting projects
- ▶ Elastic deadlines



Putting it together

Example 1 - ESFP the performer



Example 2:

ENFJ - break is not in their vocabulary



So what's the point?

- ▶ Don't label or select based on a Type
- ▶ Better understand different personalities
- ▶ Improve communication
- ▶ Individualize training

Application: Comparing Two Athletes

Player A - ISTJ

- ▶ “The Tactician”
- ▶ Analytical approach to his tennis game
- ▶ Hard time being spontaneous
- ▶ Approaches his game in a linear fashion
- ▶ Gets easily frustrated after unforced error
- ▶ Increase his ability to react “in the moment”

Player B - ISFP

- ▶ “The Troubleshooter”
- ▶ Makes decisions based on experience and gut feel
- ▶ Great at being spontaneous
- ▶ Responds best to tangible and encouraging advice
- ▶ Encourage him to invest the necessary effort to develop specific skills and techniques

What about the percentages?

Example -- ESTJ

- ▶ Extravert(62% distinct preference)
- ▶ Sensing(31% moderate preference)
- ▶ Thinking(34% moderate preference)
- ▶ Judging(50% moderate preference)

So what?

- ▶ Doubles pairings!



How to take the test:

- ▶ Online version takes 10-15min
 - ▶ 72 questions
 - ▶ Link: <http://www.humanmetrics.com/cgi-win/jtypes2.asp>
- ▶ In depth version
 - ▶ Myers brigg website
 - ▶ <http://www.myersbriggs.org/>
 - ▶ Administered by Myer's Brigg practitioner

Wrap Up

- ▶ Four aspects of the Myers Brigg
- ▶ Two examples ESFP and ENFJ
- ▶ Application: comparing two athletes
- ▶ The percentages
- ▶ Doubles
- ▶ Taking the test

Key takeaways

- ▶ Continuum
- ▶ Adapting and understanding
- ▶ Improving communication
- ▶ Doubles, doubles, doubles

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Questions?