## 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

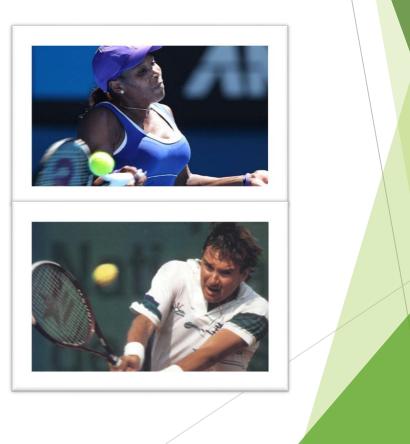




### 2. Sensing vs. Intuition

#### 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: <u>http://www.humanmetrics.com/cgi-win/jtypes2.asp</u>
- 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

# Questions?