

Characteristics of the MBTI Preferences



**PEOPLE
LEADERS**
CREATING HIGH PERFORMING TEAMS

MBTI Preference	Well Developed Characteristics	Underdeveloped Characteristics
Extroversion (E)	Active approach to life Bring 'breadth' to a discussion Explores possibilities with others	'Over the top' Superficial Goes down 'rabbit holes' with others Impatient/hyperactive Looks for distractions
Introversion (I)	Reflective approach to situations Bring 'depth' to a discussion Quiet and calm	Withdrawn or reclusive Secretive Serious in nature Overly analytical (paralysis by analysis)
Sensing (S)	Likes facts Practical Anchored in reality Common sense based Skill based Sensible Grounded	Slow Dull Narrow focus Resistant to change
Intuition (N)	Likes theory and possibilities Imaginative Explores perspectives Likes to solve complex problems	Careless Impractical Dreamy Silly 'Non-sensible' Other worldly Short on detail
Thinking (T)	Analytical Consistent Criteria based Logical 'Good' critical thinking	Cold Uncaring Overly competitive Comparative Judgmental
Feeling (F)	Affiliative Harmonious Collaborative Develops rapport easily Supportive Nurturing	Avoidant Overly sentimental Takes things personally Feels underappreciated
Judging (J)	Decisive Organised Goal oriented Plan based	Opinionated Controlling Impatient with decisions Plan 'fixated'
Perceiving (P)	Inquisitive Explores options Flexible Adaptable Think on your feet	Indecisive Paralysed by options Procrastinates