**Peterson - Honors Psychology**

**Myers Briggs Personality Assessment Explanation**

The elements of personality make-up include the following:

1. introvert (i) or extravert (e)
2. sensing (s) or intuition (n)
3. thinking (t) or feeling (f)
4. judging (j) or perceiving (p)

Each number above represents a set of dichotomies. Your personality will typically include all eight elements, though they will be in different amounts or ratios for each set. Your personality type will therefore include four letters: the majority letter of each set. So a full explanation of your personality might look something like the following hypothetical example:è

1. introvert (i) - 42%; **extravert (e) - 58%**
2. **sensing (s) - 56%**; intuition (n) - 44%
3. thinking (t) - 35% ; **feeling (f) - 65%**
4. judging (j) - 20% ; **perceiving (p) - 80%**

Therefore your personality would be labeled **ESFP**. Note well that two people with the same personality type may appear very different because their percentages vary greatly. For example, one person might have an extravert rating of 52%, whereas another might have an extravert rating of 88%.

**Explaining the Elements:**

*First, it is important to note that the order of the letters is important - like reading a code. The code tells you the general focus of your personality, the way that you gather information and construct a worldview, the bases upon which you make decisions, and finally which element is outwardly visible to others and which is hidden though still a dominant part of who you are.*

***General Focus***

*A note on introverts and extraverts - they should not be reduced to mere social interaction. Rather they should be approached and understood as the primary way by which we approach the world in relation to self.*

1. **Introvert: I**
   * Inwardly focused, introverts are drawn to the world of ideas, thoughts, and feelings. Though they are often considered withdrawn, that is not necessarily a rule.
2. **Extravert: E**
   * Outwardly focused, extraverts are concerned with the outer world of people and things. Just as we should not assume introverts to be withdrawn or shy, we should not automatically assume extraverts to be outgoing.

***Information Gathering (Perceiving Function)***

*Sensing and intuition are about how we bring information into our minds and what we do with it. Jung called them our “irrational functions” since we have no control over how we receive the information.*

1. **Sensing: S**
   * focus on the present and on concrete information gained from their senses
   * prefers to receive data primarily from the five senses.
2. **Intuition:** **N**
   * tend to focus on the future, with a view toward patterns and possibilities
   * prefers to receive data from the subconscious, or seeing relationships via insights.

***Decision-Making (Judging Function)***

*Thinking and feeling deal with the information that is received from sensing/intuition (above). The goal of thinking and feeling is to evaluate or make calculations based on that information and then make decisions. They are both used to make rational choices, but they do so in different ways. When Thinking or Feeling is* ***extraverted****, decisions tend to rely on external sources and the generally accepted rules and procedures. When* ***introverted****, Thinking and Feeling decisions tend to be subjective, relying on internally generated ideas for logical organization and evaluation.*

1. **Thinking: T**
   * base their decisions on logic "true or false, if-then" connections and on objective analysis of cause and effect
2. **Feeling: F**
   * base their decisions primarily on values and on subjective evaluation of person centered concerns
   * feelings use "more or less, better-worse" evaluations

***Dealing with the External World: Info gathering set or decision-making set???***

*Judging and Perceiving refer to the Sensing/iNtuition and Thinking/Feeling dichotomies just described. Judging or Perceiving records which of the two dichotomies is used for dealing with the external world.*

1. **Judging: J**
   * preferred **perceiving** function (Sensing/iNtuition) is ***introverted***
   * preferred **judging** function (Thinking/Feeling) is ***extraverted*** (displayed in the outer world)
   * tend to like a planned and organized approach to life and prefer to have things settled
   * prefer a step-by-step (left brain: parts to whole) approach to life
   * rely on external rules and procedures
   * prefer quick closure
2. **Perceiving: P**
   * preferred **perceiving** function (Sensing/iNtuition) is ***extraverted*** *(displayed to the outer world)*
   * preferred **judging** function (Thinking/Feeling) is ***introverted***
   * tend to like a flexible and spontaneous approach to life and prefer to keep their options open
   * can result in a more spontaneous approach to life (right brain: whole to parts), relying on subjective judgments, and a desire to leave all options open

**Example #1: ESFJ**

**E = Extravert**

**S = Sensing (using their five senses to bring in information)**

**F = Feeling (decisions based on subjective evaluation)**

**J = Judging (F is the extraverted function; S is introverted; therefore people will be more aware of this person as a subjective “feeler”)**

**Example #2: INTP**

**I = Introvert**

**N = Intuitive (subconscious/archetypes form the basis of information)**

**T = Thinking (decisions rooted in logic/objectivity)**

**P = Perceiving (N is the extraverted function; T is introverted; therefore people will be more aware of this person as an intuitive person)**

**Cognitive Function Dynamics:**

*The outer two letters are considered a person’s* ***attitude****. The middle two letters are* ***mental functions****. So in the example above. I-P are the attitude, and N-T are the mental functions.*

*The four possible* ***attitudes****:*

*I-J (Introverted-Judging)*

*I-P (Introverted-Perceiving)*

*E-J (Extraverted-Judging)*

*E-P (Extraverted-Perceiving)*

*The four possible* ***mental functions****:*

*S-T (Sensing-Thinking)*

*S-F (Sensing-Feeling)*

*N-F (Intuition-Feeling)*

*N-T (Intuition-Thinking)*

**Dominant (first) Function versus Auxiliary (second) Function**

The first letter always tells which of the mental functions is dominant. Therefore, if the first letter is E then the dominant function is extraverted. In that case the last letter will show us which of the two middle functions is the dominant one. So in the case of ESTJ, the J indicates that the T will be extraverted, and therefore, dominant. The S will be introverted, and therefore auxiliary.

Introverts are different. The I indicates that the dominant function is introverted. The last letter will indicate which function is extraverted (auxiliary). So in the case of ISTJ, the J indicates that the T will be extraverted, and therefore, auxiliary. The dominant function, then, is S.

**Tertiary (third) Function versus Inferior (fourth)**

We already established in the example of ESTJ that the J makes T the extraverted function, and, therefore, dominant. The S is the introverted function and therefore auxiliary. But what about the unmentioned parts of the mental functions - those holding minority positions? The four functions alternate in orientation! Since T is extraverted, the *minority F must be introverted*. That makes is tertiary. Finally, as S is introverted, the *minority N becomes extraverted and therefore inferior*.

In the case of INTP we already established that the P makes the N extraverted and therefore auxiliary. T is introverted and therefore dominant. Since F is the minority decision-making function, it becomes extraverted, and therefore tertiary. And finally, since S is the minority perception function, it becomes introverted, and therefore inferior.

**Remember!**

* **For Introverts the dominant and tertiary functions must be introverted, and the auxiliary and inferior functions must be extraverted and vice versa for extraverts!**

**Assignment: *Cognitive Function Analysis (30 Points)***

**Step 1:** Copy this page onto a new Google Document. Label it “Cognitive Function Analysis (Last Name)”

**Step 2:** Complete the table below using the principles of cognitive function dynamics to analyze each of the different possible personality types. It is important that you do this work on your own as you will be required to do so on the test as well.

**Step 3:** Be certain to label whether each function is extraverted or introverted. The first box is completed for you. Please bold print the function letter, but not the introverted/extraverted.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Type:** | ISTJ | ISFJ | INFJ | INTJ |
| Dominant (1)  Auxiliary (2)  Tertiary (3)  Inferior (4) | Introverted S  Extraverted T  Introverted F  Extraverted N |  |  |  |
| **Type:** | ISTP | ISFP | INFP | INTP |
| Dominant (1)  Auxiliary (2)  Tertiary (3)  Inferior (4) |  |  |  |  |
| **Type:** | ESTP | ESFP | ENFP | ENTP |
| Dominant (1)  Auxiliary (2)  Tertiary (3)  Inferior (4) |  |  |  |  |
| **Type:** | ESTJ | ESFJ | ENFJ | ENTJ |
| Dominant (1)  Auxiliary (2)  Tertiary (3)  Inferior (4) |  |  |  |  |