

Myers-Briggs Type Indicator

- Four dichotomies that define sixteen categories
 - Each is a continuum, not a binary choice
- This is not “what you are”
 - It is “right now, what you prefer” (and strength of preference)
 - For example, most introverts can operate in extrovert mode when needed.
- Results can vary from test to test or day to day by several points.
 - Results are generally consistent, between “adjacent” types
- Wikipedia has good articles for some types

Why Does it Matter?

- Presumably, different types are better/worse at different tasks
 - CS needs an unusually broad range of types to get everything done
 - numerical analysis vs. HCI
 - managers, architects, programmers, testers, documentation writers
- How do you best learn and work? Interact in organizations?
- Type/type interpersonal interactions
- Team building

What Type Am I?

- Depending on which test you take/ your current mood, you might end up assigned to different categories on different attempts.
- Testers often defer to the person on “best fit” category.
- Be careful when reading the descriptions
 - They tend to be general
 - They tend to be a bit flattering (which category type is for scatterbrained people? For couch potatoes?)
 - In general, readers tend to agree with any generic assignment that they are given (Forer effect)

Potential Failings

- Is it accurate?
- Unstable: Lots of variation in results between instruments and over time
- Does it make sense to say there are 16 personality types?
- Does it actually predict anything?

Four Dichotomies

- The words used for the poles on each of the four dichotomies have **technical** meanings
 - You can't interpret what these mean using the everyday definitions of the words
 - A person isn't "more judgmental" or "less perceptive" in these words' everyday meaning

Introvert/Extravert [Additude]

- Defines the source and direction of energy expression for a person.
 - Extravert has a source and direction of energy expression mainly in the external world. Act/reflect/act. Energy/motivation decline with inactivity.
 - Introvert has a source of energy mainly in the internal world. Reflect/act/reflect. Needs downtime after action to reflect.

Introvert/Extravert (Cont)

- These meanings are clearly different from common use.
- You might prefer to curl up with a book (given the choice), but can still enjoy and interact at a party without being shy
- An extravert might prefer parties, but that doesn't tell us whether he is a "loud" person or not

Sensing/iNtuition [Function]

- Defines the method of information perception
 - Sensing means that a person believes mainly information received directly from the external world – tangible and concrete facts drive patterns. More present oriented. Methodical, precise.
 - Intuition means that a person believes mainly information he or she receives from inside (books, memories) – how facts fit into the pattern. More future oriented. "Flash of insight." Dislikes routine.
- Says what you prefer to focus on
 - Often need to use the opposite to "check"

Thinking/Feeling [Function]

- Defines how the person processes information (decision making). Both strive to make rational decisions. Both can be practiced/strengthened.
 - Thinking means that a person makes a decision mainly through logic/reason. More detached, impersonal.
 - Feeling means that, as a rule, he or she makes a decision based on emotion. Look at from “inside” and strive to reach balance/harmony/consensus with values. More personal, subjective.
 - “Heart vs. Head”
- You will trust your preferred approach better, but most have some ability to work in either mode.

Judging/Perceiving [Lifestyle]

- Defines how a person implements the information he or she has processed.
 - Judging means that a person organizes all his life events and acts strictly according to his plans. Prefers things decided. Prefers things on time. Might seem inflexible.
 - Perceiving means that he or she is inclined to improvise and seek alternatives. Likes to leave things open. More likely to push deadlines.

MB Example

- INTJ
 - Strength in each dimension (ex: mild I vs E, mild N vs S, moderate-strong T, strong J)
 - Occurrence in population (this one is 1-2%)
- While I tend toward INTJ, on any given day/test I might register as ENTJ or ISTJ. But the descriptions make me clearly self-identify.

What is the CS Personality?

- What is the “public perception”?
- What is **your** perception?

Type Distribution

ISTJ 11.6% 6(7)	ISFJ 13.8% 1(1)	INFJ 1.5% 1(2)	INTJ 2.1% 8.5(11)
ISTP 5.4% .5 (1)	ISFP 8.8% --	INFP 4.4% 2.5(3)	INTP 3.3% 3(4)
ESTP 4.3% 2(2)	ESFP 8.5% --	ENFP 8.1% 2.5(3)	ENTP 3.2% 1(1)
ESTJ 8.7% 3(4)	ESFJ 12.3% .5(1)	ENFJ 2.4% --	ENTJ 1.8% 1.5(2)

Class Preferences

E: 10.5 (13)	I: 22.5 (29)
N: 20 (26)	S: 13 (16)
F: 7.5 (10)	T: 25.5(32)
J: 21.5 (28)	P: 11.5 (14)

	General	Engineering
E/I	70/30	33/67
N/S	30/70	47/53
J/P	50/50	61/39
F/T	50/50	26/74
F/T: Male	40/60	23/77
F/T: Female	60/40	39/61

Relevance to Education

- Different types prefer various teaching/testing styles
 - Sensing and Judging types prefer memorization and recall
 - iNtuition types prefer hypothesis/essay
 - Most in population are sensing
 - Most faculty are intuition
- Engineering students are split evenly N/S, but these groups have different needs