



## MBTI® - The 8 Preferences

### The 8 different characteristics / preferences of the MBTI®

The MBTI® describes the 8 preferences or 4 opposite pairs (dichotomies). Just as individuals may be right- or left-handed, they may have different preferences, either **E** or **I**, **S** or **N**, **T** or **F** and **J** or **P**. A short description of the different preferences is given in the following table:

#### **E = Extraversion:**

- their interests are directed outward
- prefer to talk problems through
- learn best by actually doing things
- have many different interests, tend to stay at the surface
- tend to first speak and act, think later

#### **S = Sensing**

- concentrate on the real, existing things
- like practical applications
- are interested in concrete facts and notice details
- notice and remember details
- enjoy the present
- rely on their experience

#### **T = Thinking**

- are guided by objective logical thinking
- concentrate on cause and effect
- look for logical errors

#### **I = Introversion**

- their interests are directed inward
- prefer to think problems through
- learn best through reflection and mental “exercise”
- have few interests, but go into depth
- tend to first think before speaking or acting

#### **N = Intuition**

- concentrate on the overall picture, the opportunities
- like intuition
- are abstract and theoretical
- see patterns and meanings
- enjoy anticipating the future
- rely on their inspiration

#### **F = Feeling**

- are guided by personal values and convictions
- concentrate on harmony with their own values other individuals' values

- at work, focus on tasks

**J = Judging**

- want things to be decided
- are organized and orderly
- like to make decisions and plans
- don't like to work under pressure
- make their decisions as early as possible

- search for a common basis and common values
- at work, support and focus on the process

**P = Perceiving**

- like to leave their options open
- are spontaneous and flexible
- enjoy the process, don't make decisions unless required
- gain energy from last-minute pressure
- tend to leave their decisions open as long as possible