

MBTI Step II Facets—

Descriptions of the Extraversion – Introversion Facets



Extraversion (E) ←————→ **Introversion (I)**

Ways to connect with others

Initiating

- Are assertively outgoing in social situations, planning and directing gatherings
- Carry out social obligations with finesse, introducing people to each other with ease
- Enjoy linking people whose interests are similar

Midzone

- Will initiate conversations in social situations with people you already know or if your role calls for this
- Appear at ease socially in familiar surroundings, less at ease in large gatherings
- Are willing to introduce people if no one else does so

Receiving

- Consider social obligations unimportant and leave them to others
- Prefer in-depth discussion about important issues; hate small talk
- May be seen by others as quiet and shy

Communicating feelings, thoughts, interests

Expressive

- Talk a lot
- Are easy to get to know
- Find it easy to express your feelings and interests to others

Midzone

- Reveal personal information if you are comfortable with those present
- Are seen as hard or easy to get to know depending on how close you are to the other person
- Show more interest in other's feelings than in revealing your own

Contained

- Keep your feelings and interests to yourself
- Are seen as hard to get to know because you process so much inside
- Assume others are uninterested in your thoughts

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Extraversion (E) ←————→ **Introversion (I)**

Breadth and depth of relationships

Gregarious

- Enjoy being with others and prefer not to be alone for long
- Enjoy belonging to groups
- Have many acquaintances and friends

Midzone

- Like large group activities and one-on-one conversations at different times
- Find that your degree of comfort with strangers depends on the situation
- Appear outgoing at times and reserved at other times

Intimate

- Seek close one-on-one, in-depth involvement with others
- Would rather relate to a few significant others than be in a large group
- Draw sharp distinctions between friends and acquaintances

Ways to communicate and socialize and learn

Active

- Learn better by doing, hearing and observing than by reading and writing
- Like to communicate in person, either face-to-face or voice-to-voice
- Would rather talk than write about a topic

Midzone

- Prefer to learn new things in person and more familiar things by reading
- Talk in person about non-technical information and communicate technical information in writing
- Can be at ease actively participating in events or quietly observing them

Reflective

- Learn better by reading and writing and communicate better through writing
- Can concentrate better on reading written material than on listening to someone talk
- Remember material better if you read it

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Extraversion (E) ← → **Introversion (I)**

Level and
kind of
energy

Enthusiastic

- Like being where the action is
- Often seek to be the centre of attention
- Catch others up in your enthusiasm

Midzone

- Readily show enthusiasm when you know the people or the topic well; otherwise you stay in the background
- Find that your desire for quiet or action depends on how full or quiet your day has been
- Are seen quite differently by the people who see different sides of you

Quiet

- Prefer calm, serenity, even silence
- Are bothered by noisy circumstances and places
- Have a calming effect on groups

MBTI Step II Facets—

Descriptions of the Sensing – Intuition Facets



	Sensing (S) ←	→ Intuition (N)
Focus of attention	<p style="text-align: center;">Concrete</p> <ul style="list-style-type: none"> • Are grounded in reality and facts • Interpret things literally and are cautious about making inferences • Begin with what you know to be true and have facts in order before moving on 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Want both facts and meanings • Like to know the facts first before moving to meanings • May get stuck on a fact when under pressure and have difficulty seeing the larger context
How information is used	<p style="text-align: center;">Realistic</p> <ul style="list-style-type: none"> • Take pride in your common sense • Value efficiency, practicality and cost effectiveness • Appreciate direct experiences and tangible results 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Like to search for and find some new ideas or methods • Carefully avoid embracing anything that seems too far fetched • Move relatively quickly to see how your ideas work and what their limits are
	<p style="text-align: center;">Abstract</p> <ul style="list-style-type: none"> • Like to go beyond the surface and read between the lines • May use symbols and metaphors to explain your views • Make mental leaps and enjoy brainstorming 	<p style="text-align: center;">Imaginative</p> <ul style="list-style-type: none"> • Like ingenuity for its own sake • Are resourceful in dealing with new and unusual experiences • Readily envision what you believe is needed for the future

MBTI Step II Facets—

Descriptions of the Sensing – Intuition Facets



	← Sensing (S)	→ Intuition (N)
What is made from what is known	<p style="text-align: center;">Practical</p> <ul style="list-style-type: none"> • Find applying ideas more appealing than the ideas themselves • Need to see an idea's application to understand it • Favour practical utility over intellectual curiosity 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Blend pragmatism and curiosity • Enjoy alternating back and forth between ideas and their applications • Want to see your best ideas used, not just thought about
Ways to make meaning	<p style="text-align: center;">Experiential</p> <ul style="list-style-type: none"> • Learn best from direct, hands on experience • Are careful not to generalize too much • Focus more on the past and present than on the future 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Have a mild interest in theories that explain things that are important to you • Are not likely to pursue theories in any great depth • See theories as explaining patterns but are more interested in seeing how those patterns work
	<p style="text-align: center;">Conceptual</p> <ul style="list-style-type: none"> • Like acquiring new knowledge for its own sake • Focus on the concept, not its application • Prefer starting with an idea 	<p style="text-align: center;">Theoretical</p> <ul style="list-style-type: none"> • Trust theory and believe it has a reality of its own • See almost everything as fitting into a pattern or theoretical context • Are future-oriented

MBTI Step II Facets—

Descriptions of the Sensing – Intuition Facets



Sensing (S)



Intuition (N)

Value of traditions

Traditional

- Identify strongly with what is familiar
- Admire and support established institutions or methods
- Are reluctant to change things that are working well

Midzone

- Value some traditions in family and work activities
- Are eager to change procedures that don't work
- Will follow established procedures that do work

Original

- Place a high value on uniqueness, cleverness and inventiveness
- Need to demonstrate your originality
- Would rather figure out your own way than read the directions

MBTI Step II Facets—

Descriptions of the Thinking – Feeling Facets



	Thinking (T) ←	→ Feeling (F)	
Ideal decision-making strategy	Logical	Midzone	Empathetic
	<ul style="list-style-type: none"> • Believe that logical analysis is best for decision making • Use hard data to make decisions • Focus on cause and effect and the pros and cons 	<ul style="list-style-type: none"> • Prefers to consider both logical consequences and people's feelings when making decisions • Respects a dispassionate approach, but not in the extreme • May experience some tension between an analytical and a personal approach 	<ul style="list-style-type: none"> • Focus on how a decision may affect what's important to you and others • Have a knack for identifying your own and others' feelings about an issue • Believe that following your personal appraisal of a situation is the best way to make a decision
Actual decision-making strategy	Reasonable	Midzone	Compassionate
	<ul style="list-style-type: none"> • Use reasoning to make decisions • Approach situations as an impartial observer • Confident and clear about your objectives & decisions 	<ul style="list-style-type: none"> • Make decisions based on both a concern for others and logic • May vacillate when making a decision • May sometimes be seen as ambivalent 	<ul style="list-style-type: none"> • Trust your values as a reliable basis for decision making • Are in touch with your own and others' feelings and values • Influenced by your likes & dislikes in making decisions
Ways to handle	Questioning	Midzone	Accommodating

MBTI Step II Facets—

Descriptions of the Thinking – Feeling Facets



	← Thinking (T)	→ Feeling (F)	
differences	<ul style="list-style-type: none"> • Use questions to clarify ideas and are tenacious in getting the answers you need • Are precise in your questions, liking to zero in on discrepancies • May need to have all your questions answered before you can trust your conclusions 	<ul style="list-style-type: none"> • Ask questions only as needed • Question and disagree in a style that is neither confrontational nor conciliatory • Become more confrontational and direct when an important value is threatened 	
	<ul style="list-style-type: none"> • Minimise differences by focussing on points of agreement or by reframing the issue • Want to include people and have them all agree • Will ask some questions when you feel strongly about the issue 		
General outlook on differences	Critical <ul style="list-style-type: none"> • Are argumentative and skeptical • Take nothing for granted and concede little • Like to clarify what is wrong since nothing is perfect 	Midzone <ul style="list-style-type: none"> • Clarify what's wrong and what's right with things • May or may not critique out loud • Critique selectively 	Accepting <ul style="list-style-type: none"> • Focus on the good in people and situations • Like to praise, be kind to others and expect the same from others • Believe a win-win situation is possible

MBTI Step II Facets—

Descriptions of the Thinking – Feeling Facets



Thinking (T)



Feeling (F)

Manner of standing by a decision

Tough

- Focus single-mindedly on achieving your objective
- Often assume that alternatives don't exist
- Are results-oriented and comfortable focusing on the bottom line

Midzone

- Pay attention to both emotional issues and potential outcomes
- Prefer a conciliatory approach first, but then can become tough
- Are devoted and loyal to people close to you

Tender

- Want people to like you and use gentleness and affection to achieve your objectives
- See several ways to arrive at agreement and want everyone to feel good about the result
- Give others the benefit of the doubt

MBTI Step II Facets—

Descriptions of the Judging – Perceiving Facets



	Judging (J) ←	→ Perceiving (P)
General organization and flow of life	<p style="text-align: center;">Systematic</p> <ul style="list-style-type: none"> • Live by the motto 'Be prepared' • Work within a superstructure of efficiency • Dislike diversions and surprises 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Like a general plan with some contingencies • Don't mind interruptions if no agenda is in place • Dislike distractions once into something
		<p style="text-align: center;">Casual</p> <ul style="list-style-type: none"> • Love being surprised and taking things as they come • Like a leisurely pace, letting things unfold in their own way • Don't like having too many plans with too much detail
Arranging leisure time	<p style="text-align: center;">Planful</p> <ul style="list-style-type: none"> • Like to make long-range plans, especially for leisure activities • Enjoy looking ahead and planning for the future • Feel that long-range planning makes you more efficient 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Like to plan at work and be flexible at home or vice versa • May plan for a few important personal goals, but not everything • May go back and forth between enjoying the here and now and planning for the future
		<p style="text-align: center;">Open-Ended</p> <ul style="list-style-type: none"> • Like to make plans on the spur of the moment, especially in your leisure activities • Prefer flexibility so that activities can unfold • Regret commitments to binding engagements because they close you in

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Descriptions of the Judging – Perceiving Facets



	Judging (J) ←	→ Perceiving (P)	
Dealing with deadlines, time pressures	<p style="text-align: center;">Early Starting</p> <ul style="list-style-type: none"> • Allow yourself ample time to accomplish an activity • Work on multiple tasks comfortably by starting ahead of time • Arrange your world so you don't have to deal with last-minute rushes 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Are likely to find it hard to get started on a task too far in advance • Find the pressure of an approaching deadline motivating • Work best when the deadline is close enough to cause moderate pressure 	<p style="text-align: center;">Pressure-Prompted</p> <ul style="list-style-type: none"> • Feel most creative under the pressure of a deadline • Find your mind working on an assigned task even though nothing is on paper • Need to know just how late you can start and still meet the deadline
Using schedules, routines	<p style="text-align: center;">Scheduled</p> <ul style="list-style-type: none"> • Are comfortable with routines, established methods and procedures • Prefer to control your time and enjoy scheduling both work and home activities • Seem rather predictable to others but like it that way 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Welcome a moderate amount of routine • Feel that some routine provides predictability as well as freedom to respond to opportunities • At work: see routine as helpful. At home: find it confining—or vice versa 	<p style="text-align: center;">Spontaneous</p> <ul style="list-style-type: none"> • Enjoy freedom and openness to new experiences and see routines as constraints • Are at your best when responding in the moment • Feel routine interferes with your ability to respond to unexpected opportunities
Sequencing small tasks	<p style="text-align: center;">Methodical</p> <ul style="list-style-type: none"> • Develop detailed plans for 	<p style="text-align: center;">Midzone</p> <ul style="list-style-type: none"> • Prefer having detailed plans 	<p style="text-align: center;">Emergent</p> <ul style="list-style-type: none"> • Take an informal approach to

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Descriptions of the Judging – Perceiving Facets



	Judging (J) ←		→ Perceiving (P)
to complete larger ones	<p>the task at hand</p> <ul style="list-style-type: none">• Define the subtasks of your life• Thoroughly prepare in precise ways specifying all the steps needed to accomplish the goal	<p>in an unfamiliar situation</p> <ul style="list-style-type: none">• Are comfortable without a plan when quite sure of yourself• Don't need to have all the steps in place before you move ahead	<p>task completion, plunging in without detailed plans</p> <ul style="list-style-type: none">• Believe a solution will emerge regardless of where you start• Like to wait, see what happens, and then 'ad lib'