

MBTI® Preference Exercises

E/I Exercise

Have participants self-select whether they have a preference for Extraversion or Introversion. Organize them into preference-alike groups. Have the two groups brainstorm and flip-chart answers to the following questions to educate one another:

- What do Introverts do that enhances meeting effectiveness?
- What do Introverts do that detracts from meeting effectiveness?

- What do Extraverts do that enhances meeting effectiveness?
- What do Extraverts do that detracts from meeting effectiveness?

Debrief accordingly.

S/N Exercise

Have participants self-select whether they have a preference for Sensing or Intuition. Organize them into preference-alike groups. Give each group a package of Legos and instruct them to build something with the Legos. Amazingly, Intuitive types will usually build an abstract model that no one can identify, while the Sensing types will usually build a very practical, concrete model that everyone can identify. It is so fun to eavesdrop as they are working... Sensing people tend to plan and organize alike items together, while Intuitive types tend to just start building.

Debrief accordingly.

T/F Exercise

Tell participants the following story:

“There was a 36-year-old man, and he had six children between the ages of 1 and 6. Unfortunately, the man’s wife had died about six months prior to this incident. One day, out of desperation, he went into a grocery store, filled up a grocery cart with items, and proceeded to walk past the cashier...out the front door...and into the parking lot with the full grocery cart. The cashier ran after him and asked him whether he had paid for the items in his cart. The man told the cashier no.”

Have participants self-select whether they have a preference for Thinking or Feeling. Organize them into preference-alike groups and ask them to consider the following scenario: “You are the

manager of this grocery store. You have complete autonomy to decide whether you would prosecute this man or not.” Have participants discuss their decisions. If they would prosecute, why? If not, why not?

As they discuss their decisions, on a flip-chart record their responses on either the Thinking (T) side or Feeling (F) side of a T-chart. Note that sometimes the Thinking types will make a Feeling comment, and vice versa. Usually the Thinking types want to prosecute the man or in some way hold him accountable for his actions (based on the principle of law and order), and the Feeling types want to give him food or offer him a job to feed his children (based on the value of compassion).

When they are finished, ask them, “Did I tell you that there were groceries in the cart?” Likely they will have all heard “groceries,” even though you did not say that. Then tell them, “Actually, the man just had beer and cigarettes in the cart.”

Then the Feeling types usually want to prosecute too because they likely have made their decision based on compassion for the kids, and clearly the man was not thinking about the kids. When Feeling types change their mind based on new information that changes the personal equation, this can confuse Thinking types. Their decision generally doesn’t change based on what is in the cart. It does change for Feeling types based on the unique circumstances of a person’s life.

Debrief accordingly.

J/P Exercise

Have participants self-select whether they have a preference for Judging or Perceiving. No need to organize them into preference-alike groups, as this is a quick exercise.

Ask them how they prepare for a vacation. Prepare to hear a great discussion involving spontaneity versus planfulness.

Debrief accordingly.