



Personality Type + Leadership

The Role of the Leader



A leader is someone who guides and influences others to work together toward common goals. Different personality types lead in different ways—some leaders are naturally outgoing and inspire through enthusiasm, while others lead quietly by setting a good example. Understanding your personality type helps you recognize your natural leadership strengths, such as being good at making decisions quickly or being skilled at listening to team members' concerns. When leaders know their personality style, they can also better understand and connect with the different types of people they lead.

Your Favorite Process and Leadership

Overview

There is no one “best” type of leader, and no single leadership personality type. People of every type, with different favorite processes, can be and are effective leaders. However, each type has likely strengths and possible challenges that are related to their leadership style.



Your Favorite Process: The Core of Your Personality

Why This Is Important

One of the most important pieces of information you can get from your MBTI® type is an awareness of your *favorite process*. This is the core of who you are and the main driver of your personality. As a result, it describes your likely leadership style and the way in which you will typically set direction, inspire others, and support the accomplishment of goals. Your default leadership style will have some positive behaviors and likely strengths, but it will also bring with it some possible challenges or areas for development. Knowing your favorite process will allow you to adjust your leadership style to get the best out of different situations and different people.





Your Favorite Process

Your favorite process relates to your preference between using information or making decisions, and whether you do this in an **Extraverted** (outer world) or an **Introverted** (inner world) way.

- All of us will take in and pay attention to information using **Sensing** or **Intuition**. Depending on your type, you are more likely to use one of these than the other.
- All of us need to make decisions using **Thinking** or **Feeling**. Depending on your type, you are more likely to use one of these than the other.
- We also have a favorite between **Sensing–Intuition** on the one hand and **Thinking–Feeling** on the other. So, our favorite process will be either Sensing or Intuition or **Thinking** or **Feeling**.
- If you have an overall **Extraversion** preference, you will use your favorite process in the external environment. It will be **Extraverted**. If we have an overall **Introversion** preference, we will use our favorite process in our internal environment (our internal world of thoughts and feelings). Our favorite process will be **Introverted**.
- The combination of **Sensing** or **Intuition** or **Thinking** or **Feeling** with **Extraversion** or **Introversion** means that there are eight possible favorite processes—and eight different core characters—to your personality. The MBTI® types that share the favorite process are listed below along with some key characteristics. Review this section and any report information provided.

For your favorite process, you might want to consider:

- To what extent do you make use of the strengths of your type?
- Which of the possible challenges ring true for you?
- What would you like to change about your behavior?
- What leadership habits have you fallen into?
- What additional skills would you like to develop?
- How does the context in which you operate (role, team, organizational culture, etc.) affect how you operate as a leader?
- How can you stretch beyond your comfort zone as a leader?



Types & Favorite Process	Motivation	Icon	Key Characteristics
<p>ESFP & ESTP The Activist</p> <p>Favorite: Extraverted Sensing (Se)</p>	<p>EXPERIENCING</p> <p>To engage in immediate, hands-on experiences</p>		<ul style="list-style-type: none"> Lives in the present (the here and now) Wants to experience as much of the physical world as they can Seeks action and excitement Enjoys sensory experiences
<p>ISTJ & ISFJ The Conservator</p> <p>Favorite: Introverted Sensing (Si)</p>	<p>REMEMBERING</p> <p>To establish a solid realistic understanding of the world</p>		<ul style="list-style-type: none"> Absorbs information and fits this into their internal store of knowledge Focuses on how they experienced things Focuses on facts that fit with their interests and past experiences Enjoys reliving memories
<p>ENFP & ENTP The Explorer</p> <p>Favorite: Extraverted Intuition (Ne)</p>	<p>EXPLORING</p> <p>To promote new possibilities and ideas in the outer world</p>		<ul style="list-style-type: none"> Explores new ideas, new people, and new possibilities in the outer world Enjoys talking about new ideas Enjoys creative problem-solving Focus is primarily on the future
<p>INTJ & INFJ The Visionary</p> <p>Favorite: Introverted Intuition (Ni)</p>	<p>VISIONING</p> <p>To explore complex inner patterns to understand the world</p>		<ul style="list-style-type: none"> Develops an inner vision to guide their direction Wants to explore concepts and patterns in their inner lives Enjoys seeing things from multiple perspectives Tries to find patterns and meaning



Type & Favorite Process	Motivation	Icon	Key Characteristics
<p>ESTJ & ENTJ The Director</p> <p>Favorite: Extraverted Thinking (Te)</p>	<p>DIRECTING</p> <p>To create logical order and efficiency in the outer world</p>		<ul style="list-style-type: none"> • Wants to bring order and structure to the world around them • Goal-oriented and decisive • Enjoys taking charge; seeks efficiency, closure, and logical solutions • Ask questions to find the objective truth and therefore may come across as critical
<p>ISTP & INTP The Analyst</p> <p>Favorite: Introverted Thinking (Ti)</p>	<p>ANALYZING</p> <p>To create logical order and consistency in their inner world</p>		<ul style="list-style-type: none"> • Organizes inner thoughts into a logical structure • Sees life as an interesting puzzle to be solved • Looks for truth and underlying principles • Enjoys analytical problem-solving
<p>ESFJ & ENFJ The Nurturer</p> <p>Favorite: Extraverted Feeling (Fe)</p>	<p>NURTURING</p> <p>To create harmony with others in the world around them</p>		<ul style="list-style-type: none"> • Attuned to the needs of other people • Focused on having harmonious relationships • Shows warmth, concern, care, and interest towards others • Wants to organize the world so it fits with their values
<p>ISFP & INFP The Conscience</p> <p>Favorite: Introverted Feeling (Fi)</p>	<p>VALUING</p> <p>To live life in harmony with a set of internal values</p>		<ul style="list-style-type: none"> • Wants to live in accordance with their values and reach an inner peace • Finds it difficult do anything that is at odds with their personal values • Has a complex inner emotional world • Wants to make the world a better place for others