MBTI & Clergy

1) **Tool** for self-understanding and spiritual growth

2) Aid in community formation
CAUTIONS

- There are no good or bad types—all types have some natural strengths and some possible pitfalls or blind spots.

- “A person’s pattern of preference … should not be viewed as a straitjacket that locks him or her into predetermined modes of being and doing. The patterns indicate preferences, not rules of behavior.”
  -- Robert Mulholland, Invitation to a Journey

- “I am an ENFP; I am more than an ENFP.”
The MBTI® Instrument

was developed by

Katharine C. Briggs

and her daughter

Isabel Briggs Myers

based on the work of Swiss psychologist

C. G. Jung, who presented his psychological
type theory in his book *Psychological Types*
(published 1921, translated into English 1923).
Jung’s Theory

Jung believed that preferences are innate—“inborn predispositions.”

He also recognized that our innate preferences interact with and are shaped by environmental influences:

- Family
- Country
- Education
- and many others
The Pairs: Functions & Attitudes/Orientations

Four Mental Functions (S/N & T/F)
Orientations (E/I & J/P) determine how use functions

Mental Functions

E or I

S or N

T or F

J or P

Mental Functions
Jungian Theory

Extraversion

Intuition

Sensing

Perception

Judgment

Feeling

Thinking
Extraversion or Introversion

The direction in which we focus our attention and energy
People who prefer Extraversion:
- Focus their energy and attention outward
- Are interested in the world of people and things
- Have an external & contemporary frame of reference

People who prefer Introversion:
- Focus their energy and attention inward
- Interested in the inner world of reflections & contemplation
- Have an internal & time-free frame of reference

*We all use both preferences, but usually not with equal comfort.*
People Who Prefer Extraversion

- Are attracted to the **outer world** of people and events or things
- Are aware of who and what is around them
- Enjoy meeting and talking with new people
- Are friendly, often verbally skilled, and easy to know
- Tend to speak out easily and often at meetings
- May **not** be as aware of what is going on inside themselves
People Who Prefer Introversion

- Are attracted to the **inner world** of reflection and contemplation
- Are usually very aware of their **inner** reactions
- Prefer to interact with people they know
- Are often quiet in meetings and seem uninvolved
- Are often reserved and harder to get to know
- May *not* be as aware of the outer world around them
People Who Prefer Extraversion

- Do their thinking as they speak
- May act and/or speak first, then (possibly) think
- Tell you about themselves, speaking rapidly
- Give breadth to life
- Can get bored and restless if they’re alone too long
- Can seem shallow and intruding to Introverts
- Need Introversion for balance
People Who Prefer Introversion

- Need time to gather their thoughts before speaking
- Reflect and think before (possibly) acting
- Want to know you before self-disclosing
- Become drained and tired interacting with people (particularly strangers)
- Give depth to life
- Can seem withdrawn and secretive to Extraverts
- Need Extraversion for balance
Extraversion or Introversion

**Extraversion**

The natural focus of Extraversion is the external world.

**Introversion**

The natural focus of Introversion is the internal world.
Some Key Words Associated with Extraversion

- Action
- Outward
- People
- Interaction
- Many
- Expressive
- Do-Think-Do
- Objective

Some Key Words Associated with Introversion

- Reflection
- Inward
- Privacy
- Concentration
- Few
- Quiet
- Think-Do-Think
- Subjective
We Have a Preference

We all do Extraverted and Introverted things.

But we usually do not do them with equal comfort.

Most of us have a preference for one over the other.
Sensing or Intuition

The way we take in information and the kind of information we like and trust
S–N

People who prefer Sensing:
- Prefer to take in information using their five senses—sight, sound, smell, touch, and taste

People who prefer Intuition:
- Go beyond what is real or concrete and focus on meaning, associations, and relationships. (Look for patterns)

*We all use both ways of perceiving, but we typically prefer and trust one more.*
People Who Prefer Sensing

- See and collect facts and details
- Are practical and realistic
- Start at the beginning and take one step at a time
- Are specific and literal when speaking, writing, and listening
- Live in the present, dealing with the here and now
- Prefer reality to imagination
People Who Prefer Intuition

- See patterns, possibilities, connections, and meanings in information
- Are conceptual and abstract
- Start anywhere and may leap over basic steps
- Speak and write in general, metaphorical terms
- Live in the future—the possibilities
- Prefer imagination and ingenuity to reality
People Who Prefer Sensing

- Like to work with the parts to see the overall design
- Like set procedures, established routines
- Prefer practical, concrete problems and dislike theoretical or abstract problems
- Can seem materialistic and too literal to Intuitive types
- Need Intuition for balance
People Who Prefer Intuition

- Study the overall design to see how the parts fit
- Thrive on change, new ideas, and variety
- Prefer imaginative new solutions to problems and become impatient with details
- Can seem impractical dreamers to Sensing types
- Need Sensing for balance
Sensing or Intuition

**SENSING**

1 2 3

**INTUITION**

TAKING IN AND PRESENTING INFORMATION IN A SEQUENTIAL, STEP BY STEP WAY

TAKING IN AND PRESENTING INFORMATION IN A SNAPSHOT OR BIG PICTURE WAY
Some Key Words Associated with Sensing (S) and Intuition (N):

**Sensing (S)**
- Facts
- Realistic
- Specific
- Present
- Keep
- Practical
- What is

**Intuition (N)**
- Ideas
- Imaginative
- General
- Future
- Change
- Theoretical
- What could be
We Have a Preference

We all use **Sensing** and **Intuition** when making our observations about the world.

But we usually do *not* use them with equal trust.

Most of us have a **preference** for one over the other.
Thinking or Feeling

The way we make decisions
People who prefer Thinking:
- Make their decisions based on impersonal, cause/effect logic

People who prefer Feeling:
- Make their decisions with a person-centered, values-based process

Both processes are **rational** and we use both often, but usually not with equal ease.
People Who Prefer Thinking

- Use logic to analyze the problem, assess pros and cons
- Focus on the facts and the principles
- Are good at analyzing a situation
- Focus on problems and tasks—not relationships
- May not include the impacts on people or people’s emotions in their decision making
People Who Prefer Feeling

- Use their personal values to judge the situation
- Focus on the values of the group or organization
- Are good at understanding people and their viewpoints
- Concentrate on relationships and harmony
- May overlook logical consequences of individual decisions
People Who Prefer Thinking

- Take a long-term view, seeing things as an onlooker
- Are good at spotting flaws and inconsistencies and stating them clearly
- When required, can reprimand or fire people
- Believe fairness, justice, and equitability are very important
- May seem cold and detached to Feeling types
- Need Feeling for balance
People Who Prefer Feeling

- Take an immediate and personal view of situations
- Like to show appreciation and caring for others
- Have difficulty telling people unpleasant things
- Believe fairness means treating each individual as a whole person
- May seem overly emotional and irrational to Thinking types
- Need Thinking for balance
Thinking or Feeling

THINKING

MAKING DECISIONS BY STEPPING BACK FROM THE SITUATION, TAKING AN OBJECTIVE VIEW

FEELING

MAKING DECISIONS BY STEPPING INTO THE SITUATION, TAKING AN EMPATHETIC VIEW
Some Key Words Associated with

**Thinking**
- Head
- Distant
- Things
- Critique
- Analyze
- Justice

**Feeling**
- Heart
- Personal
- People
- Praise
- Understand
- Mercy
We Have a Preference

We all use **Thinking** and **Feeling** when making decisions.

But we usually do *not* use them with equal ease.

Most of us have a **preference** for one over the other.
Judging or Perceiving

What kind of function we use in external world and how we orient ourselves to environment
People who prefer Judging:
- Want the external world to be organized and orderly
- Look at the world and see decisions that need to be made

People who prefer Perceiving:
- Seek to experience the world, not organize it
- Look at the world and see options that need to be explored

We all use both attitudes, but usually not with equal comfort.
People Who Prefer Judging

- Like to make plans and follow them
- Like to get things settled and finished
- Like environments with structure and clear limits
- Enjoy being decisive and organizing others
- Handle deadlines and time limits comfortably
- Plan ahead to avoid last-minute rushes
People Who Prefer Perceiving

- Like to respond resourcefully to changing situations
- Like to leave things open, gather more information
- Like environments that are flexible; dislike rules and limits
- May not like making decisions, even when pressed
- Tend to think there is plenty of time to do things
- Often have to rush to complete things at the last minute
People Who Prefer Judging

- Like rapidly getting to the bottom line and deciding
- Dislike being interrupted on a project, even for a more urgent one
- May make decisions too quickly, or cling to a plan
- May not notice new things that need to be done
- May seem rigid, demanding, and inflexible to Perceiving types
- Need Perceiving for balance
People Who Prefer Perceiving

- Want to explore all the options before deciding
- May start too many projects and have difficulty finishing them
- May have trouble making decisions, or have no plan
- May spontaneously change plans
- May seem disorganized and irresponsible to Judging types
- Need Judging for balance
Judging or Perceiving

**JUDGING**

A PLANNED APPROACH TO MEETING THE DEADLINE IN A SCHEDULED WAY

**PERCEIVING**

A SPONTANEOUS APPROACH TO MEETING THE DEADLINE WITH A RUSH OF ACTIVITY
Some Key Words Associated with

**J**
- Judging
- Organized
- Decision
- Control
- Now
- Closure
- Deliberate
- Plan

**P**
- Perceiving
- Flexible
- Information
- Experience
- Later
- Options
- Spontaneous
- Wait
We Have a Preference

We all use **Judging** and **Perceiving** as part of our lifestyle.

But we usually do *not* use them with equal comfort.

Most of us have a **preference** for one over the other.
Personality Type

When combined, your preferences indicate your personality type.

E or I
S or N
T or F
J or P
16 Personality Types

ISTJ  ISFJ  INFJ  INTJ

ISTP  ISFP  INFP  INTP

ESTP  ESFP  ENFP  ENTP

ESTJ  ESFJ  ENFJ  ENTJ
Type Is Not . . .

There is variation within each type and type does *not* measure:

- Intelligence
- Maturity
- Emotions
- IQ
- Development
- Stress
- Trauma
- Emotional health
Personal Applications

- Pathways to God using preferences
  - Choosing spiritual disciplines
- Self-awareness - claiming identity/giftedness
  - Self-care & separating role from personhood
- Gateway toward growth - holistic spirituality
  - Befriending/embracing our shadow side

“Human wholeness lies not in seeking to become an XXXX, a person with no distinct preference … but in a mature and discriminating ability to function with whichever side of the preference pair is best suited the situation at hand.”

--Robert Mulholland, Invitation to a Journey
Key Idea: Embracing Shadow Side

- Path to spiritual growth is to accept, embrace, and transform rather than deny, avoid, and expel our shadow side.
- The latter isn’t possible and leads to futility and frustration.
- The former opens us to Grace and leads to wholeness.
Corporate/Communal Applications

- Becoming aware of differences & acknowledging the gifts of differences
  - 1 Cor. 12 – one body, many members
  - Covenant groups

“One of the major problems of our lives is our tendency to evaluate our pattern of preference as being superior (or perhaps inferior) to the patterns of others”

-- Mulholland
Communal Applications (cont’d)

- Practicing new behaviours ("flexing"); seeking out others with differences
  - Others become agents of grace in our spiritual development

- Incorporating different perspectives into our own processes
## Temperaments as Another Lens

<table>
<thead>
<tr>
<th>Temperament</th>
<th>SJ</th>
<th>SP</th>
<th>NF</th>
<th>NT</th>
</tr>
</thead>
<tbody>
<tr>
<td>US Population</td>
<td>40%</td>
<td>28%</td>
<td>16%</td>
<td>16%</td>
</tr>
<tr>
<td>Church</td>
<td>50%</td>
<td>5-10%</td>
<td>20-30%</td>
<td>10-15%</td>
</tr>
<tr>
<td>Preferred Gospel</td>
<td>Matthew</td>
<td>Mark</td>
<td>Luke</td>
<td>John</td>
</tr>
<tr>
<td></td>
<td>Orderly account pointing to Jesus as fulfillment of Hebrew prophecies</td>
<td>Fast-paced, action-oriented account</td>
<td>People-centered account showing Jesus’ compassion for outcasts</td>
<td>More symbolic, theologized account emphasizing mystical truth and knowledge</td>
</tr>
</tbody>
</table>
## Prayers of Each Type

<table>
<thead>
<tr>
<th>Type</th>
<th>Prayers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ISTJ</strong></td>
<td>God, help me to begin relaxing about little details tomorrow at 11:41:32 a.m.</td>
</tr>
<tr>
<td><strong>ISFJ</strong></td>
<td>Lord, help me to be more laid back, and help me to do it exactly right!</td>
</tr>
<tr>
<td><strong>INFJ</strong></td>
<td>Lord help me not be a perfectionist. (Did I spell that correctly?)</td>
</tr>
<tr>
<td><strong>INTJ</strong></td>
<td>Lord, help me open to others' ideas, WRONG through they may be!</td>
</tr>
<tr>
<td><strong>ISTP</strong></td>
<td>God, help me to consider people’s feelings, even if most of them are hypersensitive!</td>
</tr>
<tr>
<td><strong>ISFP</strong></td>
<td>Lord, help me to stand up for my RIGHTS! (if you don’t mind my asking)</td>
</tr>
<tr>
<td><strong>INFP</strong></td>
<td>Lord, help me to finish everything I sta</td>
</tr>
<tr>
<td><strong>INTP</strong></td>
<td>Lord, help me be less independent, but let me do it my way.</td>
</tr>
<tr>
<td><strong>ESTP</strong></td>
<td>God, help me to take RESPONSIBILITY for my own actions even though they’re usually not my fault!</td>
</tr>
<tr>
<td><strong>ESFP</strong></td>
<td>GOD, HELP ME TO TAKE THINGS MORE SERIOUSLY-ESPECIALLY PARTIES &amp; DANCING</td>
</tr>
<tr>
<td><strong>ENFP</strong></td>
<td>God, help me keep my mind on one th..LOOK, A BIRD!...ing at a time.</td>
</tr>
<tr>
<td><strong>ENTP</strong></td>
<td>God, help me follow established procedures today. On second thought, I’ll settle for a few minutes.</td>
</tr>
<tr>
<td><strong>ESTJ</strong></td>
<td>God, help me to try not to RUN everything. But, if You need some help, just ask!</td>
</tr>
<tr>
<td><strong>ESFJ</strong></td>
<td>LORD, GIVE ME PATIENCE, AND I MEAN RIGHT NOW!</td>
</tr>
<tr>
<td><strong>ENFJ</strong></td>
<td>God, help me to do only what I can, and trust you for the rest. Do you mind putting that in writing?</td>
</tr>
<tr>
<td><strong>ENTJ</strong></td>
<td>God, help me to slow down and not rush through what!doAmen!</td>
</tr>
</tbody>
</table>
Further Resources

- www.CAPT.org
- *Invitation to a Journey* – Robert Mulholland
- *Soul Types* – Hirsch and Kise

- *Celebrate My Soul* – Reginald Johnson
- *Prayer and Temperament* – Michael & Norrisey
Thank you!

Hope you enjoyed learning about type.