

**PATHBUILDERS<sup>®</sup>**  
***MANAGE***

**FALL 2025**

**MBTI<sup>®</sup>**  
**ASSESSMENT**  
**DEBRIEF**

**OCTOBER 10, 2025**  
**KICK-OFF**



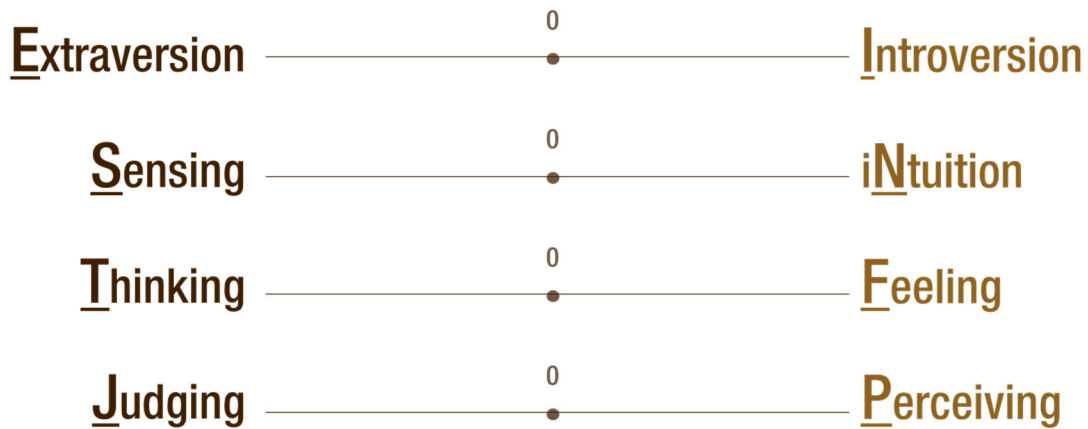
# MBTI® ASSESSMENT DEBRIEF

OCTOBER 2025 | KICK-OFF

## WHAT IS THE MBTI?

- Developed by Katharine Cook Briggs and Isabel Briggs Myers during WWII, published in 1962
  - Based on Carl Jung's Theory of Personality Development
- Most commonly taken personality assessment
- Creates common language in your group
- Numerous additional resources available

## MYERS-BRIGGS SCALES



## NOTES

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## GETTING ENERGIZED: EXTRAVERT-INTROVERT

- Extraverts get their energy by interacting with the outer world of people and things
  - Prefer to communicate by talking
- Introverts get their energy by reflecting on their thoughts from the inner world of ideas and experiences
  - Prefer to communicate in writing

## RECEIVING INFORMATION: SENSING-INTUITION

- Sensors take in information by seeking what is real and tangible through the five senses
  - Oriented to the present and prefer handling facts and details
- intuitions process information by seeing a big picture and connecting facts through insights or “the sixth sense”
  - Oriented to the future and prefer innovation and ideas

## MAKING DECISIONS: THINKING-FEELING

- Thinkers draw conclusions based on rational outcomes or results
  - Focused on logical consequences of chosen actions
- Feelers draw conclusions based on personal values and honoring people
  - Focused on what matters to themselves and others involved

## DEALING WITH THE OUTER WORLD: JUDGING-PERCEIVING

- Judging prefer planned and orderly way of doing things by scheduled, systematic and methodical behavior
  - Seek to regulate and manage their world
- Perceiving prefer flexible, spontaneous way of doing things by casual, open-ended and adaptable behavior
  - Seek to experience and understand their world

## NOTES





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## APPLICATION REPORTS

Take time to review the full report after today's session.

After the session, refer to pages 9-17 for Additional information

- **Communicating:** How do your Type II facets impact your communication style?
- **Making Decisions:** How do you evaluate information based on your S-N and T-F combination?
- **Managing Change:** How do your facets impact how you react to and manage change?
- **Managing Conflict:** What can your facets tell you about how you manage conflict?
- **Favorite and Less Favored Processes**
- **How to Use your Type to be more Effective**
- **Summary /Overview Materials**

## HOW WILL YOU USE WHAT YOU'VE LEARNED?

- Learn more about yourself
  - Your approach to work
  - Information gathering and decision-making
  - How you arrange things in your world
- Consider similarities and differences
  - Within your Mentoring Group
  - At work (your manager, peers, employees)
- Improve your communication, conflict resolution, and people development skills

## NOTES