



"I am the potter and you are the clay." Jeremiah 18:6

The Well, a UMC, Rosemount, MN
JANUARY 19 - FEBRUARY 23, 2020

INDIVIDUALITY: MYERS-BRIGGS TYPE INDICATOR

Personal Style Inventory

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The following items are arranged in pairs (a and b), and each member of the pair represents a preference you may or may not hold. Rate your preference for each item by giving it a score of 0 to 5 (0 meaning you *really* feel negative about it or strongly about the other member of the pair, 5 meaning you *strongly* prefer it or do not prefer the other member of the pair). The scores for a and b MUST ADD UP TO 5 (0 AND 5, 1 and 4, 2 and 3, etc.). *Do not use fractions such as 2 ½.*

I prefer:

- 1a. _____ making decisions after finding out what others think.
- 1b. _____ making decisions without consulting others.

- 2a. _____ being called imaginative or intuitive.
- 2b. _____ being called factual and accurate.

- 3a. _____ making decisions about people in organizations based on available data and systematic analysis of situations.
- 3b. _____ making decisions about people in organizations based on empathy, feelings, and understanding of their needs and values.

- 4a. _____ allowing commitments to occur if others want to make them.
- 4b. _____ pushing for definite commitments to ensure that they are made.

- 5a. _____ quiet, thoughtful time alone.
- 5b. _____ active, energetic time with people.

- 6a. _____ using methods I know well that are effective to get the job done.
- 6b. _____ trying to think of new methods of doing tasks when confronted with them.

- 7a. _____ drawing conclusions based on unemotional logic and careful step-by-step analysis.
- 7b. _____ drawing conclusions based on what I feel and believe about life and people from past experiences.

- 8a. _____ avoiding making deadlines.
- 8b. _____ setting a schedule and sticking to it.

- 9a. _____ talking a while and then thinking to myself about the subject.
- 9b. _____ talking freely for an extended period and thinking to myself at a later time.



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- 10a. _____ thinking about possibilities.
- 10b. _____ dealing with actualities.

- 11a. _____ being thought of as a thinking person.
- 11b. _____ being thought of as a feeling person.

- 12a. _____ considering every possible angle for a long time before and after making a decision.
- 12b. _____ getting the information I need, considering it for a while, and then making a fairly quick, firm decision.

- 13a. _____ inner thoughts and feelings others cannot see.
- 13b. _____ activities and occurrences in which others join.

- 14a. _____ the abstract or theoretical.
- 14b. _____ the concrete or real.

- 15a. _____ helping others explore their feelings.
- 15b. _____ helping others make logical decisions.

- 16a. _____ change and keeping options open.
- 16b. _____ predictability and knowing in advance.

- 17a. _____ communicating little of my inner thinking and feelings.
- 17b. _____ communicating freely my inner thinking and feelings.

- 18a. _____ possible views of the whole.
- 18b. _____ the factual details available.

- 19a. _____ using common sense and conviction to make decisions.
- 19b. _____ using data, analysis, and reason to make decisions.

- 20a. _____ planning ahead based on projections.
- 20b. _____ planning as necessities arise, just before carrying out the plans.

- 21a. _____ meeting new people.
- 21b. _____ being alone or with one person I know well.

- 22a. _____ ideas.
- 22b. _____ facts.

- 23a. _____ convictions.
- 23b. _____ verifiable conclusions.



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- 24a. _____ keeping appointments and notes about commitments in notebooks or in appointment books as much as possible.
- 24b. _____ using appointment books and notebooks as minimally as possible (although I may use them)

- 25a. _____ discussing a new, unconsidered issue at length in a group.
- 25b. _____ puzzling out issues in my mind, then sharing the results with another person.

- 26a. _____ carrying out carefully laid, detailed plans with precision.
- 26b. _____ designing plans and structures without necessarily carrying them out.

- 27a. _____ logical people.
- 27b. _____ feeling people.

- 28a. _____ being free to do things on the spur of the moment.
- 28b. _____ knowing well in advance what I am expected to do.

- 29a. _____ being the center of attention.
- 29b. _____ being reserved.

- 30a. _____ imagining the nonexistent.
- 30b. _____ examining details of the actual.

- 31a. _____ experiencing emotional situations, discussions, movies.
- 31b. _____ using my ability to analyze situations.

- 32a. _____ starting meetings at a prearranged time.
- 32b. _____ starting meetings when all are comfortable or ready.



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Instructions: Transfer your scores for each item of each pair to the appropriate blanks. Be careful to check the a and b letters to be sure are recording scores in the right blank spaces. Then total the score for each dimension.

Dimension		Dimension	
I	E	N	S
<i>Item</i>	<i>Item</i>	<i>Item</i>	<i>Item</i>
1b.	1a.	2a.	2b.
5a.	5b.	6b.	6a.
9a.	9b.	10a.	10b.
13a.	13b.	14a.	14b.
17a.	17b.	18a.	18b.
21b.	21a	22a.	22b.
25b.	25a.	26b.	26a.
29b.	29a.	30a.	30b.
Total I	Total E	Total N	Total S

Dimension		Dimension	
T	F	P	J
<i>Item</i>	<i>Item</i>	<i>Item</i>	<i>Item</i>
3a.	3b.	4a.	4b.
7a.	7b.	8a.	8b.
11a.	11b.	12a.	12b.
15b.	15a.	16a.	16b.
19b.	19a.	20b.	20a.
23b.	23a.	24b.	24a.
27a.	27b.	28a.	28b.
31b.	31a.	32b.	32a.
Total T	Total F	Total P	Total J

Add your final four Myers-Briggs types to your DESIGN work packet. Find the two tables on the next pages to see suggestions according to your types, for finding and following your Spiritual path.

Table 1. Finding Your Spiritual Path

Note: These words are meant to suggest, not to define or to limit understanding.

Preferred Attitude, Function, or Lifestyle	Extraversion E	Introversion I	Sensing S	Intuition N	Thinking T	Feeling F	Judgment J	Perception P
Primary Arena	World/Other	Ideas/Self	Body	Spirit	Mind	Heart	Will	Awareness
Preference for	Action	Reflection	Sensory reality Details Status quo	Possibilities Patterns Change	Objective values	Subjective values	Initiative	Response
Significant Aspects of Reality	Exterior	Interior	Immediacy Concreteness	Anticipation Vision	Theory Principles	Feeling Memory Ideal	Product Categorical	Process Conditional
Windows Through Which God's Revelation Is Received	People Events Scripture Natural world	Individual experience Inspiration Inner world	Society Institutions "The Seen"	Insight Imagination "The Unseen"	Reason Speculation	Relationships Emotions	Order "Ought"	Serendipity "Is"
Significant Aspects of God	Immanence Creator Imago Dei	Transcendence Identity of God and inner self	Incarnation	Mystery Holy Spirit	The Absolute Principle First Cause	Relational Familial (e.g. Father)	Judge Ruler	Redeemer Healer
Approach to Bible, Religious Experience	Social	Solitary	Practical Literal	Symbolic Metaphorical	Analytical Abstract	Personal Immediate	Systematic	Of-the-moment
Avoids (Hell)	Exclusion Loneliness	Intrusions Confusion	Ambiguity	Restriction Repetition	Inconsistency Ignorance	Conflict Estrangement	Helplessness Disorder	Regimentation Deadlines
Seeks (Heaven)	Participation Reunion	Incorporation Fulfillment	Physical harmony Faithfulness Obedience	Aesthetic harmony Mystical union	Conceptual harmony Enlightenment Justice, Truth	Personal harmony Communion Appreciation	Closure Productivity Work ethic	Openness Receptivity Play ethic
Prayer	Corporate	Private	Sensuous (eyes, ears, nose, hands, mouth)	Intuitive	Cognitive	Affective	Planned	Unplanned
Natural Spiritual Path	Action	Reflection	Service	Awareness	Knowledge	Devotion	Discipline	Spontaneity
Needed for Wholeness	Reflection	Action or Participation	Awareness or Understanding	Service or Embodiment	Devotion	Knowledge	Spontaneity	Discipline

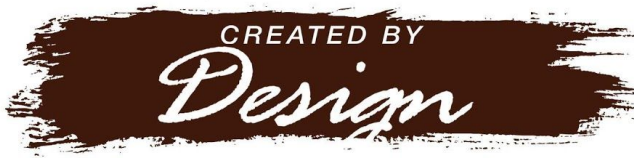
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Table 2. Following Your Spiritual Path

Note: Our aim is a balanced, centered spirituality. These words are meant to facilitate understanding, not to stifle individuality.

Spiritual Path	Action E	Reflection I	Service S	Awareness N	Knowledge T	Devotion F	Discipline J	Spontaneity P
Some Positive Expressions	Assertiveness Building community	Independence Deepening community	Love Pleasure	Ecstasy Anticipation	Equanimity Objectivity	Compassion Rapport, Trust	Discrimination Competence	Acceptance Serenity
Some Negative Expressions	Anger Attack	Fear Withdrawal	Attachment	Elation Depression	Apathy Criticalness	Sentimentality Overprotectiveness	Inappropriate control Judging others	Failure to take responsibility
Underdevelopment May Lead to	Isolation Lack of circumspection	Emptiness Dependence	Abstraction Overlooking	Flatness	Confusion	Coldness Distrust	Loss of purpose Indecision	Premature closure Baseless conclusions
Overdevelopment May Lead to	Impatience Shallowness	Withholding Idiosyncrasy Inappropriate intensity	Idolatry Frivolity Inappropriate conformity	Illusion Impracticality Stubbornness Fickleness	Reductionism Cynicism Dogmatism Rumination	Credulity Personalizing Blaming	Rigidity Perfectionism	Passivity Impulsiveness Procrastination
Special Temptations and Vulnerabilities	Distraction Suggestibility	Inaction Inclusion by others	Superstition Suspicion Fear of change	Primitive sensuality Psychogenic illness	Emotional explosion, exploitation, indulgence Contaminated thinking	Idealizing authority Pseudo- objectivity Hurt feelings	Self-right- eousness Scrupulosity	Rebelliousness Carelessness
Needed for Wholeness	Reflection	Action or Participation	Awareness	Service or Embodiment	Devotion	Knowledge	Spontaneity	Discipline

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Where Do You Prefer to Focus Your Attention? The EI Scale

Extraversion (E)	Introversion (I)
<p>People who prefer Extraversion tend to focus on the outer world of people and external events. They direct their energy and attention outward and receive energy from external and events, experiences, and interactions.</p> <p><i>Characteristics of most people who prefer Extraversion:</i></p> <ul style="list-style-type: none"> ● Attuned to external environment ● Prefer to communicate by talking ● Learn best through doing or discussing ● Breadth of interests ● Tend to speak first, reflect later ● Sociable and expressive ● Take initiative in work and relationships 	<p>People who prefer Introversion tend to focus on their own inner world of ideas and experiences. They direct their energy and attention inward and receive energy from their internal thoughts, feelings, and reflections.</p> <p><i>Characteristics of most people who prefer Introversion:</i></p> <ul style="list-style-type: none"> ● Drawn to their inner worlds ● Prefer to communicate by writing ● Learn best by reflection, mental "practice" ● Depth of interests ● Tend to reflect before acting or speaking ● Private and contained ● Focus readily

How Do You Take in Information, Find Out About Things? The SUN Scale

Sensing (S)	Intuition (N)
<p>People who prefer Sensing like to take in information through their eyes, ears, and other senses to find out what is actually happening. They are observant of what is going on around them and are especially good at recognizing the practical realities of a situation.</p> <p><i>Characteristics of most people who prefer Sensing:</i></p> <ul style="list-style-type: none"> ● Focus on what is real and actual ● Value practical applications ● Factual and concrete, notice details ● Observe and remember sequentially ● Present-oriented ● Want information step-by-step ● Trust experience 	<p>People who prefer Intuition like to take in information by seeing the big picture, focusing on the relationship and connections between facts. They want to grasp patterns and are especially good at seeing new possibilities and different ways of doing things.</p> <p><i>Characteristics of most people who prefer Intuition:</i></p> <ul style="list-style-type: none"> ● Focus on "big picture," possibilities ● Value imaginative insight ● Abstract and theoretical ● See patterns and meaning in facts ● Future-oriented ● Jump around, leap in anywhere ● Trust inspiration



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How Do You Make Decisions? The TF Scale

Thinking (T)	Feeling (F)
<p>People who prefer to use Thinking in decision making tend to look at the logical consequences of a choice or action. They try to mentally remove themselves from a situation to examine it objectively and analyze cause and effect. Their goal is an objective standard of truth and the application of principles. Their strengths include figuring out what is wrong with something so they can apply their problem-solving abilities.</p> <p><i>Characteristics of most people who prefer Thinking:</i></p> <ul style="list-style-type: none"> ● Analytical ● Logical problem-solvers ● Use cause-and-effect reasoning ● "Tough-minded" ● Strive for impersonal, objective truth ● Reasonable ● Fair 	<p>People who prefer to use Feeling in decision making tend to consider what is important to them and to other people. They mentally place themselves in a situation and identify with the people involved so that they can make decisions based on person-centered values. Their goal is harmony and recognition of individuals, and their strengths include understanding, appreciating, and supporting others.</p> <p><i>Characteristics of most people who prefer Feeling:</i></p> <ul style="list-style-type: none"> ● Sympathetic ● Assess impact on people ● Guided by personal values ● "Tender-hearted" ● Strive for harmony and individual validation ● Compassionate ● Accepting

How Do You Orient Toward the Outer World? The JP Scale

Judging (J)	Perceiving (P)
<p>People who prefer to use their Judging process in the outer world tend to live in a planned, orderly way, wanting to regulate and control life. They make decisions, come to closure, and move on. Their lifestyle is structured and organized, and they like to have things settled. Sticking to a plan and schedule is very important to them, and they enjoy their ability to get things done.</p> <p><i>Characteristics of most people who prefer Judging:</i></p> <ul style="list-style-type: none"> ● Scheduled ● Organized ● Systematic ● Methodical ● Plan ● Like closure to have things decided ● Avoid last-minute stresses 	<p>People who prefer to use their Perceiving process in the outer world tend to live in a flexible, spontaneous way, seeking to experience and understand life, rather than control it. Plans and decisions feel confining to them; they prefer to stay open to experience and last-minute options. They enjoy and trust their resourcefulness and ability to adapt to the demands of a situation.</p> <p><i>Characteristics of most people who prefer Perceiving:</i></p> <ul style="list-style-type: none"> ● Spontaneous ● Open-ended ● Casual ● Flexible ● Adapt ● Like things loose and open to change ● Feel energized by last-minute pressures

Effects of Preferences in Working and Ministry Situations

Extraversion (E)

- Like variety and action
- Often impatient with long, slow jobs
- Are interested in the activities of their work and in how other people do it
- Often act quickly, sometimes without thinking
- Develop ideas by discussion
- Like having people around
- Learn new tasks by talking and doing

Introversion (I)

- Like quiet for concentration
- Tend not to mind working on one project for a long time uninterruptedly
- Are interested in the facts/ideas behind their work
- Like to think a lot before they act, sometimes without acting
- Develop ideas by reflecting
- Like working alone with no interruptions
- Learn new tasks by reading and reflecting

Sensing (S)

- Like using experience and standard ways to solve problems
- Enjoy applying what they have already learned
- May distrust and ignore their inspirations
- Seldom make errors of fact
- Like to do things with a practical bent
- Like to present the details of their work first
- Prefer continuation of what is, with fine tuning
- Usually proceed step-by-step

Intuition (N)

- Like solving new complex problems
- Enjoy learning a new skill more than using it
- Will follow their inspirations
- May ignore or overlook facts
- Like to do things with an innovative bent
- Like to present an overview of their work first
- Prefer change, sometimes radical, to continuation of what is
- Usually proceed in bursts of energy

Thinking (T)

- Use logical analysis to reach conclusions
- Want mutual respect among colleagues
- May hurt people's feelings without knowing it
- Tend to decide impersonally, sometimes paying insufficient attention to people's wishes
- Tend to be firm-minded and can give criticism when appropriate
- Look at the principles involved in the situation
- Feel rewarded when job is done well

Feeling (F)

- Use values to reach conclusions
- Want harmony and support among colleagues
- Enjoy pleasing people, even in unimportant things
- Often let decisions be influenced by their own and other people's likes and dislikes
- Tend to be sympathetic and dislike, even avoid, telling people unpleasant things
- Look at the underlying values in the situation
- Feel rewarded when people's needs are met

Judging (J)

- Work best when they can plan their work and follow their plan
- Like to get things settled and finished
- May not notice new things that need to be done
- Tend to be satisfied once they reach a decision on a thing, situation, or person
- Reach closure by deciding quickly
- Feel supported by structure and schedules
- Focus on completion of a project

Perceiving (P)

- Enjoy flexibility in their work
- Like to leave things open for last-minute changes
- May postpone unpleasant tasks that need to be done
- Tend to be curious and welcome a new light on a thing, situation, or person
- Postpone decisions while searching for options
- Adapt well to changing situations and feel restricted without variety
- Focus on the process of a project