

# Manila Women's Forum

A Network of Women Professionals

August 2010

## What's Your Type?

By Lisa Kircher Lumbao

**E**xecutive coach and MWF member Anna McKay led a large group of women at the June 22 MWF meeting through an interesting exploration of the Myers-Briggs® Type Indicator (MBTI®) assessment. The MBTI has helped millions of people around the world better understand their own personality and those of the people around them, and how they can use this information for personal improvement and to interact better with others.

During the introductions, Anna asked those present to briefly share what their knowledge of or experience with MBTI was, and three adjectives that others would use to describe them and their personality. Anna then presented a background of the MBTI, and reasons to use it. She said the MBTI is a tool we can use to discover normal differences in people concerning: Energy Source; Information Gathering; Decision Making; Lifestyle.

Anna then broke the group into two and ran a short exercise. Then she talked about how we can apply what we've learned about personality type in our daily lives.

### Background

The MBTI was developed by mother-daughter team Katherine Briggs and

Isabel Briggs Myers during WWII as men went to war and many women entered the workforce. Its aim was to help these women choose jobs that would be more compatible with their personalities, and to give them insight into how they could be most effective on the job. The assessment is based on Carl Jung's theories of personality types and his theory that people have innate behavioral tendencies. The assessment made personality type easy to understand and has been continually improved through research over the past 50 years. It has been translated into 30 languages and 1-3 million people take the MBTI each year.

### Why Use It?

In addition to the benefits of increased self awareness for your own self improvement and effectiveness, Anna said one of the greatest benefits for using MBTI is to understand that other people have different ways of looking at things and we can be most successful in dealing with them if we deal with them in the way they prefer. She cited the following to illustrate this:

Golden Rule: Treat others as you would like to be treated.

Platinum Rule: Treat others as THEY would like to be treated.

The MBTI is perfect for use in work

or family groups to increase understanding of each other and enhance communication among group members.

### How it is Organized

The MBTI is organized into four categories, with two possible preferences for each category as follows:

|   |
|---|
| Extraversion <b>ENERGY</b> Introversion |
| Sensing <b>INFORMATION</b> iNtuition    |
| Thinking <b>DECISIONS</b> Feeling       |
| Judging <b>LIFESTYLE</b> Perceiving     |

Briefly, you either prefer to get your energy from inside yourself (introvert) or from the outer world or other people (extravert). You either prefer to gather information through your senses and doing research (sensing) or by using your intuition, insights, and hunches (intuition). You either prefer to make decisions based on impartial criteria and logic (thinking) or on values-based, person-centered criteria (feeling). You either prefer to approach your life in an ordered fashion, with goals and structure, making decisions fairly quickly so you can move on (judging), or you are more spontaneous, wait to make

*(Continued on page 4)*

**August MWF Meeting** ■ **When:** 6:30 p.m., Monday, August 16 **What:** Vaishali Ray, a theater artist from India, will screen a movie called "Butterfly Wings," directed by Sanjay Arora. It is an English language film, based on a true story and was selected by the "We Care Film Festival 2010" in New Delhi (sponsored by UNESCO, UN and National Trust) and was screened in various cities across India. The film was also awarded the "Audience Recognition" Certificate. A synopsis of the film is available at <<[MWF August 2010 1](http://www.filmmakeronline.com/index.php?p=1_18_Butterfly-Wings->> <b>Where:</b> Lisa Lumbao's home, 26B Casa Real Townhouses, 26 Real Street, Urdaneta Village (near the Fonda St. gate near the Peninsula Hotel, cars without stickers need to enter the gate off Paseo de Roxas near the Mandarin Hotel). <b>Bring:</b> Something to share for the potluck dinner. <b>September Meeting:</b> Monday, 2010 September 20.</p></div><div data-bbox=)

*(What's... From page 1)*

decisions so you have more flexibility, and stay open to new information and possibilities (perceiving).

After answering all the questions on the MBTI questionnaire, a certified MBTI practitioner like Anna will evaluate the answers and determine your type. For example, you could be an ESTP, or an ISFP. Anna can help you understand the characteristics of someone with your type combination. She can help you understand the strengths of your type, how others may see you, and work through potential areas for growth.

Anna stressed that none of these categories are "better" than any of the others, and that each of us does have a preference in each of the four areas even though we all use the opposite one to a certain extent in certain situations.

An example of this is an introvert who accepts a leadership role that requires her to be more outgoing. Although she can be very good in this role, her preference is still to get her energy from her inner world rather than the outer world. By understanding her personality, she can make sure she takes time to be by herself every day to "recharge" her batteries.

Anna had each of the participants fill out a short questionnaire to determine if she was a T (thinking) or an F (feeling). She broke the group into two and gave us a problem to discuss and determine how we would tackle it. The two groups shared their conclusions and discussed the different approach each group had. It was

interesting to see the answers that each group gave and how the Feeling and Thinking group answers differed.

### **Application and Benefits**

By knowing your personality type, you can: (a) Increase self-awareness and confirm self-perception; (b) Appreciate and learn to capitalize on your own strengths and those of others; (c) Supplement and augment areas that you may overlook or that don't come as easily; (d) Enhance your ability to appreciate differences between yourself and others.

Often companies or organizations will have teams do the assessment together to learn how the members of the team can work better together.

First, staff understand own learning preferences and what they need from a boss to get things done, and better understand the leader's style and adapt.

Second, leaders better understand the staff's learning style and what information the staff need to complete tasks, and understand their working style better and how it may need to adapt for different staff.

Third, there is increased respect for work preferences and awareness of different perspectives.

Families have also done the assessment together to discover how they can communicate better.

Groups can learn their group type and identify blind spots where there may be opportunities for improvement within the team resulting from a particular type not being represented.

It was a very interesting evening that sparked our imaginations and got many of us interested in learning more about this useful personality tool.

Anna is certified to give the MBTI assessment to your family, work, or group. Please contact her if you are interested in taking the assessment or having her speak to your group: [annammckay@yahoo.com](mailto:annammckay@yahoo.com).

### **Manila Women's Forum**

Manila Women's Forum (MWF) is a cross-cultural network for women. It provides opportunities to build friendships, talk to women of various cultures, and share information about resources. Our meetings are intended to provide intellectual stimulation and lead to personal and professional development. All women are welcome to join.

The current officers are: **Amy Alexander**, Message Board. **Julia Holz**, Treasurer, Membership and Programs. **Lisa Lumbao**, Chair. **Junie Navarro**, Message Board. **Lisa Stuart**, Message Board Moderator. **Beulah P. Taguiwalo**, Newsletter, Website.

Cost of membership is P300 per year. Members receive a copy of the current mailing list in addition to the newsletter, which is also sent to non-members. A contribution is collected at each monthly meeting: P20 for members, and P50 for non-members. For more information about MWF, please contact Lisa Lumbao at Tel. 813-0168, or at [lumbao@mozcom.com](mailto:lumbao@mozcom.com).

Visit our website – a work in progress  
[www.geocities.com/manilawomensforum](http://www.geocities.com/manilawomensforum)

MWF Newsletter  
c/o Lisa Lumbao  
26-B Casa Real Townhouse  
Real St., Urdaneta Village  
Makati City 1225