

MBTI® Step I™ Exercise

Conflict and Complementarity



This exercise helps to build understanding so that the crucial information-gathering and decision-making process can come into effect.

Note: as an exercise, this can be used with any preference pair but seems to work especially well for the S–N and T–F preferences.

Tip: consider using the 'Rights and responsibilities' exercise to explore E–I and J–P preferences.

Applications:

- Communication
- Email

Type preferences studied

- Sensing, Intuition, Thinking, and Feeling

Time required

- 30 minutes

Materials required

- Flipchart paper and pens (x1 per group)

Instructions

- Be aware of S–N or T–F preferences within the group but there is no need to divide the group.
- Draw the table overleaf on a flipchart and get some answers from the group (this exercise is great for reducing type-bias tension).
- Allow hidden type biases to be revealed in the 'see' sections. For example, ask Sensing types "On a day when you were feeling uncharitable, how would you describe people with a preference for Intuition?" and vice versa.
- Help to draw out the value of the opposites in the 'need' sections.
- Do the same for T–F and, if you want, for E–I and J–P preferences.





How does S see N?

How does N see S?

How does S need N?

How does N need S?

Debrief

You may get the following types of responses:

Conflictual view

- S sees N:** vague and impractical
difficult to follow
- N sees S:** nit-picking pessimistic
- T sees F:** illogical overly emotional
- F sees T:** critical cold and insensitive
- E sees I:** withdrawn inaccessible
- I sees E:** superficial intrusive
- J sees P:** disorganized irresponsible
- P sees J:** rigid and inflexible
overly serious

Complementary view

- S sees N:** to envision the future to
offer radical ideas
- N sees S:** to remind them of the facts
to be realistic
- T sees F:** to be in touch with feelings
to persuade and reconcile
- F sees T:** to be tough to weigh costs
and benefits
- E sees I:** for reflection to build depth
of understanding
- I sees E:** to make contacts to take action
- J sees P:** for adaptability for information
gathering
- P sees J:** for organization for completion