



MBTI®

Retaining Students Who Choose the “Wrong Major”

PRESENTED BY

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Agenda

- Quick review of the MBTI® assessment
- Identify your own middle letters
- Guess middle letters of your students
- What motivates each type
- Majors most appealing to each type
- Supporting and retaining students who choose the “wrong major”
- Resource review



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Workshop Odds and Ends

- Take MBTI® assessment on-line after workshop
 - Offer expires March 1, 2015
- Earn 1 NBCC and 1 MBTI® Master Practitioner CE's
 - Emailed after workshop
- Keep in touch with CPP
 - Blog www.cppblogcentral.com



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MBTI® Type Theory - Jung

We are “hard wired” at birth

- We all use both sides of each pair
 - One is our natural preference
 - The other is learned
- Our innate preferences can be influenced by the environment
 - Family, country, education, and many other factors



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The MBTI® Preferences

The MBTI® instrument indicates preferences on four pairs of opposites

Extraversion **E** or **I** Introversion

Sensing **S** or **N** Intuition

Thinking **T** or **F** Feeling

Judging **J** or **P** Perceiving

MBTI® - WHAT you want to do

E		I
S	Pay attention to	N
T	Decision making criteria	F
J		P

Sensing (S) or Intuition (N)



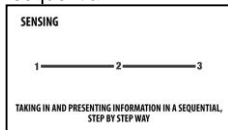
The way we take in information and the kind of information we like and trust

Source: Introduction to Type® booklet (6th ed.), I. B. Myers, p. 9.

How People Take In Information

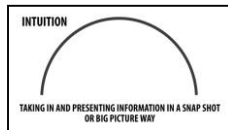
Sensing (S)

- Focus on what is real and actual
- Observe and remember specifics
- Are factual, concrete, and sequential



Intuition (N)

- Focus on patterns and meanings
- Interested in possibilities
- Are abstract and imaginative



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Source: MBTI® Certification Program Resource Guide – Pg 13



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Exercise – Sensing or Intuition

- What do you see?

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Catherine Rains,
"Something
Incredible is about
to Happen".
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Activity – What do S's and N's look like?

- The student in front of you has either a preference for S or N
 - Left side of room – Sensing
 - Right side of room – Intuition
- How can you tell?
 - Questions they might ask
 - Statements they might make
 - Non-verbal cues (body language, etc.)

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S/N Behavior Cues

Sensing: Specifics

- Asks for step-by-step information
- Asks “what” and “how” questions
- Uses precise descriptions
- Focused on practical applications

Intuition: Big Picture

- Asks for long range information
- Asks “why” questions
- Talks in general terms
- Focused on possibilities, what could be

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Introduction to Type® and Teams page 6

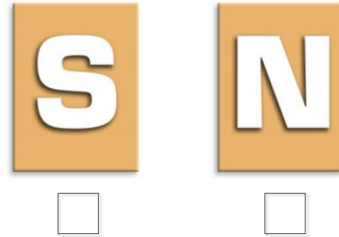


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S–N Self-Assessment



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MBTI® - WHAT you want to do

E		I
S	Pay attention to	N
T	Decision making criteria	F
J		P

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Thinking (T) or Feeling (F)



The way we make decisions

Source: Introduction to Type® booklet (6th ed.), I. B. Myers, p. 10.

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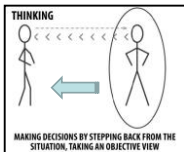
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How People Make Decisions

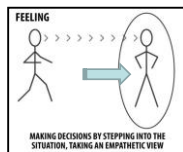
Thinking (T)

- Analyze
- Use cause-and-effect reasoning
- Solve problems with logic



Feeling (F)

- Strive for harmony
- Guided by personal and group values
- Assess impact of decisions on people



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Identifying Thinking/Feeling

Your roommate is doing something you don't like

- What do you do?

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Activity – What do T's and F's look like?

- The student in front of you has either a preference for T or F
 - Left side of room – Thinking
 - Right side of room – Feeling
- How can you tell?
 - Questions they might ask
 - Statements they might make
 - Non-verbal cues (body language, etc.)

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T/F Behavior Cues

Thinking:

Logical Implications

- Appears to be “testing you” or your knowledge
- Weighs the “objective” evidence
- Leads with what is wrong, needs fixing

Feeling:

Impact on People

- Strives for harmony in the interaction
- Asks how others have acted/resolved the issue
- Leads with they can support, feels right

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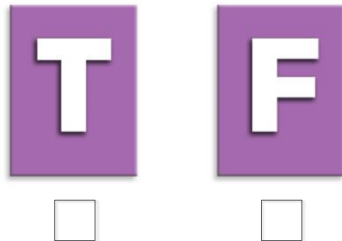
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T–F Self-Assessment



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MBTI® - WHAT you want to do

E		I
S	Pay attention to	N
T	Decision making criteria	F
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MBTI® and Career/Major Selection

- STs:** The “bottom-line” people
“Who, what, when, where, why, just tell me what I need to know”
- SFs:** The “practical service” people
“Who, what, when, where, why, how can I help everyone?”
- NFs:** The “make a meaningful difference” people
“I see interesting potential for people’s development and growth”
- NTs:** The “possibilities for systems” people
“I can develop strategies for making the system work better”

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Exercise – What major would you choose?

- Separate by middle letters
 - ST, SF, NF, NT
- If you had to choose a major all over again, which would be more attractive?
- Choose one major that your middle letters is **unlikely** to choose

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Exercise – What you most value *

You are working with a student with YOUR middle letters

- **They have chosen the major that you said your middle letters is unlikely to choose**
- How can this student get their middle letter values met within this unlikely major?
 - What in this unlikely major could actually match your middle letter values?

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Recommended Resources

- Introduction to Type®
- Introduction to Type® and Careers
- Introduction to Type® and College
- Type and Career Development
- Introduction to Type® and Learning
- MBTI® Type Tables for Occupations
- MBTI® Type Tables for Majors

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Recap

- Identified your own middle letters
- How to guess middle letters of your students
- Majors most appealing to each type
- Supporting and retaining students who choose the “wrong major”
- Resource review

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Take CPP Assessments Online

You have the option of...

- Taking the MBTI® Form M or Strong
- Or
- Provide your verified type and we'll run your type on an MBTI® report of your choice
 - Personal Impact Report
 - MBTI® Interpretive College Edition
 - MBTI® Step II™ Profile
 - MBTI® Career Report
 - MBTI® and Strong Combined Report
 - Strong Interpretive, College Profile
- Simply sign in with your name and email
 - CPP will be in touch with you next week to redeem your choice

Offer expires March 1, 2015!

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Effective Use of Type

- Clarify own natural strengths
- Value what other types bring to the table
- Consciously choose to flex

Goal in using the MBTI® tool

- Learn to truly appreciate differences, rather than be separated by them
- So that we can more effectively

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Thank You!

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