

Psychological Type Indicator (PTI) Supervisor Debrief

Your direct reports recently participated in training and development planning using a personality assessment called the PTI. The PTI uses the Myers-Briggs 16 personality type classification system that is the industry standard developed from the work of Karl Jung. Personality information is useful in industry because traits tend to influence our interests, strengths and weaknesses, and career choices. Below is a summary of the personality theory underlying 16 Typing assessments like PTI and Myers-Briggs.

Jung's Model

Every person possesses the four basic functions in the table below. Differences between individuals are based on the fact that the influence of each basic type is of a different strength or intensity within each person. The classification system attempts to show the proportional importance of the influence of these four basic functional types in each person and further explains how they experience and evaluate reality. The types below are a large part of the PTI classification but are not the complete picture. These summary traits are a simplification. For example, level of extroversion/introversion is not considered here but is part of the PTI classification system.

THINKERS Introduces a logical structure into the team's work or analysis: systematizing the way things are done, or producing mental models that explain how the world works.	INTUITIVES Uncovers new potential in things, people, or ideas: changing the way things are done to see if something new and better can be found, or dreaming up new, innovative ideas.
SENSATES Shapes things or information to reflect known experience: taking action to produce tangible outcomes, or clarifying information so that it can be more clearly understood.	FEELERS Assigns value to people, things, ideas, or information: building harmony and team spirit, or stressing the importance of certain ideas or beliefs.

Consider your employees' behavior, their strengths and weaknesses, and their tendencies in social and other circumstances. Using all your knowledge and experience with the employee, place them in the type box that you feel is closest to their personality. Write in their initials or use any code you prefer. Are there performance implications from how you classified your employees? Does the intensity of any of these traits give any of these managers special strengths or blind spots?