

MBTI QUESTIONNAIRE FOR MISSIONARY LIFE FORMATION

Formation is a journey of growing in truth—truth about God, about one's vocation, and about oneself. A person who is called to missionary life is not only invited to give himself generously, but also to understand how he thinks, relates, decides, and responds in concrete situations. Without such self-knowledge, generosity can become inconsistent, relationships strained, and mission less fruitful.

The Myers-Briggs Type Indicator (MBTI) is a widely used framework that helps persons understand their preferred ways of perceiving reality, making decisions, relating to others, and approaching life and work. Within formation, it serves as a practical tool to illuminate habitual patterns of thinking, acting, and relating, especially in community and mission contexts.

The MBTI identifies four fundamental preference pairs:

- Extraversion (E) and Introversion (I): how a person receives and expends energy in relationships and mission
- Sensing (S) and Intuition (N): how a person perceives and interprets information
- Thinking (T) and Feeling (F): how a person makes decisions
- Judging (J) and Perceiving (P): how a person approaches structure, time, and responsibility

These preferences combine into sixteen possible personality types, each reflecting a distinct way of engaging with life, community, and apostolic service.

In the context of missionary formation, the MBTI has been adapted not merely as a psychological tool, but as a means of reflecting on one's style of living the Gospel in real pastoral, communal, and intercultural situations. The questions are therefore framed around concrete missionary experiences: parish life, community relationships, decision-making in ministry, and responses to change and responsibility.

The value of the MBTI in formation lies not in classification, but in illumination. It helps the formee recognize questions such as: How do I approach people? Do I act quickly or reflect deeply? Do I prefer structure or flexibility? Do I decide based on principles or relationships? How do I respond to uncertainty, conflict, or responsibility? These insights are especially important in missionary life, where one is constantly called to adapt, collaborate, discern, and persevere.

At the same time, the MBTI must be used within a broader formative horizon. It does not define the person, determine vocation, or measure maturity. It does not capture the depth of one's spiritual life, the complexity of personal history, or the movement of grace. It simply highlights preferences—natural tendencies that can become strengths when integrated or limitations when left unbalanced.

In formation, these preferences are not meant to be reinforced uncritically, but gradually purified, balanced, and integrated. A person who prefers extraversion must also learn silence and interiority. One inclined to introversion must grow in availability and relational presence. A thinking type may need to deepen compassion, while a feeling type may need clarity and objectivity. A judging type may need flexibility, while a perceiving type may need discipline and follow-through.

Thus, the MBTI becomes meaningful only when it leads to growth. It helps the formee recognize both his natural gifts and his growth edges, and to take responsibility for developing a more balanced and integrated way of living.

In community life, this awareness can foster greater understanding and patience. Differences that might otherwise lead to misunderstanding—such as pace of decision-making, communication style, emotional expression, or approach to work—can be seen not as faults, but as diverse ways of being. This opens the way for more realistic expectations, better collaboration, and deeper fraternity.

For formators, the MBTI offers a helpful lens for accompaniment. It can assist in understanding how a candidate processes experience, responds to guidance, relates to authority, and engages in mission. However, it must always be used with discernment and humility, as one tool among many, and never as a substitute for deeper personal knowledge.

Ultimately, the goal of formation is not to become a particular personality type, but to become a missionary disciple configured to Christ. Personality is not erased, but transformed. Natural tendencies are not suppressed, but ordered toward love and service.

When used wisely, the MBTI can support this journey by helping the formee move from unconscious patterns to conscious growth, from rigidity to flexibility, and from self-centred functioning to generous apostolic availability.

In this way, it becomes a small but meaningful aid within the larger work of formation: the gradual forging of a person who is more aware, more integrated, more fraternal, and more ready to be sent in mission.

Guidelines for Administering the Questionnaire

The MBTI questionnaire can be a helpful tool in formation when administered with clarity, simplicity, and proper accompaniment. Its purpose is not to label or judge the formee, but to support self-awareness, relational understanding, and personal growth in community and mission. The following guidelines can help ensure that the questionnaire is used in a formative and responsible way.

1. Clarify the purpose

Before administering the questionnaire, explain clearly why it is being used. Formees should understand that the exercise is meant to help them reflect on their natural preferences in thinking, relating, deciding, and working. It is not an exam, a test of holiness, or a measure of vocational worth. The emphasis should be on self-understanding and growth, not on “getting the right type.”

2. Create a relaxed and honest atmosphere

The questionnaire should be taken in a calm and non-threatening environment. Formees should be encouraged to answer honestly, without overthinking or trying to choose what seems more desirable, mature, or “religious.”

They should answer according to how they usually are in real life, especially in community, pastoral, and missionary situations, not according to how they wish to be.

3. Give clear instructions

Before beginning, the following points should be made clear:

- Choose the option that best reflects your usual tendency
- Do not spend too much time on each question
- There are no “good” or “bad” answers
- If both options seem somewhat true, choose the one that feels more natural most of the time
- Answer from lived experience, not ideal expectations

This helps reduce confusion and encourages more accurate responses.

4. Encourage a prayerful and truthful attitude

Since this questionnaire is used in a formation context, it can be helpful to invite formees to approach it with simplicity and truthfulness before God. The goal is not self-analysis for its own sake, but greater awareness in order to grow in freedom and availability for mission.

A brief moment of silence or prayer before beginning may help set the right tone.

5. Choose an appropriate setting

The questionnaire may be administered:

- individually for personal reflection,
- in a formation workshop,
- as part of a human formation session,
- or within a guided accompaniment process.

If done in a group, the atmosphere should remain respectful and non-competitive. It should not be presented as a game or a way of comparing personalities.

6. Allow sufficient but not excessive time

The questionnaire should be completed with enough time for thoughtful responses, but not so much time that participants begin to over-analyse every item. In general, it is better for formees to respond naturally rather than with excessive reflection.

A moderate, relaxed pace usually gives the best results.

7. Provide support if questions are unclear

Some participants may be unsure about the meaning of certain questions or options. In such cases, clarification may be offered, but without influencing their answers. The facilitator should help only to ensure understanding, not to guide responses.

8. Interpret the results only after completion

The questionnaire should first be completed in full before discussing types or possible interpretations. Premature interpretation can distract participants or lead them to answer in a biased way.

Only after all responses are completed should the scoring and reflection process begin.

9. Avoid using the results in a rigid or evaluative way

The questionnaire should not be used to classify formees as “good,” “difficult,” “fit,” or “unfit.” It is not a screening instrument for vocation, nor should it be used to make major formative decisions in isolation.

Its value lies in opening reflection and dialogue, not in producing conclusions.

10. Follow it with reflection and accompaniment

The real formative value of the questionnaire emerges after it is completed. Formees should be given the opportunity to reflect on their results personally and, where appropriate, to process them with a formator or in a guided group setting.

Without reflection, the questionnaire remains informative. With reflection, it becomes formative.

Final formative note

The MBTI questionnaire should be administered in a way that promotes honesty, freedom, and growth. When used well, it can help formees better understand themselves, appreciate differences in others, and identify areas for maturation in community life and mission.

Its proper place in formation is not to define the person, but to assist the person in growing toward greater self-awareness, balance, and missionary readiness.

Instructions for Formees

- Choose the option (A or B) that best describes your **usual** way of acting or thinking, not how you wish you were.
- Be honest. There are no “good” or “bad” answers.
- Think about yourself in **real missionary, pastoral, or community contexts**.

#	Question	a. Option	b. Option	a	b
1	In a parish gathering, do you...	Talk with many people, even those you've never met	Spend time mostly with a few people you know well	☐	☐
2	When reflecting on a pastoral situation, are you more...	Practical, focusing on what is real and visible	Imaginative, seeing possibilities beyond what is there	☐	☐
3	Which is worse for you in mission?	Being unrealistic or “dreaming too much”	Getting stuck in repetitive or rigid routines	☐	☐
4	Are you more impressed by...	Clear principles and values	Strong emotions and heartfelt expressions	☐	☐
5	In community life, are you drawn more toward...	Logical, convincing arguments	Touching, inspiring stories	☐	☐
6	In ministry, do you prefer to work...	Toward a clear deadline or pastoral schedule	Whenever you feel ready or inspired	☐	☐
7	When making a decision about an activity, do you choose...	Carefully, after considering options	Spontaneously, following instinct	☐	☐
8	After a long day of pastoral work, do you...	Feel energized if you join others for more activities	Feel tired and want to withdraw quietly	☐	☐
9	Are you more drawn to...	Sensible, down-to-earth people	Imaginative, visionary people	☐	☐
10	In planning mission work, are you more interested in...	What is currently possible and concrete	What could be possible in the future	☐	☐
11	In judging a pastoral decision, do you rely more on...	Rules and norms	Particular circumstances	☐	☐
12	In approaching people, are you more...	Objective and factual	Personal and relational	☐	☐
13	Are you more...	Punctual and time-conscious	Flexible about schedules	☐	☐
14	In mission, what bothers you more?	Leaving work unfinished	Being forced to finish before you feel ready	☐	☐
15	In community, do you...	Keep up with what's going on in everyone's lives	Often hear news later than others	☐	☐
16	In ordinary tasks, do you...	Follow established methods	Find your own way of doing them	☐	☐
17	In preaching or teaching, should one...	Speak directly and clearly	Use images and stories	☐	☐
18	Which is more important to you?	Consistency in thought and teaching	Harmony and good relationships	☐	☐
19	Are you more comfortable making...	Logical, objective decisions	Decisions based on values and compassion	☐	☐

20	Do you prefer things...	Decided and settled	Open and flexible	☐	☐
21	In your approach to mission, are you more...	Serious and determined	Easy-going and adaptable	☐	☐
22	Before making a pastoral phone call, do you...	Just call and see how it goes	Plan what you will say	☐	☐
23	For you, facts...	Speak for themselves	Illustrate deeper principles	☐	☐
24	Do you find visionaries...	Unrealistic or impractical	Inspiring and exciting	☐	☐
25	Are you more often...	Calm and detached in tense situations	Warm and emotionally involved	☐	☐
26	Which is worse in mission?	Being unjust	Being merciless	☐	☐
27	Should we usually let pastoral events unfold...	By deliberate planning and choice	Naturally and spontaneously	☐	☐
28	Do you feel better after...	Making a clear decision	Keeping your options open	☐	☐
29	In a new community or mission, do you...	Introduce yourself and start conversations	Wait for others to approach you	☐	☐
30	Common sense is...	Hard to question	Open to challenge	☐	☐
31	Children in catechesis often...	Need more discipline and structure	Need more imagination and play	☐	☐
32	In decisions, do you prefer...	Following established standards	Following your feelings	☐	☐
33	Are you more...	Firm than gentle	Gentle than firm	☐	☐
34	Which is more admirable in a missionary?	Ability to organize work methodically	Ability to adapt to unexpected needs	☐	☐
35	Do you value being...	Unchanging in your convictions	Open to new perspectives	☐	☐
36	Does new and unfamiliar contact with people...	Energize and stimulate you	Drain your energy	☐	☐
37	Are you more...	Practical and realistic	Creative and imaginative	☐	☐
38	Are you more likely to...	See how others can be useful in ministry	See things from the other person's perspective	☐	☐
39	Which is more satisfying in community meetings?	Thoroughly discussing an issue	Reaching agreement quickly	☐	☐
40	Which guides you more in mission?	Your head (logic)	Your heart (feelings)	☐	☐
41	Are you more comfortable with work that is...	Pre-arranged and agreed upon	Casual and flexible	☐	☐
42	In planning ministry, do you look for...	Order and structure	Whatever opportunities arise	☐	☐
43	Do you prefer to have...	Many acquaintances in mission	A few deep relationships	☐	☐
44	In making decisions, do you rely more on...	Facts	Principles	☐	☐
45	Are you more drawn to...	Implementation and follow-up work	Designing and planning new initiatives	☐	☐
46	Which is a greater compliment for you?	"Very logical and reasonable"	"Very compassionate and caring"	☐	☐
47	Do you value being...	Steadfast and reliable	Devoted and loyal	☐	☐

48	In discussing plans, do you prefer...	Final and firm decisions	Preliminary and flexible ideas	☐	☐
49	Do you feel more comfortable...	After a decision is made	Before a decision, when options are open	☐	☐
50	When meeting strangers in a pastoral visit, do you...	Speak easily and at length	Struggle to find words	☐	☐
51	In pastoral discernment, do you trust more your...	Experience	Intuition	☐	☐
52	Do you feel you are more...	Practical than innovative	Innovative than practical	☐	☐
53	Who deserves more praise?	One who reasons clearly	One who feels deeply	☐	☐
54	Are you more inclined to be...	Fair-minded	Compassionate	☐	☐
55	Is it better to...	Arrange things in advance	Let things happen	☐	☐
56	In mission relationships, should most things be...	Negotiated and agreed upon	Left to develop naturally	☐	☐
57	When the phone rings in community, do you...	Answer quickly	Hope someone else will answer	☐	☐
58	Do you prize more in yourself...	A strong sense of reality	A vivid imagination	☐	☐
59	Are you drawn more to...	Basic truths and foundations	Nuances and deeper meanings	☐	☐
60	Which is the greater error?	Being too passionate	Being too objective	☐	☐
61	Do you see yourself as more...	Firm and strong-minded	Soft-hearted and gentle	☐	☐
62	Which situation appeals to you more?	Structured and scheduled mission work	Unstructured and spontaneous mission work	☐	☐
63	Are you more...	Routinized than whimsical	Whimsical than routinized	☐	☐
64	Are you generally...	Easy to approach	Reserved	☐	☐
65	In reading or preaching, do you prefer...	Clear and literal words	Figurative and symbolic expressions	☐	☐
66	Which is harder for you?	Identifying with others' experiences	Making use of others' abilities	☐	☐
67	Which do you wish more for yourself?	Clarity of thought	Strength of compassion	☐	☐
68	Which is the greater fault?	Being overly critical	Being too accepting	☐	☐
69	Do you prefer...	Planned mission events	Unplanned mission events	☐	☐
70	Are you more...	Deliberate than spontaneous	Spontaneous than deliberate	☐	☐

The scoring for the Missionary MBTI Questionnaire works just like the classic MBTI, but we'll adapt the interpretation for missionary life.

Here's the step-by-step method:

1. Structure of the Scoring

The 70 questions are divided to measure four personality preference pairs:

1. E vs. I – Extraversion / Introversion → How you get and spend energy in mission.
2. S vs. N – Sensing / Intuition → How you take in mission-related information.
3. T vs. F – Thinking / Feeling → How you make pastoral decisions.
4. J vs. P – Judging / Perceiving → How you approach tasks and commitments.

2. Assigning Question Numbers

In the original MBTI, each question is already assigned to one side of a preference. Since we rewrote the questions but kept their order, the assignment is:

E/I	S/N	T/F	J/P
1, 8, 15, 22, 29, 36, 43, 50, 57, 64	2, 9, 16, 23, 30, 37, 44, 51, 58, 65	4, 11, 18, 25, 32, 39, 46, 53, 60, 67	6, 13, 20, 27, 34, 41, 48, 55, 62, 69
	3, 10, 17, 24, 31, 38, 45, 52, 59, 66	5, 12, 19, 26, 33, 40, 47, 54, 61, 68	7, 14, 21, 28, 35, 42, 49, 56, 63, 70

- For each number above, option “a” indicates the first letter (E, S, T, J), option “b” indicates the second letter (**I, N, F, P**).

3. Tallying

1. For each of the four preference pairs, count how many “a” and “b” answers you chose.
2. Write down the totals:
 - **E vs. I** → Which total is higher?
 - **S vs. N** → Which total is higher?
 - **T vs. F** → Which total is higher?
 - **J vs. P** → Which total is higher?

4. Determining Your Type

- Combine the four winning letters into your type code.
 - Example: E (more than I), N (more than S), F (more than T), J (more than P) → ENFJ.

5. Interpretation

Instead of stopping at the type code:

1. Go to the Missionary MBTI Profile for your type.
2. Reflect on:
 - Strengths → How can I use them more intentionally?
 - Formation cautions → Where do I need to grow?
 - Growth path → Which specific actions will I try this month?

6. Optional: Degree of Preference

If you want a deeper reading, you can note how many points your “winning” letter beat the other by:

- 1–2 point difference → You use both preferences often; you’re flexible.
- 3–6 point difference → You have a clear preference but can still adapt.
- 7+ point difference → You have a very strong preference; growth may involve practicing the opposite style.

MBTI Missionary Profiles

1. ENFP – “The Inspirer”

Dominant Trait: Extraverted Intuition (exploring new ideas and connections)

Biblical/Saint Example: St. Paul the Apostle – passionate, adaptable, eager to reach all peoples.

Strengths

- Brings energy, enthusiasm, and creativity to evangelization.
- Easily connects with people from all walks of life.
- Inspires others with vision and hope.
- Reads people's needs quickly and adapts pastoral approaches.
- Comfortable with change and diversity.

Formation Cautions

- May start many projects but struggle to finish them.
- Can become scattered and lose focus.
- May avoid conflict and necessary confrontation.
- Can be overly idealistic and discouraged when reality is slower to change.

Growth Path

- Practice discipline in following through on commitments.
- Develop a prayer rhythm that grounds enthusiasm in discernment.
- Learn to receive constructive criticism calmly.
- Pair up with more detail-oriented collaborators.

2. ENFJ – “The Giver”

Dominant Trait: Extraverted Feeling (prioritizing relationships and harmony)

Biblical/Saint Example: St. Barnabas – encourager, builder of community, supporter of others' gifts.

Strengths

- Reads people's emotions and needs with great empathy.
- Builds strong, harmonious communities.
- Motivates and empowers others to grow.
- Brings out the best in teammates and parishioners.
- Strong sense of mission purpose tied to human dignity.

Formation Cautions

- May overextend themselves in helping others and neglect self-care.
- Can become overly concerned with pleasing people.
- May avoid addressing deep conflicts for fear of damaging harmony.
- Risk of burnout from constant emotional involvement.

Growth Path

- Learn to set healthy boundaries.
- Take regular silent retreats for renewal.
- Accept that disagreement can deepen rather than weaken relationships.
- Practice detachment from needing constant affirmation.

3. ENTJ – “The Strategist”

Dominant Trait: Extraverted Thinking (organizing and leading with logic)

Biblical/Saint Example: Nehemiah – planner, builder, determined leader.

Strengths

- Natural organizer of people and resources.
- Sees long-term goals and plans clearly.
- Confident in making difficult decisions.
- Motivates others toward a shared vision.
- Thrives in leadership roles for complex projects.

Formation Cautions

- May push too hard and overlook people's emotional needs.
- Can be impatient with slower or less structured collaborators.
- Risk of becoming authoritarian in leadership.
- May struggle to admit mistakes.

Growth Path

- Consciously listen to others' perspectives before deciding.
- Invite feedback from those who think differently.
- Balance productivity with pastoral presence.
- Develop empathy as a leadership strength, not just efficiency.

4. ENTP – “The Explorer”

Dominant Trait: Extraverted Intuition (generating ideas, seeing possibilities)

Biblical/Saint Example: St. Francis Xavier – adventurous, ready to go anywhere for the Gospel.

Strengths

- Quick to see new opportunities for mission.
- Energetic, adaptable, enjoys new cultures and challenges.
- Inspires others with fresh approaches to evangelization.
- Enjoys debate and exploring different perspectives.
- Turns challenges into creative solutions.

Formation Cautions

- May jump from idea to idea without finishing.
- Can become argumentative or overly critical.
- May get bored with repetitive ministry tasks.
- Sometimes undervalues tradition in favor of novelty.

Growth Path

- Commit to seeing a few key projects through to completion.
- Value traditions as a foundation for creativity.
- Practice stability by serving in one place for an extended period.
- Engage in community discernment before acting on new ideas.

5. INFJ – “The Visionary Guide”

Dominant Trait: Introverted Intuition (seeing deep patterns and meaning)

Biblical/Saint Example: St. John the Evangelist – contemplative, visionary, focused on the mystery of Christ.

Strengths

- Sees the deeper spiritual meaning behind events.

- Offers profound pastoral counsel.
- Brings vision and purpose to ministry.
- Sensitive to the needs of the vulnerable.
- Often inspires long-term change through patient influence.

Formation Cautions

- Can be overly idealistic and discouraged by imperfection.
- May become withdrawn if misunderstood.
- Tends to overthink before acting.
- Can hold unrealistic expectations of self and others.

Growth Path

- Balance vision with concrete steps.
- Accept that God works even through imperfection.
- Share your insights with trusted companions to stay grounded.
- Practice community engagement to complement solitary reflection.

6. INFP – “The Compassionate Witness”

Dominant Trait: Introverted Feeling (living by deeply held values)

Biblical/Saint Example: St. Thérèse of Lisieux – small acts of love, faithful to her inner convictions.

Strengths

- Deeply committed to living the Gospel authentically.
- Sensitive to injustice and suffering.
- Brings gentleness and compassion to ministry.
- Inspires by personal integrity and humility.
- Can be a prophetic voice for Gospel values.

Formation Cautions

- May avoid confrontation even when necessary.
- Can become disillusioned if mission reality doesn’t match ideals.
- May struggle with routine or practical demands.
- Can become too inward-focused.

Growth Path

- Learn to express concerns constructively.
- Integrate ideals with the Church’s concrete pastoral needs.
- Develop practical skills for daily mission work.
- Seek supportive companions to sustain hope.

7. INTJ – “The Strategic Visionary”

Dominant Trait: Introverted Intuition (planning toward long-term goals)

Biblical/Saint Example: St. Ignatius of Loyola – visionary founder, master of spiritual strategy.

Strengths

- Sees long-term possibilities and paths.
- Creates well-thought-out mission plans.
- Independent thinker with strong focus.
- Able to work steadily toward goals despite obstacles.
- Motivates others with a clear sense of direction.

Formation Cautions

- Can become overly focused on plans rather than people.
- May seem distant or unapproachable.
- Can dismiss ideas that don't fit their vision.
- Risk of perfectionism in execution.

Growth Path

- Spend intentional time listening to others' input.
- Stay open to God's surprises beyond your plan.
- Practice empathy in leadership.
- Allow space for flexibility in mission execution.

8. INTP – “The Reflective Analyst”

Dominant Trait: Introverted Thinking (seeking logical understanding)

Biblical/Saint Example: St. Thomas Aquinas – deep thinker, theological problem solver.

Strengths

- Analyses problems carefully before acting.
- Offers well-reasoned theological and pastoral insights.
- Independent learner, able to master complex topics.
- Brings clarity to difficult discussions.
- Innovative problem solver in challenging contexts.

Formation Cautions

- May get stuck in analysis without acting.
- Can appear detached or indifferent.
- May undervalue emotional and relational aspects of ministry.
- Can struggle with routine pastoral demands.

Growth Path

- Balance study with action in the field.
- Engage in ministry that requires direct human connection.
- Listen to feelings as well as facts.
- Share ideas with others to enrich their practicality.

9. ESFP – “The Joyful Evangelizer”

Dominant Trait: Extraverted Sensing (living in the present moment)

Biblical/Saint Example: St. Philip Neri – joyful, spontaneous, magnetic with people.

Strengths

- Radiates joy and warmth in ministry.
- Builds rapport quickly with new people.
- Adapts easily to changing situations.
- Brings a human, approachable face to the Gospel.
- Encourages participation through energy and enthusiasm.

Formation Cautions

- May avoid deeper or more difficult conversations.
- Can neglect planning for the future.
- Risk of being drawn to excitement over consistency.
- May become easily distracted from commitments.

Growth Path

- Build habits of prayer and reflection to deepen ministry.

- Commit to follow-through on pastoral plans.
- Balance fun with serious Gospel witness.
- Cultivate patience for longer-term projects.

10. ESFJ – “The Faithful Caregiver”

Dominant Trait: Extraverted Feeling (prioritizing harmony and service)

Biblical/Saint Example: St. Martha – attentive to hospitality and the needs of others.

Strengths

- Creates welcoming, caring environments.
- Sensitive to people’s needs and quick to respond.
- Keeps community life running smoothly.
- Faithful to commitments and responsibilities.
- Encourages collaboration and unity.

Formation Cautions

- May put others’ needs ahead of their own spiritual health.
- Can resist necessary change if it disrupts harmony.
- May struggle with constructive criticism.
- Can be overburdened by too many tasks.

Growth Path

- Practice saying “no” when needed.
- Seek renewal through prayer and retreat.
- Welcome gradual change as part of growth.
- Share responsibilities rather than carrying everything.

11. ESTP – “The Energetic Problem-Solver”

Dominant Trait: Extraverted Sensing (acting quickly in the present)

Biblical/Saint Example: St. Peter – bold, decisive, quick to act for Christ.

Strengths

- Quick to respond to urgent pastoral needs.
- Courageous in facing challenges.
- Practical, hands-on approach to ministry.
- Keeps mission life active and engaged.
- Finds creative solutions in the moment.

Formation Cautions

- May act without sufficient reflection.
- Can become restless with routine work.
- Risk of overlooking long-term consequences.
- May struggle with patience.

Growth Path

- Practice discernment before major decisions.
- Develop perseverance in long-term commitments.
- Seek regular spiritual direction for grounding.
- Learn to value silence and reflection.

12. ESTJ – “The Organizing Builder”

Dominant Trait: Extraverted Thinking (efficient structure and management)

Biblical/Saint Example: St. Teresa of Ávila – reformer, community organizer, disciplined leader.

Strengths

- Brings order and stability to mission work.
- Clear communicator of expectations.
- Faithful in carrying out commitments.
- Good at coordinating teams and resources.
- Maintains tradition and structure in ministry.

Formation Cautions

- Can be overly rigid about procedures.
- May undervalue creativity or new ideas.
- Can come across as overly critical.
- Risk of prioritizing tasks over relationships.

Growth Path

- Make room for flexibility in planning.
- Welcome creative suggestions from others.
- Balance structure with pastoral sensitivity.
- Focus on listening before giving directives.

13. ISFP – “The Gentle Servant”

Dominant Trait: Introverted Feeling (quiet, value-driven service)

Biblical/Saint Example: St. Joseph – humble, faithful, quietly steadfast in mission.

Strengths

- Serves with humility and compassion.
- Faithful to personal commitments and Gospel values.
- Sensitive to beauty and the sacred in life.
- Supports others in practical, non-intrusive ways.
- Patient in caring for those in need.

Formation Cautions

- May avoid leadership roles even when called.
- Can be overly private about feelings.
- Risk of being underestimated or overlooked.
- May struggle to speak up in conflict.

Growth Path

- Share your perspective in community discussions.
- Develop confidence in leadership when needed.
- Seek ministry where your quiet witness shines.
- Balance solitude with community participation.

14. ISFJ – “The Faithful Steward”

Dominant Trait: Introverted Sensing (preserving tradition, caring for details)

Biblical/Saint Example: St. Luke – careful chronicler, faithful servant of the Gospel.

Strengths

- Reliable, dependable in ministry tasks.

- Preserves traditions that sustain faith life.
- Serves quietly and faithfully over the long term.
- Deep sense of responsibility to people and mission.
- Provides stability during times of change.

Formation Cautions

- May resist necessary change.
- Can become overburdened by duty.
- May avoid innovation or risk-taking.
- Can hesitate to delegate work.

Growth Path

- Be open to new methods that support the mission.
- Share responsibilities with others.
- Allow space for creative thinking.
- Celebrate the fruits of your faithfulness.

15. ISTP – “The Practical Mission Craftsman”

Dominant Trait: Introverted Thinking (hands-on problem solving)

Biblical/Saint Example: St. Andrew – quietly resourceful, ready to act when needed.

Strengths

- Skilled in practical, technical, or manual tasks.
- Adapts quickly to unexpected challenges.
- Finds efficient, concrete solutions.
- Independent and self-reliant in work.
- Brings a calm, problem-solving presence in crisis.

Formation Cautions

- May work alone rather than collaboratively.
- Can appear detached from community life.
- May avoid long-term planning.
- Can struggle with verbal communication.

Growth Path

- Seek collaboration for broader perspective.
- Communicate plans clearly with the community.
- Balance independence with shared mission goals.
- Develop long-term strategies alongside short-term fixes.

16. ISTJ – “The Reliable Shepherd”

Dominant Trait: Introverted Sensing (upholding order and duty)

Biblical/Saint Example: St. Thomas the Apostle – careful, factual, committed to truth.

Strengths

- Dependable and committed to mission rules and values.
- Ensures work is done thoroughly and correctly.
- Maintains consistency in pastoral care.
- Faithful steward of resources and traditions.
- Brings stability and reliability to the community.

Formation Cautions

- May be slow to accept new ideas.

- Can be overly critical of mistakes.
- May struggle in highly unpredictable contexts.
- Can prioritize rules over relationships.

Growth Path

- Welcome innovation that aligns with core values.
- Balance rules with pastoral compassion.
- Practice adaptability in dynamic mission settings.
- Engage in dialogue before judging new proposals.

Section 4 – Reflection & Journaling Sheets

For each formand after discovering their type:

- **Personal Reflection**
 - How does my type help me live the Gospel in mission?
 - Where might my style create tension in community?
 - Which of my natural tendencies do I want to strengthen? Which do I want to balance?
- **Pastoral Scenario Reflection**
 - How would I respond if a community member disagrees strongly with me?
 - How do I handle unexpected changes in ministry?
 - How do I respond to people from very different cultural backgrounds?
- Space for personal notes and prayer intentions.

Section 5 – Accompaniment Guide for Formators

- **In One-on-One Accompaniment Session**
 - Questions to deepen awareness of strengths and challenges.
 - Help formees link personality tendencies with their prayer and pastoral style.
- **In Community Settings**
 - Activities for type-sharing in a safe and respectful way.
 - Guidelines for affirming differences rather than competing.
- **In Pastoral Supervision**
 - Observing how personality shows in actual ministry situations.
 - Encouraging growth in less-developed areas.
 - Planning ministry roles that stretch but don't overwhelm.

Concluding Note

The MBTI can be a helpful aid in formation when used with humility, discernment, and proper accompaniment. It does not define the person or determine vocation, but it can illuminate natural preferences, relational patterns, and areas for growth.

In the context of formation, its value lies in helping formees grow in self-awareness, appreciate differences in others, and take more conscious responsibility for their personal, communal, and missionary development.

When approached in a spirit of truth and openness, the MBTI can serve as a practical tool for human integration and a small but meaningful support in the larger journey of being formed for the mission of Christ.

MBTI Scoring Sheet

Name: _____

Date: _____

Stage of Formation: _____

Step 1 – Record Your Answers

- For each question, circle **A** or **B** on your questionnaire.
- Then copy your choice into the correct box below.

E / I — How you get and use energy in mission

Q#	Your Answer	E if “A”	I if “B”
1			
8			
15			
22			
29			
36			
43			
50			
57			
64			
TOTAL		E: _____	I: _____

S / N — How you take in mission information

Q#	Your Answer	S if “A”	N if “B”
2			
9			
16			
23			
30			
37			
44			
51			
58			
65			
3			
10			
17			
24			
31			
38			
45			
52			
59			
66			
TOTAL		S: _____	N: _____

T / F — How you make pastoral decisions

Q#	Your Answer	T if “A”	F if “B”
4			
11			
18			
25			
32			
39			
46			
53			
60			
67			
5			
12			
19			
26			
33			
40			
47			
54			
61			
68			
TOTAL		T: _____	F: _____

J / P — How you approach mission tasks

Q#	Your Answer	J if “A”	P if “B”
6			
13			
20			
27			
34			
41			
48			
55			
62			
69			
7			
14			
21			
28			
35			
42			
49			
56			
63			
70			
TOTAL		J: ____	P: ____

Step 2 – Determine Your Type

- For each pair, circle the one with the **higher total**.
- Write your four letters below:

My Type: ____ ____ ____ ____

Step 3 – Missionary Reflection

- Go to your **Missionary MBTI Profile** in the manual.
- Reflect:
 1. What strengths can I bring more fully to my mission and community life?
 2. Where do I see challenges that I need to grow in?
 3. Which specific growth step will I commit to this month?

Online Personality Assessment Resources

The questionnaires included in this manual are intended primarily for formative reflection and accompaniment. Formandi who wish to explore these personality frameworks further may consult the following online resources.

1. Myers & Briggs Foundation (Official Educational Website)

<https://www.myersbriggs.org>

- The official educational resource for the Myers-Briggs Type Indicator.
- Explains personality preferences, type dynamics, and applications in education, relationships, and personal development.
- Recommended for accurate background information.

2. The Myers-Briggs Company (Official Assessment)

<https://www.themyersbriggs.com>

- The official provider of the MBTI assessment.
- Offers professionally administered assessments and certified interpretation.
- Appropriate when a formal MBTI assessment is desired.

3. 16Personalities

<https://www.16personalities.com>

- A popular free personality questionnaire inspired by the MBTI framework.
- Provides accessible descriptions of personality types and practical insights.
- Although not an official MBTI assessment, it is widely used as an introductory self-reflection tool.

Further Reading

- Isabel Briggs Myers, *Gifts Differing: Understanding Personality Type*. Davies-Black Publishing.
- Isabel Briggs Myers, Mary H. McCaulley, Naomi Quenk, & Allen Hammer, *MBTI Manual: A Guide to the Development and Use of the Myers-Briggs Type Indicator* (3rd ed.). CPP.