Portfolios, Mentoring, and How MBTI Preferences Relate to Residency Specialty Choices

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Presenters

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Costin Institute

- Established in 2003
  - Endowed contribution from the Osteopathic Heritage Foundation
  - J. Richard Costin, DO
- Focus
  - Teaching
  - Management
  - Leadership Skills
  - Research
- Portfolio Project
  - Repository for professional materials
- Mentoring Project
  - Formal program to connect colleagues
  - Research Interests
- Example of Costin Scholar Research
What is the MBTI?

A tool to assist students in finding the specialty that is their best fit.
Our study
The study is designed to compare the Myers Briggs Type Indicator (MBTI), which measures the personality preferences of osteopathic medical students to their choice of residency specialty.
Carl Jung: we all live in 2 worlds

• Some prefer the outer world
• Some prefer the inner world
• Preferences are “inborn predispositions”
• Shaped by environment, family, culture, education (outer world)
• MBTI measures the “inner world”.
The MBTI® Dichotomies

The MBTI® instrument indicates preferences on four pairs of opposites, called *dichotomies*:

<table>
<thead>
<tr>
<th>Extraversion</th>
<th>E</th>
<th>or</th>
<th>I</th>
<th>Introversion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sensing</td>
<td>S</td>
<td>or</td>
<td>N</td>
<td>Intuition</td>
</tr>
<tr>
<td>Thinking</td>
<td>T</td>
<td>or</td>
<td>F</td>
<td>Feeling</td>
</tr>
<tr>
<td>Judging</td>
<td>J</td>
<td>or</td>
<td>P</td>
<td>Perceiving</td>
</tr>
</tbody>
</table>
16 Personality Types

ISTJ  ISFJ  INFJ  INTJ
ISTP  ISFP  INFP  INTP
ESTP  ESFP  ENFP  ENTP
ESTJ  ESFJ  ENFJ  ENTJ
## Overall Results

<table>
<thead>
<tr>
<th>Year</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extroversion</td>
<td>62.5%</td>
<td>54.76%</td>
</tr>
<tr>
<td>Introversion</td>
<td>37.92</td>
<td>45.24</td>
</tr>
<tr>
<td>Sensing</td>
<td>52.92</td>
<td>56.55</td>
</tr>
<tr>
<td>Intuition</td>
<td>47.08</td>
<td>43.45</td>
</tr>
<tr>
<td>Thinking</td>
<td>45.00</td>
<td>46.43</td>
</tr>
<tr>
<td>Feeling</td>
<td>55.00</td>
<td>53.57</td>
</tr>
<tr>
<td>Judging</td>
<td>58.33</td>
<td>55.95</td>
</tr>
<tr>
<td>Perceiving</td>
<td>41.67</td>
<td>44.05</td>
</tr>
</tbody>
</table>
Our Results

• Approximately 63% of the respondents were identified as “Extraverts” while approximately 37% identified as “Introverts” for 2014.

• For 2015 the results were 55% and 45% respectively.

• This trend was, more or less, the same for each of the four specialties under investigation. There were no apparent differences in specialties when compared to the sample as a whole for the 2014 class.

• One exception was seen for the 2015 class: Internal Medicine resulted in a 46% preference for Extraversion and 54% for Introversion.
• 74% of the respondents identified as “Thinkers,” while 26% identified as “Feelers” in 2014

• 64% and 36% respectively in 2015

• 39% of the respondents identified as “Judging” and 61% of the respondents identified as “Perceiving” in 2014

• 36% and 64% respectively in 2015
• 36% of the respondents identified as “Thinkers,” while 64% identified as “Feelers” in 2014

• 46% and 54% in 2015

• 62% of the respondents identified as “Judging” and 38% of the respondents identified as “Perceiving” in 2014

• 66% and 34% in 2015
• 43% of the respondents identified as “Thinkers,” while 57% identified as “Feelers” in 2014

• 51% and 49% in 2015

• 55% of the respondents identified as “Judging” and 45% of the respondents identified as “Perceiving” in 2014

• 46% and 54% in 2015
19% of the respondents identified as “Thinkers,” while 81% identified as “Feelers” in 2014

21% and 79% in 2015

78% of the respondents identified as “Judging” and 22% of the respondents identified as “Perceiving” in 2014

64% and 36% in 2015
In Summary

The MBTI gives us and the students a useful tool in finding a student’s “best fit”.
References

• Graneto, JG, et al. (2014). *An inquiry of the personality preferences of osteopathic medical students and their choice of residency specialty, using the Myers-Briggs Type Indicator.*