**Thinking versus Feeling Preferences**

https://www.youtube.com/watch?v=eXMzcEtb1WA

In this video, we will explore one of the dichotomies of personality type theory.

What do we mean by that?

Well, the definition of a dichotomy is a difference between two completely opposite ideas or things. Your personality type is made up of four preferences, chosen from the four dichotomies of extraversion or introversion, sensing or intuition, thinking or feeling, and judging or perceiving.

You have a natural, in-born preference for one or the other options of the four dichotomies.

So let's explore these preferences, and while you're watching, see if you can figure out

which one fits you best. Ready? Let's go!

We all know what it means to think and to feel. But thinking and feeling have different meanings when we talk about personality type preferences. According to type theory, thinking and feeling are actually two different decision-making

modes.

**So, thinkers** tend to step out of situations to make their decisions, looking at issues

based on an objective standard of truth.

**While feelers** prefer to step into situations and make decisions more subjectively by putting

themselves into other people's shoes.

Thinkers typically use data, logic, and cause-and-effect analysis to come to the one best answer.

Feelers use their personal values, empathy, and compassion when they are deciding what

to do.

Both types want to be fair in their decision making, but they have different definitions

of fairness.

**Thinkers** believe fairness means holding everyone to the same standard and applying rules equally, based on whatever principle or law that applies.

**Feelers** believe that fairness means considering each person's particular situation and allowing for exceptions to the rule based on any potential negative impact or to meet that person's individual needs.

**Thinkers** value competence and tend to critique in order to find flaws that can be corrected,

so they can sometimes appear to feelers to be rather blunt or critical at times.

**Feelers** value personal relationships and tend to overlook flaws, preferring to show appreciation and praise, so they can appear to thinkers to ignore problems or give people too many chances.

It's important to remember that thinkers feel and feelers think.

When you're making a big decision, you most likely will look at both the objective and

subjective aspects of the situation.

But which do you tend to use first?

Which is more important to you?

Do you start with the logical analysis and then think about how your decision might affect

others?

Or do you immediately consider the impact on people and relationships and then start

scrutinizing the objective facts?

One more thing to consider when making your decision is the cultural bias for men to be

thinkers and women to be feelers.

But research has shown that men and women have an almost equal chance of being a thinker

or feeler.

So if you're torn between choosing thinking or feeling, it may be that you're being pulled

toward one because of social expectations, but your natural preference is actually for

 the other.

**So do you feel that you are a thinker?**

Thinkers are logical and analytical.

They use objective principles to make their decisions.

They are reasonable and fair because they treat everyone the same.

And they look for what is true and what is false in a situation.

**Or do you think that you're a feeler?**

Feelers are kind and empathetic.

They use subjective inner values to decide the best course.

They are understanding and fair because they treat everyone as an individual.

And they look for what is good and what is bad in a situation.

So whether you are a thinker or a feeler, you have unique strengths and blind spots.

One is not better than the other. They are both rational ways of making decisions.

Be sure to watch more of our videos to discover your other three preferences.

These other preferences are extraversion or introversion, sensing or intuition, and judging

 or perceiving.

And remember, the best way to discover your personality type is to take the Myers-Briggs

Type Indicator with a certified practitioner to go over your results.

Visit our web site at www.willowtreetraining.com for more information about having one of our certified MBTI practitioners assess your personality type.

Until next time, keep leading, learning, and transforming.

**Challenges Between Thinking and Feeling**

https://www.indeed.com/career-advice/career-development/thinking-vs-feeling

**Communication Style**

Thinkers often communicate by analyzing conversations before responding. They explore different ways they could reply and focus their responses on accurately conveying their perspectives on a certain topic. They are goal-oriented when communicating and maintain a conversation's objectivity while also shifting its focus toward fixing a problem, if possible.

Contrary to thinkers, feelers prioritize emotions over objectivity and focus their discussions on the emotions and opinions of participants in the conversation. They often try to make everyone in a conversation feel comfortable and understood. They also use body language to communicate, mimicking others in a conversation to understand and empathize with how others feel.

Related: [4 Communication Styles](https://www.indeed.com/career-advice/career-development/communication-styles)

**Motivations**

In every workplace, there are particular motivators that inspire employees to continually optimize their performances while working. Feelers often prefer extrinsic motivators, such as a raise or promotion within the company. Something a thinker can visualize and attain in their near future inspires them to work hard, whereas feelers prefer intrinsic motivators. Feelers typically appreciate the knowledge that the work they do helps people and positively affects the long-term goals of their company.

Related: [Types of Motivation in the Workplace (With Examples)](https://www.indeed.com/career-advice/career-development/types-of-workplace-motivation)

**Handling confrontations**

Thinkers often confront conflicts directly. They notice external signals of an impending conflict and contact an aggrieved party directly to discuss particular obstacles from a rational, objective viewpoint. They use logic and provide multiple facts to prove their point. In contrast, because feelers are empathetic, they tend to avoid conflict when possible. Although they can generally observe changes in the body language of an aggrieved person who has differing thoughts than themselves, feelers may remain silent rather than say something that affects another person's feelings or creates an uncomfortable work environment.

**Tips for interacting with thinkers**

Here are some helpful tips for managers or fellow employees on how to successfully engage in conversations with thinkers:

* Try to begin a conversation with a list of logical points. This can be a more helpful foundation for discussion.
* Keep the language as objective as possible and be brief when discussing your points. Thinkers are rational and are more likely to actively listen to a conversation if you refrain from including emotional reasoning in your points.
* Try to be calm and reasonable as you continue a discussion. Thinkers are often more comfortable with reason than discussions that focus on emotion.
* Consider a thinker's opinion to ensure that a discussion remains logical and factual.

**Tips for interacting with feelers**

Try employing some of these tips to engage in meaningful discussion with a feeler:

* Try to begin a conversation with points you both agree on. This allows a feeler to understand that you're willing to collaborate on a topic.
* Focus on a feeler's concerns. A conversation is more likely to progress positively if a feeler knows you understand their opinions.
* Consider letting a feeler speak uninterrupted about their opinions. They often want to feel valued in a conversation rather than transitioning directly toward the problem-solving portion of a discussion.