

INSIGHTS ON TYPE DEVELOPMENT

For 30 years the MBTI has helped me understand people and their differences. Lately, my focus has been an examination of the 16 Personality Types to discover what each of the 8 function-attitudes contribute to the decision-making process and what that looks like in real time. Not only has this analysis helped me to more accurately identify people's preferences, but also to determine what is missing in their type development. Dr. John Beebe's *8 Function Model* has been my guide for illustrating type development for the 16 MBTI typologies. Using this model, I have observed how dysfunctional behavior patterns relate to poor type development.

THE EIGHT-FUNCTION MODEL

Dr. Beebe's model originates from Jungian concepts combined with his own experience of his function-attitudes. A simplistic way to interpret what the model shows is that we are born with 2 preferences – one used to gather information (perception) and the other to make decisions (judgment). One of these functions is expressed in the world (E) and one is used in the self-reflective world of introspection (I). The function-attitude that each type has that is most preferred is called the Dominant function and the function that completes the decision-making process is labeled the Auxiliary in MBTI terms. Beebe's model then proposes that the developmental MBTI Tertiary function is the opposite function-attitude of the Auxiliary and the mostly unconscious Inferior function is the opposite function-attitude of the Dominant function. This concludes that each MBTI type has a balanced set of functions that if developed, constitute the ability to access Sensing, iNtuition, Thinking & Feeling preferences and represent the "individuation" that Jung considered the ultimate in type development.

The model then includes the four function-attitudes in the unconscious which constitute the opposite attitude of the conscious ones. It is then proposed that these functions need to be included because they represent influences and issues that are part of one's type dynamics. In consideration of these function-attitudes, I find many answers to what creates problems in one's life because of the inability to use these functions appropriately.

TYPE DEVELOPMENT

In Beebe's model, he proposes that in mid-life the third (Tertiary) and fourth (Inferior) function-attitudes "press for integration" and he adds an archetypal role that they play in one's individuation. The function-attitudes in the unconscious are also represented by archetypes and describe the issues created by these shadow functions. How I interpret the influence of these function-attitudes is that type development of one's third function remains a bit immature by comparison to the use of that function in the Dominant position but it adds capabilities to the Auxiliary function. Integration of the fourth function (Inferior) brings glimpses of "peek performances" and "Best Self" experiences. As for the function-attitudes in the unconscious, it is my experience that attempts to use or develop these functions present problems and dysfunctional behavior issues.

Chart

	MBTI Type Dynamics	Sensing		Intuitive			Beebe 8 Function Model	
		Sensing	Sensing	Intuitive	Intuitive			
Conscious		<i>ISTJ</i>	<i>ISFJ</i>	<i>INFJ</i>	<i>INTJ</i>			
	Dominant	<i>Si</i>	<i>Si</i>	<i>Ni</i>	<i>Ni</i>	1st	Hero/Heroine	
	Auxiliary	<i>Te</i>	<i>Fe</i>	<i>Fe</i>	<i>Te</i>	2nd	Father/Mother	
	Tertiary*	<i>Fe-Fi</i>	<i>Te-Ti</i>	<i>Te-Ti</i>	<i>Fe-Fi</i>	3rd	Puer/Puella	
	Inferior	<i>Ne</i>	<i>Ne</i>	<i>Se</i>	<i>Se</i>	4th	Anima/Animus	
	Unconscious		<i>Se</i>	<i>Se</i>	<i>Ne</i>	<i>Ne</i>	5th	Opposing Personality
			<i>Ti</i>	<i>Fi</i>	<i>Fi</i>	<i>Ti</i>	6th	Senex/Witch
			<i>Fe</i>	<i>Te</i>	<i>Te</i>	<i>Fe</i>	7th	Trickster
		<i>Ni</i>	<i>Ni</i>	<i>Si</i>	<i>Si</i>	8th	Demonic Personality	
Conscious		<i>ISTP</i>	<i>ISFP</i>	<i>INFP</i>	<i>INTP</i>			
	Dominant	<i>Ti</i>	<i>Fi</i>	<i>Fi</i>	<i>Ti</i>	1st	Hero/Heroine	
	Auxiliary	<i>Se</i>	<i>Se</i>	<i>Ne</i>	<i>Ne</i>	2nd	Father/Mother	
	Tertiary*	<i>Ne-Ni</i>	<i>Ne-Ni</i>	<i>Se-Si</i>	<i>Se-Si</i>	3rd	Puer/Puella	
	Inferior	<i>Fe</i>	<i>Te</i>	<i>Te</i>	<i>Fe</i>	4th	Anima/Animus	
	Unconscious		<i>Te</i>	<i>Fe</i>	<i>Fe</i>	<i>Te</i>	5th	Opposing Personality
			<i>Si</i>	<i>Si</i>	<i>Ni</i>	<i>Ni</i>	6th	Senex/Witch
			<i>Ne</i>	<i>Ne</i>	<i>Se</i>	<i>Se</i>	7th	Trickster
		<i>Fi</i>	<i>Ti</i>	<i>Ti</i>	<i>Fi</i>	8th	Demonic Personality	
Conscious		<i>ESTP</i>	<i>ESFP</i>	<i>ENFP</i>	<i>ENTP</i>			
	Dominant	<i>Se</i>	<i>Se</i>	<i>Ne</i>	<i>Ne</i>	1st	Hero/Heroine	
	Auxiliary	<i>Ti</i>	<i>Fi</i>	<i>Fi</i>	<i>Ti</i>	2nd	Father/Mother	
	Tertiary*	<i>Fi-Fe</i>	<i>Ti-Te</i>	<i>Ti-Te</i>	<i>Fi-Fe</i>	3rd	Puer/Puella	
	Inferior	<i>Ni</i>	<i>Ni</i>	<i>Si</i>	<i>Si</i>	4th	Anima/Animus	
	Unconscious		<i>Si</i>	<i>Si</i>	<i>Ni</i>	<i>Ni</i>	5th	Opposing Personality
			<i>Te</i>	<i>Fe</i>	<i>Fe</i>	<i>Te</i>	6th	Senex/Witch
			<i>Fi</i>	<i>Ti</i>	<i>Ti</i>	<i>Fi</i>	7th	Trickster
		<i>Ne</i>	<i>Ne</i>	<i>Se</i>	<i>Se</i>	8th	Demonic Personality	
Conscious		<i>ESTJ</i>	<i>ESFJ</i>	<i>ENFJ</i>	<i>ENTJ</i>			
	Dominant	<i>Te</i>	<i>Fe</i>	<i>Fe</i>	<i>Te</i>	1st	Hero/Heroine	
	Auxiliary	<i>Si</i>	<i>Si</i>	<i>Ni</i>	<i>Ni</i>	2nd	Father/Mother	
	Tertiary*	<i>Ni-Ne</i>	<i>Ni-Ne</i>	<i>Si-Se</i>	<i>Si-Se</i>	3rd	Puer/Puella	
	Inferior	<i>Fi</i>	<i>Ti</i>	<i>Ti</i>	<i>Fi</i>	4th	Anima/Animus	
	Unconscious		<i>Ti</i>	<i>Fi</i>	<i>Fi</i>	<i>Ti</i>	5th	Opposing Personality
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			<i>Ni</i>	<i>Ni</i>	<i>Si</i>	<i>Si</i>	7th	Trickster
		<i>Fe</i>	<i>Te</i>	<i>Te</i>	<i>Fe</i>	8th	Demonic Personality	

*MBTI says either E or I;
Beebe says matches Dominant.

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FUNCTION-ATTITUDES

The descriptors I use for the eight function-attitudes are how I see them presenting in practice. As a former career counselor, I tend to see them as aptitudes, abilities and skills. While I know this is not “politically correct” in the Jungian world, bear with me for the sake of this article. Below is a quick reference chart that I use to predict someone’s type and when examining type development patterns.

EXTRAVERSION: Action energized Breadth of scope Universal perspective	INTROVERSION: Reflection energized Depth of focus Personalized perspective
EXTRAVERTED SENSING (Se): Learn from sensory data in everyday life Often artistic and/or athletic Meet the world head-on in the moment	INTROVERTED SENSING (Si): Accurate memory Mastery of tried and true Efficient and planful
EXTRAVERTED INTUITION (Ne): See “the big picture” / Patterns See options for change Ability to interpret the experience	INTROVERTED INTUITION (Ni): Visionary flashes of insights See big picture in symbols and metaphors Ability to find meaning
EXTRAVERTED THINKING (Te): Identify pros & cons/Cause & effect Strategic planning Determine “right action”	INTROVERTED THINKING (Ti): Seek objective truth Identify flaws / What’s missing/ Problems Clarity of thought
EXTRAVERTED FEELING (Fe) Understand societal values & norms Empathic / Sympathetic Effective communication	INTROVERTED FEELING (Fi) Understand inner motivations of people Sensitive to needs of the individual Depth of self-knowledge & own values
JUDGING: Ability to bring closure Goal oriented Ability to organize / Need to plan	PERCEIVING: Ability to act in the moment Good with change Ability to land on their feet

TYPE DEVELOPMENT EXAMPLE = ESTP

Below is the 8 Function Type Development Chart for people with Extraverted Sensing and Introverted Thinking preferences. From what I know about people with these preferences, they are action-oriented risk-takers who delight in looking good, getting attention and taking action. Their Dominant function of Extraverted Sensing indicates that they prefer gathering information in the real world and paying attention to what is happening right now. Information about the past is not interesting unless it is relevant to the present situation. Their decision-making preference, Introverted Thinking, identifies the problem and what needs fixing. What they are naturally good at is taking action in the moment to address the problem.

What needs to be developed for an ESTP are Extraverted Feeling (Fe) decision-making and Introverted Intuition (Ni) insight into the future. Adding Fe to one's personality means considering the impact on people; the ability to communicate and have functional relationships with people. The fourth or Inferior function is the least conscious but when used appropriately, can have the best possible outcomes. For an ESTP it means using intuitive insight to see the future.

What is in the unconscious for an ESTP are the Si ability to learn from the past so you don't repeat it; Te aptitude with strategic planning; Fi ability to self-monitor and Ne insight to connect the dots to see the big picture. While people with superior Extraverted Sensing preferences may attempt to use these skills, they don't do them well nor do I believe that with practice they are developable.

ESTP

	CONSCIOUS FUNCTIONS	MBTI (ARCHETYPE)	DESCRIPTION
1.	Extraverted Sensing (Se)	Dominant Function (Hero)	Lives in the moment, no future or past, focus on real
2.	Introverted Thinking (Ti)	Auxiliary Function (Helper)	Finds flaws in systems, points to what's missing, identifies the problem
3.	Extraverted Feeling (Fe)	Tertiary (Eternal Youth) Function	Upholds societal values, ability to communicate, empathize
4.	Introverted Intuition (Ni)	Inferior (Anima/Animus)	Visionary insight, predict future
	UNCONSCIOUS FUNCTIONS	MBTI (ARCHETYPE)	UNCONSCIOUS ISSUES
5.	Introverted Sensing (Si)	Opposing Personality	Does not learn from past

- | | | | |
|----|----------------------------|-----------|-----------------------------|
| 6. | Extraverted Thinking (Te) | Senex | Cannot strategically plan |
| 7. | Introverted Feeling (Fi) | Trickster | Takes everything personally |
| 8. | Extraverted Intuition (Ne) | Demonic | Cannot see the big picture |

JFK AS AN ESTP

It has been suggested that perhaps President John F. Kennedy had preferences for Extraverted Sensing with Introverted Thinking. In exploring his history, there are behaviors that validate that premise. JFK was an action-oriented man as witnessed by his need to participate in sports although he suffered back problems all his life. However, his decision-making style offers even more evidence of those preferences. As mentioned above, his thinking style was to identify the problem and then act on it as quickly as possible. In his PT-109 experience, he not only rescued a badly burned man by towing him to shore with a life vest belt in his teeth but the next day he swam to another island, found food and a canoe and rowed back to bring those badly needed supplies - all accomplished with a badly reinjured back.

In the White House, according to Wikipedia: "JFK preferred to focus on immediate and specific issues facing the administration and quickly voiced his impatience with pondering of deeper meanings." He once cut off "a diatribe about the growth of communism by asking: 'What do you want me to do about that today?'" His ability to deal with the Cuban Missile Crisis was much more amenable to his type of problem-solving than trying to figure out what to do about the systemic issue of Fidel Castro and communism in Cuba. People with ST preferences prefer to fix the problem rather than the NT problem-solving style of changing the system to make it better. ESTPs like addressing the problem head-on as their Extraverted Sensing superior function prefers.

Kennedy's charm made him popular with people (**Extraverted Feeling**) but his real development of Fe understanding of people occurred after the loss of his third child in child birth. His gregariousness (Se) made him fun to be around, his dry sense of humor (Ti) connected him to the truth, and he seemed to include in his decision-making process, the needs of people (Fe). When he went to Berlin and claimed to be a Berliner, the people perceived they were being heard. He verbally supported racial integration and was successful in integrating the University of Alabama by sending in federal marshals to protect the students.

As for integrating his Inferior preference for **Introverted iNtuition**, his speeches reflected his vision for the future but his work really involved solving the immediate problems. I think the closest he felt to using Ni came after his Berlin experience when he, according to Wikipedia, stated to Ted Sorenson: "We will never have another day like this one, as long as we live." Beebe's theory is that connecting with the 4th function is an experience of the best of times.

According to the Eight-Function Theory, the unconscious functions are the opposite attitude of the conscious functions and present issues and complexes in a person's life. Beebe names archetypes that represent these problems. For JFK:

Introverted Sensing "Opposing Personality:" The Si skills of learning from past experience to develop best practices, attention to detail, good body sense, efficiency & planning were definitely "oppositional" to JFK's practice of addressing life head-on in the moment.

Extraverted Thinking "Senex/Witch:" Strategic planning took too much time. That is why the Cuban Missile Crisis fitted his decision-making style. He addressed the problem directly, taking the risk in the moment that Russia would back down. The archetype of "critical parent" would have advised him to think things through and plan the process.

Introverted Feeling "Trickster:" involving taking care of himself was definitely missing in that he constantly over-rode his bad back problems with his need to be active. He abused his body by taking part in his family's football games. Even sailing was not the best idea for someone suffering from lifelong back problems. He also risked his marriage with his trysts with female celebrities. His neediness to be paid attention to over-rode his Fi conscience of the "right thing" to do. Beebe's archetype of the Trickster putting him in a double bind was appropriate.

Extraverted Intuition "Demon/Daemon:" the ability to connect the dots and see the big picture; to envision options for systemic change. Kennedy was bogged down in the everyday issues. He did not see the systemic problems of racism, communism, sexism, some of the "isms" of his times, so he had no idea how to change the system. Coming from a privileged white family did not help his insight into options for change.

IMMATURE TYPE DEVELOPMENT

My point in this article is to illustrate possible consequences if only the Dominant and Auxiliary childhood coping patterns are not changed by type development. Where development stops is where one's maturation level remains. If one continues to use their childhood coping patterns throughout life without any developmental change, the behavior can become dysfunctional and pathological, causing mental health disorders and disease. These early defense mechanisms I interpret as underdevelopment and misuse of one's functions for this article.

DONALD J. TRUMP AS AN EXAMPLE OF POOR TYPE DEVELOPMENT

My rationale for Trump's preferences is:

E – He gets energized by being in action, talking to people and crowds.

Se – He lives in the moment and pays attention to the real so doesn't see the N big picture.

Ti – You don't know what he is thinking until it comes out of his mouth so it is Introverted Thinking; if he had F preferences, he would know and care more about people.

P – He lives in the moment so his decisions change depending on the situation.

Donald Trump is my example of poor type development and how that can lead to dysfunctional behavior. His is a case of arrested development due to the early trauma of his parents' inability to show love. This is a case where inborn type preferences (nature) encountered the absence of nurture and resulted in a wounded personality that found a dysfunctional way to survive. Because his coping mechanism was and is supported by money, Trump continues to use it. If he had been allowed to fail, there was a chance for change. Now the stress of having to solve problems that he cannot even conceive, is causing behaviors that are diagnosable by psychological professionals.

EXAMINING TRUMP'S TYPE DEVELOPMENT

Extraverted Sensing is how Donald experiences the world; living in the moment and getting energized by the interaction. This is evidenced by his in-your-face style and his excitement when he is addressing a crowd of people. He loves that adventure of acting extraneously. In Donald's case, his need for attention was exacerbated by his parents' neglect resulting in an extreme need for control. His basic need for excitement is evidenced by his creating issues where there are none.

Introverted Thinking is how an ESTP makes decisions. Rather than pros & cons of the Te function-attitude, the Ti objective finds the flaws, the inconsistencies or problems that need fixing. Because today's problems are complex, he has no idea how to fix them so his Ti concocts conspiracy theories that detract from what really needs to be solved. Even his original solution for immigration issues being a wall across the Southern border with Mexico showed his lack of knowledge of the problem combined with an illogical solution. With the stress of Presidential duties, his decision-making function was seriously altered, seeing everything as being a problem created by the Democrats.

Extraverted Feeling is a function that brings understanding of the societal norms and expectations of people. It connects people into relationship with each other through empathy, communication and interaction. Because his childhood experiences were without love, he had no modeling of sympathy, empathy or how to relate to people. As a result, he trusts and relates only to people who say nice things to him. His habit of putting people down who don't agree with him so he can feel better about himself gets in the way of having functional relationships. He gets his way by bullying people into compliance by threatening them with firing. In his communications around the Covid-19 virus, he tells people what he thinks they want to hear instead of the truth that they need to hear. His habit of lying to project strength does not gain people's trust. The type development of this function-attitude is the key to the success he desires. Instead his need for control leads him to build relationships based on tapping into people's fears and setting himself up as the solution to their problems.

Introverted iNtuition adds a vision of the future. Trump said his intuition guides his decisions. His forecasting of the future is with a worldview that is fantasy having little to do with present reality. He predicted that the Covid-19 virus will disappear magically. This is not Ni. It is wishful thinking in the extreme. His visions for America are to return to manufacturing, making profits, keeping out immigrants, nationalism, and

authoritarianism. Making America great again means making capitalism the rule of the land at the expense of the people.

TRUMP'S UNCONSCIOUS FUNCTIONS

In Beebe's model, unconscious functions have an influence on the Personality Type. He uses an archetype to describe the interaction.

Introverted Sensing types pay attention to rules and regulations; something Trump seems to ignore. Beebe names the interaction with this preference the "Opposing Personality." As President, Trump is extraordinarily focused on getting rid of these policies, especially ones developed during the Obama administration. This illustrates the oppositional nature of this function-attitude in his life.

Extraverted Thinking brings strategic planning to the table. As mentioned above for JFK, this is not a skill for someone with the opposing preference of Ti. Because Trump has taken over the Republican party in terms of direction, his re-election campaign offered no specific plans for anything. The archetype Beebe uses to describe this position is Senex/Witch or the "critical parent." I see this as an example of the kind of thinking Donald's overbearing father expected and never received from his son. I would imagine that Fred Trump had a Te preference.

Introverted Feeling offers a measure of a person's self-esteem. It is the set of beliefs someone has about themselves. Beebe assigns the Trickster archetype to the opposite of one's Tertiary function. The Trickster puts one in a double bind. What a difficult time – a double bind - Trump has in having to defend his grandiose belief that he is good at everything in life. He has to lie to himself as well as others to keep up that pretention.

Extraverted iNtuition involves the skill of connecting the dots to see the big picture. Another aspect is seeing options for change. Beebe calls this archetypal influence Demonic/Dalmonic Personality which he later clarified as Evil Spirit/Devine Spirit. This function-attitude is one's greatest ineptitude. Trump's seeming denial of climate change may be the actual inability to see the relationship of climate warming to fires, floods and other natural disasters. His worldview being what is real, he can only see that poor forest management is the problem with forest fires. He cannot envision the larger systemic picture. He does not recognize that his racism has origins in his white male privilege. He cannot recognize that he contributed to the spread of the Covid-19 virus by insisting on having rallies of hundreds of people without masks. This looks like an evil spirit influence to me.

ABILITY TO CHANGE

Type development can happen gradually but usually there is an event where a personality needs to grow into their third function. Steve Jobs needed to have a child to grow into his Fi third function as did Simon Cowell to grow into Fe. Donald Trump should have grown from his experience of having to file for bankruptcy with the failure of his first casino. Instead he bought other casinos and still failed to produce a profit.

Because his father bailed him out of these situations, he didn't learn what he needed to learn. Because lying, cheating and stealing worked for him, there was no reason for change. People kept hoping that Trump would grow into the job of President but the reality is that even with the punishment of impeachment, Trump was and is resistant to change.

What is changing is his psychopathology. With the stress of having a job that is beyond his knowledge base and skill set, his need for control accelerated to the point of taking over the government. His reality base of Se has disintegrated to lies. His thinking has shifted to paranoia and constructing conspiracy theories.

CONCLUSION

Trump wants to be thought of on the leadership level of FDR and Winston Churchill. In reality, those two men may have had ESTP preferences. The difference is that both of those leaders chose to tell the truth to people. They did not embellish reality; they did not bully people to get their way. They faced their problems head-on as someone with those preferences are capable of doing. They had a knowledge base that gave them credibility in the decisions they had to make to run a government. Trump's type development lacked both.

My point with this article is not to criticize our former President but to encourage people to pay attention to your own type development. Integrating your 3rd and 4th function takes conscious practice. It is easy to fall back into old habits of over-using your childhood patterns as our President illustrates, but that is a very "stuck" place. Growing into your "Best Self" requires conscious effort and choosing to make changes.

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