

TYPES OF MEDIATORS

Since 2005 I have solicited MBTI scores from ninety-two Oregon mediators who had previously taken the MBTI. I found that these mediators overwhelmingly (85.8%) have a preference for iNtuition, while 73% of the general population has a preference for Sensing. Further, 51% of mediators reported a preference for iNtuition *and* Feeling, (INFJ, INFP, ENFP, ENFJ) compared to 16.25% of the general population. Approximately 25% of responding mediators reported a preference for ENFP.

In 1996 a study appeared in *Mediation Monthly*,¹³ in which 64 mediators reported their preferences. Some of the mediators were also lawyers and/or therapists. As with the results of my survey, the largest group was ENFP (Extraverted, iNtuitive, Feeling, Perceiving) followed closely by those with a preference for ENFJ, ENTJ, ENTP and ESTJ. Although there were not very many sensing types, the author, Lyn Wade, made an observation that the surprising representation of the ESTJs (Extraverted, Sensing, Thinking, Judging) could be attributed to the pragmatic aspects of objective problem solving required, and perhaps by the numbers of attorneys in the study.

In reference to the types of personalities attracted to the mediation profession, it appeared to the author that the one weakness in mediation is the lack of preference for perceiving concrete data (sensing). According to MBTI theory, this includes attention to detail. Wade concluded that this "...could mean overlooked facts and/or problems, and ultimately might result in agreements that are less durable over time. The good news is that those who prefer the opposite, or more abstract kind of perception, also like to think of possibilities. This makes them strong on options and we all know how important that is to a successful mediation."¹³

COMPARISON OF TWO MBTI SURVEYS

	E	I	S	N	T	F	J	P
Oregon Mediators Survey* (n=92)	51%	45%	10%	86%	27%	68%	44%	53%
Mediation Monthly Survey* (n=64)	61%	39%	27%	73%	53%	47%	58%	42%

* Totals are less than 100% because of those scores that indicated no preferences between opposite scales.

- Now that you have read the information in Chapter Six, what do you think are the implications of your type for your mediation practice?
- What type-related strengths do you bring to your mediation practice?
- What are the challenges your type brings?
- How does your type affect your impartiality?