



INTRODUCTION TO PERSONALITY TYPES

The Swiss psychoanalyst Carl Jung in 1921 realized that behavior could be anticipated and explained if one had knowledge of preferred attitudes and mental functions. Two Americans, Katherine Briggs and her daughter Isabel Briggs-Myers expanded on Jung's work and developed the Myers-Briggs Type Indicator, MBTI, to measure psychological type.

Personality types are made up from four descriptive dimension groups: Extroversion/Introversion (E/I), Sensing/Intuition (S/N), Thinking/Feeling (T/F), Judging/Perceiving (J/P). Generally people tend to be more of one or the other of each group; though we all use the others at times. There are some who show equal amounts of a particular group. Most people can be described with one description from each group such as: an extroverted, intuitive, thinking, perceiver would be known in brief as Type ENTP. Someone with a similar type but with equal amounts of T/F would be Type ENXP.

This is not to say that people with the same Type are not different and unique from each other due to numerous influences; though they would have an immense amount in common. Also you can see that there are 16 main combinations of the dimensions with another 32 possibilities for those with an 'X' who split 50/50 in one of the groups.

The first two dimensions, Extroversion and Introversion, show how we interact with the world. The last two, Judging and Perceiving, reflect on how we prefer to develop our lives. These are referred to as attitudes. The center four are the core and are referred to as functions. We take in information with the Sensing and Intuition functions. We then make decisions with our Thinking and Feeling functions.

A brief note on what personality type is not. Obsessive or compulsive behavior, verbally or physically abusive behavior, emotional or attachment dependencies, insecurities, and other dysfunctional behaviors are not personality types. These are abnormalities and are not addressed here.



GENERAL DESCRIPTIONS OF PERSONALITY DIMENSIONS

Each of the following dimensions (E, I, S, N, T, F, J, P) have their own general natures and will present themselves in different ways when combined with the other dimensions. An ESTP will display his/her extroverted personality differently from an ESTJ, an ENTJ, and an ENTP; and even differently from an ISTP beyond the E/I distinction. So it is important to consider the various combinations rather than generalize from individual descriptions of the dimensions. These descriptions are meant to explain a foundation from which to build a more complete picture of a personality type.

Extroversion vs. Introversion

Extroverts are not necessarily loud or unruly and introverts are not necessarily shy or timid. Rather extroverts are very social, being fortified by interactions with people and quick interchange. Introverts are territorial, being fortified by space and privacy. The extrovert enjoys the limelight and attention, tends to act then think, speaks out loud without much reflection, and prefers variety to detail. The introvert enjoys the background, tends to think before acting, speaks only after due consideration, and prefers in depth information. Extroverts could consider

themselves lonely if they were by themselves; introverts could be lonely in a group of people.

Whereas an extrovert is pumped up by many interactions, an introvert, who may well enjoy a good conversation, is drained after too much interaction. Extroverts expend energy and are interested in external affairs where introverts conserve energy and are interested in internal responses. The extrovert may have many casual friends and the introvert may have a few close friends. Extroverts make up 75% of the population, introverts, the other 25%.

Sensing vs. Intuition

Those who are sensors take in information mainly through the five senses and consider themselves pragmatic, while the intuitives take in information through perception and consider themselves unprecipitated. The differences between these two are the greatest of any of the type dimensions and are the main root of misunderstanding, maligning, miscommunication and defamation between people.

Sensors rely on evidence, hands on experiences and historical facts. They communicate with facts and expect to hear facts, spending little time on theory and futuristic concepts. Their world is here and now. The sensor will begin an activity and diligently stick with it to the end. Sensors tend to be very accurate and certain. Intuitives prefer speculative concepts and will rely on hunches. They communicate in possibilities and expect to hear innovative ideas, having little time for observing specific details. The intuitives' imaginations cause them to jump from endeavor to endeavor without always completing any. Yet they are sometimes the visionaries who create major changes in science, technology and humanitarian causes. Sensors make up 75% of the population, intuitives, the other 25%.

Thinking vs. Feeling

These terms should not be misunderstood to mean that a thinker is a person without feelings and a feeler can not think. Rather a thinker makes decisions based on objective and logical attitudes; while the feeler makes decisions based on personal and merit attitudes. Women make up 60% of the feelers and men make up 60% of the thinkers. Feelers are able to display thinker responses more so than the thinkers are able to display feeler responses.

Harmony can exist between these two once each appreciates the other. They can then share the "other view point," expand each others views and avoid conflict. To feelers the thinkers may appear as cold hearted, unemotional, uncaring, ruthless individuals who are afraid to let their feelings show; though a thinker may have deep feelings regarding an issue. To thinkers the feelers may appear as illogical, overly emotional, sympathetic, do-gooders who are not firm enough; though a feeler may have clearly considered all information in making a decision. Thinkers make good logical arbitrators and feelers make good personal persuaders. Thinkers make up half of the population, feelers the other.

Judging vs. Perceiving

Judgers are not necessarily judgmental and perceivers are not necessarily all-knowing. Judgers are those who like to have a decision made and have done with it. This then gives them a sense of peace and not before. Perceivers are those who like to keep their options open and continue to gather information. This keeps them from feeling restrained and uncomfortable about the finality of a decision. Judgers consider deadlines as important

parts of daily life with a work before play, serious attitude, while perceivers generally procrastinate awaiting more data with a play first the work will get done later, less serious attitude. Of course these differences are a concern at work and in personal relationships causing a good deal of frustration and criticism on both sides.

Judgers may display a sense of urgency in their lives, to get things done now. They plan ahead and are usually settled, but can be rigid and jump to conclusions. They do not like long discussions on issues once the facts are known. Perceivers may display a laid back attitude, to fully understand a matter and all options before deciding. They are flexible, letting life guide them along, but can fail to make timely decisions. They enjoy lengthy discussions that explore the process rather than the outcome. Judgers make up 50% of the population, perceivers, the other 50%.



THE FOUR TEMPERAMENTS AND RELATIONSHIPS

For about the last 2450 years there have been noted accounts of four separate natures that people possess. Today these four different temperaments when cross referenced with personality types can be described by two of the four personality dimensions making up a type. These four temperaments are: NF (intuitive, feeling), NT (intuitive, thinking), SJ (sensing, judging), and SP (sensing, perceiving). Knowing that personality type is described by four letters, such as, INTJ or ESTJ: note that NFs and NTs are the second and third letters, and SJs and SPs are the second and fourth letters. Personality types may be different and still have the same temperament; that is an ENTP has the same temperament as an INTJ.

NF Temperament - Intuitive Feelers

NFs make up about 12 percent of the population in the United States. They are mostly interested in relationships, the meanings of things; they tend to be philosophical and spiritual. Because of this they can be empathic and caring individuals who focus on personal growth and helping others to grow and understand. They have the ability to make others feel comfortable in work and other situations. The downside that they need to be aware of

is their tendency to make decisions based on their own philosophies and experiences.

When it comes to love NFs can be described in two words, Romeo and Juliet. Truly NFs are the architects of romantic courtship. Love and not sex is their main concern. They are tender, passionate, and sympathetic, and usually express themselves through poetry and artistic mediums. NFs are drawn to the possibilities in a relationship and may be blind to a potential mate's flaws during the developmental stage of courtship. They tend to be skilled socially, comforting to their mates in hard times, sentimental and symbolic in gift giving, and equal in sexual pleasure giving. It is the female NF who more easily continues to romanticize a consummated relationship, becoming more dedicated.

The male NF may have the tendencies to lose interest in his dream mate once the reality that his mate is not as perfect as he envisioned. He may then be off fantasizing another ideal relationship until he is bored again. To maintain a relationship, both male and female NFs need to realize the importance of applying their energies to interesting pursuits within the available relationship rather than chasing one impossible dream after another.

NT Temperament - Intuitive Thinkers

NTs make up about 12 percent of the population in the United States. Since they are thinkers they will make decisions based on logic and can be impersonal at times. They may be competent and reliable, though uncaring at times. NTs focus on designing solutions to problems, being able to understand the complexities of different arguments. They are good at strategies and tactics, generally enjoy competition, and are self motivated. They can

sometimes be too complicated in their ideas for their colleagues and have a tendency to challenge authority and regulations.

Public display of affection and emotion is not the NT way. The mate of a caring NT may experience a feeling of being unloved, while the NT might be surprised at knowing this. NTs are more likely to get involved in relationships that have been given due consideration and thought. Once they have decided to make a commitment to a mate they will do so without much further affectionate expression or verbalizing. They think why restate the obvious. This may appear cold to a mate. Sexual behavior to an NT is whatever they think is acceptable, not what society thinks, though the behaviors may be the same.

A female NT prefers intellectual equals and may have difficulty with climaxing if her intellectual side prevents expression of her feeling side. A male NT prefers his mate to be less of an equal. Both male and female NTs can be sexually and sensually creative and erotic; being able to constructively analyze the needs of their mate. Possessions are not the main motivation of an NT. They enjoy the beauty and pleasure of objects, enjoying without owning.

SJ Temperament - Sensing Judgers

SJs make up about 38 percent of the population in the United States. Here are people who sense and then judge based on previous experiences, known facts and prefer structure, order and decisiveness. Rarely are SJs known to be whimsical, but rather solid, structured individuals. They are ideal for organized jobs and functions. They are responsible and suited for maintaining the status quo and completing deadlines. They tend to be less imaginative and inflexible, which prevents them from adapting to new situations quickly.

Both male and female SJs consider their sexual activities as very serious. Once married (SJ males usually marry later) SJs are faithful to their vows, spending energy on careers. SJ females tend to have less sexual experiences before marriage and usually do not discuss their private lives. The SJ male may be more verbal regarding sexual humor. Sex is not as important as a recreation as it is a form of reproduction, and usually is performed at night. The male SJ is more attentive of his mate after his climax and his satisfaction. The female SJ may view sex as her way of pleasing her mate, not herself. SJs may not understand the emotional needs of NTs and NFs. The unexpected and unusual generally do not apply here in affection, sex, gift giving, or philosophy. SJs like family history and ties, well managed time, orderly home life and houses. They may also be utilitarian, budget minded and possessive, having possessions that are functional and rarely flamboyant.

SP Temperament - Sensing Perceivers

SPs make up about 38 percent of the population in the United States. Here are true adventurers; who trust only facts and what their senses tell them and are compelled to be flexible and open to new possibilities. They focus on now and are therefore spontaneous and free. They are resourceful and are good in a crisis. Independence, variety and activity are the key words to these individuals. They tend to act before thinking which can make them irresponsible. SPs can be unpredictable and lose interest in structured situations.

Combining sensing with perceiving in a sexual situation leads the SP to be a robust experimenter. SPs are drawn to concrete and explicit sexual stimulus involving touch and sight. They may be excited by other forms of stimulus such as arguing and anger. SPs may find themselves involved in a relationship that was quickly begun with much sex only to find their freedom

challenged. They may then slip quietly out of the picture rather than face the other person. Because of their desire to be free, SP may shy away from expressions of deep emotion, feeling trapped by commitment. They may display cruelty and anger, but quickly get over it; though not always appreciating their mates continued feelings.

Gift giving, particularly with witnesses, delights the SP. Their gifts tend to be quite generous and usually given with much flamboyance. The married SP female fills her life with projects ranging from cooking classes, arts and crafts, painting and wallpapering; constantly moving from one thing to another. She is a strong in-charge mother who lets her children develop their independence. The married male SP is not likely to be out fantasizing about another partner provided he took the time to make the right decision the first time. SPs live so much in the present that their reliability in keeping obligations may waver.



GENERAL OVERVIEW OF THE 16 MAIN PERSONALITY TYPES

The following descriptions are condensed versions and are for pure types. Many people have characteristics of other attitudes and functions mixed with their personality type.

ESTJ - Dominant Thinker

The ESTJ is one of the most practical, no nonsense, get it done now individuals. ESTJs do well in organizational development and in objective decision making. They are loyal and dependable to their employers, their convictions and their mates. They are generally strong willed and can be forceful if required. As spouses and parents they may need to learn to listen patiently to other view points that are nonconforming. ESTJs are punctual, steadfast, traditional and ritualistic, being community minded.

They are very straightforward as in "what you see is what you get. ESTJs can be impatient with people or ideas that are inefficient or do not follow standard procedure. They usually have little interest in future possibilities or radical change. ESTJs make up about 13% of the population.

ESTP - Dominant Sensor

The ESTP individual is a person of action and excitement with a flair for dramatizing almost any event. ESTPs make good entrepreneurs in a variety of fields. They are good with facts and can visualize solutions to problems. They are also able to interact with a mixture of other people. As mates and parents ESTPs are attentive, entertaining and charismatic though they can be unpredictable and make their loved ones feel unappreciated. Their nature lends itself to idea development and promotion plus many action related careers. ESTPs tend to lose interest in following up their ideas and need to have someone else available to finish. They may lose track of deadlines and elect to operate outside accepted regulations. ESTPs need to be aware of others' feelings and to look at long term ramifications of their acts. ESTPs make up about 13% of the population.

ESFJ - Dominant Feeler

The ESFJ is the most sociable of all the types. Here is an individual who is hardworking, thoughtful, adapts to new procedures, and is well organized. ESFJs are good with facts and people. They create pleasant environments in both their private and public lives. They need to be appreciated and praised, and are very expressive in their emotions. As mates and parents they have a clear sense of right and wrong values. They are devoted and the most sympathetic. They are very festive with holidays and parties. ESFJs often participate in religious, school and civic events. They may tend to blame themselves for failures at work or home and become deeply depressed. Some ESFJs marry dependent, needy individuals to fulfill themselves. ESFJs are sensitive to criticism, though they may also be critical. They may not always search for new solutions to problems and can be inflexible; they prefer to not work alone for long periods. ESFJs make up about 13% of the population.

ESFP - Dominant Sensor

The ESFP is a giver of warmth and optimistic enthusiasm. This individual can be generous right up to the poor house. ESFPs enjoy life and create entertaining environments both in public and private. They are down to earth with good common sense and make excellent communicators. As mates they may try to maintain a party like home life with friends being invited over constantly and unpredictably. Their spouses and children may feel tense and uncomfortable if their type is quieter. ESFPs may refuse to acknowledge problems, tending to avoid anxiety. They can be very impulsive and can be taken advantage of by people demanding things from them. ESFPs rarely work well alone for any period of time and have difficulty with self discipline. They need to focus more on the outcome of their acts. ESFPs make up about 15% of the population.

ENTJ - Dominant Thinker

The ENTJ is a born leader capable of visionary ideas and the organizational ability to accomplish them. This individual is drawn to positions of authority and is strongly career minded. ENTJs are ambitious and sincere with a direct attitude toward coworkers as to what is expected. They are able to develop and maintain both long and short term goals. As mates they expect very much and require a mate with a strong sense of self with many interests. As parents they are totally in charge and expect their orders to be obeyed dutifully. Male ENTJs tend to place work above a home life more than female ENTJs, and they may be often absent from the home due to work. ENTJs do not often offer praise and they can be critical, tough and oppressive. They are not always interest in outside contributions to their ideas and sometimes neglect important facts. ENTJs make up about 5% of the population.

ENTP - Dominant Intuitive

The ENTP is an enthusiastic original thinker who is skilled at functional analysis and solving problems. The more varied an activity or project is the better. This individual is capable of grasping complexities and possibilities. ENTPs are inspiring to their colleagues, good improvisers, and competent workers. They are excellent speakers and quickly adjust to discussing another's view point; though they often interrupt. As mates ENTPs have good dispositions, are witty but have a tendency for one-upmanship, which may cause either strife or weariness. ENTJs can improvise to the point of risking the security of family and job by not facing up to responsibilities or by doing things unconventionally. They may lose interest after completing a task, and have difficulty with details and routine assignments. They may be overly confident in their abilities. ENTPs make up about 5% of the population.

ENFJ - Dominant Feeler

The ENFJ is a creative individual who appreciates other people's opinions, promotes cooperation, tends to be a natural leader and charismatic, is an organized decision maker and prefers to cultivate a stress free environment. The ENFJ likes to draw out another's abilities and can be attracted to an ISTP or an INTP. They need to be aware of their idealizing people and interpersonal relationships, of their tendency to take criticism too seriously, to make decisions quickly without proper fact finding, and to not deal properly with conflict. They can also be overly empathetic and lose themselves in other's problems. ENFJ make good mates and parents, willing to please and give of themselves. They do well in interactional and communicative occupations. ENFJs make up about 5% of the population.

ENFP - Dominant Intuitive

The ENFP is an enthusiastic motivator who enjoys original thinking and finding novel solutions to problems. The more varied a situation is the better. ENFPs are able to empathize with others and use this to inspire others at work and socially. They are always curious and interested in learning new skills. ENFPs are optimistic and desire a stress free home life. They may be extravagant with gifts while neglecting necessities. As parents they may tend to change from sympathetic listener to authoritarian, relying on their spouse to follow through with the rules they set down for the children. Likewise at work they can be lax in following up, preferring to start projects and letting someone else finish. They work better with others where they are not doing recurrent tasks. ENFPs make up about 5% of the population.

ISTJ - Dominant Sensor

The ISTJ is a pillar of dependability and a defender and preserver of establishments and organizations. This person is exacting and credible in all aspects of employment and life. ISTJs are realistic and objective, able to follow rules and regulations, able to work independently with outstanding powers of concentration. They are serious, patient and calm, do not take criticism well, are conservative and honorable. As mates ISTJs are loyal, steadfast and dutiful with strong traditional values. As parents they exercise the same consistency. Paradoxically some ISTJs marry irresponsible people; perhaps to fulfill their need of rescuer or preserver. ISTJs prefer practical, functional clothes, homes and offices without flamboyance. They may have trouble being flexible, changing procedures or consider the needs of others. ISTJs make up about 6% of the population.

ISTP - Dominant Thinker

The ISTP is one of the most impulsive action personalities. This individual lives to act without regulations. ISTPs are very competent with tools and equipment. They are exceedingly loyal to fraternal groups and work well with those they consider equals. They are usually of good cheer and are generous, trusting people. ISTPs can readily use available resources to solve problems. Many ISTPs are quite fearless and are likely to risk their lives in pursuit of activity. In school they are difficult learners to traditional teachings since their interests are the mastery of tools and equipment, not verbal skills. As mates the ISTPs tend to concentrate only on the present. Mates must allow the other to feel free through hobbies, clubs and activities. ISTPs have little interest in abstraction, get bored easily, may be unreceptive to others' feelings and can be unpredictable. ISTPs make up about 5% of the population.

ISFJ - Dominant Sensor

The ISFJ is a very hard worker willing to stay with a task until its completion to the exclusion of almost anything else particularly recreation. ISFJs are service oriented and are totally dependable preferring to work in stable environments. They are strict rule abiding individuals who excel at efficiency and repetitive tasks. They often try to do everything themselves. As mates they are devoted and traditional, are meticulous homemakers raising their children to adhere to laws and regulations. Some ISFJs are attracted to dependent, irresponsible mates perhaps trying to fulfill a rescue/reform mission. ISFJs may undervalue themselves and not be assertive for their own good and therefore are usually overworked. They do not do well in personal or work environments that are constantly changing. They will feel discouraged if not shown appreciation. ISFJs make up about 6% of the population.

ISFP - Dominant Feeler

The ISFP is inclined to the fine arts and natural beauty and is generally the kindest of all the types. This individual tends not to be directly expressive. ISFPs show themselves through their actions and if they have a talent for art or music they will display their characters through this form. They are good at hands on jobs, particularly nurturing professions. They work hard on meaningful projects and follow orders well. They adapt to change quickly and do well in praising environments. ISFPs are caring mates and parents preferring a peaceful and pastoral life. Many ISFPs drop out of school where their special interests are not being challenged. ISFPs are very current minded, not always preparing in advance. They do not take criticism well and are confined by regulations. They tend to take others at face value. ISFPs make up about 5% of the population.

INTJ - Dominant Intuitive

The INTJ is a creative visionary, being highly theoretical and the most self confident and independent of all the types. This individual believes reality is constantly changeable through new ideas. INTJs work well alone and can handle complex and technical problems. They are determined to complete tasks while being alert to the long term effects. They can be excellent in research positions. As mates INTJs strive for harmony and seldom show emotional reactions. They may seem cold but are highly sensitive to a mate's signs of rejection. As parents they are caring and strict while allowing their children to pursue their own paths. At work they may seem unresponsive and harsh, not taking other's feeling into account. INTJs can be inflexible about their ideas and may push others to work harder. They may also be too independent to adapt to corporate life. INTJs make up about 1% of the population.

INTP - Dominant Thinker

The INTP is a designer of systems and ideas with precision of thought and a command of language. This individual has the ability to concentrate better than the other types and can discern contradictions in relevant issues. INTPs exhibit great insight in problem solving and are good at developing futuristic concepts. They are independent and enjoy learning new ideas and skills. As mates they are devoted and faithful with a tendency to let their mate plan the social calendar, as they can be caught up in their own world easily and be absentminded. They take parenting seriously and prefer a quiet, well structured home life.

Their mates may feel taken for granted because INTPs are not emotionally expressive. They may be insensitive to the needs of others due to their underdeveloped feeling quality. They have little patience for redundant work and may lose interest if not stimulated. They may also have difficulty with authority and rigid rules. INTPs make up about 1% of the population.

INFJ - Dominant Intuitive

The INFJ has a great depth of personality and focuses on contributing to the welfare of others. This person centers on what is possible, is value oriented, is strongly empathetic and likes to help people grow. INFJs are creative thinkers and good students. They may or may not lead but are influential behind the scenes. As mates INFJs are devoted though not always available to intimate overtures. They greatly dislike disruptive environments and maintain a few select friends.

INFJ mothers are deeply attached to their children and need to be aware of overdependence. INFJs have vivid imaginations and are very intuitive. Supposedly the psychic ESP phenomenon is prevalent in INFJs. INFJs may have trouble communicating their complex ideas and can be perfectionists. They may spend too

much time on projects and be too independent for corporate life. INFJs make up about 1% of the population.

INFP - Dominant Feeler

The INFP is an idealistic type who may appear shy on the outside but is a passionately caring person on the inside. INFPs have a strong sense of honor based on their internal value structure. They make incredible sacrifices for causes they believe are just. They communicate well with others, being able to sense the others' values; but they tend to keep a safe psychological distance. INFPs may stretch logic in order to maintain values. They may be jacks of all trades without being a master of many. INFPs tend to be fearful of achievements in all areas of life feeling that restitution will have to be paid. As mates they are deeply devoted, sympathetic though they may have trouble showing emotions directly. They are fierce defenders of home and family. They can be willful and noncompetitive. They prefer to control their own projects or will be discouraged. INFPs make up about 1% of the population.



TYPICAL JOBS FOR THE 16 TYPES

Of course anyone could have any kind of occupation and be happy doing it. The following is merely a listing of jobs that could provide a satisfying career for each personality type based on their particular functions and attitudes.

ESTJ - Administrator, police officer, government employee, military, bank officer, trades teacher, funeral director, insurance agent, auditor, administrator, purchasing agent, supervisor, dentist, mechanical engineer, stockbroker, and office manager.

ESTP - Promoter, sportscaster, dancer, carpenter/artisan, chef, auditor, banker, pilot, paramedic, farmer, investigator, auctioneer, coach, car sales representative, retailer, wholesaler, realtor, tour director, physical fitness trainer, police officer, fire fighter.

ESFJ - Seller of tangibles, caterer, fund raiser, realtor, public relations, funeral director, social worker, minister, nurse, dentist, family doctor, optometrist, home economics/elementary school teacher, coach, medical secretary, physiologist/dental/medical technician.

ESFP - Entertainer, flight attendant, florist, musician, promoter, realtor, waiter/waitress, receptionist, social worker, public/labor

relations, travel agent, photographer, comedian, elementary teacher, coach, veterinarian, trauma nurse, film producer.

ENTJ - Military tactician, attorney, judge, teacher of sciences, chemical engineer, business consulting, psychologist, labor negotiator, management trainer, office/sales/marketing manager, investment broker.

ENTP - Inventor, entrepreneur, realtor, financial broker, systems analyst, politician, political scientist, public relations, market research, advertising.

ENFJ - Teacher/professor of humanities, psychologist, clergy, career counselor, social worker, librarian, journalist, artist, entertainer, fund raiser, newscaster, corporate trainer, travel agent, public relations.

ENFP - Reporter, inventor, consultant, sales of intangibles, restaurateur, preschool or special education teacher, screenwriter, psychologist, speech pathologist, actor, musician, advertising agent, research assistant, newscaster.

ISTJ - Trustee, government employee, detective, bank examiner, securities officer, accountant, IRS agent, principal, legal secretary, electrician, mechanic, programmer, surgeon, pharmacist, dentist, office manager, lab tech, veterinarian.

ISTP - Craftsman, sky/scuba diver, chiropractor, fire fighter, police officer, medical technician, programmer, boat/car/motorcycle racer, weapons specialist, purchasing agent, coach, mechanic, banker, computer repairman, carpenter, legal secretary, office manager, electrical engineer, dental hygienist, farmer, economist.

ISFJ - Conservator, interior decorator, guidance counselor, retailer, electrician, social worker, education administrator,

physical therapist, nurse, family doctor, dental hygienist, secretary, bookkeeper, customer service.

ISFP - Artist, singer, fashion designer, dancer, nurse, physical therapist, carpenter, painter, mechanic, dancer, surveyor, geologist, dental/medical assistant, chef, forester, computer operator, waiter/waitress, beautician, police officer, bookkeeper, elementary teacher, radiology tech, administrator.

INTJ - Scientist, pharmacologist, cardiologist, psychiatrist, psychologist, professor, administrator, programmer, electronics tech, attorney, engineer, architect, writer, business consultant.

INTP - Designer (buildings, ideas, systems), architect, philosopher, mathematician, programmer, plastic surgeon, physicist, lawyer, scientist, psychoanalyst, investigator, anthropologist, inventor, artist.

INFJ - Author, playwright, priest/nun, poet, career counselor, psychologist, teacher/professor of humanities, educational director, mediator, marketer of services, human resources manager.

INFP - Crusader, quester, journalist, professor of humanities, actor, musician, entertainer, minister, social scientist, human resources specialist, speech pathologist, psychologist, researcher, librarian.



RELATIONSHIP MATCHES BY OPPOSITE TYPE

Computer dating agencies usually match people with similar interests, personalities, and compatibility. They have enough success to disprove the idea that opposites attract. People do like being with people of similar makeup and temperament. If opposites do occasionally attract it may be because people like to have something totally different in their lives; like a project on which to work. One reason that opposites might work can be explained as follows: the introverted intuitive feeling judger, INFJ, could be attracted to the extroverted sensing thinking perceiver, ESTP, because the NF wants to give the ST the love and caring that the ST seems to lack; and the ST needs the NF for the solid nurturing base the ST can bounce off and then return back. If you were looking for someone like yourself you could look for a one to one match in personality type or at least stay within the same temperament category. If however you are looking for a project then the following opposite matches might help you.

ESTP-INFJ ENTP-ISFJ ESFP-INTJ ENFP-ISTJ
ESTJ-INFJ ENTJ-ISFP ESFJ-INTP ENFJ-ISTP



LEARNING AND TEMPERAMENTS

Sensing - Thinking (ST)

Usually a conscientious worker the sensing-thinking learner prefers an educational environment that stresses facts, drilling, practicing, information recall, physical handling of objects and demonstrations. The ST learner works well with teacher and other student feedback on his/her attempts; likes to always know what is expected of him/her and how they are doing; prefers right-wrong type of questions. The ST learner enjoys working on skills already mastered, relying on material that is known to be true. Sensing-thinkers look for and see practicality, concreteness, here and now, functionality. The ST will strive for mastery of knowledge and skills.

Sensing - Feeling (SF)

The sensing-feeling learner is better in an educational environment when the teaching matter has personal meaning and significance. The SF learner works well with feedback from teachers and peers, and performs better in verbal interacting situations. This means that the SF likes learning through sharing of information by discussion and personal interactions. The SF is more interested in teaching that stresses personal values,

demonstrates good relationships and supportiveness. This type is interested in how others feel and likes encouragement. Sensing-feelers look for and see inside themselves and others (self-awareness, perception and empathy), the physical reactions of others (eyes, movements, vocal inflections). The SF can learn by referencing prior experiences.

Intuitive - Thinking (NT)

Among the best students, intuitive-thinkers prefer the style of instruction that centers around why something is the way it is; explanation of meanings and relationships. The NT wants to know how data affects ideas and their interrelationships. The NT usually prefers experimentation; the cause and effect of things. They may like defending ideas and inferring relationships between concepts. Also they are drawn to problems that require reasoning and structured analysis; problems that can be defended with proven data.

Intuitive thinkers envision the possibilities as if they are already known; they see connections and relationships between concepts. Their world is viewed as one complete and interacting universe. The NT visualizes complexity and differences while comparing and contrasting at the same time. The NT can think critically about concepts and ideas while learning to understand them.

Intuitive - Feeling (NF)

When properly directed the NF is more likely to be the best of students. They are likely to be excessive if not guided. The intuitive-feeler performs better in an environment that allows personal exploration of ideas and studies. Subjects of study that contain personal interest for the NF are usually their best areas because they tend to pour themselves into such learning tasks.

The NF likes discretion, imagination and creativity, new challenges and tasks, unusual applications of old ideas to new situations. The NF visualizes things in a synthesizing and creative way with symbolism in a non-typical fashion.

They perceive ideas metaphorically, in form and structure, in poetry and imagery. The NF sees the aesthetics of ideas and views concepts through artistic self-expression. Intuitive-feelers can reapply information in creative new ways making for new applications.



AGE AND PERSONALITY DEVELOPMENT

Personalities start at birth and stay the same throughout an individual's life. As mentioned earlier there are four core functions: sensing, intuition, thinking, and feeling. What changes in a person's personality is how much each function comes into play as a person grows older. In personality type a person has two functions, (dominant and auxiliary); however as the person grows older the other two (third-opposite of auxiliary and fourth-opposite of dominant) come into effect.

Until about age six children's personality types are nearly impossible to diagnose. Beginning around age six until age twelve the dominant function slowly strengthens and shows itself. It is important that children's dominant functions be encouraged at this stage of their lives. Moving into the preteen years until about twenty-five, a person will develop their auxiliary functions. By the end of this period, personalities are definitive, and both the information gathering and decision making functions are operating.

From here the personality functions that are least used will begin to express themselves. After age twenty-five to age fifty, the third function begins to show. This occurs closer to forty for some and seems to coincide with midlife crises. The fourth function appears later in life when many are considered too set in

their ways. Whether or not we are able to use it effectively to our advantage depends greatly on our desire to apply it. As an example you might imagine a person developing other personality dimensions over time such as: an ESTJ to an ENTJ to an ENFJ.

This publication is meant to aid you in the basic understanding of personality types. Further in depth readings can be most helpful in explaining the many intricate parts of personalities. To gain a more complete picture of your own personality type you could take the renown personality test, the Myers-Briggs Type Indicator, MBTI; and have it administered and scored by a trained professional in this field.

RECOMMENDED READINGS

To further your knowledge of Personality Type you might want to try one of the following publications:

Barron-Tieger, Barbara, and Tieger, Paul D. *Do What You Are*, Boston Mass.: Little, Brown and Company, 1992.

Hanson, J. Robert. *Learning Styles and Visual Literacy: Connections and Actions*, Moorestown, NJ: Hanson Silver Strong & Associates' 1987.

Keirsey, David, and Bates, Marilyn. *Please Understand Me*, Del Mar, Calif.: Prometheus Nemesis, 1978.

Kroeger, Otto, and Thuesen, Janet M. *Type Talk*, New York: Delacorte Press, 1988.

Myers, Isabel Briggs. *Introduction to Type: A Description of the Theory and Application of the Myers-Briggs Type Indicator*, Palo Alto, Calif.: Consulting Psychologists Press, 1987.

For Fun Evaluation

INSTRUCTIONS:

1. Be as honest as possible. Give your first response. This is for your benefit.
2. There are no right or wrong answers.
3. Try not to spend more than 5 to 10 seconds on each question.
4. Circle the letter of your choice.
5. Look at the example below. When you understand how the test works, proceed.

Example #1. When meeting someone for the first time, are you more concerned and comfortable about: A. Their appearance. B. Their manners.
6. Turn the page and begin. Complete parts I and II.
7. Fill in the evaluation form after the two parts.

PART I Rough Evaluation

Read the following descriptions. Some people have attributes of both columns. There are no right or wrong answers. Circle A or B of each group that better fits you.

- 1.A.
Enjoy being in the spotlight.
Social, interactive.
Very enthusiastic in speaking.
Like being in groups often.
Prefer variety to detail.
Act first, then think.
Talk out loud about ideas.
Like simultaneous responses.
- 2.A.
Concern about here and now.
Experiences, actuality, practical.
Give detailed specific instructions.
Develop and reuse learned skills.
Common sense is more important.
Rely on proven ideas and concepts.
Like to talk factually.
- 3.A.
Like to make and finish projects.
Principles, analysis, firmness.
What is right is right.
Sometimes critical, notice errors.
May be considered insensitive.
Truth is important, it must be told.
Feelings are valid when sensible.
Like things to be logical.
- 4.A.
Like to know now about situations.
Settled, plan ahead.
Work before play.
Goal and timetable oriented.
Getting the job done.
The job must be done on time.

- 1.B.
Prefer the background.
Your own space, concentration.
Reserve enthusiasm to yourself.
Like private times mostly.
Prefer in depth information.
Think before acting.
Will reflect awhile before talking.
Like to consider ideas, then respond.
- 2.B.
Concern about what could or may be.
Hunches, possibility, ingenuity.
Give examples and analogies.
Move on to new skills after old ones.
Imagination is more important.
Rely on feelings and innovations.
Like to talk figuratively.
- 3.B.
Like to be appreciated for efforts.
Values, sympathy, persuasion.
Some things are not right for some.
Like to please and show appreciation.
May be considered too emotional.
Tact is equally as important as truth.
Feelings are valid because they are.
Like things to be harmonious.
- 4.B.
Like having new situations develop.
Flexible, open options.
The work can be completed later.
Goals change as situations change.
How the job gets done.
Circumstances determine deadlines.

Like finishing a task.
Prefer completed decisions.

PART II Fine Evaluation

Choose one answer to each question with the first response that comes to mind.

1. Are you more comfortable with
(a) unplanned parties
(b) preplanned parties
2. Are you more comfortable
(a) trying things many new ways
(b) demonstrating proven techniques
3. Do you prefer making decisions
(a) based on good intentions
(b) based on rational ideas
4. Which is more important
(a) next year's possibilities
(b) today's achievements
5. People at work need to be
(a) impassioned
(b) less emotional
6. In meeting others do you
(a) ponder their viewpoint
(b) appreciate their career skills
7. Would you like more
(a) attachment and compassion
(b) sense and reason
8. Are you apt to be
(a) flexible
(b) unfaltering in your opinions
9. When making selections are you
(a) spontaneous
(b) deliberate
10. Do you like being
(a) theoretical
(b) justifiable
11. Do you prefer
(a) tranquil relationships
(b) uniformity in thinking
12. Which is less desirable
(a) finding fault
(b) being inconsistent
13. In talking to people are you
(a) informal
(b) purposeful
14. Teens need more time for
(a) thinking and reflection
(b) useful projects, making things
15. Do you feel you are more often
(a) warm and compassionate
(b) calm and cool thinking
16. Do you tend to be more
(a) fanciful than habitual
(b) habitual than fanciful
17. Do you like situations to be
(a) open and changeable
(b) firmed up and finalized
18. Data and details
(a) can be manipulated
(b) illustrate truths

19. It is desirable to
(a) show charity and kindness
(b) be righteous and fair
20. Which job appeals to you
(a) flexible and unstructured
(b) organized and planned
21. Relationships need to be more
(a) incidental and unplanned
(b) distinct and clear
22. Do you prefer ideas that are
(a) touching and impressive
(b) certain and definite
23. Would you say you are more
(a) tender than steadfast
(b) steadfast than tender
24. Do deadlines need to be
(a) flexible with circumstances
(b) met even with circumstances
25. When expecting a conversation
(a) you can talk 'off the cuff'
(b) you practice what you'll say
26. Teachers need to
(a) use examples and stories
(b) get to the point
27. Do you base personal decisions
(a) on attitudes and sentiments
(b) on principles and rules
28. When attending an event
(a) are you unhurried
(b) are you prompt
29. When talking with strangers
(a) you are easy to talk with
(b) you are usually reserved
30. Most of the time, are you
(a) thoughtful and imaginative
(b) handy and sensible
31. Would you rather be known for
(a) sentiment and kindness
(b) logic and judgment
32. Life is more fun when things
(a) are indefinite and open
(b) are concrete and finalized
33. At parties do you get involved
(a) and like to stay long
(b) then like to leave early
34. Would you rather talk to
(a) creative, unusual people
(b) practical, business people
35. Philosophers and thinkers
(a) can be interesting
(b) can be aggravating
36. Which has more interest to you
(a) finishing the task
(b) doing the task
37. In public speaking do you like
(a) any opportunity to express ideas
(b) time to collect your thoughts
38. Do you like working most on
(a) open-ended projects
(b) specific detail jobs
39. The world needs more
(a) mercy
(b) rationality
40. Who causes the most problems
(a) hard line administrators
(b) people with passionate causes
41. Do you have
(a) many, less intimate friends
(b) few, but close friends
42. Are you more at ease being
(a) resourceful
(b) practical
43. Which has more impact
(a) passions
(b) wisdom
44. Are you more
(a) leisurely and casual
(b) somber and committed
45. At social affairs do you
(a) spend time with many people
(b) stay with those known to you
46. Which describes you better
(a) casual and free
(b) specific and methodical
47. Acts should be judged more
prefer
(a) by events than principles
(b) by principles than events
48. In buying a new item do you
(a) looking and comparing
(b) finalizing and buying
49. Meeting many new people quickly
(a) is refreshing and satisfying
(b) is tiring after a while
50. Would you rather
(a) research a site for a dam
(b) build a dam on the site
51. Do you tend to be
(a) compassionate
(b) unyielding
52. Which is better for you
(a) continuous change
(b) established order
53. In a group of people do you
(a) begin conversations easily
(b) wait to be spoken to
54. Which is more comfortable
(a) perception and the future
(b) familiarity and the present
55. Which helps the world more
(a) ethics
(b) discipline
56. More often do you prefer
(a) the journey to a location
(b) finally reaching a location

Evaluation Key. This test is NOT conclusive.

PART I - Rough evaluation

- | | | | |
|----------|----------|----------|----------|
| 1. A = E | 2. A = S | 3. A = T | 4. A = J |
| 1. B = I | 2. B = N | 3. B = F | 4. B = P |

List the four parts here : (example INTP) ___ ___ ___ ___

PART II - Fine evaluation. Check the number of As and Bs, then total each column.

A	B	A	B	A	B	A	B
1. ___	___	2. ___	___	3. ___	___	4. ___	___
5. ___	___	6. ___	___	7. ___	___	8. ___	___
9. ___	___	10. ___	___	11. ___	___	12. ___	___
13. ___	___	14. ___	___	15. ___	___	16. ___	___
17. ___	___	18. ___	___	19. ___	___	20. ___	___
21. ___	___	22. ___	___	23. ___	___	24. ___	___
25. ___	___	26. ___	___	27. ___	___	28. ___	___
29. ___	___	30. ___	___	31. ___	___	32. ___	___
33. ___	___	34. ___	___	35. ___	___	36. ___	___
37. ___	___	38. ___	___	39. ___	___	40. ___	___
41. ___	___	42. ___	___	43. ___	___	44. ___	___
45. ___	___	46. ___	___	47. ___	___	48. ___	___
49. ___	___	50. ___	___	51. ___	___	52. ___	___
53. ___	___	54. ___	___	55. ___	___	56. ___	___

Totals

___	___	___	___	___	___	___	___
E	I	N	S	F	T	P	J

Place the letter of the larger number below. Use an X if the numbers are the same. X means equally valued. For example:

<u>9</u>	<u>5</u>	<u>7</u>	<u>7</u>	<u>10</u>	<u>4</u>	<u>6</u>	<u>8</u>
E	I	N	S	F	T	P	J

example personality type: EXFI

Your Personality Type: ___ ___ ___ ___