

Myers-Briggs Type Indicators



How people perceive the world
and make decisions

Global Outreach

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Table of Contents

Introduction	1
Myers-Briggs Temperament Type Indicator	2
Characteristics frequently associated with each type	6
Clues to the Inferior Function	8
Extraversion vs Introversion E/I.....	10
What is Your Source of Energy?	12
Preferred Methods of Communication.....	12
Effects of Preferences in Work Situations.....	13
Sensor vs iNtuitive S/N	14
How Do You Take in Information?.....	15
Preferred Methods of Communication.....	16
Effects of Preferences in Work Situations.....	16
Thinkers vs Feelers T/F	17
How Do We Make Decisions?	18
Preferred Methods of Communication.....	19
Effects of Preferences in Work Situations.....	19
Judger vs Perceiver J/P	20
Orientation to the Outside World	21
Preferred Methods of Communication.....	22
Effects of Preferences in Work Situations.....	22
Effects of Each Preference in Work Situations	23
MBTI Temperament Types.....	27

Introduction

Temperament is the unique behavior pattern that each human being seems to have from the time of birth.

Our temperament characteristics help to make us act as we do unless we choose to act otherwise.

Even though we can change some of the ways we express our tendencies, we don't seem able to really change our temperament. However, we can try to make ourselves behave in a way different from our basic temperament—but we may have to work at it for a lifetime.

Why learn about temperament?

- Help me understand myself,
- Why I act as I do, and
- How I can be more satisfied with life by listening to my inner self.
- Will give me a different way of looking at other people in my life.
- I will learn not only that people are very different, but, by knowing the characteristics of their nature, I can learn how to get along with them a lot easier.
- I can use my temperament type information to improve
 - Problem-solving
 - Decision-making
 - Teamwork
 - Goal setting
 - Relationships
- No one type is better than the other.
- Just because most people of a particular temperament show a certain pattern of characteristics, not everyone shows all the characteristics.
- Most of us are predominantly one type, but we also show characteristics of one or more of the other types.

Source: [Are You My Type? \(For Teens\) Or Why Aren't You More Like Me?](#) Claudine G. Wirths, Mary Bowman-Kruhm, Davies-Black Publishing, ISBN: 0-89106-055-3

Introduction to Temperaments

The following section of this booklet provides a simplified overview of a respected method of identifying a person's temperament or personality type that corresponds with one of 16 primary characteristics. We are all unique and God has shaped us all very differently, however there are clusters of temperament traits common to mankind. This is a tool that helps us better understand who we are and how we interact and relate to one another in different circumstances.

There are other factors that influence how we think, act and feel in different circumstances and so as we consider this topic we also need to realize that we also take into account our faith and identity in Christ, our background, culture and environment and how they influence how we react.

According to Myers-Briggs, our personality type is determined by our preferred tendencies or reactions that are condensed and defined in the following four categories:

E vs I . . . Orientation of Focus

Way people prefer to interact with the world and the way they prefer to receive stimulation and energy.

Extraversion (E) choose people as a source of energy

Introversion (I) prefers solitude to recover energy

S vs N . . . Perceiving Function

Way people take in information.

Sensing (S) practical, use five senses

Intuition (N) innovative, use gut feeling

T vs F . . . JUDGING FUNCTION

How people prefer to make decisions

Thinking (T) reason and study situation before making decision

Feeling (F) make decision through feeling and values

J vs P . . . Orientation to Life

How people prefer to live their life.

Judging (J) structured and organized

Perceiving (P) spontaneous and adaptive

Utilize your temperament type information to improve:

Problem solving

Decision making

Teamwork

Goal setting

Relationships

Quick Temperament Type indicator

Our preference in each of the four categories listed above can be determined by answering a series of questions associated with each category. These questions are divided into two basic columns and although you are likely to choose answers that best describe you from each column, when you total the answers for each you will find that one will have more answers you agree with than the other. This is an indicator of your preferred or dominant trait.

What Best describes me?

Choose A or B for each pair

Extraversion	A	B	Introversion
Have high energy			Have quiet energy
Talk more than listen			Listen more than talk
Act, then think			Think then act
Like to be around people a lot			Feel comfortable being alone
Prefer a public role			Prefer to work 'behind the scenes'
Can sometimes be easily distracted			Have good powers of concentration
Prefer to do lots of things at once			Prefer to focus on one thing at a time
Be outgoing and enthusiastic			Am self-contained and reserved

My answers indicate that I am predominantly ___ **E**xtravert or ___ **I**ntrovert

Sensing	A	B	Intuition
Focus on details & specifics			Focus on big picture & possibilities
Admire practical solutions			Admire Creative ideas
Notice details & remember facts			Notice anything new or different
Be pragmatic – see what is			Be inventive – see what could be
Trust actual experience			Trust gut instincts
Like to use established skills			Prefer to learn new skills
Like step-by-step instructions			Like to figure things out by myself
Work at a steady pace			Work in bursts of energy

My answers indicate that I am predominantly ___ **S**ensing or ___ **iN**tuitive

Thinking	A	B	Feeling
Make decisions objectively			Decide based on values & feelings
Appear cool & reserved			Appear warm & friendly
Most convinced by rational arguments			Are most convinced by how they feel
Honest and direct			Diplomatic and tactful
Value honesty and fairness			Value harmony and compassion
Take few things personally			Take many things personally
Be good at seeing flaws			Be quick to compliment others
Be motivated by achievement			Be motivated by appreciation
Argue or debate issues for fun			Avoid arguments and conflicts

My answers indicate that I am predominantly ____ **T**hinking or ____ **F**eeling

Judging	A	B	Perceiving
Like to have things settled			Like to keep options open
Take responsibilities seriously			Am playful and casual
Pay attention to time & am prompt			Be less aware of time and may run late
Prefer to finish projects			Prefer to start projects
Work first, play later			Play first, work later
Seek closure			Have difficulty making decisions
See the need for most rules			Question the need for many rules
Like to make & stick with plans			Like to keep plans flexible
Find comfort in schedules			Want the freedom to be spontaneous

My answers indicate that I am predominantly ____ **J**udging or ____ **P**erceiving

My Type Indicator is _____

Compare your letter combinations with the corresponding letters that you will find in the following two pages and see how accurately the description represents your temperament.

Characteristics frequently associated with each type

	Sensing Types		Intuitive Types	
Introverts	<p>ISTJ</p> <p>Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, dependable. See to it that all is well organized. Take responsibility. Make up their own minds as to what should be accomplished & work toward it steadily, regardless of protests or distractions.</p>	<p>ISFJ</p> <p>Quiet, friendly, responsible and conscientious. Work devotedly to meet obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>INFJ</p> <p>Succeed by perseverance, originality, & desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for firm principles. Likely to be honored & followed for their clear visions as to how best to serve the common good.</p>	<p>INTJ</p> <p>Have original minds & great drive for their own ideas & purposes. Have long-range vision & quickly find meaningful patterns in external events. In fields that appeal to them, have a fine power to organize a job & carry it through. Skeptical, critical, independent, determined; high standards of competence and performance.</p>
	<p>ISTP</p> <p>Cool onlookers; quiet, reserved, observing, analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause & effect, how & why mechanical things work, & in organizing facts using logical principles. Excel at getting to the core of a practical problem and finding the solution.</p>	<p>ISFP</p> <p>Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>INFP</p> <p>Quiet observers, idealistic, loyal. Important for outer life to be congruent with inner values. Curious, quick to see possibilities, often act as catalysts to implement ideas. Adaptable, flexible, accepting unless a value is threatened. Want to understand people & ways to fulfill human potential. Little concern with possessions or surroundings.</p>	<p>INTP</p> <p>Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.</p>

Sensing Types		Intuitive Types		
Extraverts	<p>ESTP</p> <p>Good at on-the-spot problem solving. Like action, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, pragmatic; focused on getting results. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</p>	<p>ESFP</p> <p>Outgoing, accepting, friendly, enjoy everything, make things more fun for others by their enjoyment. Like action & making things happen. Know what's going on & join in eagerly. Find remembering facts easier than mastering theories. Best in situations that need sound common sense and practical ability with people.</p>	<p>ENFP</p> <p>Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do most things that interests them. Quick with solution for any difficulty; ready to help anyone with a problem. Often rely on ability to improvise instead of prepare in advance. Can often find compelling reasons for whatever they want.</p>	<p>ENTP</p> <p>Quick, ingenious, good at many things. Stimulating company, alert & out-spoken. May argue for fun on either side of a question. Resourceful in solving new challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</p>
	<p>ESTJ</p> <p>Practical, realistic, matter-of-fact, a natural head for business or mechanics. Not interested in abstract theories; want learning to have direct, immediate application. Like to organize and run activities. Often good administrators; are decisive, quickly move to implement decisions; take care of routine details.</p>	<p>ESFJ</p> <p>Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.</p>	<p>ENFJ</p> <p>Responsive & responsible. Feel real concern for what others think or want, try to handle things with due regard for the other's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism. Like to facilitate others and enable people to achieve their potential.</p>	<p>ENTJ</p> <p>Frank, decisive, leaders in activities. Develop and implement comprehensive systems to solve organizational problems. Good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge.</p>

Clues to the Inferior Function

Dominant & Inferior Function	In their Dominant Function	In the Grip of their Inferior Function	Common Triggers of their Inferior	What can Help
ESTP ESFP <i>Extraverted Sensing; Intuition</i>	<ul style="list-style-type: none"> Take in & sort all data the senses provide Accept the world at face value Enjoy everyday life 	<ul style="list-style-type: none"> Imagining doom & gloom Misinterpreting the motives of others Obsessed with mystical life views. 	<ul style="list-style-type: none"> Over-commitment Being forced to make decisions about the future Having too much structure at work 	<ul style="list-style-type: none"> Contingency planning Solitary activities such as gardening or exercise The help of others to adjust priorities
INTJ INFJ <i>Introverted Intuition; Sensing</i>	<ul style="list-style-type: none"> Demonstrate intellectual clarity Sort intuitive hunches accurately Have long-term, novel perspectives. 	<ul style="list-style-type: none"> Overindulgent in sensing (TV, food) without enjoyment Approaching the world as an enemy Overwhelmed by sensory data 	<ul style="list-style-type: none"> Dealing with details Experiencing unexpected events Too much extraversion 	<ul style="list-style-type: none"> 'Space' Quiet, natural surroundings Using Thinking to find solutions or Feeling to allow oneself to be less serious
ISTJ ISFJ <i>Introverted Sensing; Intuition</i>	<ul style="list-style-type: none"> Exhibit efficiency, calmness; attention to specifics Focused on the present & perfecting the tried & true. Aware of their sensory experiences. 	<ul style="list-style-type: none"> Anxious over facts & details. Reckless & impulsive Worried about possible future disasters 	<ul style="list-style-type: none"> Experiencing change, prospect of unknown. When others deny reality (especially dominant Intuitives) Overdoing reliability & efficiency. 	<ul style="list-style-type: none"> Finding others who will take them seriously Delegating details Working thru auxiliary Thinking or Feeling to find solutions
ENFP ENTP <i>Extraverted Intuition; Sensing</i>	<ul style="list-style-type: none"> Focus on their vision or the big picture 	<ul style="list-style-type: none"> Depressed and withdrawn Obsessed with details & information Focused on physical symptoms 	<ul style="list-style-type: none"> Overcommitted & tired. Attending to details Violation of important values or principles 	<ul style="list-style-type: none"> Meditation Positive use of Sensing- physical exercise, sleep, healthy diet Using Thinking or Feeling to lend perspective

Dominant & Inferior Function	In their Dominant Function	In the Grip of their Inferior Function	Common Triggers of their Inferior	What can Help
ESTJ ENTJ <i>Extraverted</i> <i>Thinking;</i> <i>Feeling</i>	<ul style="list-style-type: none"> • Make decisions • Look for truth, effectiveness & commitment • Enjoy leadership 	<ul style="list-style-type: none"> • Hypersensitive to others' criticism • Prone to emotional outbursts • Uncomfortable with their own feelings 	<ul style="list-style-type: none"> • Violation of their core values. • Accusations of coldness • Remorse for one's unfeeling actions 	<ul style="list-style-type: none"> • Solitude • Rest • Assessment of limitations
ISFP INFP <i>Introverted</i> <i>Thinking;</i> <i>Feeling</i>	<ul style="list-style-type: none"> • Known as trustworthy and affirming • Focus on best in others • Maintain inner harmony 	<ul style="list-style-type: none"> • Judgmental • Critical attitude toward others • Acting before thinking things through 	<ul style="list-style-type: none"> • Negative atmosphere • Fear of loss or failure in relationship • Violation of values 	<ul style="list-style-type: none"> • Time • Acknowledgement of the effect of criticism on others • Emphasis on established skills.
ISTP INTP <i>Introverted</i> <i>Thinking;</i> <i>Feeling</i>	<ul style="list-style-type: none"> • Observe objectively in order to find truth. • Adeptly use logical analysis, applying it to people and events • Known for depth of knowledge 	<ul style="list-style-type: none"> • Overly defensive when trying to prove the 'logic' of their feelings • Excessively sensitive about relationships • Too emotional 	<ul style="list-style-type: none"> • When others are overly emotional • Situations that appear arbitrary or uncontrollable • Having no time for reflection 	<ul style="list-style-type: none"> • Solitude spent on activities they enjoy • Physical activity • Having others give them space.
ESFJ ENFJ	<ul style="list-style-type: none"> • Depend on feelings as more rational than logic. • Known as sensitive to the needs of others • Able to easily & appropriately express emotion. 	<ul style="list-style-type: none"> • Overly critical and domineering • Sidetracked by poor logic • Compulsively search for answers thru books or unusual philosophies 	<ul style="list-style-type: none"> • Being asked to compromise a value • Misunderstood or belittled by others • Too much conflict as opposed to harmony 	<ul style="list-style-type: none"> • Change in routine • A new project • Confiding in an understanding friend or self through journaling

The way people prefer to interact with the world and the way they prefer to receive stimulation and energy.

If you are an Extravert (E), you probably:

- tend to talk first, think later, and don't know what you'll say until you hear yourself say it; it's not uncommon for you to berate yourself with something like "Will I EVER learn to keep my mouth shut?"
- know a lot of people, and count many of them among your "close friends"; you like to include as many people as possible in your activities.
- don't mind reading or having a conversation while the TV or radio is on in the background; in fact, you may well be oblivious to this "distraction."
- are approachable and easily engaged by friends and strangers alike, though perhaps somewhat dominating in a conversation.
- find phone calls to be welcome interruptions; you don't hesitate to pick up the phone whenever you have something to tell someone.
- like going to parties and prefer to talk with many people instead of just a few; your conversations aren't necessarily limited to those you already know, and you aren't beyond revealing relatively personal things to actual strangers.
- prefer generating ideas with a group rather than by yourself; you become drained if you spend too much time in reflective thinking without being able to bounce your thoughts off others.
- find listening more difficult than talking; you don't like to give up the limelight and often get bored when you can't participate actively in a conversation.
- "look" with your mouth instead of your eyes--"I lost my glasses. Has anyone seen my glasses? Who knows where my glasses are?" -- and when you lose your train of thought, verbally "find" your way back -- "Now, what was I saying? I think it had something to do with last night's dinner. Oh, yes, it was about what Susan said."
- need affirmation from friends and associates about who you are, what you do, how you look, and just about everything else; you may think you're doing a good job, but until you hear someone tell you, you don't truly believe it.

If you are an Introvert (I), you probably:

- rehearse things before saying them and prefer that others would do the same; you often respond with "I'll have to think about that" or "Let me tell you later."

- enjoy the peace and quiet of having time to yourself; you find your private time too easily invaded and tend to adapt by developing a high power of concentration that can shut out TV, noisy kids, or nearby conversations.
- are perceived as "a great listener" but feel that others take advantage of you.
- have been called "shy" from time to time; whether or not you agree, you may come across to others as somewhat reserved and reflective.
- like to share special occasions with just one other person or perhaps a few close friends.
- wish that you could get your ideas out more forcefully; you resent those who blurt out things you were just about to say.
- like stating your thoughts or feelings without interruption; you allow others to do the same in the hope that they will reciprocate when it comes time for you to speak.
- need to "recharge" alone after you've spent time socializing with a group; the more intense the encounter, the greater the chance you'll feel drained afterward.
- were told by your parents to "go outside and play with your friends" when you were a child; your parents probably worried about you because you liked to be by yourself .
- believe that "talk is cheap"; you get suspicious if people are too complimentary, or irritated if they say something that's already been said by someone else. The phrase, "reinventing the wheel" may occur to you as you hear others chattering away.

Source: Are You My Type? (For Teens) Or Why Aren't You More Like Me?
 Claudine G. Wirths, Mary Bowman-Kruhm, Davies-Black Publishing,
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Extraversion

Breadth
People and things
Change the world
Talk to think
Shows feelings
Likes lots of friends
Likes to work with others
Likes variety
May prefer talking to communicate
Notices everything
Answers right away

Introversion

Depth
Concepts and ideas
Understand the world
Think before talking
Tends to keep feelings in
Likes a few best friends
Likes to work alone
Likes to work on one thing
May prefer writing to communicate
Can ignore distractions
Pauses before answering

Preferred Methods of Communication

Extraversion

Communicates energy and enthusiasm
Respond quickly without long pauses to think
Focus of talk is on people/things in the external world
Need to moderate expression
Seek opportunities to communicate in groups
Prefer face to face over written communication
In meetings, like talking out loud before coming to conclusions

Introversion

Keep energy and enthusiasm inside
Like to think before responding
Focus is on internal ideas and thoughts
Need to be drawn out
Seek opportunities to communicate one to one
Prefer written over face to face communication
In meetings, verbalize already well thought out conclusions.

Extraversion

Like variety and action

Often impatient with long, slow jobs

Are interested in the activities of their work and in how other people do it

Often act quickly, sometimes without thinking

When working on a task, find phone calls a welcome diversion

Develop ideas by discussion

Introversion

Like quiet for concentration

Tend not to mind working on one project for a long time uninterrupted

Are interested in the facts and ideas behind their work

Like to think a lot before they act, sometimes without acting

When concentrating on a task find phone calls intrusive

Develop ideas by reflection

Ways people prefer to gather data

If you are a Sensor (S), you probably:

- prefer specific answers to specific questions; when you ask someone the time, you prefer "3:52" and get irritated if the answer is "a little before four" or "almost time to go."
- like to concentrate on what you're doing at the moment and generally don't wonder about what's next; moreover, you would rather DO something than THINK about it.
- find most satisfying those jobs that yield some tangible result, as much as you may hate doing housekeeping, you would rather clean your office than think about where your career is headed.
- believe that "if it ain't broke, don't fix it"; you don't understand why some people have to try to improve EVERYTHING.
- would rather work with facts and figures than ideas and theories; you like to hear things sequentially instead of randomly.
- think that FANTASY is a dirty word; you wonder about people who seem to spend too much time indulging their imagination.
- read magazines from front to back; you don't understand why some people prefer to dive into them anywhere they please.
- get frustrated when people don't give you clear instructions, or when someone says "Here's the overall plan—we'll take care of the details later"; or worse, when you've heard clear instructions and others treat them as vague guidelines.
- are very literal in your use of words; you also take things literally and often find yourself asking, and being asked, "Are you serious or is that a joke?"
- find it easier to see the individual trees than the forest; at work, you are happy to focus in on your own job, and aren't as concerned about how it fits into the larger scheme of things.
- subscribe to the notion that "seeing is believing"; if someone tells you "the train is here," you know it really isn't "here" until you can get on board.

If you are an iNtuitive (N), you probably:

- tend to think about several things at once; you are often accused by friends and classmates as being absentminded.
- find the future and its possibilities more intriguing than frightening; you are usually more excited about where you're going than where you are.
- believe that "boring details" is a redundancy.
- believe that time is relative; no matter what the hour, you aren't late unless the meeting/meal/party has started without you.
- like figuring out how things work just for the sheer pleasure of doing so.
- are prone to puns and word games (you may even do these things standing up).
- find yourself seeking the connections and interrelatedness behind most things rather than accepting them at face value; you're always asking "What does that mean?"
- tend to give general answers to most questions; you don't understand why so many people can't follow your directions, and you get irritated when people push you for specifics.
- would rather fantasize about spending your next paycheck than sit and balance your checkbook

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How Do You Take in Information?

S/N

Sensing

The five senses

What is real

Practical

Present orientation

Facts

Using established skills

Utility

Step-by-Step

Intuition

Sixth sense hunches

What could be

Theoretical

Future possibilities

Insights

Learning new skills

Novelty

Leap around

Preferred Methods of Communication

S/N

Sensing

Like evidence (facts, details, examples) presented first

Want practical and realistic application shown

Rely on direct experience to provide anecdotes

Use an orderly step-by-step approach in presentations

Like suggestions to be straight forward and feasible

Refer to a specific example

In meetings, are inclined to follow agenda

Intuition

Like global schemes with broad issues presented first

Want possible future challenges discussed

Rely on insights and imagination to provoke discussion

Use a roundabout approach in presenting

Like suggestions to be novel and unusual

Refer to a general concept

In meetings are inclined to bypass agenda

Effects of Preferences in Work Situations

S/N

Sensing

Like using experience and standard ways to solve problems

Enjoy using developed skills more than learning new ones

May distrust and ignore their inspirations

Like to do things with a practical bent

Like to present the details of their work first

Intuition

Like solving new complex problems

Enjoy learning a new skill more than using it

May follow their inspirations, good or bad

Like to do things with an innovative bent

Like to present an overview of their work first

How people prefer to make decisions

If you are a Thinker (T), you probably:

- are able to stay cool, calm, and objective in situations when everyone else is upset.
- would rather settle a dispute based on what is fair and truthful rather than what will make people happy.
- enjoy proving a point for the sake of clarity; it's not beyond you to argue both sides in a discussion simply to expand your intellectual horizons.
- are more firm-minded than gentle-hearted; if you disagree with people, you would rather tell them than say nothing and let them think they're right.
- pride yourself on your objectivity despite the fact that some people accuse you of being cold and uncaring (you know this couldn't be farther from the truth).
- don't mind making difficult decisions and can't understand why so many people get upset about things that aren't relevant to the issue at hand.
- think it's more important to be right than liked; you don't believe it is necessary to like people in order to be able to work with them and do a good job.
- are impressed with and lend more credence to things that are logical and scientific; until you receive more information to justify Type-watching's benefits, you are skeptical about what it can do.
- remember numbers and figures more readily than faces and names.

If you are a Feeler (F), you probably:

- consider a “good decision” one that takes others’ feeling into account.
- feel that “lover” cannot be defined; you take great offense at those who try to do so.
- will overextend yourself meeting other people’s needs; you’ll do almost anything to accommodate others, even at the expense of your own comfort.
- put yourself in other people’s shoes; you are likely to be the one in a meeting who asks, “How will this affect the people involved?”
- enjoy providing needed services to people although you find that some people take advantage of you.
- find yourself wondering, “Doesn’t anyone care about what I want?” although you may have difficulty actually saying this to anyone.
- won’t hesitate to take back something you’ve said that you perceive has offended someone; as a result, you’re accused of being wishy-washy.
- prefer harmony over clarity; you are embarrassed by conflict in groups or family gatherings and will either try to avoid it (“Let’s change the subject”) or smother it with love (“Let’s kiss and make up”).

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How Do We Make Decisions?

T/F

Thinkers

Head
Logical system
Objective
Justice
Critique
Principles
Reason
Firm but fair

Feelers

Heart
Value system
Subjective
Mercy
Compliment
Harmony
Empathy
Compassionate

Thinkers

Prefer to be brief and concise
 Want the pros and cons of each alternative to be listed
 Can be intellectually critical and objective
 Convinced by cool, impersonal reasoning
 Present goals and objectives first
 Consider logic and objectivity as data to value
 In meetings, seek involvement with tasks

Feelers

Prefer to be sociable and friendly
 Want to know why an alternative is valuable and how it effects people
 Can be interpersonally appreciative
 Convinced by personal information, enthusiastically given
 Present points of agreement first
 Consider emotions and feelings as data to weigh
 In meetings, seek involvement with people

Effects of Preferences in Work Situations

Thinkers

Use logical analysis to reach conclusions
 Can work without harmony
 May hurt people's feelings without knowing it
 Tend to decide impersonally sometimes paying insufficient attention to people's wishes
 Tend to be firm-minded and can give criticism when appropriate
 Look at the principles involved in the situation

Feelers

Use values to reach conclusions
 Work best in harmony with others
 Enjoy pleasing people even in unimportant things
 Often let decisions be influenced by their own and other people's likes and dislikes
 Tend to be sympathetic and dislike even avoid telling people unpleasant things
 Look at the underlying values in the situation

How people prefer to orient their lives: as structured and organized (J) or as spontaneous and adaptive (P).

If you are a Judger (J), you probably:

- are always waiting for others, who never seem to be on time.
- have a place for everything, and aren't satisfied until everything is in its place.
- "know" that if everyone would simply do what they're supposed to do (and when they're supposed to do it), the world would be a better place.
- wake up in the morning and know fairly well what your day is going to be like; you have a schedule and follow it and can become unraveled if things don't go as planned.
- don't like surprises, and make this well known to everyone.
- keep lists and use them; if you do something that's not on your list, you may even add it to the list just so you can cross it off.
- thrive on order; you have a special system for keeping things in the refrigerator and dish drainer, hangers in your closets, and pictures on your walls.
- are accused of being angry when you're not; you're only stating your opinion.
- like to work things through to completion and get them out of the way, even if you know you're going to have to do it over again later to get it right.

If you are a Perceiver (P), you probably:

- are easily distracted; you can get "lost" between the front door and the car.
- Love to explore the unknown, even if it's something as simple as a new route home from work.
- Don't plan a task but wait and see what it demands; people accuse you of being disorganized, although you know better.
- Have to depend on last-minute spurts of energy to meet deadlines; you usually make the deadline, although you may drive everyone else crazy in the process.
- Don't believe that "neatness counts", even though you would prefer to have things in order, what's important is creativity, spontaneity, and responsiveness.

- Turn most work into play; if it can't be made into fun, it probably isn't worth doing.
- Change the subject often in conversations; the new topic can be anything that enters your mind or walks into the room.
- Don't like to be pinned down about most things; rather keep your options open.
- Tend to usually make things less than definite from time to time, but not always—it depends.

Source: Are You My Type? (For Teens) Or Why Aren't You More Like Me?
 Claudine G. Wirths, Mary Bowman-Kruhm, Davies-Black Publishing
 ISBN: 0-89106-055-3

Orientation to the Outside World

J/P

Judgers

Plan

Regulate

Control

Settled

Run one's life

Set goals

Decisive

Organized

Perceivers

Spontaneous

Flow

Adapt

Tentative

Let life happen

Gather information

Open

Flexible

Judgers

Want to discuss schedules with tight deadlines

Dislike surprises and want advance warning

Expect others to follow through and count on it

State their positions and decisions clearly

Communicate results and achievements

Talk purpose and direction

In meetings, focus on the task to be done

Perceivers

Willing to discuss the schedule but are not comfortable with deadlines

Enjoy surprises and like adapting to quick changes

Expect others to adapt to situational requirements

Present their values as tentative and modifiable

Communicate options and opportunities

Talk of autonomy and flexibility

In meetings, focus on the process to be appreciated

Effects of Preferences in Work Situations

Judgers

Work best when they can plan their work and follow their plan

Like to get things settled and finished

May not notice new things that need to be done

Tend to be satisfied once they reach a decision on something

Reach closure by deciding quickly

Seek structure and schedules

Perceivers

Enjoy flexibility in their work

Like to leave things open for last minute changes

May postpone unpleasant tasks that need to be done

Tend to be curious and welcome a new light on a thing, situation or person

Postpone decisions while searching for options

Adapt well to changing situations and feel restricted without changes

Source: Are You My Type? (For Teens) Or Why Aren't You More Like Me?
 Claudine G. Wirths, Mary Bowman-Kruhm, Davies-Black Publishing ISBN: 0-89106-055-3

EFFECTS OF EACH PREFERENCE IN WORK SITUATIONS

Introverts

Like quiet for concentration.

Tend to be careful with details,
dislike sweeping statements

Have trouble remembering names
and faces.

Tend not to mind working on one
project for a long time
uninterruptedly.

Are interested in the idea behind their
job

Dislike telephone intrusions and
interruptions

Like to think a lot before they act,
sometimes without acting

Work contently alone

Have some problems
communicating.

Extraverts

Like variety and action.

Tend to be faster, dislike complicated
procedures.

Are often good at greeting people.

Are often impatient with long slow
jobs.

Are interested in the results of their
job, in getting it done & in how other
people do it.

Often don't mind the interruption of
answering the telephone.

Often act quickly, sometimes without
thinking.

Like to have people around.

Usually communicate well.

Feeling Types

Tend to be very aware of other people and their feelings.

Enjoy pleasing people, even in unimportant things.

Like harmony. Efficiency may be badly disturbed by office feuds.

Often let decisions be influenced by their own or other people's personal likes and wishes.

Need occasional praise.

Dislike telling people unpleasant things.

Relate well to most people.

Tend to be sympathetic.

Thinking Types

Are relatively unemotional and uninterested in people's feelings

May hurt people's feelings without knowing it.

Like analysis and putting things into logical order. Can get along without harmony.

Tend to decide impersonally, sometimes ignoring people's wishes.

Need to be treated fairly.

Are able to reprimand people or fire them when necessary.

Tend to relate well only to other thinking types.

May seem hard-hearted.

Intuitive Types

Like solving new problems.

Dislike doing the same thing over and over.

Enjoy learning a new skill more than using it.

Work in bursts of energy powered by enthusiasm, with slack periods in between.

Put two and two together quickly

Are patient with complicated situations

Are impatient with routine details

Follow their inspirations, good or bad.

Often get their facts a bit wrong.

Dislike taking time for precision.

Sensing Types

Dislike new problems unless there are standard ways to solve them.

Like an established routine.

Enjoy using skills already learned more than learning new ones.

Work more steadily, with realistic idea of how long it will take.

Must usually work all the way through to reach a conclusion.

Are impatient when the details get complicated.

Are patient with routine details.

Rarely trust inspirations, and don't usually get inspired.

Seldom make errors of fact.

Tend to be good at precise work.

Perceptive Types

Tend to be good at adapting to changing situations.

Don't mind leaving things open for alternations.

May have trouble making decisions.

May start too many projects and have difficulty in finishing them.

May postpone unpleasant jobs.

Want to know all about a new job.

Tend to be curious and welcome new light on a thing, situation or person.

Judging Types

Best when they can plan their work and follow the plan.

Like to get things settled and wrapped up.

May decide things too quickly.

May dislike to interrupt the project they are on for a more urgent one.

May not notice new things that need to be done.

Want only the essentials needed to get on with it.

Tend to be satisfied once they reach a judgment on a thing, situation or person.

Source: Introduction to Type, Center for Applications of Psychological Type, Gainesville, Florida

MBTI Temperament Types

ESFP

ISFP

= SP

ESTP

ISTP

ESFJ

ISFJ

= SJ

ESTJ

ISTJ

ENTJ

INTJ

= NT

ENTP

INTP

ENFJ

INFJ

= NF

ENFP

INFP



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