

## EXTRAVERSION OR INTROVERSION

This preference pairing deals with how you are energized—either from the external world [E] or from the internal world [I]. This preference is not about how outgoing or shy you are. Check  which statement from each pair describes you best:

### Extraversion

- Doing, lots going on
- Find interruptions stimulating
- Outgoing
- Invite others in
- Say what they're thinking
- Outer energy
- Act
- Live it first
- Focus outside
- Take over

### Introversion

- Reflecting, one thing going on
- Find interruptions distracting
- Protective
- Wait to be invited
- Keep thoughts to themselves
- Inner energy
- Reflect
- Understand it first
- Focus inside
- Take cover

Overall, the preference that describes me best is Extraversion (E) \_\_\_\_ or Introversion (I) \_\_\_\_

## SENSING OR INTUITION

This preference pairing deals with how you gather information—through your five senses [S] or through hunches, analogies, and connections [N].<sup>1</sup> Check  which statement from each pair describes you best:

### Sensing

- Practical, common sense
- Accuracy
- Use past experience for current work
- Methodical approach
- By (or buy!) the book
- Current reality
- Stick with it until you're done
- Real world
- Applied
- Identify pieces
- Seen

### Intuition

- Innovative, insightful
- Creativity
- Use inspiration for current work
- Novel approach
- Create the book
- Future possibilities
- Stick with it until you find a better way
- Ideal world
- Theoretical
- Identify connections
- Unseen

Overall, the preference that describes me best is Sensing (S) \_\_\_\_ or Intuition (N) \_\_\_\_

## THINKING OR FEELING

This preference pairing deals with how you make decisions—by using objective, logical principles [T], or by considering the impact of each alternative on the people involved [F]. Check  which statement from each pair describes you best:

### Thinking

- Logical, analytical
- Ideas for data and things
- Fair but firm—few exceptions
- Business first
- Recognition for exceeding requirements
- Analyze
- Impartial
- Decide with head
- Find the flaw
- Reasons

### Feeling

- Harmonious, personal
- Ideas for people
- Empathetic, making exceptions
- Camaraderie first
- Praise for personal effort
- Sympathize
- Subjective
- Decide with heart
- Find the positive
- Values

Overall, the preference that describes me best is Thinking (T) \_\_\_\_ or Feeling (F) \_\_\_\_

## JUDGING OR PERCEIVING

This preference pairing deals with how you choose to approach your life—whether you plan your moves [J] or go with the flow [P]. Check  which statement from each pair describes you best:

### Judging

- Organized, efficient
- Planned events
- Stress reduced by planning ahead
- Settled and decided
- Work before play
- Regular, steady effort leads to accomplishment
- Systematic
- Scheduled
- Definite selection
- Enjoy finishing

### Perceiving

- Flexible, multitask
- Serendipitous events
- Stress reduced by contingencies
- Open to late-breaking information
- Work and play coexist
- Much is accomplished through last-minute effort
- Spontaneous
- Spur of the moment
- Possible choices
- Enjoy starting

Overall, the preferences that describe me best are Judging (J) \_\_\_\_ or Perceiving (P) \_\_\_\_<sup>2</sup>

<sup>1</sup> Since the letter "I" is used for Introversion, "N" is used for Intuition

<sup>2</sup> Some of the descriptors in these lists reflect the contributions of Ken Green of Green Light Consulting, St. Paul, MN, and are used with his permission.

# The Sixteen Types at a Glance

<p><b>ISTJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by being dutiful, hardworking, and conserving of tradition</li> <li>• Lead by focusing on what needs to be done to keep things "shipshape"</li> <li>• Serve in administrative areas, especially organizational, financial, record keeping<sup>3</sup></li> </ul>	<p><b>ISFJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by offering sensible, matter-of-fact attention to people's daily needs</li> <li>• Lead by conscientiously organizing behind the scenes, enrolling others to accomplish tasks</li> <li>• Serve in office administration, data management, to provide practical help</li> </ul>	<p><b>INFJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by lending future-oriented ideas, insights for people</li> <li>• Lead by inspiring with their goals, working for cooperation and mutual trust</li> <li>• Serve by small group leadership, using words, oral or written, to influence people's growth and development</li> </ul>	<p><b>INTJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by breaking new ground, shifting paradigms, changing current perceptions</li> <li>• Lead by challenging and organizing to work toward a compelling future</li> <li>• Serve through finding and teaching about new approaches with wide ramifications</li> </ul>
<p><b>ISTP</b></p> <ul style="list-style-type: none"> <li>• Contribute by finding the best way to handle projects, using their storehouse of facts</li> <li>• Lead in a crisp, practical, efficient, hands-off style, unless the situation or people call for more</li> <li>• Serve in pragmatic, straightforward, and necessary projects or crises</li> </ul>	<p><b>ISFP</b></p> <ul style="list-style-type: none"> <li>• Contribute by giving immediate, direct, one-on-one help to people in need</li> <li>• Lead when they have the knowledge required, when no one else will, in a tolerant, flexible way</li> <li>• Serve through practical support: nursery or elder care, prayer and healing</li> </ul>	<p><b>INFP</b></p> <ul style="list-style-type: none"> <li>• Contribute by reminding others of their ideals, providing a positive vision for the future</li> <li>• Lead by persuading through their convictions, inspiring others to do what is right</li> <li>• Serve in creative, artistic endeavors, providing one-to-one help</li> </ul>	<p><b>INTP</b></p> <ul style="list-style-type: none"> <li>• Contribute by searching for truth, pointing out errors, providing clear, analytical frameworks</li> <li>• Lead by intellectual influence, winning respect through depth of knowledge</li> <li>• Serve through scholarly efforts: conceptualizing, reviewing, and developing programs</li> </ul>
<p><b>ESTP</b></p> <ul style="list-style-type: none"> <li>• Contribute by meeting practical needs efficiently, adding a "spark of life" to things they touch</li> <li>• Lead by bringing order out of chaos in the fastest, most direct way</li> <li>• Serve through activity-oriented, hands-on projects, often for crisis situations</li> </ul>	<p><b>ESFP</b></p> <ul style="list-style-type: none"> <li>• Contribute by adding warmth, excitement and fun to endeavors</li> <li>• Lead by attracting others through enthusiasm, energizing people to start a task</li> <li>• Serve through tangible acts of service, action-oriented projects and celebrations</li> </ul>	<p><b>ENFP</b></p> <ul style="list-style-type: none"> <li>• Contribute by adding vision and zest, especially in new undertakings</li> <li>• Lead by motivating and encouraging people through charisma and ingenious ideas</li> <li>• Serve by being liaisons to other organizations: evangelism, public speaking, promoting</li> </ul>	<p><b>ENTP</b></p> <ul style="list-style-type: none"> <li>• Contribute by enthusiastically initiating new programs, meeting challenges proactively</li> <li>• Lead by advocating change, organizing, assuming risks for new ideas</li> <li>• Serve through strategy development, marketing, and promoting to meet spiritual needs</li> </ul>
<p><b>ESTJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by using direct experience to organize for meeting current needs</li> <li>• Lead by marshaling people and tasks, focusing efforts to meet goals</li> <li>• Serve through direct, tangible management or administrative projects</li> </ul>	<p><b>ESFJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by knowing what matters for people and organizations</li> <li>• Lead in a take-charge yet caring style, building relationships while accomplishing tasks</li> <li>• Serve people directly through hospitality, visitation, organization, and administration</li> </ul>	<p><b>ENFJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by believing in people's positive nature, offering warmth and encouragement</li> <li>• Lead by planning for future needs of people, and large-scale endeavors</li> <li>• Serve through teaching, greeting, structuring, organizing activities and organizations for people</li> </ul>	<p><b>ENTJ</b></p> <ul style="list-style-type: none"> <li>• Contribute by understanding how parts interrelate, then developing long-range plans</li> <li>• Lead by taking charge when a strong leader is needed, standing firm on principles</li> <li>• Serve in leadership, long-range planning, strategic alignment, and fund-raising</li> </ul>

<sup>3</sup> The service areas listed for each type are examples of work that type might choose, not exhaustive lists