Personality
And Temperament
MBTI Preference Scales

- WHERE YOU GET YOUR ENERGY
- How you take in information
- How you make decisions
- How you get through your day

Personality Assessment
WHERE DO YOU GET YOUR ENERGY?

**E: Extroversion**
- Focused outward
- Sociable & expressive
- Communicate by talking
- Breadth of interests
- Talks to think
- Learns by discussing
- Decides quickly
- Enjoys group work
- Puts self in foreground
- Shares thoughts freely
- Active

**I: Introversion**
- Focused inward
- Private & contained
- Communicate by writing
- Depth of interest
- Thinks to talk
- Learns by mental practice
- Considers & thinks deeply
- Works alone or one on one
- Puts self in background
- Guards thoughts till ready
- Reflective
How do you take in information?

**S: Sensing**
- Facts and details
- Predictability
- Tried and true
- Down to earth: realistic
- What is
- Factual & concrete
- Present oriented
- Step-by-step information
- Trusts experiences
- Practical

**N: Intuition**
- Concepts & ideas
- Change
- New & untried
- Possibilities & “big picture”
- What could be
- Abstract & theoretical
- Future oriented
- Can leap in anywhere
- Trusts inspiration
- Innovative
How do you make decisions

**T: Thinking**
- Seek logical clarity
- Search for flaws in an argument
- “Tough Minded”
- Have interest in data
- Objective
- Question first
- Head
- Strive for fairness
- Detached decisions weighing pros & cons

**F: Feeling**
- Seek emotional clarity
- Search for points of agreement in argument
- “Tender Hearted”
- Have interest in people
- Personal
- Accept first
- Heart
- Strive for compassion
- Personally involved decisions weighing values
How do you get through your day?

**J: Judging**
- Scheduled
- Organized
- Make decisions/moves on
- Systematic
- Deliberate
- Control
- Goals & results oriented
- Limits surprises
- Avoids last minute deadlines
- Trust the plan

**P: Perceiving**
- Spontaneous
- Open-ended
- Casual
- Flexible & adaptable
- Goes with the flow
- Curious
- Lets see what turns up
- Enjoys surprises
- Energized by last minute deadlines
- Trust the process
Sensor/Thinker
Job Tasks by Core Functions

- Analyzing information in a detached, objective way
- Collecting & keeping track of data
- Managing projects
- Doing budgets & overseeing them
- Instructing
- Finding more efficient ways of doing things
- Controlling information
- Applying principles consistently
- Doing cost-benefit analysis
- Improving
- Focusing on what needs to be done now
- Getting things right
Sensor/Feeler

Job Task by Core Function

- Provide practical services for others
- Helping people with information
- Planning social events
- Being patient with others
- Care-taking
- Getting answers for people now
- Finding resources for people
- Following written procedures
- Making others feel comfortable and at ease
- Serving
- Focusing on what people need
- Making others happy
Intuitive/Thinker
Job Task by Core Function

- Developing systems that contribute to the understanding of knowledge
- Strategic planning
- Developing systems & models
- Applying theoretical principles
- Teaching
- Solving theoretical problems without set guidelines
- Mastering knowledge
- Starting from scratch to make things better
- Doing research
- Understanding
- Focusing on theoretical systems
- Designing systems
Intuitive/Feeler

Job Task by Core Function

- Encouraging others to grow and develop
- Creating programs that enrich others
- Motivating and inspiring others
- Focusing on personal meaning & self-expression
- Motivating others to use information to their own benefit
- Solving new and complex problems that will benefit the future of humanity
- Changing the way people do things
- Helping others resolve conflict
- Mentoring
- Designing projects
- Performing
- Empowering others
<table>
<thead>
<tr>
<th>E: Extraversion</th>
<th>I: Introversion</th>
</tr>
</thead>
<tbody>
<tr>
<td>When extroverting, I am...</td>
<td>When introverting, I am...</td>
</tr>
<tr>
<td>• Oriented to the outer world</td>
<td>• Oriented to the inner world</td>
</tr>
<tr>
<td>• Focusing on people and things</td>
<td>• Focusing on ideas, inner impressions</td>
</tr>
<tr>
<td>• Active</td>
<td>• Reflective</td>
</tr>
<tr>
<td>• Using trial and error with confidence</td>
<td>• Considering deeply before acting</td>
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<tr>
<td>• Scanning the environment for stimulation</td>
<td>• Finding stimulation inwardly</td>
</tr>
<tr>
<td>S: Sensing Perception</td>
<td>N: Intuitive Perception</td>
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<tr>
<td>---------------------------------------</td>
<td>------------------------------------------------</td>
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<tr>
<td>When using my sensing, I am...</td>
<td>When using my intuition, I am...</td>
</tr>
<tr>
<td>• Perceiving with the five senses</td>
<td>• Perceiving with memory and associations</td>
</tr>
<tr>
<td>• Attending to practical and factual</td>
<td>• Seeing patterns and meanings</td>
</tr>
<tr>
<td>detail</td>
<td>• Seeing possibilities</td>
</tr>
<tr>
<td>• In touch with the physical realities</td>
<td>• Projecting possibilities for the future</td>
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<tr>
<td>• Attending to the present moment</td>
<td>• Imaging, “reading between the lines”</td>
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<tr>
<td>• Confining attention to what is said</td>
<td>• Looking for the big picture</td>
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<tr>
<td>• Seeing “little things” in everyday</td>
<td>• Having hunches; “ideas out of nowhere”</td>
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<tr>
<td>life</td>
<td>• Letting “the mind tell the eyes”</td>
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<tr>
<td>• Attending to step-by-step</td>
<td></td>
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<tr>
<td>experience</td>
<td></td>
</tr>
<tr>
<td>• Letting “the eyes tell the mind”</td>
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<tr>
<td><strong>T: Thinking Judgment</strong></td>
<td><strong>F: Feeling Judgment</strong></td>
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<tr>
<td>-------------------------</td>
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</tr>
<tr>
<td><strong>When reasoning with thinking, I am...</strong></td>
<td><strong>When reasoning with feeling, I am...</strong></td>
</tr>
<tr>
<td>● Using logical analysis</td>
<td>● Applying personal priorities</td>
</tr>
<tr>
<td>● Using objective and impersonal criteria</td>
<td>● Weighing human values and motives, my own and others</td>
</tr>
<tr>
<td>● Drawing cause and effect relationships</td>
<td>● Appreciating</td>
</tr>
<tr>
<td>● Being firm-minded</td>
<td>● Valuing warmth in relationships</td>
</tr>
<tr>
<td>● Prizing logical order</td>
<td>● Prizing harmony; trusting</td>
</tr>
<tr>
<td>● Being skeptical</td>
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</tbody>
</table>
## Words To Help Understanding Of Type Concepts

### J: Judgment

When I take a judging attitude, I am...
- Using thinking or feeling judgment outwardly
- Deciding and planning
- Organizing and scheduling
- Controlling and regulating
- Goal oriented
- Wanting closure, even when data are incomplete

### P: Perception

When I take a perceiving attitude, I am...
- Using sensing or intuitive perception outwardly
- Taking in information
- Adapting and changing
- Curious and interested
- Open-Minded
- Resisting closure to obtain more data