Personality Type

- Type relates to the personality assessment MBTI. It identifies people’s preference among sets of mental processes.
- These mental processes are represented by 8 letters that show peoples preferred ways of attending to the world and making decisions:

<table>
<thead>
<tr>
<th>E</th>
<th>I</th>
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<tr>
<td>S</td>
<td>N</td>
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<td>T</td>
<td>F</td>
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<td>J</td>
<td>P</td>
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Everyone uses all eight, but each person has preferences among them and uses those more. It is a lot like handedness - everyone uses both hands, but favors and is better at using one of them.

Each different combination of preferences represents a type - what the psychology pioneer Carl Jung called psychological types. There are 16 combinations to represent the 16 types.
People fall into one of the 16, 4 letter type descriptions as follows:

<table>
<thead>
<tr>
<th>ESTJ</th>
<th>ISTJ</th>
<th>ESFJ</th>
<th>ISFJ</th>
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<tr>
<td>ESTP</td>
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<td>ENFJ</td>
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A general description of the E/I, N/S, F/T and P/J dichotomies follows:

**Extroversion (E) and Introversion (I)**
You are either more outgoing and social (E) or more private and ingoing (I). Generally, spending a lot of time with people charges the batteries of Es and drains Is.

**Intuition (N) and Sensing (S)**
A better way to think of intuition (N) is as being possibility-oriented and sensing (S) as being oriented to present reality. If you tend to look into the future and imagine what could be possible, you are an (N). If you like to deal with the real world around you as it is now, you are an (S).
A general description of the E/I, N/S, F/T and P/J dichotomies – cont’d:

Feeling (F) and Thinking (T)

People who lean toward the feeling (F) side trust their feelings and emotions in making decisions. People on the thinking side (T) trust logic more. Let’s say you were a judge deciding the case of a scruffy fellow who stole a loaf of bread to feed his starving mother. If you were an (F), you might say the circumstances mitigate the crime, so you would go easy on him. As a (T), you would be more likely to say that, for the sake of the rule of law, you couldn’t go easy on him.
A general description of the E/I, N/S, F/T and P/J dichotomies – cont’d:

Perceiving (P) and Judging (J)

The traditional terms for this pair, *perceiving* and *judging*, are not particularly helpful. More descriptive terms are *open-ended* or *flexible* (P) and *decisive* (J). People who are perceiving (P) don’t want everything planned and decided; they like to stay open to the moment. Js on the other hand, like things planned out; they get nervous if they don’t have things worked out and decided.
Following are detailed descriptions of each of the 16 personality types.
Intuitive, innovative **ORGANIZERS**; analytical, systematic, confident; push to get action on new ideas and challenges. Having extraverted **THINKING** as their strongest mental process, ENTJs are at their best when they can take charge and set things in logical order.
Personality Type ENTJ Values:

- Analyzing abstract problems, complex situations
- Foresight; pursuing a vision
- Changing, organizing things to fit their vision
- Putting theory into practice, ideas into action
- Working to a plan and schedule
- Initiating, then delegating
- Efficiency; removing obstacles and confusion.
- Probing new possibilities
- Holding self and others to high standards
- Having things settled and closed
- Tough-mindedness, directness, task-focused behavior
- Objective principles; fairness, justice
- Assertive, direct action
- Intellectual resourcefulness
- Driving toward broad goals along a logical path
- Designing structures and strategies
- Seeking out logical flaws
Fact-minded practical ORGANIZERS; assertive, analytical, systematic; push to get things done and working smoothly and efficiently. Having extraverted THINKING as their strongest mental process, they are at their best when they can take charge and set things in logical order.
Personality Type ESTJ Values:

- Results; doing, acting
- Planned, organized work and play
- Common sense practicality
- Consistency; standard procedures
- Concrete, present-day usefulness
- Deciding quickly and logically
- Having things settled and closed
- Rules, objective standards, fairness by the rules
- Task-focused behavior
- Directness, tough-mindedness
- Orderliness
- Systematic structure, efficiency
- Categorizing aspects of their life
- Scheduling and monitoring
- Protecting what works
Observant, loyal HELPERS; reflective, realistic, empathic, patient with details. Shunning disagreements, they are gentle, reserved and modest. Having introverted FEELING as their strongest mental process, they are at their best when responding to the needs of others.
Personality Type ISFP Values:

- Personal loyalty; a close, loyal friend
- Finding delight in the moment
- Seeing what needs doing to improve the moment
- Freedom from organizational constraints
- Working individually
- Peacemaking behind the scenes
- Attentiveness the feelings
- Harmonious, cooperative work settings
- Spontaneous, hands-on exploration
- Gentle, respectful interactions
- Deeply held personal beliefs
- Reserved, reflective behavior
- Practical, useful skills and know-how
- Having their work like be fully consistent with deeply held values
- Showing and receiving appreciation
Personality Type: INFP

Imaginative, independent HELPERS; reflective, inquisitive, empathic, loyal to ideals: more tuned to possibilities than practicalities. Having introverted FEELINGS as their strongest mental process, they are at their best when their inner ideals find expression in their helping of people.
Personality Type INFP Values:

- Harmony in the inner life of ideas
- Harmonious work settings; working individually
- Seeing the big picture possibilities
- Creativity; curiosity, exploring
- Helping people find their potential
- Giving ample time to reflect on decisions
- Adaptability and openness
- Compassion and caring; attention the feelings
- Work that lets them express their idealism
- Gentle, respectful interactions
- An inner compass; being unique
- Showing appreciation and being appreciated
- Ideas, language and writing
- A close, loyal friend
- Perfecting what is important
Personality Type: ESFJ

Practical HARMONIZERS, workers-with-people; sociable, orderly, opinioned; conscientious, realistic and well tuned to the here and now. Having extraverted FEELING as their strongest mental process, they are at their best when responsible for winning people’s cooperation with personal caring and practical help.
Personality Type ESFJ Values:

- An active, sociable life, with many relationships
- A concrete, present-day view of life
- Making daily routines into gracious living
- Staying closely tuned to people they care about so as to avoid interpersonal troubles
- Talking out problems cooperatively, caringly
- Approaching problems through rules, authority, standard procedures
- Caring, compassion and tactfulness
- Helping organizations serve their members well
- Responsiveness to others and to traditions
- Being prepared, reliable in tangible, daily work
- Loyalty and faithfulness
- Practical skillfulness grounded in experience
- Structured learning in a humane setting
- Appreciation
Imaginative **HARMONIZERS**, workers with people; expressive, orderly, opinioned, conscientious; curious about new ideas and possibilities. Having extraverted **FEELING** as their strongest mental process, they are at their best when responsible for winning people’s cooperation with caring insight into their needs.
Personality Type ENFJ Values:

- Having a wide circle of friendships
- Having a positive, enthusiastic view of life
- Seeing subtleties in people and interactions
- Understanding others’ needs and concerns
- An active, energizing social life
- Seeing possibilities in people
- Thorough follow-through on important projects
- Working on several projects at once
- Caring and imaginative problem solving
- Maintaining relationships to make things work
- Shaping organizations to better serve members
- Sociability and responsiveness
- Structured learning in a humane setting
- Caring, compassion and tactfulness
- Appreciation as the natural means of encouraging improvements
Personality Type: INTP

Inquisitive ANALYZERS; reflective, independent, curious; more interested in organizing ideas than situations or people. Having introverted THINKING as their strongest mental process, they are at their best when following their intellectual curiosity, analyzing complexities to find the underlying logical principles.
Personality Type INTP Values:

- A reserved outer life; an inner life of logical inquiry
- Pursuing interests in depth, with concentration
- Work and play that is intriguing, not routine
- Being free of emotional issues when working
- Working on problems that respond to dethatched intuitive analysis and theorizing
- Approaching problems by reframing the obvious
- Complex intellectual mysteries
- Being absorbed in abstract, mental work
- Freedom from organizational constraints
- Independence and nonconformance
- Intellectual quickness, ingenuity, invention
- Competence in the world of ideas
- Spontaneous learning by following curiosity and inspirations
Personality Type: ISTP

Practical **ANALYZERS**; value exactness; more interested in organizing data than situations or people; reflective, cool and curious observers of life. Having introverted **THINKING** as their strongest mental process, they are at their best when analyzing experience to find the logical order and underlying properties of things.
Personality Type ISTP Values:

- A reserved outer life
- Having a concrete, present-day view of life
- Clear, exact facts; a large storehouse of them
- Looking for efficient, least-effort solutions based on experience
- Knowing how mechanical things work
- Pursuing interest in depth, such as hobbies
- Collecting things of interest
- Working on problems that respond to detached, sequential analysis and adaptability
- Freedom from organizational constraints
- Independence and self-management
- Spontaneous hands-on learning experience
- Having useful technical expertise
- Critical analysis as a means to improving things
REALISTIC ADAPTERS in the world of material things; good-natured, easy-going; oriented to practical, firsthand experience; highly observant to details of things. Having extraverted SENSING as their strongest mental process, they are at their best when free to act on impulses, or responding to concrete problems that need solving.
Personality Type ESTP Values:

- A life of outward, playful action, in the moment
- Being a trouble-shooter
- Finding ways to using the existing system
- Clear, concrete, exact facts
- Knowing the way mechanical things work
- Being direct, to the point
- Learning through spontaneous, hands-on action
- Practical action, more than words
- Plunging into new adventures
- Responding to practical needs as they arise
- Seeing the expedient thing and acting on it
- Pursuing immediately useful skills
- Finding fun in their work and sparking others to have fun
- Looking for efficient, least-effort solutions
- Being caught up in enthusiasms
REALISTIC ADAPTERS in human relationships; friendly and easy with people, highly observant with their feelings and needs; oriented to practical, firsthand experience. Extraverted SENSING being their strongest mental process, they are at their best when free to act on impulses, responding to needs of the here and now.
Personality Type ESFP Values:

- An energetic, sociable life, full of friends and fun
- Performing, entertaining, sharing
- Immediately useful skills; practical know-how
- Learning through spontaneous, hands-on action
- Trust and generosity; openness
- Patterning themselves after those they admire
- Concrete, practical knowledge; resourcefulness
- Caring, kindness, support, appreciation
- Freedom from irrelevant rules
- Handling immediate, practical problems, crises
- Seeing tangible realities; least-effort solutions
- Showing and receiving appreciation
- Making the most of the moment; adaptability
- Being caught up in enthusiasms
- Easing and brightening work and play
People-oriented **INNOVATORS** of ideas; serious, quietly forceful and persevering; concerned with work that will help the world and inspire others. Having introverted **INTUITION** as their strongest mental process, they are at their best when caught up in inspiration, envisioning and creating ways to empower self and others to lead more meaningful lives.
• A reserved outer life
• Planning ways to help people improve
• Seeing complexities, hidden meanings
• Understanding others’ needs and concerns
• Imaginative ways of saying things
• Planful, independent, academic learning
• Reading, writing, imagining; academic theories
• Being restrained in outward actions; planful
• Aligning their work with their ideals
• Taking the long view
• Bringing out the best in others through appreciation
• Finding harmonious solutions to problems
• Being inspired and inspiring others
Personality Type: INTJ

Logical, critical, decisive INNOVATORS of ideas; serious, intent, very independent, concerned with organization; determined, often stubborn. With introverted INTUITION as their strongest mental process, they are at their best when inspiration turns insights into ideas and plans for improving human knowledge and systems.
Personality Type INTJ Values:

- A restrained, organized outer life; a spontaneous, intuitive inner life
- Conceptual skills, theorizing
- Planful, independent, academic learning
- Skepticism; critical analysis; objective principles
- Originality, independence of mind
- Intellectual quickness, ingenuity
- Non-emotional though-mindedness
- Freedom from interference in projects
- Working to a plan and schedule
- Seeing complexities, hidden meanings
- Improving things by finding flaws
- Probing new possibilities; taking the long view
- Pursuing a vision; foresight; conceptualizing
- Getting insights to reframe problems
Personality Type: ENTP

Inventive, analytical PLANNERS OF CHANGE; enthusiastic and independent; pursue inspiration with impulsive energy; seek to understand and inspire. Extraverted INTUITION being their strongest mental process, they are at their best when caught up in the enthusiasm of a new project and promoting its benefits.
Personality Type ENTP Values:

- Conceiving of new things and initiating change
- The surge of inspirations; the pull of emerging possibilities
- Analyzing complexities
- Following their insights, wherever they lead
- Finding meaning behind the facts
- Autonomy, elbow room, openness
- Ingenuity, originality, a fresh perspective
- Mental models and concepts that explain life
- Fair treatment
- Flexibility, adaptability
- Learning through action, variety and discovery
- Exploring theories and meaning behind events
- Improvising, looking for novel ways
- Work made light by inspiration
Warmly enthusiastic **PLANNERS OF CHANGE**; imaginative, individualistic; pursue inspiration with impulsive energy; seek to understand and inspire others. With extraverted **INTUITION** as the strongest mental process, they are at their best when caught in the enthusiasm of a project, sparking others to see its benefits.
Personality Type ENFP Values:

- The surge of inspirations; the pull of emerging possibilities
- A life of variety, people, warm relationships
- Following their insights wherever they lead
- Finding meanings behind the facts
- Creativity originality, a fresh perspective
- An optimistic, positive, enthusiastic view of life
- Flexibility and openness
- Exploring, devising and trying out new things
- Open ended opportunities and options
- Freedom from the requirement or being practical
- Learning through action, variety and discovery
- A belief that any obstacles can be overcome
- A focus on people’s potentials
- Brainstorming to solve problems
- Work made light and playful by inspiration
Sympathetic MANAGERS OF FACTS AND DETAILS, concerned with people’s welfare; stable, conservative, dependable, painstaking, systematic. Having introverted SENSING as their strongest mental process, they are at their best when using their sensible intelligence and practical skills to help others in tangible ways.
Personality Type ISFJ Values:

- Preserving, enjoying the things of proven value
- Steady, sequential work yielding reliable results
- A controlled, orderly outer life
- Patient, persistent attention to the basic needs
- Following a sensible path, based on experience
- A rich memory for concrete facts
- Loyalty; strong relationships
- Consistency, familiarity, the tried and true
- Firsthand experience of what is important
- Compassion, kindness, caring
- Working to a plan and schedule
- Learning through planned, sequential teaching
- Set routines, common sense options
- Rules, authority, set procedures
- Hard work, perseverance
Personality Type: ISTJ

Analytical MANAGER OF FACTS AND DETAiLS; dependable, conservative, systematic, painstaking, decisive, stable. Having introverted SENSING as their strongest mental process, they are at their best when charged with organizing and maintaining data and material important to others and to themselves.
Personality Type ISTJ Values:

- Steady, systematic work that yields reliable results
- A controlled outer life grounded in the present
- Following a sensible path, based on experience
- Concrete, exact, immediately useful facts, skills
- Consistency, familiarity, the tried and true
- A concrete present-day view of life
- Working to a plan and schedule
- Preserving and enjoying things of proven value
- Proven systems, common sense options
- Freedom from emotionality in deciding things
- Learning through planned, sequential teaching
- Skepticism; wanting to read the fine print first
- A focus on hard work, perseverance
- Quiet, logical, detached problem solving
- Serious and focused work and play
A subset worthy of attention within the 4 letter personality type are the 2 middle letters called function which make up the following possible combinations: NF, SF, NT, ST

Remember: N=Intuitive; S=Sensor; T=Thinker; F=Feeler
Description of NT & NF Combinations

NT’s
ENTJ INTJ ENTP INTP
- Intuitives (N’s) look for meanings in all things and focus on implications, and you’ll remember that Thinkers (T’s) make decisions impersonally and logically. Taken together, these two preferences create an “Intuitive Thinker,” a type of person who is intellectual and competent.

NF’s
ENFJ INFJ ENFP INFP
- Intuitives (N’s,) you’ll recollect, are interested in meanings, relationships, and possibilities. Feelers (F’s) make decisions based on personal values. Taken together, these two preferences create and “Intuitive Feeler,” a type of person who is concerned about personal growth and understanding for themselves and others.
Description of ST & SF Combinations

ST’s
ESTJ ISTJ ESTP ITSP
- Sensors trust facts, proven data, previous experience, and the information their five senses bring them. For sensors ones eyes, ears, nose, mouth, and sense of touch are continuously receiving factual input from the external world. Thinkers make decisions objectively and logically using rational and quantitative processes in their decision making.

SF’s
ESFJ ISFJ ESFP ISFP
- Sensors are usually very observant of their physical surroundings. Many love to engage in tangible activities that rely on some specialized use of the five senses. Feelers make decisions subjectively and personally emphasizing fact and compassion. They use their empathy and sense of personal style to read the emotional needs of others.
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
Job Tasks NF’s Are Comfortable With

- Encouraging others to grow and develop
- Creating programs that enrich others
- Motivating and inspiring others
- Focusing on personal meaning and 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**
Job Tasks ST’s Are Comfortable With

• Analyzing information in a detached, objective way
• Collecting and 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**
Job Tasks SF’s Are Comfortable With

- Provide practical services for others
- Helping people with information
- Planning social events
- Being patient with others
- Care-taking
- Getting answers from people now
- Finding resources from people
- Following written procedures
- Making others feel comfortable and at ease
- Serving
- Focusing on what people need
- Making others happy
In the illustration below the career path pie chart uses middle letter NF, NT, SF, ST to create career directions related to spatial orientation.

In the left half of the career pie we now have four spatial career paths, and in the right half of the pie we now have four nonspatial career paths.

<table>
<thead>
<tr>
<th>Spatial Career paths</th>
<th>Nonspatial Career paths</th>
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<tr>
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<td>Spatial ST</td>
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Following is the same pie chart with career areas that can fit into the segments of the “career pie”.
## Careers That Fit Spatial NF, NT, SF, and ST

<table>
<thead>
<tr>
<th>Major Categories</th>
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<th>Spatial SF</th>
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<tbody>
<tr>
<td>Physical/Earth &amp; Life Sciences</td>
<td>Behavioral Life Sciences, Ecology</td>
<td>Physics, Biology, Chemistry, Geology, Ecology</td>
<td>Botany, Horticulture, Marine Science, Cartography</td>
<td>Agricultural Science, Forestry Science, Soil/Food Sciences, Geology</td>
</tr>
<tr>
<td>Social Sciences &amp; Humanities</td>
<td>Sociology, Physical Anthropology, Demographics, Urban Planning</td>
<td>Primatology, Archaeology, Anthropology, Economic Geography</td>
<td>Geography, Public Health</td>
<td>Criminology</td>
</tr>
<tr>
<td>Arts, Entertainment, &amp; Media</td>
<td>Performance Art, Filmmaking, Screen Writing, Set Design</td>
<td>Documentary Filming, Game Design, Film Animation</td>
<td>Graphic Arts, Photography, Cinematography, Performance Dance, Choreography</td>
<td>TV/Radio Tech, Sound/Lighting Tech</td>
</tr>
<tr>
<td>Business &amp; Financial</td>
<td>Entrepreneurship</td>
<td>Entrepreneurship</td>
<td>Technology Management</td>
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<tr>
<td>Educational/Teaching</td>
<td>Life Sciences, Adventure Education, Arts/Performance, Drama, Design Arts, Holistic Medicine</td>
<td>Physical Sciences, Medicine, Engineering, Architecture/Design</td>
<td>Technology Training, Elementary Science, Holistic Medicine, Dance, Commercial Arts</td>
<td>Vocations/ Trades, Mathematics, Engineering, Athletics</td>
</tr>
<tr>
<td>Hospitality &amp; Travel</td>
<td>Specialty Travel, Arts, Architecture</td>
<td>Specialty Travel, Archaeology</td>
<td>Culinary Arts, Pastry Chef, Baker, Innkeeping/B&amp;B, Specialty Travel, Equestrian, Garden Tours</td>
<td>Culinary Arts, Specialty Travel, Ecotourism, Scuba Diving, Cycling</td>
</tr>
<tr>
<td>Health Care</td>
<td>Holistic Medicine, Preventive Medicine, Family Medicine, Cognitive Psychology, Yoga, Healing Arts</td>
<td>Medical Research, Forensic Science, Cardiology, Neuroscience, Genetics</td>
<td>Family Medicine, Dermatology, Nursing, Allied Health, Physical Therapy, Holistic Medicine, Yoga, Healing Arts, Veterinary Medicine</td>
<td>Surgical Medicine, Emergency Medicine, Optometry, Podiatry, Gastroenterology, Dentistry, Orthopedics, Urology, Pathology</td>
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