Your “Best Fit” Type

Extraversion – Introversion
Sensing – iNtuition
Thinking – Feeling
Judging – Perceiving

E__ or I__
S__ or N__
T__ or F__
J__ or P__

___ ___ ___ ___
## MB Personality Types

<table>
<thead>
<tr>
<th>Extroversion</th>
<th>Introversion</th>
<th>Sensing</th>
<th>Intuitive</th>
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<tbody>
<tr>
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<td>Enjoyment</td>
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<td>Outward</td>
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<td>Idealism</td>
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<td>Action before thought</td>
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<table>
<thead>
<tr>
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<td>Structure</td>
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<td>Organise</td>
<td>Inquire</td>
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<td>Participant</td>
<td>Firmness</td>
<td>Flexibility</td>
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<tr>
<td>Decides on principle</td>
<td>Decides using values</td>
<td>Long term view</td>
<td>Control</td>
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<td></td>
<td></td>
<td>Immediate view</td>
<td>Spontaneity</td>
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ASSUMPTIONS UNDERLYING TYPE

- Preferences are inborn
- Environment impedes or enhances expression of type
- Type is dynamic not static
- All types are equally valuable
- There is no one best way to be
ASSUMPTIONS

•Similar people **often** bond more quickly – similarities give strength
•Similar partners **may** experience boredom
•Different people **often** attract – differences fascinate
•Different partners **may** conflict
# Functions

<table>
<thead>
<tr>
<th>ST</th>
<th>SF</th>
<th>NF</th>
<th>NT</th>
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<tr>
<td>ISTJ</td>
<td>ISFJ</td>
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EXTRAVERSION
INTROVERSION

- How we prefer to interact with the world and where we direct our energy
EXTRAVERSION

Focus attention and energy on the world outside of themselves.

- Talk/act first, think later
- Think out loud - brainstorming
- Communicate with enthusiasm
- Respond quickly – enjoy a fast pace
- Talk more than listen
- Dominate conversations
- Like being the center of attention
EXTRAVERSION

• Know a lot of people
• Have lots of friends
• Are very approachable
• Reveal personal information
• Prefer to work with groups
• Prefer breadth to depth

Motto: READY, FIRE, AIM !!!!!
INTROVERSION

Focus attention and energy on the world inside of themselves.

- Think, then act
- Rehearse things before speaking
- Listen more than talk
- Avoid being the center of attention
- Are energized by spending time alone
- Need to recharge after group interaction
INTROVERSION

- Keep their enthusiasm to themselves
- May be called shy, cool, aloof
- Like to share with one person
- Irritated by repetition
- Prefer depth to breadth

Motto: READY, AIM, FIRE…

MAYBE !!!
Representation in the General Population

There are 3 times as many extraverted preference people in the population as introverted preference people.
SENSENG
iNTUITION

- The kinds of information that we focus on or naturally notice
SENSING

Concentrate on what can be seen, heard, felt, smelled or tasted.

- Focus on what is real and concrete
- Take a practical approach
- Value common sense
- If it ain’t broke, don’t fix it
- Like to hear things sequentially not randomly
SENSING

• Are literal in the use of words
• Prefer specific answers to specific questions
• Rather do something than think about it
• Learn from past experiences
• Like to use and hone established skills
• Like jobs that have tangible results
• Live in the present
iNTUITION

Naturally read between the lines and look for meaning in all things.

- Trust inspiration and inference
- Think about several things at once
- Like figuring out how things work
- Look for interrelatedness rather than face value
- Value imagination and innovation
- Find the future intriguing
iNTUITION

- Love to fantasize
- Are prone to puns and word games
- Tend to give general answers
- Get irritated when pushed for specifics
- Present information through leaps, in a roundabout manner
- Are oriented toward the future
Representation in the General Population

2/3 of the general population has a preference for sensing while 1/3 has a preference for iNtuition.
The way that we make decisions and come to conclusions
THINKING

Prefer to make decisions using an impersonal approach. Prefer decisions that make sense logically.

- Able to stay cool, calm, and objective when others are upset
- Value fairness and truthfulness over popularity
- More firm minded than gentle hearted
- Naturally see flaws and tend to be critical
THINKING

- Pride themselves on objectivity
- Are sometimes seen as cold, insensitive, and uncaring
- More important to be right than liked
- Prefer things that are logical and scientific
- Are motivated by a desire for achievement and accomplishment
FEELING

Prefer to make decisions based on personal values.

- Take the feelings of others into consideration when making decisions
- Value empathy and harmony – see the exception to the rule
- Do anything to accommodate
- Naturally like to please others
FEELING

- Prefer harmony over clarity
- Accused of taking things too seriously
- May be seen as overemotional, illogical and weak
- Will jeopardize own position for others
- Very thin skinned
- Avoid conflict at all cost
- Show appreciation easily
- Are motivated by a desire to be appreciated
Representation in the General Population

There are more thinking preference males in the general population and more feeling preference females.
JUDGING
PERCEIVING

• The kind of lifestyle that we like to lead
JUDGING

Tend to live in an orderly way and are happiest when their lives are structured and matters are settled.

- Work ethic - work first, play later (if there is time)
- A place for everything and everything in its place
- Plan the work and work the plan
- Don’t like surprises
- Keep lists and use them
- Thrive on order
JUDGING

• Seek to regulate and control life
• Set goals and work toward achieving them on time
• Can become unraveled if things don’t fall into place
• Are product oriented
• Derive satisfaction from completing a project
• See time as a finite resource and take deadlines seriously
PERCEIVING

Like to live in a spontaneous way and are happiest when their lives are flexible.

• Are happiest leaving their options open
• Don’t like to plan, prefer to wait and see
• “Play” ethic – enjoy now, finish the job later (if there is time)
• Depend on last minute spurts of energy to meet deadlines
• Like adapting to new situations
PERCEIVING

• Value creativity, spontaneity, and responsiveness
• Change goals as new information becomes available
• Love to explore the unknown
• Accused of being disorganized
• Are process oriented (emphasis is on how the task is completed)
• See time as a renewable resource and see deadlines as elastic
Representation in the General Population

60% of the general population has a preference for **judging** while 40% has a preference for **perceiving**.
People Who Prefer ST

- Focus on: Facts
- Handle these by applying: Objective analysis and experience
- Tend to be: Practical and analytical
- Find interest in: Technical skills with objects and facts
People Who Prefer SF

- Focus on: Facts
- Handle these by applying: Personal warmth and concern for others
- Tend to be: Sympathetic and friendly
- Find interest in: Practical help and services for people
People Who Prefer NF

- Focus on: Possibilities
- Handle these by applying: Attention to people’s potential
- Tend to be: Insightful and enthusiastic
- Find interest in: Understanding and encouraging people
People Who Prefer NT

• Focus on: Possibilities
• Handle these by applying: Theoretical concepts and systems
• Tend to be: Logical and analytical
• Find interest in: Theoretical and technical frameworks
The SJ Temperament at Work
ESTJ ISTJ ESFJ ISFJ

Guardians

• Need to belong, to serve, and to do the right thing
• Value stability, orderliness, cooperation, consistency, and reliability
• Tend to be serious and hardworking
• Demand a great deal of themselves and others
The SJ Temperament at Work

Strengths

- Practical, organized, thorough, systematic
- Pay attention to regulations and policies
- Take satisfaction in doing a job right the first time and every time
- Prefer to deal with proven facts, and use them to further the goals of the organization
- Good at seeing what needs attention and taking care of it

Solid, trustworthy, dependable
The SJ Temperament at Work

Potential Weaknesses

• Not interested in theories or abstractions
• Tend to be weak in the area of long range planning
• Sometimes make decisions too quickly
• Tend to see things in black and white
• Run the risk of being unable to adapt quickly
• Tend to resist trying new approaches

Inflexible, dogmatic, unimaginative
The SJ Temperament at Work

A “Good” Job

• A relatively high level of responsibility
• A clear chain of command
• Rules and standard ways of doing things
• Regulations and rewards are certain
• Colleagues who share their dedication and respect for authority
• Colleagues who pull their weight

Stabilizer – the maintainers of tradition
The SJ Temperament at Work

- Family Physician
- Community Health Physician
- General Surgeon
- Anesthetist
- Ophthalmologist
- Medical Technologist
- Radiologist
- Nuclear Medicine

- Geriatrics
- Internal Medicine
- Cardiologist
- Allergy and Immunology
- Gastroenterologist
- Neurologist
- Pediatrician
- Health Care Administrator
The SP Temperament at Work
ESTP ISTP ESFP ISFP

Artisans

• Like to stay open to all possibilities
• Live for action, impulse and the present moment
• Focus on the immediate situation
• Ability to access what needs to be done now
• Seldom choose situations with structure
• Risk taking, adaptable, easy going, and pragmatic
The SP Temperament at Work

Strengths

• Can see clearly what is happening
• Excellent at recognizing practical problems
• Approach problems with flexibility, courage and resourcefulness
• Prefer to deal with facts and real problems rather than theories
• Many are skillful with tools and instruments – precision
• Keen observers of human behavior

Resourceful, exciting and fun
The SP Temperament at Work

Potential Weaknesses

• Sometimes fail to think things through carefully before acting
• Not interested in the theoretical or abstract and may fail to see important connections
• Tend to lose enthusiasm once the crisis phase is over
• Don’t always follow established rules
• Sometimes avoid commitments and plans

Irresponsible, unreliable, childish and impulsive
The SP Temperament at Work

A “Good” Job

• Provides autonomy, variety and action
• Provides immediate results
• Allows tasks to be executed skillfully and successfully
• Opportunity to use acquired skills, independently and spontaneously
• Must give a high degree of pleasure (fun)

“Fire-fighter” - Notices and responds to crisis
The **NF** Temperament at Work

**ENFJ INFJ ENFP INFP**

**Idealists**

- Place a high value on the authenticity and integrity in people and relationships
- Focus on human potential
- Gifted at helping others grow and develop
- Natural ability to understand and connect with other people
- Naturally empathic and focus on the needs of others
- Excellent communicators and catalysts for positive change
The **NF** Temperament at Work

**Strengths**

- Know how to bring out the best in others
- Understand how to motivate others to do their best
- Excellent at resolving conflicts
- Ability to help others feel good about themselves
- Good at identifying creative solutions
- Communicate well in speech and writing
- Able to generate enthusiasm for their ideas

**Charismatic, receptive and accepting**
The **NF** Temperament at Work

**Potential Weaknesses**

- Tendency to make decisions based exclusively on their own likes and dislikes
- Have trouble staying detached – can become too involved and become overwhelmed
- Sometimes too idealistic and not practical enough
- Sometimes are too self-critical
- Will sometimes sacrifice their own opinion for harmony

**Moody, unpredictable, and overemotional**
The **NF** Temperament at Work

**A “Good” Job**

- Is personally meaningful
- Harmony is valued and there is little competition
- An organization that is democratic and encourages participation from all levels
- An organization that promotes humanistic values
- Allows them to help others find fulfillment

“To thine own self be true.”
The NT Temperament at Work
ENTJ INTJ ENTP INTP

Rationals

• Place a high value on independence
• Driven to acquire knowledge
• Set very high standards for themselves and others
• Naturally curious
• Can see many sides to the same argument or issue
• Excellent at seeing possibilities, understanding complexities, and designing solutions to real or hypothetical problems
The NT Temperament at Work

**Strengths**

- Have great vision and can be great innovators
- Ability to see possibilities as well as the big picture
- Excel at, and enjoy strategizing, planning, and building systems to accomplish their goals
- Understand complex theoretical ideas and are good at deducing principles or trends
- Enjoy being challenged
- Can accept constructive criticism without taking it personally

Confident, witty, and imaginative
The NT Temperament at Work

Potential Weaknesses

• Can be too complex for others to understand
• Tendency to overlook necessary details
• Can be deeply skeptical and often challenge rules, assumptions, or customs
• Sometimes have trouble with authority and can be seen as elitist
• Often fail to see how they affect others
• Can be fiercely competitive

Arrogant, remote, and in a world of their own.
The NT Temperament at Work

A “Good” Job

- Provides autonomy and variety
- Is intellectually stimulating, and provides the opportunity to generate ideas
- Provides opportunity to tackle complex problems
- Provides opportunity to apply vision and logic to long range strategic plans
- Surrounded by very capable colleagues
- Provides opportunity to move toward “powerful” positions
- Provides opportunity to use leadership skills

“Be excellent in all things.”
# Personality Percentages

<table>
<thead>
<tr>
<th>Role</th>
<th>Type</th>
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<tbody>
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<td>Guardian</td>
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http://keirsey.com/scripts/stats.cgi