

<p>ST – Sensation with Thinking – Practical</p> <ul style="list-style-type: none"> • practical, impersonal, down-to-earth, systematic • interested in facts, data and statistics; prefer systematic decision-making with quantitative data • want everything to be orderly, precise, dislike ambiguity; establish order, set-up control, manage with certainty • prefer tasks that are structured and prefer to take very few risks • focus on immediate problems, the quick fix, use established procedures and plays by the rules • once they make a decision, they will not doubt it even if opposed by others, may resist re-analysis • STs need: clear instructions and directions (what he should do step-by-step) • STs value: efficiency, production, clear lines of authority • problem-solving and decision-making: <ul style="list-style-type: none"> - prefers defining solutions and planning their implementation - analyzes facts through step-by-step logic - focuses on short-term problems - uses standard procedures to find solutions <p>Process - 1st appoint a leader/ authority who'll clearly run the show</p> <ul style="list-style-type: none"> - T groups will often spend whole time w/out having introduced themselves to each other - T groups will often count and organize their materials into neat piles 	<p>SF – Sensation with Feeling – Social</p> <ul style="list-style-type: none"> • practical (S) but also sociable and gregarious • like STs, they're interested in facts, but are more interested in facts about people • like STs, dislike ambiguity • short-term focus on problems of today, but only with human implications • SFs need: to work on real problems, but to work with others, be in position to motivate others • SFs value / strive to create: an open and trusting environment where ppl care for one another and communicate well, harmony is preferred and they are quick to reconcile interpersonal differences • people-oriented decision makers, welcome people's opinions, concerned with facts about people (not things) • problem-solving and decision-making: <ul style="list-style-type: none"> - prefers to be practical but work on the basis of wht he feels to be the right way to go - have no inclination for global reflections on problems, - rather look at small aspects of problems and try to solve these <p>Process - F groups spend a lot of time getting to know one other</p>
<p>NT – Intuition with Thinking – Theoretical / Visionaries</p> <ul style="list-style-type: none"> • impersonal, inventive and conceptually-oriented, innovators of new ideas, • see possibilities in a situation through impersonal analysis • focus on non-linear problems and studying patterns in the data, feel comfortable with charts, graphs, etc. • prefer more general information rather than details and specifics • sometimes their conceptualizations confuse the others • will praise little, will put lots of energy into a project and expects others to do so too • prefer analysis but will make bold intuitive leaps into the unknown • more long-range in their thinking and strategic plans • not big on implementation • will dive into a complex problem and try to organize it into several simpler ones • can be quite idealistic and even impersonal, will ignore people who have an opposing point of view • NTs value: challenges - “no-one before you was able to do this” • problem-solving and decision-making: <ul style="list-style-type: none"> - prefers defining probs/opportunities, identifying basic objectives and policies, establishing criteria for success - often rely on hunches which they attempt to analyze later <p>Process - T groups will often spend whole time w/out having introduced</p> <ul style="list-style-type: none"> - T groups will often count and organize their materials into neat piles 	<p>NF – Intuition with Feeling – Idealistic / Catalysts</p> <ul style="list-style-type: none"> • enthusiastic and insightful, personally warm • generally seeks possibilities in and for people • goals are proud and general, often encompassing world problems and causes • very important for them to be committed to organizational goals • good at working with abstract and unclear situations and finding new solutions • focus on judgement and experience, portray their own views as facts • there are few rules in their decision-making and they rely on intuitive perception • they will construct open-ended, non-linear, ill-defined problems and will seek fresh, human possibilities • more focus on the broad themes than on specifics and they'll seek longer-term goals • may test their hunches • NFs need: to be allowed to be creative, to be given a direction / aim (not step-by-step instructions) • NFs value: creativity, imagination, personal warmth • problem-solving and decision-making: <ul style="list-style-type: none"> - prefers ambiguity, creating, feeling, problems/opportunities - may seem to be “dreamers” b/c have an idealistic view of the world - persistent and committed • NF's ideal organization: decentralized, no strict hierarchy, few rules and policies and procedures, encourages flexibility and open communication <p>Process - F groups spend a lot of time getting to know one other, NF very rarely appoint a leader (no fixed or central authority)</p>