

## **PERSONALITY**

Investigating your “personality type” can be an intriguing and educational process; plus, it’s fun! Knowing your “type”, and that of those in your life, can help you glean important insight and understanding of yourself and others. Even more importantly, understanding your personality type might help you gain more clarity about your purpose!

There are many “personality profiles” out there and many online quizzes you can take. The most well respected, widely used, and scientifically studied personality profile is called the Myers Briggs Type Inventory (MBTI). The MBTI was created by psychologists and has been used and studied by psychologists and businesses for decades. In fact, if you’ve ever been asked to take a personality test at your job, it was most likely the MBTI. Why would they want to know about your personality? For exactly the same reason YOU do—because your personality type can tell them a great deal about your natural talents, where you thrive, your strengths, and who you will (and won’t) get along with.

There are 16 MBTI Types, made up of 8 characteristics. In each segment, you are asked to decide between 2 characteristics. Below is a brief description of the characteristics, followed by a quiz to help you determine your Type and brief descriptions of each of the 16 Types.

*This is a simplified summary of the full Myers Briggs assessment and may not be statistically valid. If you would like further clarity, you can take the MBTI directly through Myers Briggs (for a fee).*

### **INTROVERT vs. EXTROVERT: how we interact with the world and where we direct and receive energy.**

Extraverts are oriented to their outer world and their attention is focused mainly outside of self. They tend to seek other people, enjoy a lot of activity, and get their batteries charged by being with others.

Introverts, on the other hand, are oriented to their inner world and their attention is mainly focused inward. They need a lot of alone time, tend to have a lot of mental activity, and seek to be alone in order to recharge.

*One common misperception is that extraverts are outgoing and talkative while introverts are shy and quiet. It can often be just the opposite. Whether you are an extrovert or introvert has more to do with where your focus and energy resides and less to do with how you act around others.*

### **SENSOR vs. INTUITIVE: the kind of information we naturally notice.**

Sensors seek concrete information. They are attentive to what is going on around them, they trust senses to give them accurate perception of their reality, and they tend to have a talent for remembering facts. Intuitives are more concerned with looking for meaning, exploring possibilities, and gleaning insights from beyond the senses. This “reading between the lines” is often seen as a 6<sup>th</sup> sense and referred to as intuition. They often speak in metaphors.

*One common misperception is that “intuitive” is referring to psychic ability; however it is simply referring to the tendency to see and understand information that is beyond the surface of their reality.*

### **THINKER vs. FEELER: how we make decisions.**

Thinkers tend to value logic above all else. They are good at being objective and are often quite analytical. When making decisions, thinkers are very black and white. Feelers value being caring and doing what’s “right” over logic. They tend to be empathetic and make decisions based on how they feel and the feelings of others.

*There is a strong gender bias in America, pushing many men to lean toward being Thinkers*

*while women lean toward being Feelers. Our TRUE SELVES, however, may not be on the side that our society's roles have taught us to be. Be as honest with yourself as possible when determining which of these you are. This segment is also the most common that people claim to be "tied", and many people cannot decide which they are. If you feel tied, ask yourself which you would LIKE to be. Also, you can read the descriptions of BOTH and see which resonates with you more. It's okay to have 2 "types".*

### **JUDGER vs. PERCEIVER: how we like to structure our lives.**

Judgers prefer a structured life and orderly environment. They prefer strongly to have things settled, decided, and resolved rather than leaving something up in the air. They want to know what to expect before they do something. Perceivers prefer to live spontaneously. They enjoy remaining flexible so they can stay open to possibilities. They are more likely to be okay leaving something open-ended or jumping in with little understanding of what to expect.

*One common misperception is that judgers are "neat and tidy" while perceivers are "messy". This preference is not necessarily related strongly to the physical "structure" of one's life, but rather about the degree of structure and order one prefers to feel most comfortable. Perceivers feel trapped when forced to decide, while judgers feel anxious when a decision cannot be made.*

### **Personality and Purpose**

The book ***Do What You Are*** is an excellent resource for looking further into what "careers" tend to be enjoyed by each type and, specifically, why. After you know your Type, you can also do a Google search for your Type and career satisfaction; for example, "CAREER FOR INFJ".

Take a simplified MBTI profile on the following page.

## Simplified MBTI Personality Profile

Visit [www.myersbriggs.org](http://www.myersbriggs.org) to take the official "MBTI Instrument" personality type assessment.

<b>Q1. Extraverted (E) vs Introverted (I)</b> Which is your most natural energy orientation?	
<b>Extraverted Characteristics</b> Act first, think/reflect later Talk more than they listen Seek being the center of attention Feel deprived when cutoff from interaction with the outside world Enjoy wide variety and change in people and relationships Tend to think out loud	<b>Introverted Characteristics</b> Think/reflect first, then Act Listen more than they talk Avoid being the center of attention Regularly require an amount of "private time" to recharge batteries Prefer one-to-one communication and relationships Tend to think things through inside their head
▶Choose which best fits: <input type="radio"/> Extraverted (E) <input type="radio"/> Introverted (I)	
<b>Q2. Sensing (S) vs Intuition (N)</b> Which way of perceiving or understanding is most "automatic" or natural?	
<b>Sensing Characteristics</b> Trust what is certain/concrete Like new ideas if they are practical Value common sense and realism Like to hone established skills Tend to be specific and literal and give detailed descriptions Present information in a step-by-step manner Are oriented to the present	<b>Intuitive Characteristics</b> Trust inspiration Like new ideas for their own sake Value imagination and innovation Like to learn new skills and get bored after mastering skills Tend to be general and figurative; use metaphors a lot Present information in a round-about manner Are oriented toward the future
▶Choose which best fits: <input type="radio"/> Sensing (S) <input type="radio"/> iNtuition (N)	

**Q3. Thinking (T) vs Feeling (F)**

Which way of forming judgments and making choices is most natural?

**Thinking Characteristics**

Instinctively search for facts and logic in a decision situation  
Naturally notices tasks and work to be accomplished  
Easily able to provide an objective and critical analysis  
Accept conflict as a natural, normal part of relationships with people  
Value logic, justice, and fairness: one standard for all  
Are motivated by accomplishment

**Feeling Characteristics**

Instinctively employ personal feelings and impact on people in decision situations  
Naturally sensitive to people's needs and reactions  
Naturally seek consensus and popular opinions.  
Unsettled by conflict; have almost a toxic reaction to disharmony  
Value empathy and harmony: see the exception to the rule  
Are motivated by appreciation

▶ Choose which best fits:       Thinking (T)       Feeling (F)

**Q4. Judging (J) vs Perceiving (P)**

What is your "action orientation" towards the outside world and how do you structure your life?

**Judging Characteristics**

Like knowing what they are getting into  
Focus on task-related action; complete meaningful segments before moving on  
Work best and avoid stress when able to keep ahead of deadlines  
Naturally use targets, dates and standard routines to manage life  
Are happiest after a decision has been made  
Are satisfied most from finishing a project

**Perceiving Characteristics**

Comfortable moving into action without a plan; plan on-the-go  
Like to multitask, have variety, mix work/play  
Naturally tolerant of time pressure; work best close to the deadlines  
Instinctively avoid commitments which interfere with flexibility, freedom and variety  
Are happiest leaving options open  
Are satisfied most from starting a project

▶ Choose which best fits:       Judging (J)       Perceiving (P)

**Your 4 Personality Type Letters**

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## The Sixteen Types at a Glance

**ISTJ:** For ISTJs the dominant quality in their lives is an abiding sense of responsibility for doing what needs to be done in the here-and-now. Their realism, organizing abilities, and command of the facts lead to their completing tasks thoroughly and with great attention to detail. Logical pragmatists at heart, ISTJs make decisions based on their experience and with an eye to efficiency in all things. ISTJs are intensely committed to people and to the organizations of which they are a part; they take their work seriously and believe others should do so as well.

**ISFJ:** For ISFJs the dominant quality in their lives is an abiding respect and sense of personal responsibility for doing what needs to be done in the here-and-now. Actions that are of practical help to others are of particular importance to ISFJs. Their realism, organizing abilities, and command of the facts lead to their thorough attention in completing tasks. ISFJs bring an aura of quiet warmth, caring, and dependability to all that they do; they take their work seriously and believe others should do so as well.

**INFJ:** For INFJs the dominant quality in their lives is their attention to the inner world of possibilities, ideas, and symbols. Knowing by way of insight is paramount for INFJs, and they often manifest a deep concern for people and relationships as well. INFJs often have deep interests in creative expression as well as issues of spirituality and human development. While the energy and attention of INFJs are naturally drawn to the inner world of ideas and insights, what people often first encounter with INFJs is their drive for closure and for the application of their ideas to people's concerns.

**INTJ:** For INTJs the dominant force in their lives is their attention to the inner world of possibilities, symbols, abstractions, images, and thoughts. Insight in conjunction with logical analysis is the essence of their approach to the world; they think systemically. Ideas are the substance of life for INTJs and they have a driving need to understand, to know, and to demonstrate competence in their areas of interest. INTJs inherently trust their insights, and with their task-orientation will work intensely to make their visions into realities.

**ISTP:** For ISTPs the driving force in their lives is to understand how things and phenomena in the real world work so they can make the best and most effective use of them. ISTPs are logical and realistic people, and they are natural troubleshooters. When not actively solving a problem, ISTPs are quiet and analytical observers of their environment, and they naturally look for the underlying sense to any facts they have gathered. ISTPs do often pursue variety and even excitement in their hands-on experiences. Although they do have a spontaneous, even playful side, what people often first encounter with them is their detached pragmatism.

**ISFP:** For ISFPs the dominant quality in their lives is a deep-felt caring for living things, combined with a quietly playful and sometimes adventurous approach to life and all its experiences. ISFPs typically show their caring in very practical ways, since they often prefer action to words. Their warmth and concern are generally not expressed openly, and what people often first encounter with ISFPs is their quiet adaptability, realism, and "free spirit" spontaneity.

**INFP:** For INFPs the dominant quality in their lives is a deep-felt caring and idealism about people. They experience this intense caring most often in their relationships with others, but they may also experience it around ideas, projects, or any involvement they see as important. INFPs are often skilled communicators, and they are naturally drawn to ideas that embody a concern for human potential. INFPs live in the inner world of values and ideals, but what people often first encounter with the INFP in the outer world is their adaptability and concern for possibilities.

**INTP:** For INTPs the driving force in their lives is to understand whatever phenomenon is the focus of their attention. They want to make sense of the world -- as a concept -- and they often enjoy opportunities to be creative. INTPs are logical, analytical, and detached in their approach to the world; they naturally question and critique ideas and events as they strive for understanding. INTPs usually have little need to control the outer world, or to bring order to it, and they often appear very flexible

and adaptable in their lifestyle.

**ESTP:** For ESTPs the dominant quality in their lives is their enthusiastic attention to the outer world of hands-on and real-life experiences. ESTPs are excited by continuous involvement in new activities and in the pursuit of new challenges. ESTPs tend to be logical and analytical in their approach to life, and they have an acute sense of how objects, events, and people in the world work. ESTPs are typically energetic and adaptable realists, who prefer to experience and accept life rather than to judge or organize it.

**ESFP:** For ESFPs the dominant quality in their lives is their enthusiastic attention to the outer world of hands-on and real-life experiences. ESFPs are excited by continuous involvement in new activities and new relationships. ESFPs also have a deep concern for people, and they show their caring in warm and pragmatic gestures of helping. ESFPs are typically energetic and adaptable realists, who prefer to experience and accept life rather than to judge or organize it.

**ENFP:** For ENFPs the dominant quality in their lives is their attention to the outer world of possibilities; they are excited by continuous involvement in anything new, whether it be new ideas, new people, or new activities. Though ENFPs thrive on what is possible and what is new, they also experience a deep concern for people as well. Thus, they are especially interested in possibilities for people. ENFPs are typically energetic, enthusiastic people who lead spontaneous and adaptable lives.

**ENTP:** For ENTPs the driving quality in their lives is their attention to the outer world of possibilities; they are excited by continuous involvement in anything new, whether it be new ideas, new people, or new activities. They look for patterns and meaning in the world, and they often have a deep need to analyze, to understand, and to know the nature of things. ENTPs are typically energetic, enthusiastic people who lead spontaneous and adaptable lives.

**ESTJ:** For ESTJs the driving force in their lives is their need to analyze and bring into logical order the outer world of events, people, and things. ESTJs like to organize anything that comes into their domain, and they will work energetically to complete tasks so they can quickly move from one to the next. Sensing orients their thinking to current facts and realities, and thus gives their thinking a pragmatic quality. ESTJs take their responsibilities seriously and believe others should do so as well.

**ESFJ:** For ESFJs the dominant quality in their lives is an active and intense caring about people and a strong desire to bring harmony into their relationships. ESFJs bring an aura of warmth to all that they do, and they naturally move into action to help others, to organize the world around them, and to get things done. Sensing orients their feeling to current facts and realities, and thus gives their feeling a hands-on pragmatic quality. ESFJs take their work seriously and believe others should as well.

**ENFJ:** For ENFJs the dominant quality in their lives is an active and intense caring about people and a strong desire to bring harmony into their relationships. ENFJs are openly expressive and empathic people who bring an aura of warmth to all that they do. Intuition orients their feeling to the new and to the possible, thus ENFJs often enjoy working to manifest a humanitarian vision, or helping others develop their potential. ENFJs naturally and conscientiously move into action to care for others, to organize the world around them, and to get things done.

**ENTJ:** For ENTJs the driving force in their lives is their need to analyze and bring into logical order the outer world of events, people, and things. ENTJs are natural leaders who build conceptual models that serve as plans for strategic action. Intuition orients their thinking to the future, and gives their thinking an abstract quality. ENTJs will actively pursue and direct others in the pursuit of goals they have set, and they prefer a world that is structured and organized.