# Verifying Your Type Preferences

**Worksheet**

<table>
<thead>
<tr>
<th>E</th>
<th>Extraversion</th>
<th>Introversion</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Energized by outer world</td>
<td>Energized by inner world</td>
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<table>
<thead>
<tr>
<th>S</th>
<th>Sensing</th>
<th>Intuition</th>
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<tbody>
<tr>
<td></td>
<td>Work with known facts</td>
<td>Look for possibilities and relationships</td>
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<table>
<thead>
<tr>
<th>T</th>
<th>Thinking</th>
<th>Feeling</th>
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<tbody>
<tr>
<td></td>
<td>Base decisions on impersonal analysis and logic</td>
<td>Base decisions on personal values</td>
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<thead>
<tr>
<th>J</th>
<th>Judging</th>
<th>Perceiving</th>
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<tbody>
<tr>
<td></td>
<td>Prefer a planned, decided, orderly way of life</td>
<td>Prefer a flexible, spontaneous way of life</td>
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###VERY CLEAR### CLEAR### MODERATE### SLIGHT### SLIGHT### MODERATE### CLEAR### VERY CLEAR###

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<thead>
<tr>
<th></th>
<th>E or I</th>
<th>S or N</th>
<th>T or F</th>
<th>J or P</th>
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<tbody>
<tr>
<td>(1)</td>
<td>Self-Assessment Type:</td>
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<td>(2)</td>
<td>Work-Situations Type:</td>
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<td>(3)</td>
<td>Indicator Type:</td>
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<td>(4)</td>
<td>Best-Fit Type:</td>
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Words for **Understanding Type Concepts**

**E: EXTRAVERSION**
When extraverting, I am . . .
- Oriented to the outer world
- Focusing on people and things
- Active
- Using trial and error with confidence
- Scanning the environment for stimulation

**S: SENSING PERCEPTION**
When using Sensing, I am . . .
- Perceiving with the five senses
- Attending to practical and factual details
- In touch with physical realities
- Attending to the present moment
- Confining attention to what is said and done
- Seeing “little things” in everyday life
- Attending to step-by-step experience
- Letting “the eyes tell the mind”

**T: THINKING JUDGEMENT**
When reasoning with Thinking, I am . . .
- Using logical analysis
- Using objective and impersonal criteria
- Drawing cause and effect relationships
- Being firm-minded
- Prizing logical order
- Being skeptical

**I: INTROVERSION**
When extraverting, I am . . .
- Oriented to the inner world
- Focusing on ideas, concepts, inner impressions
- Reflective
- Considering deeply before acting
- Probing inwardly for stimulation

**N: INTUITION PERCEPTION**
When using Intuition, I am . . .
- Perceiving with memory and associations
- Seeing patterns and meanings
- Seeing possibilities
- Projecting possibilities for the future
- Imagining; “reading between the lines”
- Looking for the big picture
- Having hunches, “ideas out of nowhere”
- Letting “the mind tell the eyes”

**F: FEELING JUDGEMENT**
When reasoning with Feeling, I am . . .
- Applying personal priorities
- Being firm-minded
- Appreciating
- Valuing warmth in relationships
- Prizing harmony
- Trusting

**J: JUDGING**
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: PERCEIVING**
When I take a Perceiving attitude, I am . . .
- Using Sensing or Intuitive perception outwardly
- Taking in information
- Adapting and changing
- Being curious and interested
- Open-minded
- Resisting closure in order to obtain more data

From *People Types and Tiger Stripes*, 3rd edition by Gordon Lawrence (CAPT 1993). Used by permission.
Your Results from the Myers-Briggs Type Indicator® Instrument

The MBTI® instrument reports a person’s preferred ways of attending to the world and making decisions. Each item you answered is counted on one of four dimensions. The dimensions are composed of pairs of opposite preferences represented by the letters E–I, S–N, T–F, and J–P. The letter in each preference pair that received the most “votes” is your reported MBTI type preference.

**E** Extraversion
  Interest in the people and things around you

**I** Introversion
  Interest in ideas in your mind that explain the world

**S** Sensing
  Interest in what is real and can be seen, heard, touched

**N** Intuition
  Interest in what can be imagined, seen with “the mind’s eye”

**T** Thinking
  Interest in what is logical and works by cause and effect

**F** Feeling
  Interest in knowing what is important and valuable

**J** Judging
  Interest in acting by organizing, planning, deciding

**P** Perceiving
  Interest in acting by watching, trying out, adapting

The preferences combine in sixteen ways, representing sixteen types of mental processing. Each type has a distinctive way of attending to the world and making decisions. Everyone has interests in all categories—and uses all of them, but each of us prefers one from each pair.

Your MBTI responses show that you favor the following preferences:

Preference clarity for each letter:

**Your Reported Type:**

What the Results Mean

The results on the preference pair are reported in four categories: slight, moderate, clear, or very clear. Slight means you split your votes fairly evenly. Very clear means you put nearly all of your votes on one side or the other. The categories are not about excellence or maturity. They indicate only how confident you can be that the MBTI instrument sorted you into the category that best fits you.
Validate Your Reported Type

Your MBTI results point to one of sixteen descriptions for you to read to see how well it fits you. On the next few pages, all the sixteen types are described and you can read the description of the type that matches the four letters of your reported type. If your self-assessment type and your MBTI reported type are different, read the descriptions of both. If you are still not sure which description fits you best, read some more of the type descriptions. You may also wish to read other sources of type descriptions. The MBTI instrument was developed with thorough research and great care over many years, but nevertheless the results point only to the estimated best fit; you are ultimately the one to decide the best-fit type.

Just as there are no right or wrong answers to the MBTI items, there are no good or bad types or profiles. Each type has its gifts and its blind spots, and all types are valuable.

Descriptions of the Sixteen Types

On the following four pages are descriptions of the sixteen types grouped in two ways. The descriptions for those who prefer Extraversion are on the left side of each page, and the descriptions for those who prefer Introversion are on the right side of each page. The types that prefer Thinking as the strongest mental process are grouped together on the outside of pages 6 and 7; the types that prefer Feeling as the strongest mental process are grouped on the inside columns. The types that prefer Sensing as the strongest mental process are grouped together in the outside columns of pages 8 and 9; the types that prefer Intuition as the strongest mental process are grouped on the inside columns. The strongest mental process for each type is indicated by a larger letter in the four-letter type designation, for example, ISFP.

The descriptions are arranged with opposite types across from each other, on the same page; for example, ENTJ is across from ISFP, the type that is opposite in all four preferences. As you read the phrases listed for each type, you should not assume that a positive value listed for one type implies a negative value for the opposite type. For example, when we read that ENTJs value efficiency, we must not infer that ISFPs are inefficient. Similarly because ISFPs value compassion does not mean that ENTJs are cold-hearted. What a person values does not imply competence. For example, a person who identifies with the ENTJ type description is likely to agree with the statement that ENTJs value “holding self and others to high standards” listed in that description. But the statement indicates what is sought after and connotes nothing about whether the person pursues the value skillfully or clumsily.

Opposite types are across from each other, and types most similar are on top of each other on the same page. The contrasts and similarities shown by this arrangement are meant to highlight the different priorities in mental processing and the patterns of values underlying our behavior.
**ENTJ**
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. They value:

- 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

**ISFP**
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. They value:

- 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 to 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 life be fully consistent with deeply held values
- Showing and receiving appreciation

**ESTJ**
Fact-minded practical ORGANIZERS; assertive, analytical, systematic; push to get things done, 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. They value:

- 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; no loose ends
- Systematic structure; efficiency
- Categorizing aspects of their life
- Scheduling and monitoring
- Protecting what works

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

- 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 to 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
**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. They value:

- 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, reliability in tangible, daily work
- Loyalty and faithfulness
- Practical skillfulness grounded in experience
- Structured learning in a humane setting
- Appreciation

**ENFJ**
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. They value:

- Having a wide circle of relationships
- 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

**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. They value:

- 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 detached 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

**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. They value:

- 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 interests 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
<table>
<thead>
<tr>
<th><strong>ESFP</strong></th>
<th><strong>INFJ</strong></th>
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| **REALISTIC ADAPTERS** in the world of material things; good-natured, easygoing; oriented to practical, firsthand experience; highly observant of 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. They value:  
- A life of outward, playful action in the moment  
- Being a troubleshooter  
- Finding ways to use 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  | **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. They value:**  
- A reserved outer life; spontaneous inner 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  
- Pursuing and clarifying their ideals  
- Taking the long view  
- Bringing out the best in others through appreciation  
- Finding harmonious solutions to problems  
- Being inspired and inspiring others  |
| **REALISTIC ADAPTERS** in human relationships; friendly and easy with people, highly observant of 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. They value:  
- 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 and 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  | **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. They value:**  
- 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  
- Nonemotional tough-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  |
**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. They value:

- 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 meanings 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 meanings behind events
- Improvising, looking for novel ways
- Work made light by inspiration

**ENFP**

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. They value:

- 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 of 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

**ISFJ**

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. They value:

- Preserving; enjoying the things of proven value
- Steady, sequential work yielding reliable results
- A controlled, orderly outer life
- Patient, persistent attention to 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

**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. They value:

- 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
What the **Types** Can **Offer** Each Other

**Extraverts**
- Provide the outwardly directed energy needed to move into action.
- Offer responsiveness to what is going on in the environment.
- Have a natural inclination to converse and to network.

**Sensing Types**
- Have a mastery of the facts.
- Bring a knowledge of what materials and resources are available.
- Appreciate knowing and doing what works.

**Thinking Types**
- Take a hard look at the pros and cons of a situation, even when they have a personal stake.
- Have an ability to analyze and to solve problems.
- Want to discover the “truth” and have a radar for logical inconsistencies.

**Judging Types**
- Can organize, plan, and follow through on projects.
- Push to get things settled and decided.
- Appreciate efficiency at work.

**Introverts**
- Provide the inwardly directed energy needed for focused reflection.
- Offer stability from attending to enduring ideas.
- Have a natural tendency to work and solve problems alone.

**Intuitive Types**
- Know by way of insight and attention to meanings.
- Bring a grasp of what is possible and what the trends are.
- Appreciate doing what hasn’t been tried before.

**Feeling Types**
- Know what is important to and for people, and adhere to that in the face of opposition.
- Have an ability to build relationships and be persuasive.
- Want to do the best thing (i.e., be tactful) in spite of its being illogical.

**Perceiving Types**
- Can respond quickly and flexibly to the needs of the moment.
- Strive to keep things open so new information may be gathered.
- Appreciate the need for spontaneity and exploration at work.
Mental Priorities

While each of the sixteen types has a distinctive pattern of priorities and values associated with it, the four couplings (STs, SFs, NFs, and NTs) have some priorities in common.

**ST Priorities**
- conserving valued resources and protecting practices that work
- finding situations where they can use and enjoy technical skills
- minimizing or eliminating ambiguity and uncertainty
- getting roles defined in specific, objective ways
- knowing exactly what is expected of them
- having or making objective rules
- dealing with concrete, objective problems that are uncluttered with emotional issues

**NF Priorities**
- finding situations where they can pursue their deep concern for broad, human values
- finding situations that allow them freedom for creative expression
- exploring the possibilities in relationships
- finding situations that value their insights into complex interpersonal problems
- making institutions responsive to people
- promoting the ideals of harmonious relationships

**NT Priorities**
- finding situations that need their objective curiosity and lead to possibilities
- working at the abstract level of broad concepts and general ideas
- analyzing complex, objective situations
- working on problems that respond to their own new techniques and solutions
- pursuing their own idealistic images of how things should be
- having opportunities to independently produce innovative, ingenious solutions

**SF Priorities**
- working in harmonious, familiar, predictable situations
- maintaining practical contacts that keep relationships warm and free from conflicts
- enjoying the present moment, making the best of life’s conditions
- attending to the tangible needs of individuals
- making a distinctly personal physical environment in which to live and work
- being in situations where their keen attention to the here and now is useful and appreciated