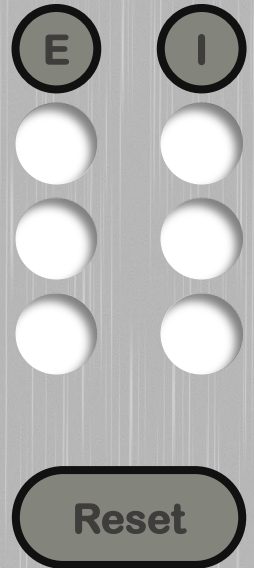


# Four dichotomies

## Attitude

An extravert's flow is directed outward toward people and objects, whereas the introvert's is directed inward toward concepts and ideas

- Extraverted are action-oriented, seeking breadth of knowledge and influence
- The extraverted often prefer more frequent interaction — they recharge and get their energy from spending time with people
- Extraverted are action-oriented, seeking breadth of knowledge and influence
- The extraverted often prefer more frequent interaction — they recharge and get their energy from spending time with people

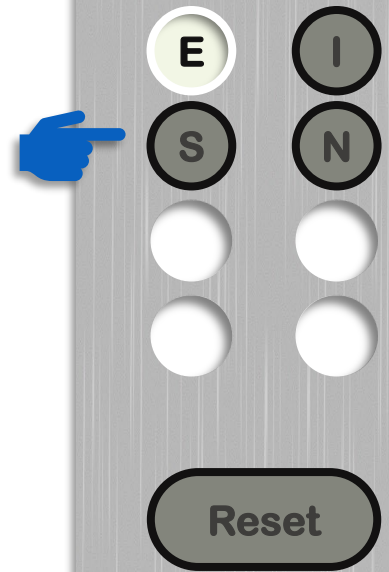


E-

## Function

S and N are the information-gathering (perceiving) functions. They describe how new information is understood and interpreted.

- People who prefer S are more likely to trust information that is in the present, tangible, and concrete: that is, information that can be understood by the five senses. They tend to distrust hunches, which seem to come "out of nowhere". They prefer to look for details and facts. For them, the meaning is in the data.
- Those who prefer N tend to trust information that is less dependent upon the senses, that can be associated with other information (either remembered or discovered by seeking a wider context or pattern). They may be more interested in future possibilities. For them, the meaning is in the underlying theory and principles which are manifested in the data.

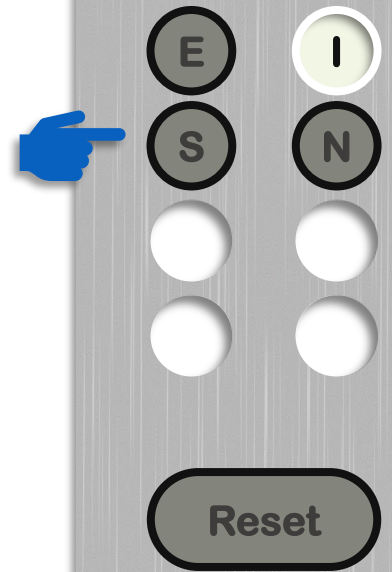


I-

## Function

S and N are the information-gathering (perceiving) functions. They describe how new information is understood and interpreted.

- People who prefer S are more likely to trust information that is in the present, tangible, and concrete: that is, information that can be understood by the five senses. They tend to distrust hunches, which seem to come "out of nowhere". They prefer to look for details and facts. For them, the meaning is in the data.
- Those who prefer N tend to trust information that is less dependent upon the senses, that can be associated with other information (either remembered or discovered by seeking a wider context or pattern). They may be more interested in future possibilities. For them, the meaning is in the underlying theory and principles which are manifested in the data.

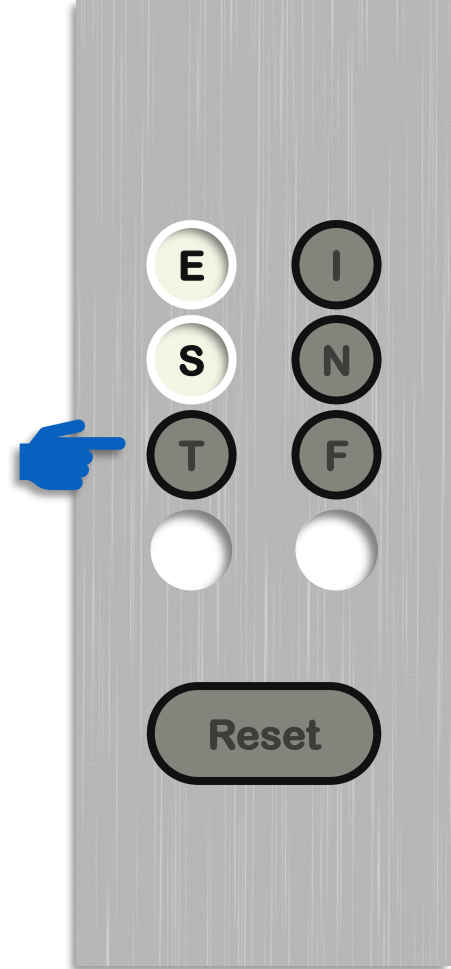


# ES--

## Function

T and F are the decision-making (J) functions. The T and F functions are both used to make rational decisions, based on the data received from their information-gathering functions (S or N).

- Those who prefer T tend to decide things from a more detached standpoint, measuring the decision by what seems reasonable, logical, causal, consistent, and matching a given set of rules.
- Thinkers usually have trouble interacting with people who are inconsistent or illogical, and tend to give very direct feedback to others. They are concerned with the truth and view it as more important.
- Those who prefer F tend to come to decisions by associating or empathizing with the situation, looking at it 'from the inside' and weighing the situation to achieve, on balance, the greatest harmony, consensus and fit, considering the needs of the people involved.

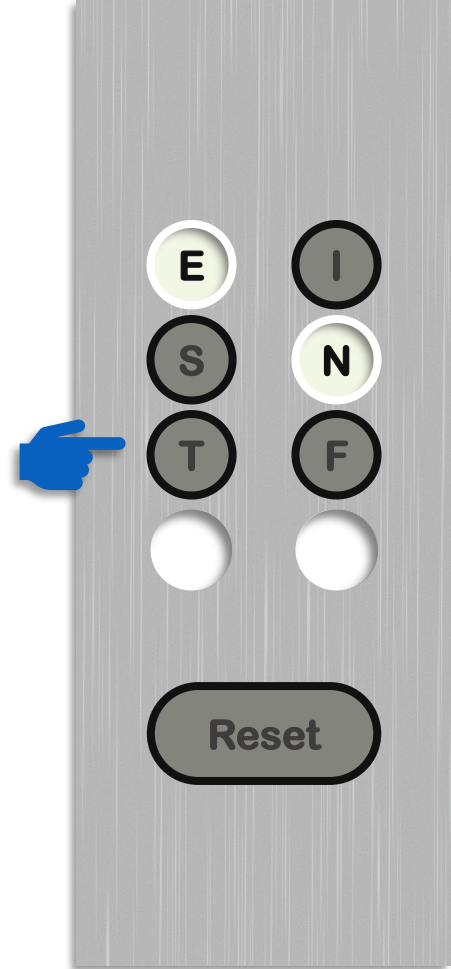


# EN--

## Function

T and F are the decision-making (J) functions. The T and F functions are both used to make rational decisions, based on the data received from their information-gathering functions (S or N).

- Those who prefer T tend to decide things from a more detached standpoint, measuring the decision by what seems reasonable, logical, causal, consistent, and matching a given set of rules.
- Thinkers usually have trouble interacting with people who are inconsistent or illogical, and tend to give very direct feedback to others. They are concerned with the truth and view it as more important.
- Those who prefer F tend to come to decisions by associating or empathizing with the situation, looking at it 'from the inside' and weighing the situation to achieve, on balance, the greatest harmony, consensus and fit, considering the needs of the people involved.

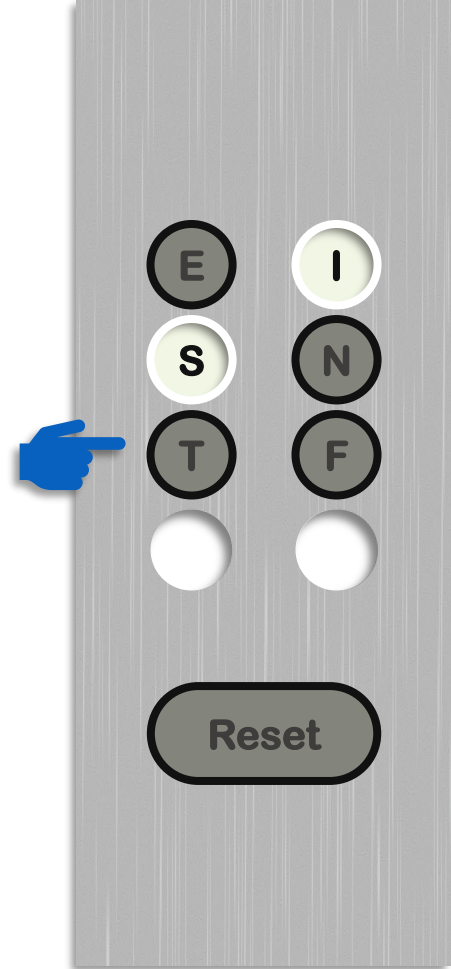


# IS--

## Function

T and F are the decision-making (J) functions. The T and F functions are both used to make rational decisions, based on the data received from their information-gathering functions (S or N).

- Those who prefer T tend to decide things from a more detached standpoint, measuring the decision by what seems reasonable, logical, causal, consistent, and matching a given set of rules.
- Thinkers usually have trouble interacting with people who are inconsistent or illogical, and tend to give very direct feedback to others. They are concerned with the truth and view it as more important.
- Those who prefer F tend to come to decisions by associating or empathizing with the situation, looking at it 'from the inside' and weighing the situation to achieve, on balance, the greatest harmony, consensus and fit, considering the needs of the people involved.

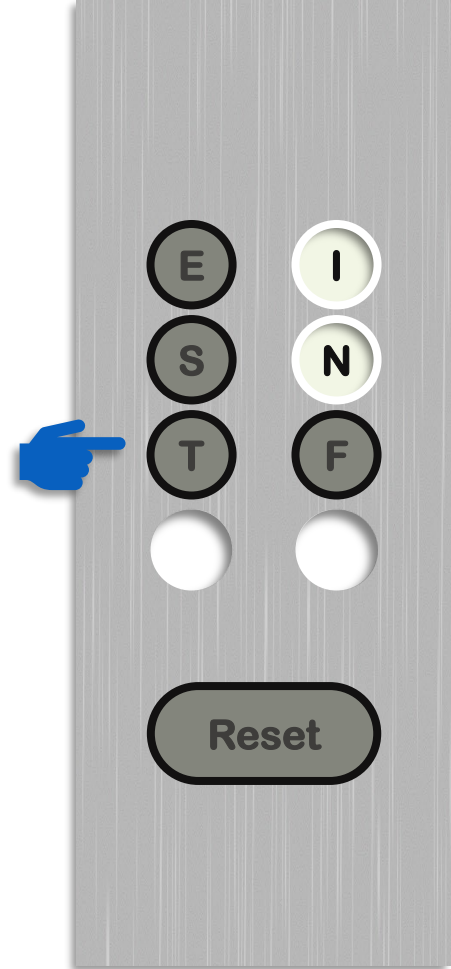


# IN--

## Function

T and F are the decision-making (J) functions. The T and F functions are both used to make rational decisions, based on the data received from their information-gathering functions (S or N).

- Those who prefer T tend to decide things from a more detached standpoint, measuring the decision by what seems reasonable, logical, causal, consistent, and matching a given set of rules.
- Thinkers usually have trouble interacting with people who are inconsistent or illogical, and tend to give very direct feedback to others. They are concerned with the truth and view it as more important.
- Those who prefer F tend to come to decisions by associating or empathizing with the situation, looking at it 'from the inside' and weighing the situation to achieve, on balance, the greatest harmony, consensus and fit, considering the needs of the people involved.



# EST-

## Lifestyle preference

- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"





# ENT-

## Lifestyle preference

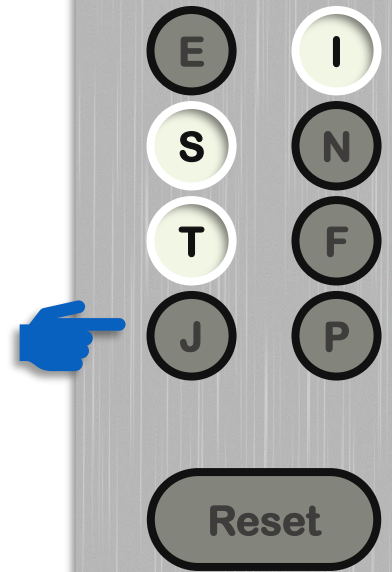
- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"



# IST-

## Lifestyle preference

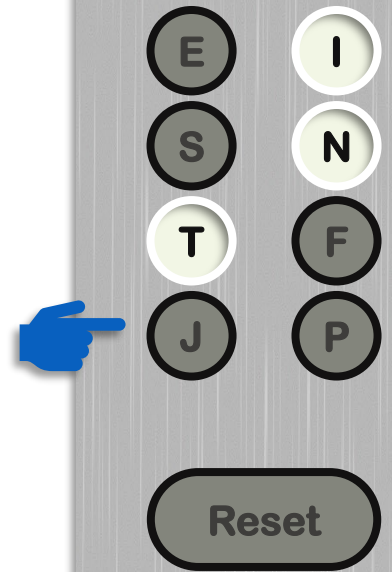
- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"



# INT-

## Lifestyle preference

- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"



# ESF-

## Lifestyle preference

- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"



# ENF-

## Lifestyle preference

- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"



# ISF-

## Lifestyle preference

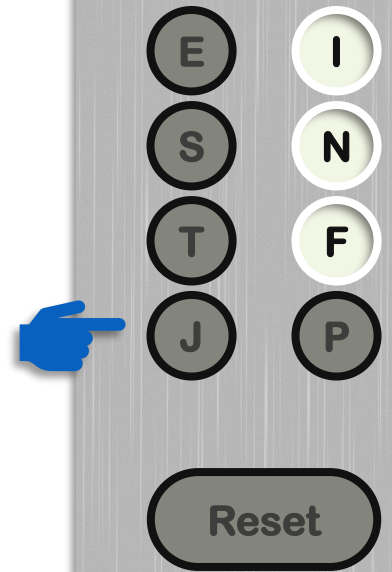
- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"



# INF-

## Lifestyle preference

- J types like to "have matters settled".
- Perceptive types prefer to "keep decisions open"



# ENFJ (Idealist)

## Teacher: Educating

Teachers have a natural talent for leading students or trainees toward learning, or as Idealists like to think of it, they are capable of calling forth each learner's potentials. But perhaps their greatest strength lies in their belief in their students.

Teachers look for the best in their students, and communicate clearly that each one has untold potential, and this confidence can inspire their students to grow and develop more than they ever thought possible.

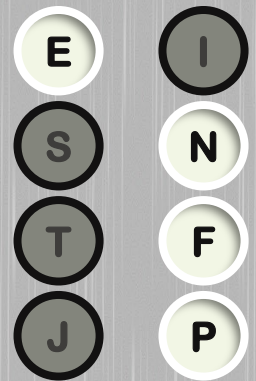




# ENFP (Idealist)

## Champion: Motivating

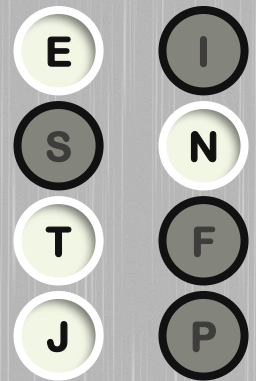
Champions are rather rare, say three or four percent of the population, but even more than the others they consider intense emotional experiences as being vital to a full life. Champions have a wide range and variety of emotions, and a great passion for novelty. They see life as an exciting drama, pregnant with possibilities for both good and evil, and they want to experience all the meaningful events and fascinating people in the world.



# ENTJ (Rational)

## Fieldmarshal: Mobilizing

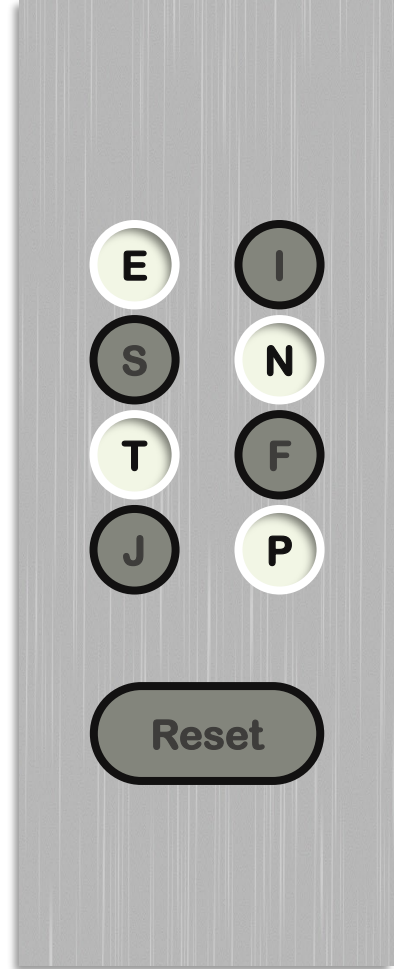
Fieldmarshals will usually rise to positions of responsibility and enjoy being executives. They are tireless in their devotion to their jobs and can easily block out other areas of life for the sake of their work. Superb administrators in any field - medicine, law, business, education, government, the military - Fieldmarshals organize their units into smooth-functioning systems, planning in advance, keeping both short-term and long-range objectives well in mind.



# ENTP (Rational)

## Inventor: Devising

Inventors begin building gadgets and mechanisms as young children, and never really stop, though as adults they will turn their inventiveness to many kinds of organizations, social as well as mechanical. There aren't many Inventors, say about two percent of the population, but they have great impact on our everyday lives. With their innovative, entrepreneurial spirit, Inventors are always on the lookout for a better way, always eyeing new projects, new enterprises, new processes.



# ESFJ (Guardian)

## Provider: Supplying

Providers take it upon themselves to insure the health and welfare of those in their care, but they are also the most sociable of all the Guardians, and thus are the great nurturers of social institutions such as schools, churches, social clubs, and civic groups. Providers are very likely more than ten percent of the population, and this is fortunate for the rest of us, because friendly social service is a key to their nature. Wherever they go, Providers happily give their time and energy to make sure that the needs of others are met, and that social functions are a success.



# ESFP (Artisan)

## Performer: Demonstrating

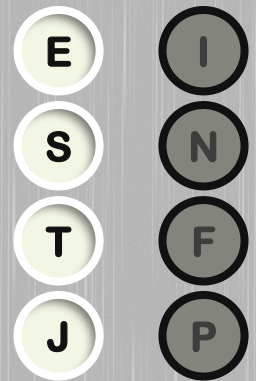
Performers have the special ability, even among the Artisans, to delight those around them with their warmth, their good humor, and with their often extraordinary skills in music, comedy, and drama. Whether on the job, with friends, or with their families, Performers are exciting and full of fun, and their great social interest lies in stimulating those around them to take a break from work and worry, to lighten up and enjoy life.



# ESTJ (Guardian)

## Supervisor: Enforcing

Supervisors are highly social and community-minded, with many rising to positions of responsibility in their school, church, industry, or civic groups. Supervisors are generous with their time and energy, and very often belong to a variety of service clubs, lodges, and associations, supporting them through steady attendance, but also taking an outspoken leadership role. Supervisors like to take charge of groups and are comfortable issuing orders.



# ESTP (Artisan)

## Promoter: Persuading

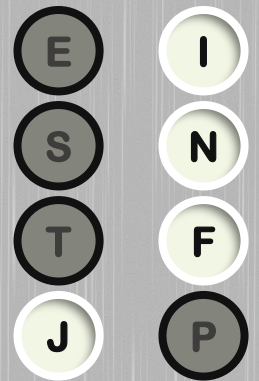
Promoters live with a theatrical flourish which makes even the most routine events seem exciting. Not that they waste much time on routine events. In work and in play, Promoters demand new activities and new challenges. Bold and daring at heart, and ever-optimistic that things will go their way, Promoters will take tremendous risks to get what they want, and seem exhilarated by walking close to the edge of disaster.



# INFJ (Idealist)

## Counselor: Guiding

Counselors have an exceptionally strong desire to contribute to the welfare of others, and find great personal fulfillment interacting with people, nurturing their personal development, guiding them to realize their human potential. Although they are happy working at jobs (such as writing) that require solitude and close attention, Counselors do quite well with individuals or groups of people, provided that the personal interactions are not superficial, and that they find some quiet, private time every now and then to recharge their batteries.

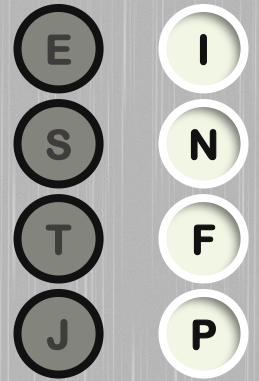




# INFP (Idealist)

## Healer: Conciliating

Healers present a calm and serene face to the world, and can seem shy, even distant around others. But inside they're anything but serene, having a capacity for personal caring rarely found in the other types. Healers care deeply about the inner life of a few special persons, or about a favorite cause in the world at large. And their great passion is to heal the conflicts that trouble individuals, or that divide groups, and thus to bring wholeness, or health, to themselves, their loved ones, and their community.



# INTJ (Rational)

## Mastermind: Entailing

Masterminds are head and shoulders above all the rest in contingency planning. Complex operations involve many steps or stages, one following another in a necessary progression, and Masterminds are naturally able to grasp how each one leads to the next, and to prepare alternatives for difficulties that are likely to arise any step of the way. Trying to anticipate every contingency, Masterminds never set off on their current project without a Plan A firmly in mind, but they are always prepared to switch to Plan B or C or D if need be.



# INTP (Rational)

## Architect: Designing

Architects need not be thought of as only interested in drawing blueprints for buildings or roads or bridges.

They are the master designers of all kinds of theoretical systems, including school curricula, corporate strategies, and new technologies.

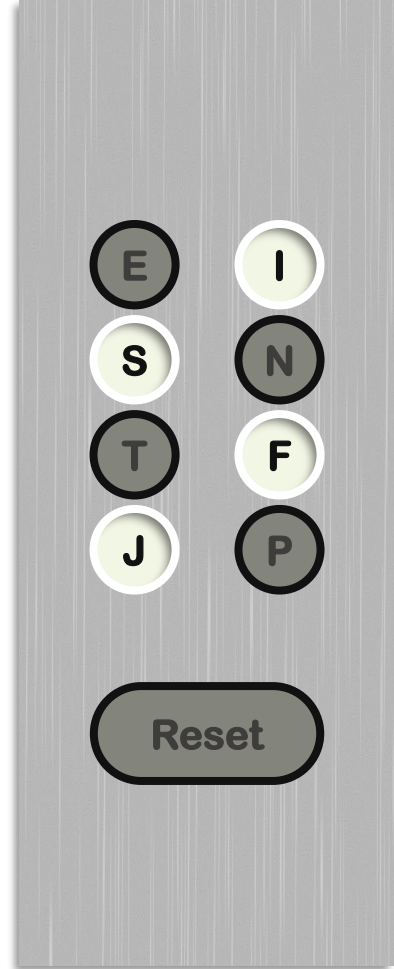
For Architects, the world exists primarily to be analyzed, understood, explained - and re-designed. External reality in itself is unimportant, little more than raw material to be organized into structural models.



# ISFJ (Guardian)

## Protector: Securing

Protectors make up as much as ten percent the population, because their primary interest is in the safety and security of those they care about - their family, their circle of friends, their students, their patients, their boss, their fellow-workers, or their employees. Protectors have an extraordinary sense of loyalty and responsibility in their makeup, and seem fulfilled in the degree they can shield others from the dirt and dangers of the world.



# ISFP (Artisan)

## Composer: Synthesizing

Composers are in tune with their senses, and so have a sure grasp of what belongs, and what doesn't belong, in all kinds of works of art. While the other Artisans are skilled with people, tools, and entertainment, Composers have an exceptional ability to work with subtle differences in color, tone, texture, aroma, and flavor. Although Composers often put long, lonely hours into their artistry, they are just as impulsive as the other Artisans.



# ISTJ (Guardian)

## Inspector: Certifying

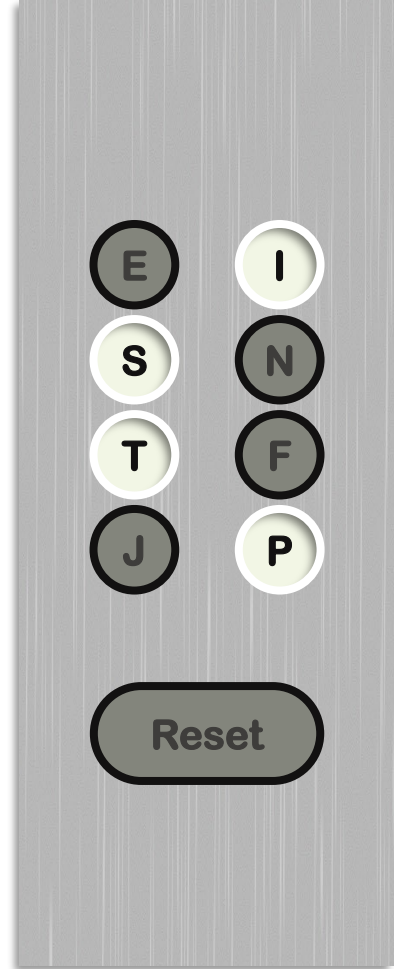
Inspectors are extraordinarily persevering and dutiful, particularly when it comes to keeping an eye on the people and products they are responsible for. In their quiet way, Inspectors see to it that rules are followed, laws are respected, and standards are upheld. Inspectors (as much as ten percent of the general population) are the true guardians of institutions. They are patient with their work and with the procedures within an institution, although not always with the unauthorized behavior of some people in that institution.



# ISTP (Artisan)

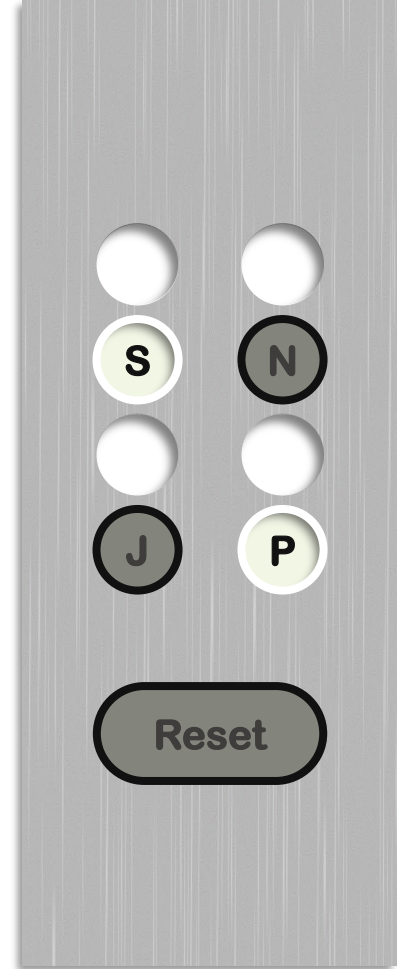
## Crafter: Instrumenting

Crafters are most clearly seen in their masterful operation of tools, equipment, machines, and instruments of all kinds. Most of us use tools in some capacity, of course, but Crafters (as much as ten percent of the population) are the true masters of tool work, with an innate ability to command tools and to become expert at all the crafts requiring tool skills. Even from an early age they are drawn to tools as if to a magnet -- tools fall into their hands demanding use, and they must work with them. Crafters are hard to get to know.



## Artisan (-S-P)

Artisans are most at home in the real world of solid objects that can be made and manipulated, and of real-life events that can be experienced in the here and now. Artisans have exceptionally keen senses, and love working with their hands. They seem right at home with tools, instruments, and vehicles of all kinds, and their actions are usually aimed at getting them where they want to go, and as quickly as possible. Thus Artisans will strike off boldly down roads that others might consider risky or impossible, doing whatever it takes, rules or no rules, to accomplish their goals. This devil-may-care attitude also gives the Artisans a winning way with people, and they are often irresistibly charming with family, friends, and co-workers.

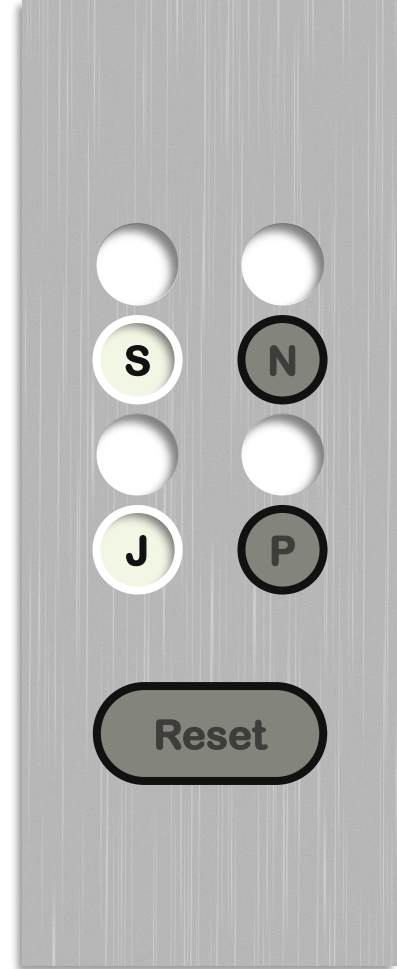




## Guardian (-S-J)

Guardians can have a lot of fun with their friends, but they are quite serious about their duties and responsibilities. Guardians take pride in being dependable and trustworthy; if there's a job to be done, they can be counted on to put their shoulder to the wheel.

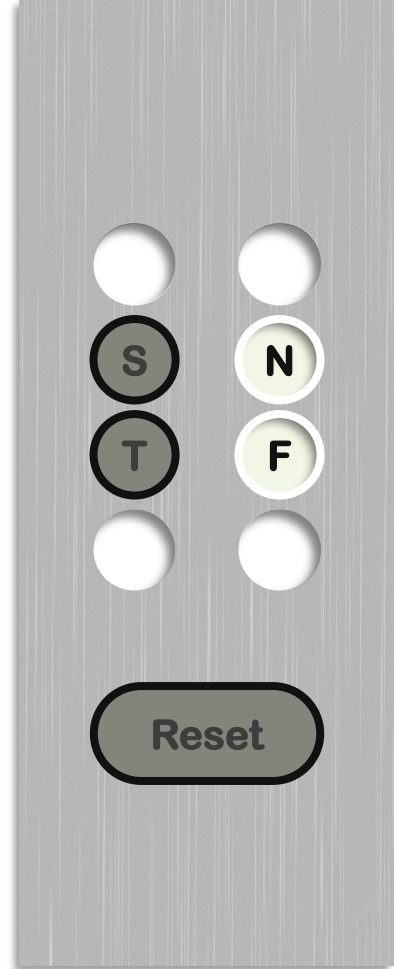
Guardians also believe in law and order, and sometimes worry that respect for authority, even a fundamental sense of right and wrong, is being lost. Perhaps this is why Guardians honor customs and traditions so strongly -- they are familiar patterns that help bring stability to our modern, fast-paced world.



# Idealist (-NF-)

Idealists are sure that friendly cooperation is the best way for people to achieve their goals. Conflict and confrontation upset them because they seem to put up angry barriers between people. Idealists dream of creating harmonious, even caring personal relations, and they have a unique talent for helping people get along with each other and work together for the good of all.

- Such interpersonal harmony might be a romantic ideal, but then Idealists are incurable romantics who prefer to focus on what might be, rather than what is. The real, practical world is only a starting place for Idealists; they believe that life is filled with possibilities waiting to be realized, rich with meanings calling out to be understood. This idea of a mystical or spiritual dimension to life, the "not visible" or the "not yet" that can only be known through N or by a leap of faith, is far more important to Idealists than the world of material things.



## Rational (-NT-)

In working with problems, Rationals try to find solutions that have application in the real world, but they are even more interested in the abstract concepts involved, the fundamental principles or natural laws that underlie the particular case. And they are completely pragmatic about their ways and means of achieving their ends. Rationals don't care about being politically correct. They are interested in the most efficient solutions possible, and will listen to anyone who has something useful to teach them, while disregarding any authority or customary procedure that wastes time and resources.

