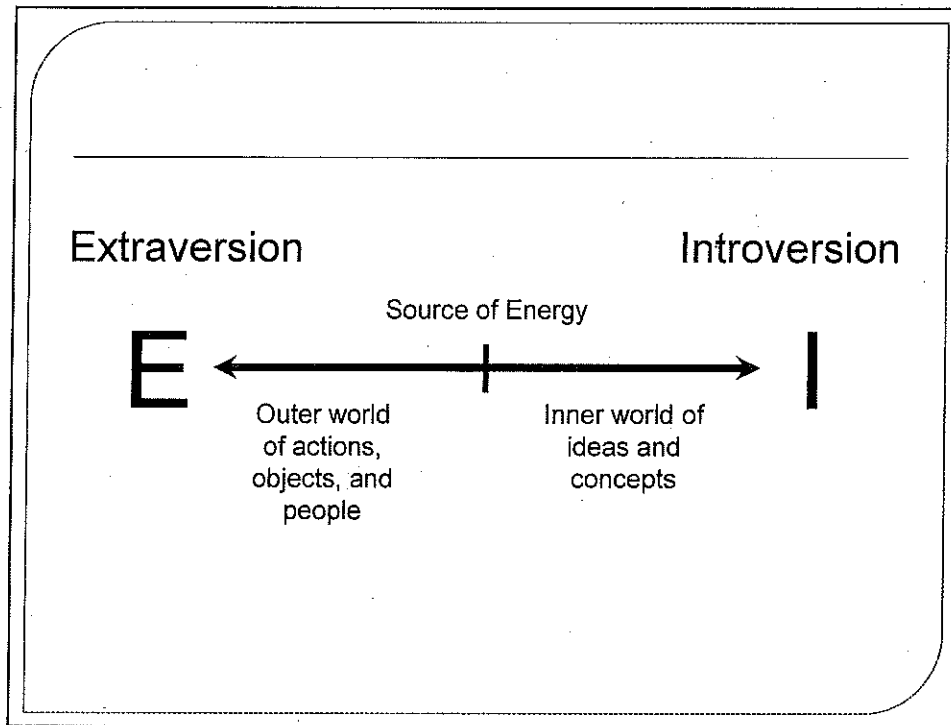
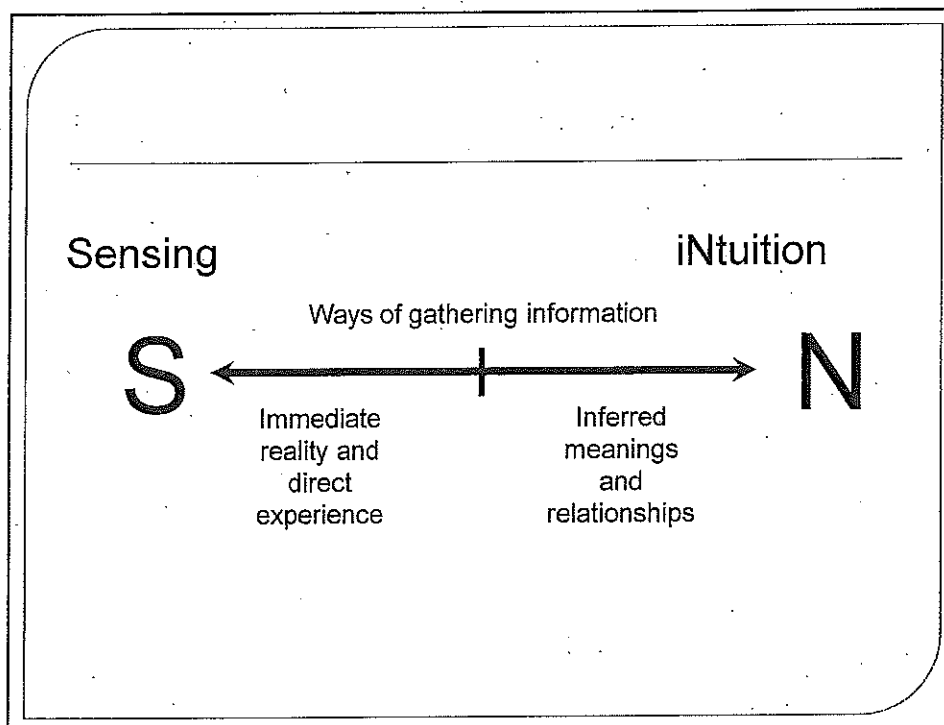




E or I	
EXTRAVERSION	INTROVERSION
◉ Jumps in ◉ Initiates ◉ Interacts ◉ Thinks out loud ◉ Expressive ◉ External ◉ Breadth	◉ Reflective ◉ Intensive ◉ Concentration ◉ Limited Relationships ◉ Rehearse before talking ◉ Internal ◉ Depth



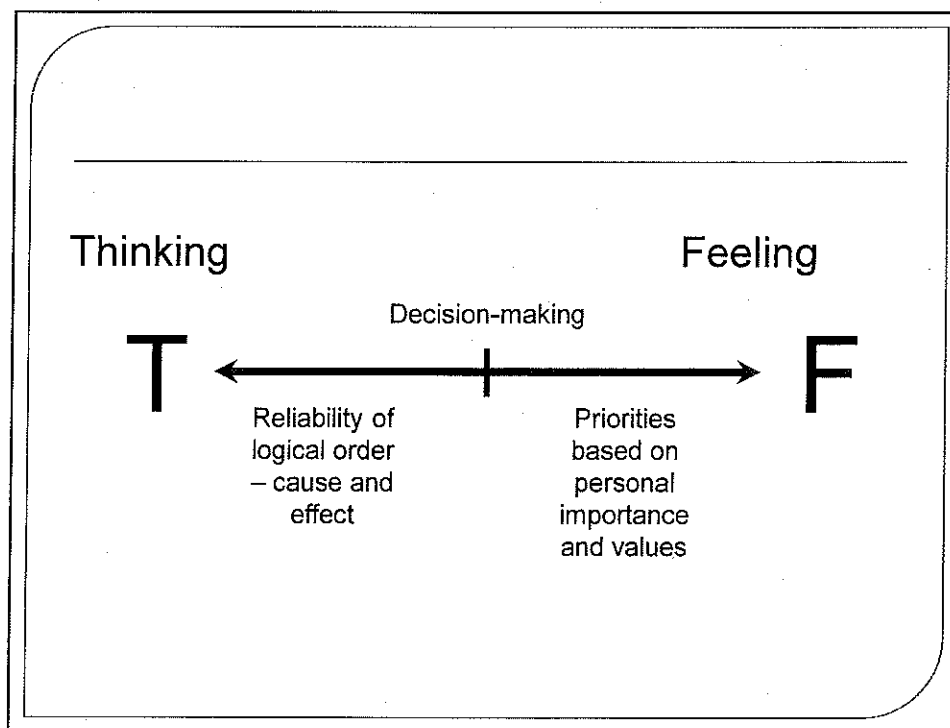
S or N

SENSING

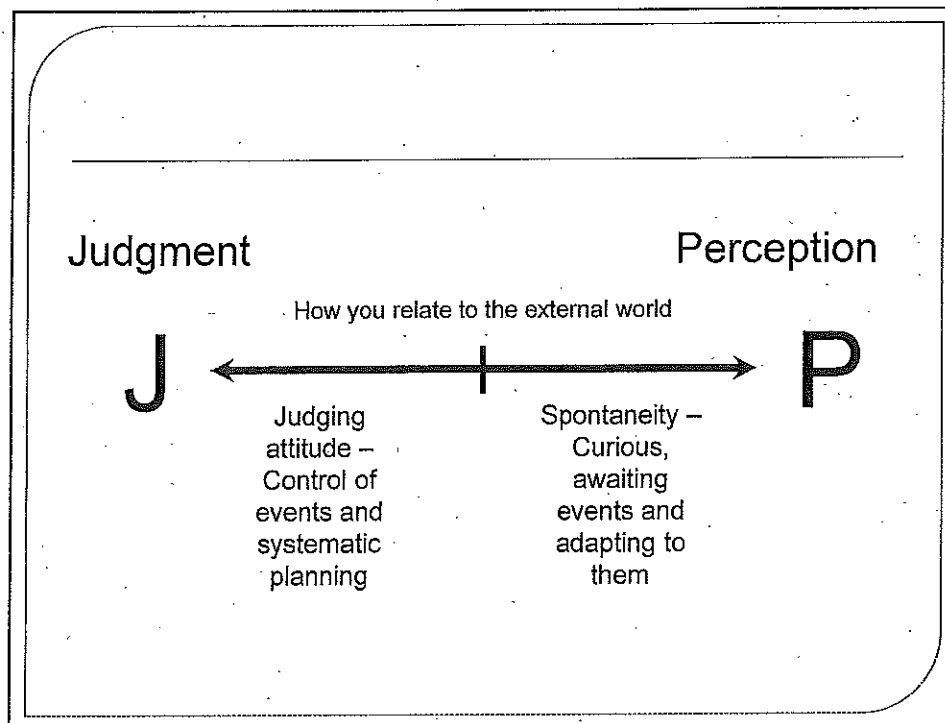
- Facts
- Present Focus
- Detail
- Idea Tester
- Powers of observation
- Sequential
- Practical
- Sensible
- Literal

INTUITION

- Possibilities
- Future Focus
- Associations
- Pattern Recognition
- Idea Generator
- Innovating
- Imaginative
- Inspiration
- Figurative



T or F	
THINKING	FEELING
◉ Objective ◉ Logic, principles ◉ Truthful ◉ Firmness ◉ Impersonal ◉ Analysis ◉ Justice ◉ Clarity	◉ Subjective ◉ Personal values ◉ Tactful ◉ Harmonious ◉ Interpersonal ◉ Sympathetic ◉ Mercy ◉ Persuasion



J or P	
JUDGING	PERCEIVING
• Focus • Decided • Fixed • Plan • Systems • Conclusive • Complete • "Wrap it up" • Sense of urgency • "Get the show on the road"	• Options/Alternatives • Gather more data • Flexible • Adapt as you go • Ad hoc • Spontaneous • Open-ended • "Something will turn up" • There is plenty of time • "Let's wait and see"

ISTJ "Take Your Time and Do It Right"	ISFJ "On My Honor, to Do My Duty..."	INFJ "Catalyst for Positive Change"	INTJ "Competence + Independence = Perfection"
ISTP "Doing the Best I Can With What I've Got"	ISFP "It's the Thought That Counts"	INFP "Still Waters Run Deep"	INTP "Ingenious Problem Solvers"
ESTP "Let's Get Busy!"	ESFP "Don't Worry, Be Happy"	ENFP "Anything's Possible"	ENTP "Life's Entrepreneurs"
ESTJ "Taking Care of Business"	ESFJ "What Can I Do For You?"	ENFJ "The Public Relations Specialist"	ENTJ "Everything's Fine - I'm in Charge"

Preferred Work Environment

EXTRAVERSION

- Varied and action-oriented
- Prefers to be around others
- Wide interests
- Lively
- Sought out by others
- Remain aware of the environment around them
- Allow time to verbalize agreements, then act

INTROVERSION

- Quiet and concentrated
- Prefers to be alone
- Interests have depth
- Calm and private
- Allow time for silent reflection
- Look deeply into issues before acting

Preferred Work Environment

SENSING

- Prefers using learned skills
- Pays attention to details
- Patient with details
- Makes few factual errors
- Seeks to know the facts, understand the plan, and work out details before implementing

INTUITION

- Prefers adding new skills
- Seeks new challenges
- Patient with complexity
- Sees the "big picture"
- Forges ahead into new areas
- Always open to new suggestions

Preferred Work Environment

THINKING

- Brief and businesslike
- Impersonal
- Treats others fairly
- Private space
- Discuss issues logically
- Consider the pros and cons
- Intolerant of inconsistencies

FEELING

- Naturally friendly
- Personal
- Treats others as they need to be treated
- Involved
- Seek to understand what is important to others
- Acknowledge the human side of decision-making

Preferred Work Environment

JUDGING

- ◉ Focus on completing tasks
- ◉ Quick decision-makers
- ◉ Prefer only the essentials of the job

PERCEIVING

- ◉ Focus on starting tasks
- ◉ Okay with postponing decisions
- ◉ Want to find out all about the job

Four Temperaments

- ◉ Kersey & Bates
- ◉ SJ (ISTJ, ISFJ, ESTJ, ESFJ)
- ◉ SP (ISTP, ISFP, ESTP, ESFP)
- ◉ NT (INTJ, INTP, ENTP, ENTJ)
- ◉ NF (INFJ, INFP, ENFP, ENFJ)

NF – The Idealist

◉ Who?



- ◉ Relationships
- ◉ Supportive of others
- ◉ Sympathetic
- ◉ Possibilities for people
- ◉ Interpersonal skills
- ◉ Super-sensitive to conflict
- ◉ Search for self
- ◉ Needs encouragement and recognition
- ◉ Vivid imagination

NT – The Rational

◉ Why?



- ◉ Knowledge
- ◉ Independent
- ◉ Non-Conformists
- ◉ Argumentative
- ◉ Competitive with others and themselves
- ◉ Authority Independent
- ◉ Enjoy complexity

SJ – The Guardian

◉ What?



- ◉ Responsibility
- ◉ Loyal to the System
- ◉ Decisive
- ◉ Orderly
- ◉ Structure/Authority-dependent
- ◉ "Should"/"Should Not"
- ◉ Traditional
- ◉ "If it isn't broken, don't fix it."

SP – The Artisan

◉ When?



- ◉ Enjoys the moment
- ◉ Spontaneous
- ◉ Action-oriented
- ◉ Flexible
- ◉ Good in crisis
- ◉ Needs freedom and space
- ◉ Impulsive
- ◉ Practical
- ◉ "When all else fails, read the directions."