



Where Do You Prefer to Focus Your Attention? The EI Scale

E Extraversion

People who prefer Extraversion tend to focus on the outer world of people and external events. They direct their energy and attention outward and receive energy from external events, experiences, and interactions.

Characteristics of most people who prefer Extraversion:

- Attuned to external environment
- Prefer to communicate by talking
- Learn best through doing or discussing
- Breadth of interests
- Tend to speak first, reflect later
- Sociable and expressive
- Take initiative in work and relationships

I Introversion

People who prefer Introversion tend to focus on their own inner world of ideas and experiences. They direct their energy and attention inward and receive energy from their internal thoughts, feelings, and reflections.

Characteristics of most people who prefer Introversion:

- Drawn to their inner worlds
- Prefer to communicate by writing
- Learn best by reflection, mental "practice"
- Depth of interest
- Tend to reflect before acting or speaking
- Private and contained
- Focus readily

How Do You Take in Information, Find Out About Things? The SN Scale

S Sensing

People who prefer Sensing like to take in information through their eyes, ears, and other senses to find out what is actually happening. They are observant of what is going on around them and are especially good at recognizing the practical realities of a situation.

Characteristics of most people who prefer Sensing:

- Focus on what is real and actual
- Value practical applications
- Factual and concrete, notice details
- Observe and remember sequentially
- Present-oriented
- Want information step-by-step
- Trust experience

N Intuition

People who prefer Intuition like to take in information by seeing the big picture, focusing on the relationship and connections between facts. They want to grasp patterns and are especially good at seeing new possibilities and different ways of doing things.

Characteristics of most people who prefer Intuition:

- Focus on "big picture," possibilities
- Value imaginative insight
- Abstract and theoretical
- See patterns and meaning in facts
- Future-oriented
- Jump around, leap in anywhere
- Trust inspiration

How Do You Make Decisions? The TF Scale

T Thinking

People who prefer to use Thinking in decision making tend to look at the logical consequences of a choice or action. They try to mentally remove themselves from a situation to examine it objectively and analyze cause and effect. Their goal is an objective standard of truth and the application of principles. Their strengths include figuring out what is wrong with something so they can apply their problem-solving abilities.

Characteristics of most people who prefer Thinking:

- Analytical
- Logical problem-solvers
- Use cause-and-effect reasoning
- "Tough-minded"
- Strive for impersonal, objective truth
- Reasonable
- Fair

F Feeling

People who prefer to use Feeling in decision making tend to consider what is important to them and to other people. They mentally place themselves in a situation and identify with the people involved so that they can make decisions based on person-centered values. Their goal is harmony and recognition of individuals, and their strengths include understanding, appreciating, and supporting others.

Characteristics of most people who prefer Feeling:

- Sympathetic
- Assess impact on people
- Guided by personal values
- "Tender-hearted"
- Strive for harmony and individual validation
- Compassionate
- Accepting

How Do You Orient Toward the Outer World? The JP Scale

J Judging

People who prefer to use their Judging process in the outer world tend to live in a planned, orderly way, wanting to regulate and control life. They make decisions, come to closure, and move on. Their lifestyle is structured and organized, and they like to have things settled. Sticking to a plan and schedule is very important to them, and they enjoy their ability to get things done.

Characteristics of most people who prefer Judging:

- Scheduled
- Organized
- Systematic
- Methodical
- Plan
- Like closure—to have things decided
- Avoid last-minute stresses

P Perceiving

People who prefer to use their Perceiving process in the outer world tend to live in a flexible, spontaneous way, seeking to experience and understand life, rather than control it. Plans and decisions feel confining to them; they prefer to stay open to experience and last-minute options. They enjoy and trust their resourcefulness and ability to adapt to the demands of a situation.

Characteristics of most people who prefer Perceiving:

- Spontaneous
- Open-ended
- Casual
- Flexible
- Adapt
- Like things loose and open to change
- Feel energized by last-minute pressures

Characteristics Frequently Associated with Each Type

		Sensing Types		Intuitive Types	
Introverts		ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.	ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.	INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear visions as to how best to serve the common good.	INTJ Have original minds and great drive for their own ideas and purposes. Have long-range vision and quickly find meaningful patterns in external events. In fields that appeal to them, they have a fine power to organize a job and carry it through. Skeptical, critical, independent, determined, have high standards of competence and performance.
		ISTP Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles. Excel at getting to the core of a practical problem and finding the solution.	ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.	INFP Quiet observers, idealistic, loyal. Important that outer life be congruent with inner values. Curious, quick to see possibilities, often serve as catalysts to implement ideas. Adaptable, flexible, and accepting unless a value is threatened. Want to understand people and ways of fulfilling human potential. Little concern with possessions or surroundings.	INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.
		ESTP Good at on-the-spot problem solving. Like action, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, pragmatic; focused on getting results. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.	ESFP Outgoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like action and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people.	ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.	ENTP Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.
Extraverts		ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in abstract theories; want learning to have direct and immediate application. Like to organize and run activities. Often make good administrators; are decisive, quickly move to implement decisions; take care of routine details.	ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.	ENFJ (e:ven) Responsive and responsible. Feel real concern for what others think or want, and try to handle things with due regard for the other's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism. Like to facilitate others and enable people to achieve their potential.	ENTJ Frank, decisive, leaders in activities. Develop and implement comprehensive systems to solve organizational problems. Good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge.