

The 4 pairs of preferences . . .

Introvert VS. Extrovert

Source of Energy: Not how much you talk!

75% Extrovert / 25% Introvert

- **how people are energized; where your energy is naturally directed:** **E or I**
 - o either inward to your own thoughts and impressions (introverted)
 - o or outward, to other people and things outside of yourself (extroverted)

Characteristics:

Energized by People	VS.	Energized by solitude
Interaction increases Energy	VS.	Interaction drains - needs conservation
Interaction brings clarity	VS.	Concentration/ <i>Personal</i> Processing ↳ clarity
Talk things through (at parties) Loves to connect w/many people	VS.	Think things through Loves quiet corners w/few close friends
Often initiates Conversation	VS.	Prefers others to approach them
Speak easily with strangers	VS.	Find little to say w/strangers; prefer quiet recog

Extrovert Strengths:

- * Very Approachable; Easy to get to know
- * Usually have many friends; Usually more naturally inclusive
- * Usually enjoy large group activities
- * Have greater emotional endurance in people-oriented situations
- * Can concentrate more easily even amidst distractions
- * More comfortable w/sharing mind & brainstorming w/the group

Weaknesses:

- * Are prone to talk before they think
- * Can appear to be more interested in talking than listening
- * Can tend to eat up the personal space of other people more

Introvert Strengths:

- * Think before Speaking: Often rehearses things . . . like phone calls
- * Can appear to have more depth & more listening skills
- * More likely to “keep their word” (esp. I-J’s)

Weaknesses:

- * Not as easy to get to know / or as aggressive in getting to know others
- * Can be a bit exclusive in their social activities
- * May not communicate enough (overly afraid of redundancy)
- * Less likely to speak their mind, even though they have

stories/thoughts&opinions

Sensors Vs. Intitives: (S & N)

The Way you Gather Information 75% Sensor 25% iNtuitive

- **what kind of information they naturally notice and remember (how you gather data) S or N**
 - o sensing perception means you tend to notice what is, focus more on the present time and trust what can be observed and measured directly. (gather from what you can see, hear, taste, smell, touch)
 - o intuitive perception tend to notice what might be, readily see possibilities and connections between things, and have more of a future focus (read inbetween the lines)

Characteristics: *Communication & Interpretation*

Value the 'straight forward'	VS.	N's value the abstract
Thus: N's like to find the 'Hidden Meanings' Philosophy; Poetry		
S's value their Practicality	VS.	N's value their Innovation
Like to be Sensible	VS.	N's Like to be Imaginative
Make decisions based on Experience	VS.	Decisions based on deeply perceived Hunches
Would rather 'Do' than 'Dream'	VS.	Enjoy dreaming as much or even more than Do
Perspiration - labor w/visible results	VS.	Inspiration - dreaming is a regular part of work
Enjoy <i>Production & Distribution</i>	VS.	N's tend to enjoy <i>Design and Research</i>
Prefer thinking @ the 'Here & Now'	VS.	Prefer thinking @ the future

Sensor Strengths:

- * Great at giving specific directions and answers for anything
- * Great at working with facts, figures, and getting 'tangible' results to their endeavors
- * Are very practical, realistic, and objective with their time management.
- * Are very literal, straight-forward communicators

Weaknesses:

- * Can "make great time, going in the wrong direction". They "DO" more than "Plan".
- * Have a hard time seeing the big picture & so get lost attending to unnecessary details
- * Are much less divergent and less creative in their thinking and problem solving
- * At times appear shallow & even gullible. Moved more by surface value than "depth".

Intuitive Strengths:

- * Are much more creative than other types
- * Are much more divergent thinkers and problem solvers: can see the "bigger picture"
- * Are less redundant than other types
- * Are much better at assessing the "deeper meaning" or inter-related dynamics of an issue.

Weaknesses:

- * Can be unrealistic in terms of time, money and life energy management: Bite off more than can chew.
- * Can get easy bored with details & so overlook critical & important information
- * Can "read into situations" too easily, & come up with wrong assumptions.
- * Can appear to be absent-minded as they tend to think about several things at once.

Thinkers Vs. Feelers:

The Way you Make your Decisions

2/3rds T's = Male

2/3rds F's =
Female

- **how they make decisions** **T or F**

- o Thinking: make decisions in a logical and analytical way, using primarily objective criteria; the principal
- o Feeling: make decisions based on different criteria...subjective set of values and how their decision will affect others

Characteristics:

“What’s the right thing to do?”	VS.	“How will this affect everyone involved?”
Prefer to eliminate emotions from decisions	VS.	Prefer to evaluate the subjective issues
Objective	VS.	Subjective
“Same rules apply to everyone”	VS.	“Everything changes person to person”
Often known to be ‘Cool Headed’	VS.	Often known to be ‘Warm Hearted’
Just	VS.	Humane
Firm-Minded	VS.	Fair Hearted

Thinker Strengths:

- * Very good at making objective, just, and logical decisions, even under much pressure
- * Good at staying cool headed in crises when everyone else is upset
- * Good at making difficult decisions that affect a lot of people.
- * Less prone to “fear of man” & are not afraid to stand up to people.

Weaknesses:

- * Not as sensitive to those involved: can appear cold-hearted, lacking mercy
- * Can appear detached and impersonal at times
- * Can be unnecessarily harsh in the enforcement of rules and policy

Feeler Strengths:

- * Are better at taking people’s feelings into account when making decision & statements.
- * Are good relational peace-makers; good at creating harmony between people
- * Are good at putting Themselves in someone else’s shoes; empathizing.
- * Are great at giving mercy and making exceptions for people.

Weaknesses:

- * Can take things too personally; they are the most offendable of the types (esp. NFs)
- * Can avoid adequately dealing with tension for fear of uncomfortable conflict
- * Can tend to be people pleasers; struggle with “fear of man” more than other types

Judgers Vs. Perceivers

Your lifestyle Orientation: the Way you Organize your World

- **how they like to organize the world around them **J or P****
 - o Judging: is a desire to have things decided and settled so you can have a sense of control
 - o Perceiving means a desire to have things left open so you can respond and adapt to a changing environment.

Characteristics:

Right & wrong way for everything	VS.	Anything Goes - It doesn't matter
Find rest after making a decision	VS.	Find rest as long as can <i>put off making decision</i>
prefer decisiveness	VS.	prefer 'open-endedness'
THUS, J's plan ahead	VS.	P's 'go with the flow'
J's are more punctual	VS.	P's are 'less rigid'
J's are 'tight wads' (put negative)	VS.	P's are 'slackers' (put negative)
J's are Organized & Driven	VS.	P's are Spontaneous & Adventurous

Judger Strengths:

- * High completion rate to their many tasks
- * Highly organized; More Punctual (especially SJs)
- * Great in planning ahead
- * Disciplined
- * More Decisive in their opinions; good decision makers (especially TJs)

Weaknesses:

- * Can become locked in, close-minded & miss better alternate ways of doing things
- * Can become unnecessarily rigid in their policies or all areas of life organization
- * Usually are annoyingly picky and "pet-peavish".
- * Can appear boring & predictable to some.
- * Can become rattled if things turn out different than planned.

Perceiver Strengths:

- * Very free-flowing individuals
- * More relaxed, easy-going, and playful than other types
- * More adventurous & exploring

Weaknesses:

- * Not as faithful, consistent, or punctual
- * Not very decisive; make more decisions at last minute
- * Can appear flaky, unfocused, and unreliable