

CHARACTERISTICS FREQUENTLY ASSOCIATED WITH EACH TYPE

Sensing Types		Intuitive Types	
ISTJ Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized—their work, their home, their life. Value traditions and loyalty.	ISFJ Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.	INFJ Seek meaning and connection in ideas and relationships, and material possessions. Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.	INTJ Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance—for themselves and others.
ISTP Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.	ISFP Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, do not force their opinions or values on others.	INFP Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened.	INTP Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.
ESTP Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them—they want to act energetically to solve the problem. Focus on the here and now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.	ESFP Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.	ENFP Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.	ENTP Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.
ESTJ Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.	ESFJ Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-to-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.	ENFJ Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone, want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.	ENTJ Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy long-term planning and goal setting. Usually well-informed, well-read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

Introverts

Extraverts



FORM M REPORT FORM

Name _____

Date _____

The MBTI® instrument reports your preferences on four dichotomies. There are two opposite preferences on each dichotomy, as shown below.

E-I Dichotomy

Where you focus your attention

E Extraversion

People who prefer Extraversion tend to focus their attention on the outer world of people and things.

I Introversion

People who prefer Introversion tend to focus their attention on the inner world of ideas and impressions.

S-N Dichotomy

The way you take in information

S Sensing

People who prefer Sensing tend to take in information through the five senses and focus on the here and now.

N Intuition

People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.

T-F Dichotomy

The way you make decisions

T Thinking

People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.

F Feeling

People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.

J-P Dichotomy

How you deal with the outer world

J Judging

People who prefer Judging tend to like a planned and organized approach to life and prefer to have things settled.

P Perceiving

People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

YOUR REPORTED TYPE AND PREFERENCE CLARITY CATEGORY

Your reported type comprises four letters representing the four preferences you chose. Your preference clarity category (pcc) shows how consistently you chose one preference over the other. High points indicate a clear preference; note, however, that the pcc does not measure abilities or development. To determine your pcc, follow these steps:

1. Refer to the "Points" chart on page two of the answer sheet. For each dichotomy, identify the preference with

the greater number of points, and record that letter and number in the "Your Reported Type" column.

2. For each dichotomy, circle in the chart below the range that includes the number next to your preference.
3. Identify the preference clarity category ("slight," "moderate," etc.) shown above each circled range and record it below. If you did not answer all of the items, your points may be lower than the lowest range of numbers on the chart. If so, use "slight" as your pcc.

YOUR REPORTED TYPE

DICHOTOMY

PREFERENCE CLARITY CATEGORY

Raw Points Ranges

Slight Moderate Clear Very Clear

E-I	11-13	14-16	17-19	20-21
S-N	13-15	16-20	21-24	25-26
T-F	12-14	15-18	19-22	23-24
J-P	11-13	14-16	17-20	21-22

YOUR PREFERENCE CLARITY CATEGORY

Each type, or combination of preferences, tends to be characterized by its own interests, values, and unique gifts. On the back of this page is a brief description of each of the sixteen types. Find your reported type and see whether the description fits you. If not, the person who administered the MBTI® instrument to you can help you identify

a better-fitting type. Whatever your preferences, you may still use some behaviors that are characteristic of contrasting preferences. For a more complete discussion of the sixteen types and applications, see *Introduction to Type*®, 6th ed. (Myers, I. B., 1998, CPP, Inc.) or *Gifts Differing* (Myers, I. B., with Myers, P. B., 1995, Davies-Black® Publishing).

