

WHAT'S YOUR TYPE?

ISTJ "DOING WHAT SHOULD BE DONE"	ISFJ "A HIGH SENSE OF DUTY"	INFJ "AN INSPIRATION TO OTHERS"	INTJ "EVERYTHING HAS ROOM FOR IMPROVEMENT"
ISTP "READY TO TRY ANYTHING ONCE"	ISFP "SEES MUCH BUT SHARES LITTLE"	INFP "PERFORMING NOBLE SERVICE TO AID SOCIETY"	INTP "A LOVE OF PROBLEM-SOLVING"
ESTP "THE ULTIMATE REALISTS"	ESFP "YOU ONLY GO AROUND ONCE IN LIFE"	ENFP "GIVING LIFE AN EXTRA SQUEEZE"	ENTP "ONE EXCITING CHALLENGE AFTER ANOTHER"
ESTJ "LIFE'S ADMINISTRATORS"	ESFJ "HOSTS AND HOSTESSES OF THE WORLD"	ENFJ "SMOOTH TALKING PERSUADERS"	ENTJ "LIFE'S NATURAL LEADERS"

Based on the Myers-Briggs Type Indicator™

Where are you on the diagram above? Are you an **ENFJ** – someone who spends his or her time involved with the things around them ("**E**" for **Extravert**), sees the world in terms of possibilities ("**N**" for **iNtuitive**), makes decisions based on subjective judgment ("**F**" for **Feeler**), and lives life in a decisive, orderly manner ("**J**" for **Judger**)? Are you an **ISTP** – someone who spends his or her time in reflection ("**I**" for **Introvert**), see the world in terms of practical facts ("**S**" for **Sensor**), makes decisions based on objective analysis ("**T**" for **Thinker**), and lives life in a spontaneous, flexible way ("**P**" for **Perceiver**)? Or are you one of the fourteen other combinations? In *Type Talk*, Otto Kroeger and Janet M. Thuesan show you exactly how to determine your personality type, using a scientifically validated method based on the work of C. G. Jung. *Type Talk* offers insight into why others behave the way they do, and why you are the person you are – on the job, as a parent, in relationships, and in all aspects of daily life.

16 PERSONALITY TYPES
 WITH
SELECTED BRIEF EXPLANATIONS
 AND
EXPOSITIONS

For my patients and those who would benefit from gaining insight and a fuller understanding into and about your personality traits and those elusive influences that steer many of your life choices; that you may further enrich your life, increase more of what works for you and decrease what does not; deepen rapport and your connection with loved-ones and friends; maintain good health and high spirits and reduce stress; and last, but not finally, make your way in the world and enhance creative and business endeavors and your service to others.

I have taken the liberty of offering up David Keirsey's temperament sorter with information and references from both Keirsey and Myers-Briggs all of whom have written books and offer questionnaires for elucidating and organizing feedback about your personality and assisting in making life choices.

You have my best wishes for an interesting and informative exercise which is not the end but merely a new beginning. Follow-through and discover your rewards.

Marie Margenau-Spatz, Ph.D.

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 and serve their friends and school. Thorough, painstaking, accurate. May need time to master technical subjects, as their interests are usually not technical. Patient with detail and routine. Loyal, considerate, 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 convictions as to how best to serve the common good.	INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, often stubborn. Must learn to yield less important points in order to win the most important.	INTROVERTS
	ISTP Cool onlookers – quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in impersonal principles, cause and effect, how and why mechanical things work. Exert themselves no more than they think necessary, because any waste of energy would be inefficient.	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 Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.	INTP Quiet, reserved, brilliant in exams, especially in theoretical or scientific subjects. Logical to the point of hair-splitting. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need to choose careers where some strong interest can be used and useful.	
EXTRAVERTS	ESTP Matter-of-fact, do not worry or hurry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. May be a bit blunt or insensitive. Can do math or science when they see the need. Dislike long explanations. Are best with real things that can be worked, handled, taken apart or put together.	ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things. 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 as well as with things.	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 subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.	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. Little interest in abstract thinking or technical subjects. Main interest is in things that directly and visibly affect people's lives.	ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for other people's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, active in school affairs, but put time enough on their studies to do good work.	ENTJ Hearty, frank, able in studies, leaders in activities. Usually 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. May sometimes be more positive and confident than their experience in an area warrants.	

SENSING TYPES

INTUITIVE TYPES

CHARACTERISTICS FREQUENTLY ASSOCIATED WITH EACH TYPE

Selected Personality Type Information

The Keirsey Temperament Sorter, like *all* personality tests, is only a preliminary and rough indicator of personality. Please do not accept *any* personality test results without checking them out by watching people in action. People-watching will enable you to detect the difference between what people *say* they do habitually and what they *actually* do. Sometimes the test does not accurately identify your personality, but it may give you a place to start looking for a portrait that fits. Perhaps after you have read many of the portraits (see abbreviated descriptions below) and even asked others which of the portraits best describe you, you may be able to begin to define your own personality.

After you complete the scoring of your answers to the Questionnaire, you have now identified your “type”. It should be one of the following:

INFP	ISFP	INTP	ISTP
ENFP	ESFP	ENTP	ESTP
INFJ	ISFJ	INTJ	ISTJ
ENFJ	ESFJ	ENTJ	ESTJ

If you have an X in your type, yours is a mixed type. An X can show up in any of the four pairs: E or I, S or N, T or F, and J or P. Hence there are 32 mixed types beside the 16 listed above:

XNTP	EXTP	ENXP	ENTX
XNTJ	EXTJ	INXP	INTX
XNFP	EXFP	ENXJ	ENFX
XNFJ	EXFJ	INXJ	INFJ
XSTP	IXTP	ESXP	ESTX
XSTJ	IXTJ	ISXP	ISTX
XSFP	IXFP	ESXJ	ESFX
XSFJ	IXFJ	ISXJ	ISFX

Having identified type, the task now is to read the type description and to decide how well or how poorly the description fits. You will find a description or portrait of your type in the pages to follow as well as in the book, *Please Understand Me*. If you have an X in your type, yours is a combination of two types. If, for example, the E and I scores are equal and the type is, say, XSFJ, then you would read both ESFJ and ISFJ portraits and decide for yourself which parts of each description are applicable.

One may also profit from reading the portrait of one’s opposite to see how things are ‘on the other side’. (How one proceeds after reading one’s own type portrait depends largely upon temperament. Some of the types will read several other portraits before returning to the text, while others will return immediately to the text. Some may never read all sixteen of the type descriptions.) As will be shown, the typology is useful if an observer can distinguish between four types of temperament. It is not at all necessary to make these finer distinctions. However, such differences can become useful after long study.

Indicator questions deal with the way you like to use your perception and judgment, that is, the way you like to look at things and the way you like to go about deciding things. The answers given reflect four separate preferences called EI, SN, TF and JP. The four letters of your “type” tell how you came out on all four preferences. What is preference means is shown below.

Each combination of preferences tends to be characterized by its own set of interests, values and skills. Above are 16 very brief descriptions of each type. Find the one matching your four letters and see whether or not it fits you. If it doesn’t, try to find one that does. Whatever your preferences, of course, you may still use some behaviors characteristic of contrasting preferences, but not with equal liking or skill. This tendency may be greater if preferences strength on a scale is low (under 15). For a more complete discussion of the types and their vocational and personal implications, see David Keirsey, best selling book, *Please Understand Me*.

Brief Descriptions of The Sixteen Types

ENTJ

Intuitive, innovative **ORGANIZER**; aggressive, analytic, systematic; more tuned to new ideas and possibilities than to people's feelings.

ESTJ

Fact-minded, practical **ORGANIZER**; aggressive analytic, systematic; more interested in getting the job done than in people's feeling.

INTP

Inquisitive **ANALYZER**; reflective, independent, curious; more interested in organizing ideas than situations or people.

ISTP

Practical **ANALYZER**; values exactness; more interested in organizing data than situations or people; reflective, a cool and curious observer of life.

ESTP

REALISTIC ADAPTER in the world of material things; good natured, tolerant, easy going; oriented to practical, first hand experience; highly observant of details of things.

ESFP

REALISTIC ADAPTER in human relationships; friendly and easy with people, highly observant of their feelings and needs; oriented to practical, first hand experience.

ISTJ

Analytical **MANAGER OF FACTS AND DETAILS**; dependable, decisive, painstaking and systematic; concerned with systems and organization; stable and conservative.

ISFJ

Sympathetic **MANAGER OF FACTS AND DETAILS**; concerned with peoples' welfare; dependable, painstaking and systematic; stable and conservative.

E An **E** for **extraversion** probably means you relate more easily to the other world of people and things than to the inner world of ideas.

S An **S** for **sensing** probably means you would rather work with known facts than look for possibilities and relationships.

T A **T** for **thinking** probably means you base your judgments more on impersonal analysis and logic than on personal values.

J A **J** for the **judging** attitude probably means you like a planned, decided, orderly way of life better than a flexible, spontaneous way.

ISFP

Observant, loyal **HELPER**; reflective, realistic, empathic; patient with details, gentle and retiring; shuns disagreements; enjoys the moment.

INFP

Imaginative, independent **HELPER**; reflective, inquisitive, empathic, loyal to ideals; more interested in possibilities than practicalities.

ESFJ

Practical **HARMONIZER** and worker-with-people; sociable, orderly, opinioned; conscientious, realistic and well tuned to the here and now.

ENFJ

Imaginative **HARMONIZER** and worker-with-people; sociable, expressive, orderly, opinioned, conscientious; curious about new ideas and possibilities.

INFJ

People-oriented **INNOVATOR** of ideas; serious, quietly forceful and preserving; concerned with the common good, with helping others develop.

INTJ

Logical, critical, decisive **INNOVATOR** of ideas; serious, intent, highly independent, concerned with organization, determined and often stubborn.

ENFP

Warmly enthusiastic **PLANNER OF CHANGE**; imaginative, individualistic; pursues inspiration with impulsive energy; seeks to understand and inspire others.

ENTP

Inventive, analytical **PLANNER OF CHANGE**; enthusiastic and independent; pursues inspiration with impulsive energy; seeks to understand and inspire others.

I An **I** for **introversion** probably means you relate more easily to the inner world of ideas than to the outer world of people and things.

N An **N** for **intuition** probably means you would rather look for possibilities and relationships than work with known facts.

F An **F** for **feeling** probably means you base your judgments more on personal values than on impersonal analysis and logic.

P A **P** for the **perceptive** attitude probably means you like a flexible, spontaneous way of life better than a planned, decided, orderly way.

THE TEMPERAMENTS

From David Keirsey's Website: <http://www.keirsey.com/>

GUARDIAN SJs, being CONCRETE in communicating and COOPERATIVE in implementing goals, can become highly skilled in LOGISTICS. Thus their most practiced and developed intelligent operations are often supervising and inspecting (SJT administering), or supplying and protecting (SJF conserving). And they would if they could be magistrates watching over these forms of social facilitation. They are proud of themselves in the degree they are reliable in action, respect themselves in the degree they do good deeds, and feel confident of themselves in the degree they are respectable. In search of security as they are the "Security Seeking Personality" -- trusting in legitimacy and hungering for membership. They are usually stoical about the present, pessimistic about the future, fatalistic about the past, and their preferred time and place is the past and the gateway. Educationally they go for commerce, avocationally for regulations, and vocationally for material work. They tend to be enculturating as parents, helpmates as spouses, and conformity oriented as children. There are even more Guardians than Artisans around, at least 40% and as many as 45% of the population.

Presidents George Washington and Harry S. Truman are examples of Guardians.

A full description of the Guardian is in *Please Understand Me* or *Please Understand Me II*

GUARDIANS: "SJ" (EPIMETHEAN) (Melancholic)

Art & Entertainment/Sports/Journalism/Literature

- Jimmy Stewart (ISFJ)
- Fred McMurray
- Ed Sullivan
- Kareem Abul-Jabbar
- Barbara Walters
- Dan Rather
- Mike Wallace
- Thomas Hardy
- General Stonewall Jackson
- General Omar Bradley
- General Benard Montgomery (ESTJ)

Business/Industry/Finance

- John D. Rockefeller (ISTJ)
- Armond Hammer
- J C Penny
- F W Woolworth
- William K Kellogg
- Charles Post
- Andrew Mellon
- J. P. Morgan (Julius: ESTJ, Pierpont: ISFJ, Jack ISFJ)

Politics/Government/Military

- George Washington (ESFJ)
- Woodrow Wilson (ISTJ)
- Harry S. Truman (ISTJ)
- Jimmy Carter
- Gerald Ford
- George Bush (ISFJ)
- Leonid Brezhnev (ESFJ)
- Queen Elizabeth II (ISTJ)
- Queen Victoria
- General Colin Powell (ESTJ)
- Justice Sandra Day O'Connor
- Justice Oliver Wendell Holmes

Science/Education/Humanities/Philosophy/Religion

- Brigham Young (ESTJ)
- Thomas Hobbes
- Mother Teresa (ISFJ)

ARTISAN SPs, being CONCRETE in communicating and UTILITARIAN in implementing goals, can become highly skilled in TACTICAL VARIATION. Thus their most practiced and developed intelligent operations are usually promoting and operating (SPT expediting), or displaying and composing (SPF improvising). And they would if they could be virtuosos of one of these forms artistic operation. Artisans are proud of themselves in the degree they are graceful in action, respect themselves in the degree they are daring, and feel confident of themselves in the degree they are adaptable. This is the "Sensation Seeking Personality" -- trusting in spontaneity and hungering for impact on others. They are usually hedonic about the present, optimistic about the future, cynical about the past, and their preferred time and place is the here and now. Educationally they go for arts and crafts, avocationally for techniques, and vocationally for operations work. They tend to be permissive as parents, playmates as spouses, and play oriented as children. There are many Artisans to be found in many places where the action is, at least 35% and as many as 40% of the population.

A full description of the Artisan is in *Please Understand Me* or *Please Understand Me II*.

ARTISANS: "SP" (DIONYSIAN) (Sanguine)

Art & Entertainment/Sports/Journalism/Literature

- *Elvis Presley (ESFP)*
- *Elizabeth Taylor (ESFP)*
- *Pablo Picasso (ESFP)*
- *"Magic" Johnson (ESFP)*
- *Madonna (ESTP)*
- *Ernest Hemingway (ESTP)*
- *F. Scott Fitzgerald (ESTP)*
- *Norman Mailer*
- *Hugh Hefner (ESTP)*
- *Neil Simon (ISFP)*
- *Wolfgang Amadeus Mozart (ISFP)*
- *Paul Gauguin (ISFP)*
- *Johnny Carson (ISFP)*
- *Mel Brooks (ISFP)*
- *Jonathan Winters (ESFP)*
- *Barbra Streisand (ISFP)*
- *Clint Eastwood (ISTP)*
- *Michael Jordan (ISTP)*

Politics/Government/Military

- *Franklin D. Roosevelt (ESTP)*
- *Theodore Roosevelt (ESTP)*
- *Winston Churchill (ESTP)*
- *George S. Patton*
- *Erwin Rommel*
- *Charles XII of Sweden (ISTP)*
- *Nikita Khrushchev*
- *Boris Yeltzin*

Business/Industry/Finance

- *John Paul Getty (ESTP)*
- *Donald Trump*
- *Charles Lindbergh (ISTP)*

Science/Education/Humanities/Philosophy/Religion

- *Jean-Jacques Rousseau*

IDEALIST NFs, being ABSTRACT in communicating and COOPERATIVE in implementing goals, can become highly skilled in DIPLOMATIC INTEGRATION. Thus their most practiced and developed intelligent operations are usually teaching and counseling (NFJ mentoring), or conferring and tutoring (NFP advocating). And they would if they could be sages in one of these forms of social development. The Idealist temperament have an instinct for interpersonal integration, learn ethics with ever increasing zeal, sometimes become diplomatic leaders, and often speak interpretively and metaphorically of the abstract world of their imagination.

They are proud of themselves in the degree they are empathic in action, respect themselves in the degree they are benevolent, and feel confident of themselves in the degree they are authentic. Idealist types search for their unique identity, hunger for deep and meaningful relationships, wish for a little romance each day, trust their intuitive feelings implicitly, aspire for profundity. This is the "Identity Seeking Personality" -- credulous about the future, mystical about the past, and their preferred time and place are the future and the pathway. Educationally they go for the humanities, avocationally for ethics, and vocationally for personnel work.

Social relationships: In their family interactions they strive for mutuality, provide spiritual intimacy for the mates, opportunity for fantasy for their children, and for themselves continuous self-renewal. Idealists do not abound, being as few as 8% and nor more than 10% of the population. A full description of the Idealist is in *Please Understand Me* or *Please Understand Me II*.

IDEALISTS: "NF" (APOLLONIAN) (Choleric)**Arts & Entertainment/Sports/Journalism/Literature**

- *Jane Fonda*
- *Shirley MacLaine*
- *Pearl S. Buck*
- *Charlotte Bronte (ENFP)*
- *Emily Bronte (INFP)*
- *Emily Dickenson (INFJ)*
- *Herman Hesse*
- *Albert Camus*
- *James Joyce*
- *Leo Tolstoy*
- *Ann Morrow Lindbergh (INFP)*
- *Oliver Stone (ENFP)*

Politics/Government/Military

- *Mohandas Gandhi (INFJ)*
- *Eleanor Roosevelt (INFJ)*

- *Leon Trotsky (ENFP)*
- *Vladimir Lenin (ENFJ)*
- *Mikhail Gorbachev (ENFJ)*
- *Thomas Paine (ENFP)*
- *Alexander Hamilton*
- *Molly Brown "The Unsinkable" (ENFP)*

Business/Industry/Finance**Science/Education/Humanities/Philosophy/Religion**

- *Lord Alfred Russel Wallace*
- *Siddhartha (Buddha)*
- *Albert Schweitzer (INFP)*
- *Carl Rogers (ENFP)*
- *Soren Kierkegaard*
- *Plato*

RATIONAL NTs, being ABSTRACT in communicating and UTILITARIAN in implementing goals, can become highly skilled in STRATEGIC ANALYSIS. Thus their most practiced and developed intelligent operations tend to be marshalling and planning (NTJ organizing), or inventing and configuring (NTP engineering). And they would if they could be wizards in one of these forms of rational operation. They are proud of themselves in the degree they are competent in action, respect themselves in the degree they are autonomous, and feel confident of themselves in the degree they are strong willed. Ever in search of knowledge, this is the "Knowledge Seeking Personality" -- trusting in reason and hungering for achievement. They are usually pragmatic about the present, skeptical about the future, solipsistic about the past, and their preferred time and place are the interval and the intersection. Educationally they go for the sciences, avocationally for technology, and vocationally for systems work. Rationals tend to be individualizing as parents, mindmates as spouses, and learning oriented as children. Rationals are very infrequent, comprising as few as 5% and no more than 7% of the population.

A full description of the Rational is in *Please Understand Me* or *Please Understand Me II*.

RATIONALS : NT (PROMETHEAN)(Phlegmatic)**Arts & Entertainment/Sports/Journalism/Literature**

- *Steve Allen*
- *William F. Buckley*
- *Ayn Rand (INTJ)*
- *George Bernard Shaw (ENTJ)*
- *Walt Disney (ENTP)*
- *Mark Twain*

Business/Industry/Finance

- *Bill Gates (ENTJ)*
- *Steve Jobs (ENTP)*
- *Buckminster Fuller (ENTP)*
- *Thomas Edison (ENTP)*

- *Steve Wozniak (INTP)*
- *George Soros (INTP)*

Politics/Government/Military

- *Thomas Jefferson*
- *Abraham Lincoln (INTP)*
- *Dwight D. Eisenhower (INTJ)*
- *Douglas MacArthur (ENTJ)*
- *George Marshall (ENTJ)*
- *Peter the Great (INTJ)*
- *Margaret Thatcher (ENTJ)*
- *Fredrick Douglass*
- *Napoleon Bonaparte (ENTJ)*
- *William Tecumseh Sherman (ENTJ)*

Science/Education/Humanities/Philosophy/Religion

- *Albert Einstein (INTP)*
- *Richard Feynman (ENTP)*
- *Ludwig Boltzmann*
- *Nikola Tesla (ENTP)*
- *Lise Meitner (INTJ)*
- *Charles Darwin*
- *David Hume*
- *Friedrich Nietzsche*
- *Adam Smith*
- *Marie Curie*
- *Booker T. Washington*
- *Aristotle*

Bibliography

<http://www.keirsey.com/>