

I N F P I Never Find Perfection

What you are like.....

- Idealistic and sympathetic
- Inwardly tenacious
- Open-minded
- Initially reserved, then warm
- Focused on inner harmony
- Sensitive to others
- One who values integrity
- Perfectionistic
- Good at interpreting symbols or hidden meanings

With others, you are

- Cool on the outside, warm inside
- Very sensitive to feelings of others
- An avoider of conflict
- Loyal and devoted to people and beliefs
- More comfortable communicating in writing than speaking
- Easy to get along with

You might watch out for.....

- Ignoring logic or facts
- Being perfectionistic
- Being overly sensitive to perceived violations
- Becoming discouraged when reality does not fit your ideals
- Feeling isolated
- Communicating affection indirectly
- Becoming compliant

You enjoy work when you.....

- Can work alone, with others available
- Can express your values
- Have time for complex analysis
- Can help others one on one
- Don't have to do "business" activities
- Can deal with possibilities for people
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Every day New Fantastic Possibilities

What you are like.....

- Enthusiastic and confident
- Optimistic
- One who values originality and novelty
- A keen observer of everything
- Imaginative and creative
- A seeker of intense emotional experience
- Impulsive and spontaneous
- A non-conformist
- Dramatic
- Sympathetic

With others, you are

- Charming
- A faithful friend over distance and time
- A conflict avoider
- Accepting and tolerant
- Adaptive and inventive
- Always autonomous and independent
- Attentive to other's motives
- Unpredictable, but devoted
- Gentle and sympathetic

You might watch out for.....

- Misreading manipulative people
- Getting bored with routine
- Not getting all the facts before acting
- Not setting priorities
- Not finishing projects
- Feeling hurt when criticized
- Becoming gloomy
- Feeling stress in your muscles
- Becoming too independent

You enjoy work when you.....

- Experience constant change and variety
- Have lots of people contact
- Have no routine or detail work
- Can ignore rules
- Get plenty of supportive feedback
- Can improvise rather than plan
- Personalize your work
- Create, not administrate

Inner Nuances Foster Journeys

What you are like.....

- Quietly forceful
- Motivated by ideals and values
- A contributor to the welfare of others
- One who value harmony and integrity
- A complex and deep person
- Determined
- Reserved, but with personal warmth
- A searcher for deeper meanings
- A values focused decision maker

With others, you are

- Empathic
- Sensitive to other's feelings and motivations
- Comfortable dealing with complex people
- A seek harmony
- Hard to get to know
- Gentle
- Devoted, but temperamental

You might watch out for.....

- Perfectionism
- Underestimating self
- Being overly sensitive to criticism
- Overlooking details and facts
- Being stubborn
- Having a one-track mind

You enjoy work when you.....

- Work in a smooth running systems
- Lead from behind the scenes
- Work with others one-on-one
- Have time to solve complex problems
- Can communicate through writing
- Can expresses your values
- Have time to be alone

Everyone Needs Fulfillment and Joy

What you are like.....

- Enthusiastic, popular, charming
- Even tempered
- A good communicator
- An easy leader, good with groups
- An intuitive decision maker
- Focused on closure
- Organized, but warm
- Conscientious
- Responsible
- Valuing of people over tasks
- Sensitive to criticism

With others, you are

- Empathic and understanding
- Attentive to the good in others
- Nurturing and supportive
- Tolerant and cooperative
- Aware of people's feelings
- Seldom critical or domineering
- One who seeks harmony
- Devoted to family or spouse

You might watch out for.....

- Getting too involved with others
- Looking up to people too much
- Avoiding real problems
- Becoming perfectionistic
- Feeling too responsible for others
- Overpowering others with your ideas and competence
- Feeling guilty too easily
- Making decisions too quickly
- Not being businesslike
- Overlooking facts

You enjoy work when you.....

- Work with people
- Have a schedule or plan to follow
- Have a variety of activities
- Juggle complex data and situations
- Exercise leadership
- Have time to explore ideas
- Believe in the value of what you do

I S F P

I Seek Fun and Pleasure

What you are like

- Modest and reserved
- Sensitive and warm towards others, but you may appear reserved
- A perfectionist
- One who communicates through actions, not words
- Focused on the present
- A responder, not a planner
- Generous, a spender, not a saver

With others, you are

- A loyal follower
- Doing nice things for others
- Flexible and patient
- Easy to get along with
- Accepting of people the way they are
- Cheerful, fraternal, and sometimes insubordinate

You might watch out for.....

- Underestimating yourself
- Being too sensitive to criticism
- Not preparing enough
- Not organizing your time
- Being impulsive
- Not seeing possibilities

You enjoy work when you.....

- Have a supportive and affirming climate, but with little routine
- Have time for inner growth and fulfillment
- Do work that is important, that helps others
- Can express yourself through some artistic means
- Can think and learn with your hands

Extra Special Friendly Person

What you are like.....

- Adaptable and easy-going
- Warm and charming
- Always enjoying life
- Always sociable
- Optimistic
- A realistic observer
- A hands-on learner
- A common sense decision maker
- Generous
- Entertaining

With others, you are

- Outgoing and tactful
- Tolerant and open-minded
- Fun to be with
- A good conversationalist
- A mediator between people
- Easily convinced by others

You might watch out for.....

- Not seeing problems
- Being too impulsive
- Yielding to temptation
- Getting lazy
- Not seeing beyond the immediate
- Not considering logical consequences
- Running from problems
- Not willing to tolerate anxiety
- Avoiding intellectually challenging tasks

You enjoy work when you.....

- Get lots of people contact
- Can entertain others
- Have lots of variety and activity
- Can act spontaneously
- Others praise you
- Sell and persuade
- Have practical hands-on work to do

I Serve Faithfully and Joyfully

What you are like.....

- Quiet
- Conscientious and responsible
- Conservative and traditional
- Friendly and helpful
- Practical and down-to-earth
- Systematic and accurate
- Stable
- Often of service to others
- Respectful of authority
- One who values work over play

With others, you are

- Sympathetic and tactful
- Supportive and loyal
- Interpersonally warm
- Aware of other's immediate needs
- Loyal and devoted
- Often taken for granted
- Cooperative and compliant

You might watch out for.....

- Losing interest if you are not needed
- Being overworked because you don't delegate
- Wanting to rescue others
- Stuffing negative feelings
- Not being assertive
- Taking too long to master complex subjects
- Not seeing possibilities
- Getting stuck in a rut

You enjoy work when you.....

- Have clear procedures and a stable routine to follow
- Can support, not lead
- Get appreciation for your work
- Avoid being the center of attention
- Can help others

Extra Special Friendly Joiner

What you are like.....

- Sociable, warm, and friendly
- Talkative and popular
- Hungry for appreciation
- Orderly and organized
- Traditional and conscientious
- Practical and realistic
- Decisive
- Focused on details
- Sentimental

With others, you are

- A born cooperator
- One who seeks harmony
- Socially considerate
- Outgoing and sympathetic
- Sensitive to indifference or criticism
- Respectful of authority
- Overly responsible

You might watch out for.....

- Dealing with complexity
- Becoming gloomy or worried
- Not being brief or businesslike
- Making decision too quickly
- Not seeing possibilities
- Idealizing others too easily
- Becoming restless if isolated
- Avoiding problems that might lead to conflict
- Expecting others to have the same standards you do
- Becoming too dependent on others
- Feeling judged for the actions of friends or family members

You enjoy work when you.....

- Get plenty of people contact
- Sell with the personal touch
- Can help or provide a service
- Have clear procedures to follow
- Can see the practical value of what you do
- Have input into decisions
- Can nurture an institution you value

INTP

It's Not Theoretically Possible

What you are like.....

- Logical and analytical
- Ingenious and profound
- Reserved and detached
- Always analyzing problems inwardly
- A complex and critical thinker
- Curious and adaptable
- Better at organizing ideas than people
- Quiet and shy
- Often underestimated by others
- Valuing of competence over status

With others, you are

- One who wants talk to be logical and purposeful
- Difficult to get to know, at times reclusive
- Uncomfortable expressing emotions
- Not aware of other's feelings
- Often seen as arrogant and insensitive
- Forgetful of important dates
- Adaptable, except not on principles you believe in
- Calm and low key disciplinarian

You might watch out for.....

- Impatience with others
- Avoiding compromise
- Avoiding routine details of a project
- Ignoring others
- Being blunt
- Generating hostility in others
- Becoming an intellectual dilettante

You enjoy work when you.....

- Have time to concentrate
- Can use your analytical skills
- Have opportunity for continued learning
- Can teach advanced students
- Efficient support staff

ENTR Each New Thought Propels

What you are like.....

- Ingenious and resourceful
- Energetic, talkative, and enthusiastic
- Good at many things
- An inspired initiator
- Independent and individualistic
- Versatile and clever
- Adaptable and innovative
- Focused on competence and power
- Open minded
- A functional problem solver
- A good politician

With others, you are

- A bit impersonal
- Focused on how others fit your goals
- Alert and outspoken
- Understanding, not judgmental
- Imaginative in relationships
- Always in competition
- A great conversationalist
- Comfortable with conflict
- Inconsistent in your attention

You might watch out for.....

- Avoiding routine and established procedures
- Ignoring standard or traditional ways of doing things
- Avoiding follow-through
- Not preparing enough
- Ignoring important facts
- Losing interest before a project is complete
- Dealing with problems only as they arise

You enjoy work when you.....

- Have lots of variety and action
- Are faced with challenging projects
- Get to solve complex problems
- Can act impulsively
- Can improvise
- Use your inspiration

INTJ

It's Not Thoroughly Justified

What you are like.....

- Logical and critical
- Achievement and mastery oriented
- An organizer with insight and vision
- Pragmatic
- Impressed by competence, not authority
- A natural brainstormer
- Self-confident

With others, you are

- Individualistic and independent
- Decisive and determined
- A driver of others
- One who demands autonomy
- Indifferent to criticism
- Dedicated to your close relationships
- A firm and consistent disciplinarian

You might watch out for.....

- Being overly stubborn
- Not yielding less important points
- Losing interest after problems are solved
- Offending others
- Expecting too much from self and others
- Ignoring facts
- Being selfish

You enjoy work when you.....

- Have autonomy
- Have intellectually challenging work
- Interact with other competent people
- Can do impersonal analysis
- Can apply complex ideas to reality

ENTJ

Executives Need Tough Jobs

What you are like.....

- Logical and analytical
- Systematic and goal directed
- Always looking ahead
- A solver of complex problems
- Hearty and frank
- Achievement motivated
- A hard worker
- Rule focused
- Born to be in charge

With others, you are

- A Good organizer and leader
- Demanding of efficiency and competence
- A crisp disciplinarian
- A respecter of competence
- Naturally critical
- A visionary

You might watch out for.....

- Devaluing people's feelings
- Ignoring your social life
- Devaluing your emotions
- Running your home like a business
- Not listening to opposing views
- Making decisions too quickly
- Sounding overconfident
- Not showing others appreciation
- Overwhelming others

You enjoy work when you.....

- Have clear career paths
- Are intellectually challenged
- Can develop and implement systems
- Can take charge of organizations
- Have lots of responsibility
- Get rewarded for competence
- Can base decisions on principles and policy, not on rules and regulations

I S T P

I See The Problem

What you are like.....

- Quiet, reserved, and detached
- Usually a cool onlooker
- Impulsive and active
- Analytical, factual, and impersonal
- Confident and proud
- Mechanically minded
- Egalitarian
- Always looking for excitement
- Good at making the most of any situation

With others, you are

- Often shy, except with intimates
- Better communicating through action than words
- A loner
- Loyal, generous, receptive
- Trusting and uncomplicated

You might watch out for.....

- Challenging authority
- Not trying to communicate
- Becoming reckless
- Not preparing enough
- Ignoring other's emotions
- Getting bored easily
- Not paying attention to money

You enjoy work when you.....

- Have a flexible schedule
- Get Clear directions
- Have hands-on projects to do
- Can use tools or technical skills
- Can move around a lot
- Can organize facts

ESTP

Everyone Seems Too Proper

What you are like.....

- Realistic, adaptable, resourceful
- Focused on enjoying each moment as it comes
- A good observer of others
- Open-minded and tolerant
- Patient and friendly
- One who prefers action, not in-depth talking
- A collector of nice things
- Pragmatic, believing the ends justify the means

With others, you are

- Friendly, charming, and popular
- Socially sophisticated
- Witty and clever
- A diplomatic negotiator
- Loyal, but limit your emotional involvement

You might watch out for.....

- Recklessness, living on the edge
- Avoiding routine or follow-through work
- Avoiding anxiety
- Avoiding intellectual work
- Being too direct
- Not planning
- Focusing more on friends than on family
- Preferring excitement to responsibility

You enjoy work when you.....

- Have plenty of people around
- Can get others to do the detail work
- Have lots of freedom, with few rules to get in the way
- Can make decisions based on your own assessment
- Promote, persuade, sell, or negotiate
- Can trouble shoot, especially in a crisis
- Can be an entrepreneur, with plenty of excitement, adventure, and risk

I Save Things Judiciously

What you are like.....

- Hardworking and serious
- Quiet and dependable
- Sensible and practical
- Painstakingly accurate
- Difficult to distract
- Valuing of logical analysis
- Decisive in practical affairs
- One with strong opinions
- Quietly competent
- Impatient with nonsense

With others, you are

- Organized and responsible
- A determined leader
- One who bring stability
- Consistent and fair
- Impatient if others do not follow rules
- Loyal and faithful to commitments
- A family historian who remembers all the important dates
- A consistent disciplinarian

You might watch out for.....

- Not understanding others who are different
- Appearing cold and impersonal
- Underestimating your self
- Rejecting new ideas
- Having trouble adapting to change
- Becoming rigid

You enjoy work when you.....

- Can work alone
- Have time to concentrate and attend to accuracy of details
- Have clear procedures to follow
- Have clear expectations
- Can keep things running smoothly

ESTJ

Execution Saves the Job

What you are like.....

- Responsible and organized
- Realistic and matter-of-fact
- Good with facts
- Traditional
- Focused on rules and regulations
- Dependable, consistent, and punctual
- Decisive
- Logical and analytical
- Focused on the external world

With others, you are

- A Natural organizer
- A clear communicator with no hidden agendas
- Comfortable judging others
- Often the leader
- Easy to get to know
- Not responsive to other's feelings
- Stubborn once you have made up your mind

You might watch out for.....

- Getting impatient with others
- Jumping to conclusions
- Becoming rigid
- Running over others
- Not seeing possibilities
- Not listening to others
- Making up your mind too soon

You enjoy work when you.....

- Have routine procedures to follow
- Can work in a neat, orderly, and efficient environment
- Are in charge and giving orders
- Making a tangible impact
- Have technical and mechanical activities
-