

Appendix C **Find Your Type**

A Quickie Type Test

For each of the four questions below, choose one of the contrasting sets of personal tendencies. Inevitably, some statements in both sets will ring true for you. The question is, which set is *most basic* to you. Which set, *though it might not fit perfectly*, fits a just a little better than the other?

This test is accurate more often than not. To confirm your result, read about the indicated type in the accompanying Type Descriptions. More than 90% of those type characteristics should fit you. If not, change the hard-to-decide answers on your test and look at new Type Descriptions. *A good fit with a Type Description is a better indicator of your type than is the test result itself.* There should be one of the sixteen Type Descriptions that fits better than the rest, though others might be close.

Question #1. Which set carries the most weight for you, even if only slightly?

Set A

- Though I sometimes need time alone, my life energy usually feels strongest and clearest when I am doing things with other people.
- • Though I do take note of my own thoughts and feelings, I tend to be more interested in the thoughts and feelings of others and feel best when I can interact with them.
- • • My active side tends to be stronger than my reflective side. I usually welcome stimulation from outer life and sometimes get dispirited if I am alone too long.

Set B

- Though I like being with other people from time to time, my life energy usually feels strongest and clearest when I am by myself following my own interests.
- • Though I do take note of the thoughts and feelings of others, I tend to be even more aware of my own thoughts and feelings and feel best when I can honor them.
- • • My reflective side tends to be stronger than my active side. I usually welcome privacy and get easily drained by too much stimulation from outer life.

Question #2. Which set carries the most weight for you, even if only slightly?

Set A

- When I perceive a scene, I usually first see the parts, the specific details; then I put those together to get the whole picture and perhaps to see a pattern in it.
- • Although I do take into account patterns and hints beneath the surface of life, I tend to be more strongly attuned to what is physically real on the surface.
- • • Though I can envision new possibilities, I usually need concrete evidence before I can really give them credence. Real experience convinces me.

Set B

- When I first perceive a scene, I usually first take in the whole picture and sense a pattern in it; then I take in specific details, though I tend not to get them all.
- • Although I do take into account what is physically real on the surface of life, I tend to be more strongly attuned to patterns and hints beneath the surface.
- • • Though I value concrete evidence, I often believe in new possibilities before concrete evidence for them has been produced. What I have glimpsed from within convinces me.

Question #3. Which set carries the most weight for you, even if only slightly?

Set A

- I know that all in all I come more from the head than from the heart, even though I do have a well-functioning heart and use it often.
- • Usually the first thing I judge in a process is whether it makes sense in terms of logic and efficiency; then I judge whether my feelings and those of others are being honored.
- • • Although not always, I usually react first with objective reasoning and detachment, while my heart and feelings stay more in the background and wait their turn.

Set B

- I know that all in all I come more from the heart than from the head, even though I do have a well-functioning head and use it often.
- • Usually the first thing I judge in a process is whether my feelings and those of others are being honored; then I judge whether it makes sense in terms of logic and efficiency.
- • • Although not always, I usually react first with my heart and feelings, while my detachment and objective reasoning stay more in the background and wait their turn.

Question #4. Which set carries the most weight for you, even if only slightly? *(This is a question about how you operate in the outer world, not the inner world, which will not be the same. It might help if you think of how you are at work rather than how you are at home.)*

Set A

- Though I sometimes put off making decisions, it usually feels better to get things decided and settled as soon as possible, even if I might need to change my mind later.
- • Though I sometimes pull things together at the last minute, it's not the way I work best; I usually try to look ahead and get things squared away in good time.
- • • While I'm not as neat and organized as some, I do like for my environment to be in fairly good order—messiness is stressful for me.

Set B

- Though I sometimes make ready decisions, I usually see something going for all the options and wish I could have more data or see other possibilities; that makes it hard to close the door too soon.
- • Though it would be great to get things done early, I usually have too much going on at the moment to get started on something else before I have to.
- • • A certain amount of order is good, but messiness in my environment doesn't bother me much—I see it as life in progress.

Test Results

Circle your answers, A or B:

#1 Extravert or Intravert?

A = E B = I

#2 Sensate or Intuitive?

A = S B = N

#3 Thinking or Feeling?

A = T B = F

#4 Judging or Perceiving?

A = J B = P

Now put your letters in sequence to see your type: (E or I) _____ (S or N) _____ (T or F) _____ (J or P) _____

The two middle letters are your first and second functions. To determine which is first (strongest) and which is second, find your type below—the one underlined is the your first function, the other one is your second function.

ESEJ
ESFP

ISFJ
ISFP

ESTJ
ESTP

ISTJ
ISTP

ENEJ
ENFP

INFJ
INFP

ENTJ
ENTP

INTJ
INTP

SF (Sensing Feeling) Type Descriptions

No description will fit perfectly, but if you are an SF, there should be one of these that fits 90% or better. A type that is only one letter off from yours will also have many characteristics that fit, but not as many your own. You should view the characteristics loosely, as "tend to"/"often are"/"can be." (Tip: You can discern a fit more easily when your mind is fresh and rested.)

ESFJ *1st function: extraverted feeling; 2nd function: introverted sensation*

Caring and sensitive, sociable and outgoing: •genuine concern for others •strongly value family and social ties
•always doing kind and thoughtful things for their loved ones •strong desire to nurture •worry about tragic events befalling their loved ones •look for the best in others •energized by being around people •sunny, optimistic, and cheerful •quickly establish rapport •strong sense of community •inspire others with their enthusiasm •like to organize people •enjoy belonging •talkative and expressive •freely speak their minds •often fast and loud talkers, sometimes too much so.

Realistic and practical, oriented to physical life: •down to earth; great common sense •base decisions on experience and facts •dislike abstract ideas •focus on the present •enjoy creating order, structure, and schedules •get right to work on assignments and finish on time •careful and precise with details •large or complicated tasks can overwhelm them •want to provide practical and tangible help to others •strong body awareness •often athletic •competitive •like to collect things •good sense of color and fashion •tend to have expensive tastes •enjoy their possessions and take good care of them.

Strong need to feel loved and appreciated: •eager to please •need expressed affection, validation, and praise •like to have an audience •thrive on being needed •quick to volunteer •try not to offend or disappoint •concerned about the opinions and feelings of others •strong value on harmony •tend to be polite and obedient •apologize quickly •won't usually push their own opinion •but will firmly state their values if there is a need •hurt by indifference or unkindness •more attuned to others' needs than to their own •tend to look for worth too much on the outside, not enough on the inside.

Like structure and consistency: •like things to stay as they are •love tradition and rituals •want to know the rules •strong on should and ought •like schedule and routine •high regard for authority •listen well, follow directions closely •dutiful, loyal, and hardworking •good on follow-through •like things clean and neat •prefer a conventional lifestyle •direct and firm in their assertions •like things under control, with a consistent plan they can count on •hesitant to try new things—they slow down and get wary •keep an eye on the past and work to preserve existing methods and traditions.

ESFP *1st function: extraverted sensation; 2nd function: introverted feeling*

Take life as it is and live it to the fullest: •like to be busy, moving about, doing things with others •exuberant lovers of life •need physical exertion •love going places •observant •notice the beauty of the world •like to go with the flow •respond quickly to the needs of others •adapt easily to changes in plans •like trying new things •plunge in and learn as they go •upbeat and optimistic •eager and expressive •can seem vulnerable and naive •find it hard to be still for long •live completely in the moment •want things *now* •can be irritable if delayed from doing something fun.

Gentle, friendly, fun, and highly social: •care deeply about family and friends •warm, generous, and kind •witty and charming •eager to please •like physical closeness and open affection •enjoy people •initiate conversation •need to know they are liked •like attention •pleased and proud of what they have done •like buying things for others •love animals •disturbed by meanness or cruelty •withdraw if scolded •quick to apologize and to forgive •readily express appreciation •skillful at handling conflict and easing tensions •loyal friends •can get overly involved in helping others.

Realistic and literal: •good common sense •like practical, useful activities •easily learn physical skills •notice and remember visual details •attuned to what is trendy and popular •like beautiful things •like spending money •take pleasure in their possessions •collect things •have packrat tendencies •will spend money on travel to fun places •like tangible rewards •like giving tangible help to others •learn by doing •dislike abstract explanations •would rather do than talk •express themselves through action •impressed with superficial attributes; may trust people not worthy of trust.

Spontaneous, adaptable, and comfortable with chaos: •live always in the moment •bold and fearless •quickly size up a situation and act creatively •good in a crisis •often act before thinking •not planners •can be impulsive and disorganized •easily disregard rules •find it hard to stay on schedule and comply with structure •have to cultivate self-imposed limits •have

trouble saving money •impatient to get on with the next fun thing •easily distracted and can fail to follow-through •have to learn to think ahead to avoid getting behind in things •have to learn not to get distracted and forget commitments.

ISFJ *1st function: introverted sensation; 2nd function: extraverted feeling*

Strong awareness of the present moment: •literal experience of life •very observant •focus on physical surroundings •especially notice beautiful or pleasant details •have a rich, accurate memory of their observations •like outdoors and being physical •accurate and thorough with facts •realistic and practical •more concerned with what is than what might be •like tangible results of their efforts •like simple pleasures •like nice clothes •like having creative projects •make quick, critical judgments, but try not to hurt others with them •pay more attention to the surface than to what is going on underneath.

Warm and gentle, loving and loyal: •great desire to keep loved ones close •form deep bonds with parents and family •accepting, trusting, and affectionate, once they know you •sweet and unassuming •a bit reserved •sensitive and emotional •upset by aggression or rudeness •easily hurt by criticism •find it hard to hide or even control their upset reactions •need private time and rest •like the intimacy of one to one •don't like the limelight •love animals •comfortable being alone •strong need to be accepted and liked •need personal feedback •tend to overestimate the expectations of others.

Strong attachment to what is familiar: •strongly guided by previous experience •like routine and knowing what to expect •convention and tradition give them comfort and security •hang back in new situations •upset or frightened by sudden change •sometimes see only the negative possibilities •easily cry if worried or afraid •not very flexible •can remain a long time with one activity •good with repeated, sequential procedures •usually have one best friend at a time •not adventurous by nature •the more experiences they have to draw on, the more confident they become.

Like order and structure: •respect established procedures and authority •strong desire to do what they are supposed to do •expect praise for being good •strongly opposed to what they dislike •don't compromise easily •listen carefully to instruction •would rather follow than lead •don't like open-ended plans or projects •like focused and structured lifestyle •faithful in their responsibilities •strong work ethic •would rather do things themselves •organized and self-disciplined •careful and deliberate in their spending •firm in their decisions •perfectionists •small mistakes weigh heavily.

ISFP *1st function: introverted feeling; 2nd function: extraverted sensation*

Accept the world at face value: •very much in the here and now •easygoing and yielding •will not be hurried or rushed •earthy and literal •realistic and practical •don't mind dirt and messiness •usually identify strongly with nature •see beauty in all living things •appreciate simple things •can't pretend to feel what they do not •can be hard to motivate •optimistic and easily satisfied with life •often do just what is required and no more •don't plan ahead •accident-prone because they are so much in the moment they don't imagine consequences •deal well with needs of the moment •good in a crisis.

Sensitive and loving, with strong inner values: •feel everything personally and deeply •attuned to the feelings and needs of others •easygoing and likeable •loyal and trustworthy •sympathetic listeners •good social and communication skills •often the peacemaker or mediator •love animals •want to contribute to the well-being of others •need to feel safe and secure before they share their feelings •don't want people they don't like getting too close to them •don't want people they do like invading their privacy •sensitive to criticism and sharp words •their deep emotions can come out dramatically.

Like hands-on activity: •like to investigate things by taking them apart •learn by doing more than by hearing or reading •like doing arts, crafts, and such •like their cherished possessions spread out around them •comfortable with their bodies •good dexterity, balance, and coordination •often are good athletes •good physical energy and stamina •prefer action to words; tend to express feelings that way •like to be useful •good at day-to-day caretaking •enjoy helping people develop practical skills •very dedicated to their work when it engages their feelings •want their lives to reflect their values.

Playful and curious free spirits: •explore their world without judgment or plan of action •highly observant •free-flowing, relaxed style •often hum to themselves •inquisitive and spontaneous •don't like to be bossed •like a cooperative, egalitarian environment •might enjoy sports for the camaraderie, but not competitive •enjoy physical adventures like hiking and

biking •try things just to see what will happen •don't like limits on their freedom •will learn if curious, but not simply for learning's sake •can be impulsive •weak at managing money •like to keep their options open; put off decisions.

ST (Sensing Thinking) Type Descriptions

No description will fit perfectly, but if you are an SF, there should be one of these that fits 90% or better. A type that is only one letter off from yours will also have many characteristics that fit, but not as many your own. You should view the characteristics loosely, as "tend to"/"often are"/"can be." (Tip: You can discern a fit more easily when your mind is fresh and rested.)

ESTJ *1st function: extraverted thinking; 2nd function: introverted sensation*

Logical and practical; decisive, clear, and assertive: •analytical and objectively critical •literal and matter-of-fact •good at analyzing and correcting problems •competent and efficient •convinced only by reason and logic •require hard evidence as proof •can accept cold, hard truth •incisive understanding of order and complexity •good at devising systems and procedures •don't understand feelings very well •can be honest to the point of bluntness •can be impatient and abrupt •can have difficulty hearing other points of view •can be stubborn once they make up their minds.

Friendly, outgoing, and active: •like to stay busy •make friends easily •like physical activity •like to please others by helping out •like to be outdoors •enjoy structured group activities •innately competitive •like being center of attention •often well liked by peers •natural good sense of humor •don't take offense easily •usually verbal and talkative •like to talk about the work they do •easily express needs and frustrations •impatient with delays •can be bossy, stubborn, and aggressive •their anger can be explosive •after venting they return to equilibrium •can be tender with those they trust.

Fairminded and responsible: •thorough and efficient •want to achieve goals and meet commitments •strive to be reliable and competent •can be workaholics •willingly follow rules and expect the same of others •have clear standards and beliefs •like to be the leader •peers are willing to follow them •are convinced their way is best •like to advise others on procedures •don't like confusion, inefficiency, or halfway measures •take constructive criticism well, often after bristling first •get angry if they perceive unfairness •careful and safety-minded •responsible in relationships •thrifty •good providers.

Rely on first-hand experience: •like activities that engage their senses •great memory for facts and details •quick learners of physical skills •like solving known problems with proven techniques •like to know what to expect •comfortable with past experience; like to apply and adapt it •like for traditions to be preserved in detail •like repeated activities •like habit and routine •hate feeling out of control •unsettled by novelty and uncertainty •impatient with abstractions •can get upset and angry at small changes •first reaction to anything new is usually negative •often love new things after trying them.

ESTP *1st function: extraverted sensation; 2nd function: introverted thinking*

Active, adventurous, and freedom-loving: •live in the present moment •need hands-on experience •very dextrous •prefer actions to words •intensely curious and naturally impulsive •great need for physical freedom •love the natural world •don't mind getting dirty •lack a sense of moderation •fearless •seek risk-taking adventures •don't think of consequences •never assume the worst might happen •rarely take anything very seriously •roll with the punches •always pushing limits •tend to brush off criticism •don't like to be controlled •feel trapped by pressure, obligation, and commitment.

Logical, resourceful, and practical: •realists of the first order •active and creative problem solvers •like tests and challenges •task oriented •mechanically inclined •care little for standard rules or procedures •find new ways to use existing systems •devise easy ways to do difficult things •quick learners of physical skills •notice tiny details •don't like abstract learning •impatient with discussion or waiting around •naturally direct and honest •can be blunt and even outrageous •find it hard to understand hurt or shocked reaction of others •need logical explanations of why others feel as they do.

Gregarious, fun-loving, and charming: •funny and delightful •talkative •quick to make friends •life of the party •affable and personable •like attention and applause •casual and easy-going style •rarely intimidated by public speaking

•practical jokers •don't take themselves or anything else very seriously •will ignore or walk away from conflict •tend to express themselves in action rather than words •people pleasers in public but independent and aloof in private •unpredictable and freedom-loving in relationships •like being with others who share their sense of adventure •very loyal to friends.

Like the good things in life: •like to accumulate possessions •find it hard to delay gratification •impressed by superficial measures of worth, like clothes or money •generous with material things •care a lot about their reputations and social standing •take their social obligations seriously •always aware of the impression they are making •try to dress and act right for public respect •take pride in how they look •usually have a great sense of fashion •attuned to the trendy and the popular •can schmooze when needed for their public image •promote themselves well •try to win others with charisma and success.

ISTJ *1st function: introverted sensation; 2nd function: extraverted thinking*

Logical, analytical, tough-minded and practical: •extremely pragmatic •down-to-earth, sensible, and matter-of-fact •profound respect for facts •systematic •tend to make quick, critical judgments •clear and steadfast in their opinions •literal and precise •ask very specific questions and want explicit answers •love to learn facts and then share them with others •want to be trusted and respected for what they know to be true •fairly competitive academically •balk at doing what doesn't make sense to them •can be honest to the point of bluntness •their compliment is high praise.

Loyal and dependable, hard-working and steady: •high value on competence and responsibility •fulfill commitments on time •work slowly and steadily until job is done •well organized, efficient, and careful •expect rules and orders to be followed •devoted friends and companions •their affections run deep •show love through doing practical things and by being loyal •maintain close relationships for years •tend to be frugal •quite safety-conscious •amazing powers of concentration •will work and move at their own pace, unaffected by bustle around them •tend to find it hard to relax.

Private and self-contained: •persons of few words •like to work alone •dislike distractions and interruptions •can be impatient with people •dry, understated wit •modest, unassuming, and down-to-earth •pensive •enjoy being in nature and notice many details •prefer simplicity to extravagance •calm, reserved, and serious •have difficulty understanding needs different from their own •hard to engage them in any discussion or activity in which they are not interested •will not be pushed into interacting •often prefer the sidelines •must meet them in their world •affectionate in private.

Rely on past experience or else clear direction and guidance: •know and trust those things they have personally experienced •uncomfortable with the unfamiliar and unpredictable •trust standard procedures •value traditions •like consistency, order, and routine •confused by ambiguity and frustrated by contradictions •skeptical of new ideas •resistant to change •persist in the beliefs and worldview with which they start out •have clear likes and dislikes •can be quite particular about smells, tastes, and textures •not big risk-takers •physically and socially cautious •don't like open-ended plans or activities.

ISTP *1st function: introverted thinking; 2nd function: extraverted sensation*

Active, hands-on engagement with life: •action-oriented and challenge-loving •focus on tangible reality •learn best through direct perceptual experience •skilled and precise with tools •high level of physical energy and stamina •don't like to be bored •some like to take physical risks •calm and resourceful in a crisis •very observant •attuned to popular trends •like high-quality, high-status goods •appreciate excellent food •accept life as it is •generous and fun-loving •like to explore nature •like to keep options open •often will not complete tasks or follow through on commitments.

Logical, analytical, practical problem-solvers: •enjoy troubleshooting concrete problems •factual and pragmatic •objective and honest •efficient, systematic, and expedient •curious •look for the essential structure beneath the facts •dislike ambiguity, abstractions, and unnecessary details •great memory for details and facts •organized in their area of interest, but otherwise disorganized •only follow a rule if they understand the reason for it •find it hard to compromise if they don't see the logic of it.

Quiet, reserved, independent, and difficult to read: •strongly individualistic •self-contained and even-tempered •not guided by convention or others' expectations •unpredictable and challenging to live with •their focus on facts and logic can

seem critical and insensitive •if not “with” a situation, won’t pretend they are •if too much is asked, will walk away •not very verbal •would rather share experience than thoughts and feelings •can be talkative in areas they know a lot about •show love in practical ways by doing favors or fixing things •often enjoy mixing with people •can be affable and personable •a bit disconnected from their emotions •hard for them to process disappointment and hurt •very private about their sad and hurt feelings, making it hard to experience close connection with them.

Focused and self-disciplined, confident and self-determined: •don’t like to supervise or be supervised •take life seriously •rely on their own internal standards and work on their own terms •will bypass rules and policies if they are in the way •not naturally impressed by people in authority—respect has to be earned •like to demonstrate competence—more to themselves than to others •focus on results •do only what is needed •change course easily if they see a better way •hate being told what to do.

NF (Intuitive Feeling) Type Descriptions

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ENFJ *1st function: extraverted feeling; 2nd function: introverted intuition*

Friendly persuaders, charismatic leaders: •natural leaders •ambitious and willing to work hard toward their ideals •creative problem solvers •curious about new and different ideas •great power to inspire and persuade others •can be manipulators and politickers •excellent communicators •good with an audience •perform with charm and warmth •prize harmony and cooperation •good at networking •can be loyal followers as well as inspiring leaders •feel validated by the esteem and admiration of others •don’t naturally focus on realities or logical outcomes •accept setbacks as new challenges.

Warm and engaging, socially adept: •love people •socially confident •personable, congenial, and gracious •radiate warmth and energy •very verbal; love to talk •highly receptive listeners •diplomatic and tactful by nature •highly empathetic •quick to comfort and try to cheer the other up •physically affectionate •focus on people’s most admirable qualities •above all, need harmony in relationships •are loyal and involved friends •bring enthusiasm and intensity to intimate relationships •need love, acceptance, and support more than most—they *have* to have it •supersensitive to criticism •wither and withdraw if don’t feel liked •forgive easily but need apology, then cheer up quickly.

See meaningful connections; like to help people grow: •bright and enthusiastic learners •grasp global concepts and see connections between things •tend toward imaginative, less obvious interpretations of material •have a psychological turn of mind •good insight into people •see potential for growth in others and work to help them achieve it •can become overly involved in friends’ problems •well-developed spiritual side •sometimes philosophical •want to make a contribution to humanity •often good writers and editors •need time alone to tend their inner lives and express their creativity.

Goal-oriented and conscientious, orderly and decisive: •motivated by personal excellence and self-mastery •want control of their own projects •active lifestyle •like organized lives •want to cooperate and follow rules; but put people over schedules and rules •good with routine •need to know what is expected of them •like to get things decided; can rush it and make poor decisions •tend to be time-conscious and in a hurry •have and will express definite opinions and values •can confront when necessary.

ENFP *1st function: extraverted intuition; 2nd function: introverted feeling*

Outgoing and lively, dynamic and charismatic: •contagious enthusiasm and joy for life •always looking for new people, ideas, and possibilities •exuberant, optimistic idealists •unconventional and open-minded •initiate projects and invest great energy in getting them going •natural leaders •good at understanding how people and groups work •care about

humanitarian concerns •highly sociable and gregarious •wide circle of friends •good sense of humor •enjoy telling stories and being center stage •can be unnerving to be around—too loud, too fast, too messy •hard for them to know if their energy is too much for the situation •fear boredom and stagnation •can be restless, anxious, and sleepless.

Rich imagination and active mind: •given to reflection as well as to action •readily see meaning, significance, and connections—big picture people •strong value system •want to understand themselves and the meaning of life •like reading, writing, and creative projects •appreciate and participate in arts and culture •verbally fluent •need to talk about their many original ideas •great problem-solving and creative-thinking skills •easily see alternatives •their minds can move at a frenetic pace •thoughts often wander and moods quickly change—on one track one minute, on another the next.

Strong value on closeness and intimacy: •relate with warmth and affection to many people •good at establishing rapport and making others feel comfortable •keenly perceptive •friendly, caring, and supportive •listen well to friends' problems •peers seek their counsel •value depth and authenticity in their close relationships •can make others feel unconditionally loved •like meaningful conversations •need to express their wide range of feelings and have them honored and understood •get their feelings hurt easily and have difficulty moving past it •tend to feel emotionally abandoned when criticized.

Dislike routine, structure, and factual details: •like a casual, relaxed atmosphere •like to work at their own pace with little structure or supervision •adaptable •value process more than finished product •prefer to leave follow-up to others •question rules and limits •have difficulty eliminating options •wait until the last minute •can lose focus •can forget to eat or sleep when fully engaged •can seem random and scattered, messy and chaotic •see mess and chaos as activity and possibility.

INFJ *1st function: introverted intuition; 2nd function: extraverted feeling*

Gentle and tenderhearted; compassionate, concerned, and accommodating: •cheerful and warm at home; serious and quiet out in the world •have a soft and gentle quality that lasts all their lives •others find it pleasant to be in their company •highly sensitive to how others are feeling •perceptive, empathetic understanding of people •hate to disappoint others •deeply attached to family and close friends and like spending time with them •easily share feelings, emotions, and affections in private •quietly nurturing •can lose themselves in the needs of a loved one •have difficulty saying goodbye or separating •need harmony; get tense and frustrated when it is lacking •deeply hurt when not understood.

Complex and deep; rich imagination and inner life: •intuitively understand complex meanings and human relationships •see patterns and connections •good with symbolism and metaphor •love to read •interested in big issues, like meaning of life and death •insightful and visionary •have a beautiful view of the world •like to advise and counsel friends and family members •tire from too much interaction •need lots of time alone •spend much of their time inside their own heads •keep their intuitions private; can be difficult to know •once they trust you, they will share ideas, visions, and dreams quite freely •often disconnected from the external world •hard to get and hold their attention.

Committed to their inspirations and ideals: •highly developed sense of what is good and right, based on a very personal set of values •usually reserved, but will assert themselves when their values are threatened •loyal to people and institutions that exemplify their values •have a visionary grasp of human possibilities that can elevate and inspire others •want meaning and purpose in all areas of their lives •can struggle with depression from being chronically unheard and misunderstood.

Comfortable with routine and like order around them: •need to know what is expected of them •appreciate rules •want options settled •strong nesting instinct; like a comfortable, orderly, aesthetically pleasing home •like to work in a quiet, organized setting •work best alone •work toward long-range goals; follow through on commitments •concentrate well and think things through •rework, adjust, correct, refigure •dislike interruptions •self-impose a lot of work; can exhaust themselves.

INFP *1st function: introverted feeling; 2nd function: extraverted intuition*

Primarily oriented by strong personal values and deep feeling: •values are central to all they do •trust their own unique view and perception of the world •try to clarify their values and live in congruence with them •idealistic and humane •tend to take up causes that have affected them personally •often work at helping the sick, disabled, or disenfranchised •often are determined achievers who proceed in a quiet, inconspicuous way •measure themselves against high standards •their emotions

are deep, intense, and personal •can be inflexible if one of their core values feels violated •take everything personally •strong need to feel understood and accepted •become moody, pessimistic, and negative when feeling offended or dismissed •can wear out loved ones with need to be handled with kid gloves.

Gentle, calm, and easygoing; private and reserved: •keep what is most important to them private; can be hard to understand •to reveal their feelings, must feel safe and trust the other completely •need a best friend close by •retreat or withdraw in large groups •value authenticity and depth in relationships •loyal, devoted, and committed to family and friends •good at nurturing, encouraging, validating, and affirming others •can be entertaining and whimsical when they feel comfortable •dry, witty, subtle humor •don't like to impose their values; prefer to gently persuade, influence, and inspire.

Highly reflective; like to contemplate the mysteries and meaning of life: •strong inner life and complex feelings •often artistic or creative •love books •eager to discover and relate what they are learning to what they already know •vivid imaginations •often lost in their private thoughts •can seem cool and aloof •happiest when alone •often sensitive about their environments •dislike interruptions, loud noises, and loud people •often conflicted between the need for solitude and a desire for connection.

Value autonomy and new ideas; dislike rules and schedules: •original and individual •want options open •curious and creative •like learning and researching •dislike competitive environments •unconcerned with order; not very aware of time •make designs and use materials in unconventional and unusual ways •often earthy in appearance and way of living •can be content with a rather meager or Bohemian lifestyle •see possibilities everywhere, so sometimes see betrayal and deception where it is not.

NT (Intuiting Thinking) Type Descriptions

No description will fit perfectly, but if you are an SF, there should be one of these that fits 90% or better. A type that is only one letter off from yours will also have many characteristics that fit, but not as many your own. You should view the characteristics loosely, as "tend to"/"often are"/"can be ." (Tip: You can discern a fit more easily when your mind is fresh and rested.)

ENTJ 1st function: extraverted thinking; 2nd function: introverted intuition

Confident, competent leaders with high personal standards: •intellectual, strategic visionaries •have an abiding sense of their own authority •calm, collected, and happy to take charge, even in the face of chaos •decisive, clear, and assertive •like to organize people and get them moving in the right direction •always see possibilities of improvement •well-developed ability to read between the lines •think ahead to anticipate problems and plan for future needs •focus on resolving problems, reaching conclusions, and moving ahead •often admired by their peers •can be tough •tend to hide their soft, sentimental side •can be inwardly insecure •when stressed can have explosive outbursts of judgment on themselves and others.

Live life with gusto and enthusiasm: •active, busy, and very physical •stimulated and inspired by things out of the ordinary •like any kind of creative activity or project •tend to be gregarious and fun-loving as well as serious and driven •socially adaptable; make friends quickly •energized by stimulating interactions with others •like to work with strong-minded, independent, results-oriented people •very goal directed •willing to sacrifice everything for the realization of a plan •tend to brush off constructive criticism or words of caution •can be workaholics •value prestige and status •love worldly things.

Knowledgeable, logical, and intellectually curious: •love gaining knowledge •always seeking to understand why the world operates as it does •have an extraordinary ability to see all sides of an issue •like to engage in intellectually stimulating exchanges •like and respect people who challenge them on solid ground •feel compelled to point out an illogical premise or unjustified conclusion •can have a know-it-all attitude •don't want to risk looking stupid or inept •keep their emotional lives private.

*Natural Spirituality - Joyce
Hudson*

Value order, rationality, and efficiency: •comfortable with order and structure; like to have a plan •need to be prepared; not good at improvising •want to do things perfectly the first time •like clear and definite guidelines •hold themselves and others to the rules •demand fairness •dislike inefficiency, incompetence, and indecisiveness •alert to aspects of a system that have no functional purpose and driven to rid the system of them •like to get things done ahead of schedule •don't like changes in a plan.

ENTP *1st function: extraverted intuition; 2nd function: introverted thinking*

Active, energetic, and adventurous; clever, creative, and fun: •eager to learn new things and explore •bored if not allowed variety and innovation •constantly toying with new ideas and scanning for possibilities •imaginative, enterprising, and resourceful •don't like to be limited or trapped •have an urgency to push forward •their interests can seem limitless •like companions who are mentally stimulating and enjoy new adventures •mobilize people with their energy and enthusiasm •will tune out and become restless if they lose interest •can be exhausting to have around •can wear out their own bodies.

Theoretical and curious, logical and analytical: •innovative and ingenious •innate love of learning •resourceful in solving challenging problems •assertive and questioning •see patterns and connections not obvious to others •clear and organized thinking; understand how systems work •their intelligence is fluid, unpredictable, and given to idealism •develop their own theories about the world and human nature •often enjoy metaphysical speculations •enjoy debate •can usually see the big picture in any issue or discussion •can become self-absorbed with their ideas and keep relationships distant.

Outgoing and confident; charming, quick-witted, and friendly: •gregarious •energized by being around others •well liked by peers •don't like to be alone for long; seek constant interaction and engagement •love to delight others with their long and engaging stories •often have a knack for making people laugh •can quickly size up a situation and see the humorous patterns •value honesty and tend to be very direct •can be charismatic leaders, inspiring others with their eloquence and lightning-quick minds •verbally fluent •can wear others out with their talking •good at convincing others of their point of view •good at understanding people and their underlying motivations •clever in their dealings with others.

Adaptable, freedom-loving, and unconventional: •strong-willed and independent •have confidence in their ideas and insist on doing things their way •relaxed and casual style •don't like highly structured systems and organizations •don't mind disorganized or chaotic surroundings •ignore traditional ways of doing things •will challenge authority •like to improvise and figure it out as they go •tend to procrastinate •constantly test boundaries •so individualistic they may be entirely unique.

INTJ *1st function: introverted intuition; 2nd function: extraverted thinking*

Strong sense of themselves; confident in their intuitive insights: •always guided by intuition •deep perception •highly developed imagination •unique perspective on the world •trust their insightful connections regardless of established authority or popular opinion •have a clear vision of what they are trying to do and are dissatisfied with less •independent in the highest degree •unaffected by the outside world •unusually strong strength of will •there is little that upsets or intimidates them •can be intractable •have the drive and organizing skills to implement their ideas •their rich inner life is a source of great joy and satisfaction to them •until experience teaches them otherwise, they think they know everything •can be unaware of the negative effect on others of their belief they have the absolute truth.

Intellectually engaging big-picture thinkers: •rational, detached, and objectively critical •innovators in the field of ideas •naturally see things from a different perspective •can't help but see how everything is interconnected •easily see possibilities and underlying principles •driven to pull unexpressed possibilities into the existing framework •love learning •read voraciously •study a variety of subjects in great depth •curious about big questions like death and God •insightful, creative synthesizers; clear and concise •don't like center stage unless completely prepared and feeling highly competent.

Private, reserved, hard to know: •find energy in solitude •very internal; need lots of time alone •tend to be more passive than active in their engagement with life •like low-key, one-on-one social time •dislike small talk •quite talkative about topics that interest them •calm and even-tempered •honest and direct •dry, wry humor •more light and playful inwardly than

they seem from outside •very loyal •emotionally contained •don't want to be fussed over •sensitive to rejection but hide their hurt •can be aloof •can be blunt •can neglect relationships because so absorbed in their work.

Dislike confusion, mess, and inefficiency: •like structure and routine, but not dull routine •like to know in advance what's going to happen •make logical decisions based on gathered information •want no one in their work space •low threshold for outside stimulation •impatient with wasted motion, words, and emotion •value elegance of form and subtlety of expression •can be perfectionists.

INTP *1st function: introverted thinking; 2nd function: extraverted intuition*

Great focus and intensity of thought, attuned to patterns and possibilities: •logical, analytical, and objectively critical •take intellectual matters seriously •lifelong learners •avid readers •want clear and complete answers for why things are as they are •see possibilities and connections beyond the present and obvious •creative and original thinkers •bring great energy, intensity, and focus to researching and analyzing complex problems •naturally build complex theoretical systems to explain the realities they see •can find solutions that run counter to prevailing wisdom or knowledge •their thinking can seem scattered and hard to follow •more interested in pure knowledge than in practical use.

Highly self-contained; keep much of their thinking to themselves: •very autonomous •quiet, contained, calm, and detached •like one-on-one interaction •slow to disclose their thoughts in conversation •will argue and raise issues only when they think it reasonable to do so •prize precision in communication •their precision of thought may be too complex for others to understand •need a lot of time alone •favorite activities are fairly intellectual, solitary, and internal •tend to give more attention to interests and hobbies than to people •can become cynical or depressed without an outlet for their abilities.

Quietly warm and engaging, witty and quirky: •charming, approachable, and congenial •stimulating conversationalists, easily connecting one topic to another •dry wit and rich sense of humor •dislike protracted small talk •prefer to discuss ideas •will not jump in and talk—need to be asked and then listened to with patience and interest •easily drained by too much contact with others •sometimes display nervous habits or signs they are not at ease •honest, even blunt •not easily offended •loyal to those important to them •very private about matters of the heart •show their feelings in subtle ways.

Like a flexible, unstructured environment: •naturally nonconforming, skeptical, even disdainful of rules •live in a casual way, unaffected or uninvolved with the world and people around them •like a calm, conflict-free atmosphere •move at their own pace, unaware and unconcerned about time, structure, or inconvenience to others •innate spirit of wanderlust •can be fearless about taking on physical challenges •have a quiet confidence •so unique and different, they often have a hard road.