

## Overview of Dimensions

### How You Orient Towards the World

*Extraverts (E)* attend to the outer world - the people, events, rules, and expectations of others and society - more than their inner world. They are sensitive to the outer-world ways of being and try to fit in and become what is accepted and valued by that world. Dominant Extraverts must interact with and observe the outer world to find out what its expectations are for them so they can move comfortably toward those expectations.

*Introverts (I)* may know what the outer world expects but they attend more to their inner beliefs, expectations, desires, values, and logic. Introverts seek to behave in ways that have meaning to them as individuals. They use their own inner processes as their barometer of the behaviors that seem appropriate to them. Dominant Introverts must step back from the world so they can decide what it means to them and how they will choose to respond to it. Although our culture has placed a premium on Extraversion, there is nothing inherently negative or positive about either orientation. However, this is another area in which our differences clearly serve as a basis for conflict and misunderstanding.

### How You Perceive the World

*Sensors (S)* pay most attention to specific, factual, concrete details. They are interested in evidence they see, hear, feel, touch, and smell in their internal and external worlds. Because their awareness is usually in the here and now, they are generally thought of as having their "feet on the ground". They can be trusted to record events accurately and are able to recall and use them with great skill. For issues requiring careful consideration of details, Sensing types are effective problem solvers.

*Intuitors (N)* are constantly looking for meanings and relationships beyond the reach of the typical five senses. They are interested in theory, ideas, and meaning; they speculate using "what if" questions. Because they do not pay careful attention to the here and now, they may ignore facts and details. Instead, they are capable of making spontaneous leaps of imagination that enable them to solve certain kinds of difficult problems easily. "Why?" is the general mode of the Intuitor.

### How You Make Decisions

*Thinkers (T)* make decisions using logic and analysis. They weigh evidence and draw conclusions based on the strength of the evidence. Thinkers prefer situations in which systems and procedures have been carefully constructed and communicated. Consequently, much of the Thinker's energy may go into creating logical systems for deciding.

*Feelers (F)* make decisions on the basis of empathy, personal values, and strong gut-level convictions. Underlying the Feeler's decision process is a set of values about how the world should be what is right and

## Personal Style

wrong. Consequently, Feelers often commit their energy to shaping the world into their image of the way it ought to be.

## Your Attitude Towards Life

*Judgers (J)* are firm, decisive, and sure of themselves. They prefer to examine a few facets they consider relevant to the problem and then come to definite conclusions. Once the decision has been made, Judgers rarely reconsider it because they are less open to new perceptions or data.

Having made a decision, they move on.

*Perceivers (P)* are more interested in data than the outcome. They prefer gathering information from many sources and remaining flexible, non-judgmental, and adaptable to new or conflicting data. Even after Perceivers make a decision, they are willing to reconsider it and continue to be open to the possibility of change.

## Basic Styles

### Extroverts who are Perceiving

#### ENFP

Alert to possibilities. Original, independent, perceptive, creative. Hates routine. Values inspiration. Skillful in handling people. Inspiring, enthusiastic.

#### ENTP

Alert to possibilities. Original, independent, perceptive, creative. Hates routine. Values inspiration. Independent, analytical, impersonal.

#### ESTP

Realistic, matter of fact, practical. Adaptable, easygoing. Likes facts and details. Uses logic to make decisions. Prefers action to conversation.

#### ESFP

Realistic, matter -of-fact, practical. Adaptable, easygoing. Friendly, tactful. Makes decisions based on personal conviction.

### Extroverts who are Judging

#### ENFJ

Values harmonious personal relationships. Warm, friendly, tactful, sympathetic, sensitive. Persevering, conscientious, idealistic, loyal. Insightful, curious about new ideas, articulate, charming.

#### ESFJ

Values harmonious personal relationships. Warm, friendly, tactful, sympathetic, sensitive. Persevering, conscientious, idealistic, loyal. Matter -of-fact, practical, conventional. Organized.

#### ENTJ

Analytical, impersonal, decisive, logical, organized. Interested in possibilities. Curious about new ideas. Effective at finding new solutions. Interested in big picture. Organized.

#### ESTJ

Analytical, impersonal, decisive, logical, organized, matter of fact, practical. Solves problems by applying past

## Personal Style

experience. Wants immediate and tangible results from efforts.

### Introverts who are Perceiving

#### INTP

Analytical, impersonal. Interested in underlying principles. Reserved. Intellectually profound. Good theorist. Deep insights. Quick to understand. Prolific in generating ideas. Open to a range of alternatives.

#### ISFP

Values harmony in the inner life of feeling. Strong sense of duty. Sees the realities of a situation. Open to a range of alternatives.

#### ISTP

Analytical, impersonal, interested in underlying principles. Reserved. Great capacity for facts, details. Concentrates on practical applications. Open to a range of alternatives.

#### INFP

Values harmony in the inner life of feeling. Strong sense of duty. Loyal. Interested in possibilities that relate to human situations. Prefers written communication. Open to a range of alternatives.

### Introverts who are Judging

#### ISTJ

Systematic, painstaking, thorough. Patient with detail. Adapts easily to routine. Stable. Emphasizes logic, analysis, decisiveness.

#### ISFJ

Systematic, painstaking, thorough. Patient with detail. Adapts easily to routine. Stable, loyal, considerate of others. Makes decisions based on personal feeling.

#### INTJ

Driven by inner vision of the possibilities. Determined. Individualistic. Interested in pioneering. Convinced of the validity of intuition. Likes to reorganize things. I

#### INFJ

Driven by inner vision of possibilities. Determined, individualistic. Interested in pioneering. Convinced of the validity of intuition. Concerned with people. Visions concern human welfare.