

PERSONALITY CODE	DESCRIPTION
<b>ENFJ - The Teacher</b> (Extroverted, iNtuiting, Thinking, Perceiving)	<p>ENFJs are genuine, authentic, and optimistic. They see the potential in everybody they spend time with and are highly empathetic, easily “reading” people’s moods and interests. They are naturals at making personal connections with others because of their ability to “walk a mile in someone else’s shoes”.</p> <p>ENFJs genuinely want to help people realize their full potential and can become fearless advocates for the needs of others. As they make more and more personal connections, ENFJs see emerging trends and patterns which they use to create a larger vision of how to help larger groups. They place value in following through on their commitments, tolerance and understanding.</p> <p>ENFJs may get so focused on helping everybody else that they spread themselves too thin or forget to remember their own needs. They may also empathise with someone to such an extent that they assume this person’s problems as their own. Because they highly value meeting their commitments, ENFJs may feel like a failure when their help doesn’t help.</p> <p>They may also have a tough time making a difficult decision as their empathetic nature allows them to consider a multitude of consequences to any action.</p>
<b>ENFP – The Champion</b> (Extroverted, iNtuiting, Feeling, Perceiving)	<p>ENFPs need room to explore and to be creative without constraints. They focus on the world around them, looking for deeper meaning in the complexities and patterns they see. At home with emotions, they enjoy making friends as their natural charm and kindness makes this easy for them. Their enthusiasm and energy can be infectious sometimes turning friends and colleagues into followers and supporters.</p> <p>ENFPs avoid routine, constraint and repetition as they find it limiting to their need for independence, creativity and self-expression. They tend to make instinctive decisions which are usually good but can sometimes be catastrophically bad as they’ve overlooked or misinterpreted important information. ENFPs have a broad range of interests and can generally find success in what whatever they choose to do provided it doesn’t require them to focus on details too often.</p> <p>ENFPs are so highly independent that they can be hard to lead or to manage. They are always thinking, often very deeply, and this can lead them to sometimes overthink things and can get in the way of actually accomplishing something.</p> <p>The ENFPs disdain for routine and repetition tends to mean that many of their great ideas won’t come to fruition without the support of others who can assume the detailed work required to take it from idea to reality.</p>

<b>ENTJ – The Field Marshall</b> (Extroverted, iNtuiting, Thinking, Judging)	<p>ENTJs are energetic, confident, driven and can be charismatic. They tend to be focused, firm, direct and decisive. They are able to consider and connect seemingly random information and translate their thoughts into articulate and ordered conclusions.</p> <p>ENTJs base their actions on tangible information and are objective and impartial when arriving at a decision or conclusion. They can be relentless when pursuing a goal they've set for themselves.</p> <p>The ENTJs strong conviction, laser focus and relentless pursuit of achieving a goal can make them impatient, stubborn and intolerant. Because of this, they may come across as distant, ruthless or arrogant to others at times.</p> <p>ENTJs may have difficulty expressing or even understanding their own emotions and as such, may also have the same problems when it comes to appreciating the emotions of others. They may even look down at people who don't behave in ways they can understand.</p>
<b>ENTP – The Inventor</b> (Extroverted, iNtuiting, Thinking, Perceiving)	<p>ENTPs love pursuing, debating, discussing and creating ideas. They are perceptive, candid, and creative problem solvers. They can be very enthusiastic and energetic when they're focused on something that really interests them.</p> <p>The ENTP is constantly absorbing information from the world around them which they sort and compare against their own thoughts and beliefs to generate insights, plans and solutions. They have the ability to rationally consider the perspectives of others and tend to be honest and straightforward.</p> <p>ENTPs enjoy taking established beliefs, ideas and processes in new or unexpected directions and have the ability to persuade others to support them in their pursuits. Others may perceive ENTPs as argumentative because they're so often involved in doing what they enjoy; debating and discussing ideas.</p> <p>Because the ENTP is so interested in pursuing knowledge, they may have difficulty remaining focused on any single task or subject for a prolonged period of time. Also, because they need to remain mentally engaged, once they've figured something out, they tend to become bored. This means they may tend to leave planning, organization, validation, and other routines to others as they seek out new knowledge or problems to solve.</p>
<b>ESFJ – The Provider</b> (Extroverted, Sensing, Feeling, Judging)	<p>ESFJs are very supportive, caring, and sociable. They are at ease in large group settings and comfortable with being the centre of attention. They value harmony, stability, tradition and order. They have a strong affinity for justice and for right over wrong.</p>

	<p>ESFJs use personal observations, experiences and attention to detail when making sense of a situation. ESFJs enjoy helping others, planning and organizing events, and will tend to look for work that is meaningful.</p> <p>ESFJs may become overly concerned with their social status and how they are perceived by others. They dislike and avoid conflict and may have difficulty accepting criticism without becoming defensive or upset.</p> <p>ESFJs may also have difficulty understanding non-traditional or unconventional ideas or viewpoints as they tend to view issues in black and white.</p>
<b>ESFP – The Performer</b> (Extroverted, Sensing, Feeling, Perceiving)	<p>ESFPs tend to have a natural appreciation for style, aesthetic and beauty, and are at home in a crowded room or in the spotlight. Natural performers, they seek to entertain and be entertained.</p> <p>ESFPs also tend to wear their hearts on their sleeves, are very sensitive to the feelings of others, and they enjoy providing emotional support and advice using their own personal experiences as their guide. ESFPs are constantly looking for excitement in the form of enjoyable new experiences, gravitate towards physical activities and prefer to spend their time in the company of others. They value style, quality, variety and change and ESFPs are usually willing to try something new even if it's outside of their comfort zone.</p> <p>ESFPs tend to be focused on the present and can have trouble planning for the future or anticipating future consequences that arise from their present actions. Because of their need for variety and stimulation, ESFPs may find focusing on a single task or performing repetitive activities difficult or boring. They may also have difficulty succeeding in traditional academic environments.</p>
<b>ESTJ – The Supervisor</b> (Extroverted, Sensing, Thinking, Judging)	<p>ESTJs are objective, decisive, driven and are comfortable in group settings and working with others. They gather facts, figures and information through their own personal experiences and seek stability and order.</p> <p>The ESTJ has a strong eye for detail, is well organized and values tradition, stability and reliability. They also value honesty, commitment, co-operation and integrity.</p> <p>ESTJs may have difficulty expressing or even understanding their own emotions and as such, may also have the same problem when it comes to appreciating the emotions of others. They may also have difficulty dealing with change or the unexpected.</p> <p>ESTJs can also become overly focused on their social status.</p>
<b>ESTP – The Promoter</b> (Extroverted, Sensing, Thinking, Perceiving)	<p>ESTPs are active, outgoing and practical. They are very aware of the world around them and prefer to dive right into a task or activity. They use their</p>

	<p>personal experiences and observations as a guide for decision making and prefer to apply the same rules to everyone.</p> <p>ESTPs enjoy variety and change in their daily life and are comfortable in the spotlight. They also enjoy physical or hands-on activities and are natural risk-takers.</p> <p>ESTPs may have difficulty following rules and routines as they prefer variety and are looking for new experiences. Because of this, they may also have some difficulty staying focused on a single or specific task or performing repetitive activities and may have trouble finding interest or success in a traditional academic setting.</p> <p>ESTPs may find themselves in difficult situations because of their spontaneous nature and affinity for risk taking.</p>
<b>INFJ – The Counsellor</b> (Introverted, iNtuiting, Feeling, Judging)	<p>INFJs are creative, optimistic and principled. They combine abstract thought with empathy in the best possible way, trying to make the world a better place. They intuitively understand other people's emotions, motives, and needs and find it easy to connect with others. They like to use their talents to solve "people" problems rather than "practical" problems, but are practical in their pursuit of creating real, tangible results as they carefully plan and organize their approach.</p> <p>The conclusions and decisions INFJs reach will always take the impact on others into account but will also be rational and justified from their point of view. When sharing their thoughts and feelings with others, INFJs are very expressive, using personal and friendly language to connect with their audience rather than using logic and fact.</p> <p>While the INFJ thought process is complex and non-linear, INFJs prefer to work in organized and stable environments. Also, although they are at home working with others and enjoy helping people, INFJs are independent and need time alone to gather their thoughts and decompress.</p> <p>INFJs have high standards and are often perfectionists. They always feel that they could be doing more to improve themselves or the world around them and they can become completely worn out in their drive to do more and do it perfectly. INFJs are also very sensitive. They avoid conflict and can have trouble accepting criticism.</p> <p>The INFJ can be so focused on achieving a goal or producing a real result, they can get frustrated by the details required to succeed and may give up. Because INFJs tend to be very private individuals, even though they have an easy time connecting with others, they themselves can be hard to get to know.</p>

<p><b>INFP – The Healer</b> (Introverted, iNtuiting, Feeling, Perceiving)</p>	<p>INFPs are creative, artistic, idealistic and spiritual. They believe everybody is uniquely individual. Always optimistic, they focus their energy on remaining positive and follow their hearts when making a decision. They are spontaneous, quirky, and independent and use their personal beliefs and values as a guide for their actions.</p> <p>Intensely emotional, INFPs form strong attachments to the people, places and things they care about. They also tend to lend support to people, causes or projects that resonate with them at an emotional level and they strive to ensure that no voice or opinion goes unheard.</p> <p>INFPs are spontaneous, flexible, and they avoid environments that constrain them. They are able to easily connect with others at a deep level and have a gift for conjuring imagery and symbolism when they communicate. INFPs prefer to avoid being in the spotlight but are always ready to lend a helping hand in support of those who are.</p> <p>INFPs strongly value their privacy and can be very self-conscious which makes them difficult to get to know. They may have difficulty accepting some of the harsher realities of life as these are often at odds with their high ideals. INFPs can be so devoted to making a difference or living up to the many commitments they've made, they can sometimes forget about their own needs and interests which can lead them to burn themselves out.</p> <p>Their intuitive style and focus on feelings and values can lead the INFP to disregard facts and data when arriving at a decision, especially if the evidence is at odds with their ideals.</p>
<p><b>INTJ – The Mastermind</b> (Introverted, iNtuiting, Thinking, Judging)</p>	<p>INTJs are imaginative, insightful and above all, logical. They have a thirst for knowledge of all kinds. They strive to master the subjects that interest them and believe that with enough effort, they can learn or do anything they set their minds to.</p> <p>INTJs are extremely confident when operating within their areas of expertise. They consider and connect seemingly random information and translate their thoughts into coherent, rational and logical conclusions. While they prefer planning and organization, INTJs have little patience for constraints, traditions or routines that they view as useless or flawed. They prefer to work and make decisions independently, always taking responsibility for their actions.</p> <p>INTJs tend to approach life like a game of strategy, gathering information and creating strategies and tactics that let them stay in control of their plans. INTJs are so rational that they tend to exclude emotions and social norms from their thought process which can create many difficulties for them. It may make them appear cold and calculating to others. This lack of sensitivity can also make them come across as arrogant or judgmental when it's combined with the INTJs extreme confidence in their area(s) of expertise. It can also</p>

	<p>make forming friendships and relationships difficult as they apply logic and rationality to human connections which often require an emotional connection.</p>
<p><b>INTP – The Architect</b> (Introverted, iNtuiting, Thinking, Perceiving)</p>	<p>INTPs are creative, independent, open-minded and inventive. They absorb any and all information available to them in their pursuit of understanding and are constantly thinking. They use their intellect in an attempt to understand and explain the world around them through theories and concepts.</p> <p>INTPs are abstract thinkers, piecing concepts together through seemingly unrelated observations and information. They will often use discussion to validate or refine their ideas, not to get a second opinion.</p> <p>INTPs come to their conclusions and decisions objectively, relying on fact and information. They are straightforward and honest, and are open to the philosophies, beliefs and ideas of others. While INTPs are rational in their decision making process, they value freedom, flexibility and spontaneity.</p> <p>The INTP often has difficulty articulating their thought process, ideas and concepts to others. Their abstract approach is often disjointed, multifaceted and not easily organized so they can become frustrated as they are unable to convey their ideas to others.</p> <p>Because INTPs spend much of their time captured in thought, they can be forgetful or even oblivious to the world that surrounds them and have little interest in practical details. They can also have difficulty finishing a line of thought as they are always looking for new inputs that they can use to revise or enhance their ideas.</p> <p>Although INTPs are open-minded, their preference for logical decision making can make them insensitive to emotions and to personal considerations. They tend to be private and reserved which can make it difficult for them to feel comfortable in social settings where conversation rather than thought is required unless the conversation revolves around an interest of theirs.</p>
<p><b>ISFJ – The Protector</b> (Introverted, Sensing, Feeling, Judging)</p>	<p>ISFJs are kind, helpful, observant and patient. They generally avoid conflict and risk taking wherever possible. They are naturals when it comes to understanding the feelings of others and they remember the personal details of the people that they meet with ease. While they tend to be private and reserved, they are very aware of their surroundings, have excellent people skills and enjoy socializing with others.</p> <p>ISFJs value tradition, stability, and routine. They tend to be very detail oriented; some might call them perfectionists. Ever reliable, ISFJs can be counted on to complete their tasks and fulfill their obligations with care and detail.</p> <p>ISFJs are not self-promoters and avoid putting themselves in the spotlight which can make it hard for them to gain recognition for their talents and</p>

	<p>efforts. They tend to have trouble saying “no” to requests for help. When this mixes with their sense of obligation and perfectionist ways they can easily become overloaded.</p> <p>ISFJs can be sensitive to criticism and may have trouble keeping personal and professional issues separate. They may also find trying out something new or adapting to change difficult.</p>
<b>ISFP – The Composer</b> (Introverted, Sensing, Feeling, Perceiving)	<p>ISFPs are practical, sensitive, open-minded, and understanding. They have an innate artistic ability and are usually excellent at manipulating tools, instruments or materials in the pursuit of their creativity.</p> <p>ISFPs value flexibility, variety and are willing to take a risk. They live in the now, giving little thought about the future and prefer to be doing rather than thinking. Their creativity and curiosity combined with their eye for aesthetics helps them to continuously come up with bold, original and often ground-breaking ideas and creations. ISFPs are inquisitive and tend to appreciate the beauty of nature.</p> <p>Although ISFPs are relaxed and tend to get along with almost anyone, they prefer to work independently and need time alone to process their thoughts through their creative internal filters.</p> <p>ISFPs are very independent and their need for variety, flexibility and freedom may make it difficult for them to find success in highly structured environments including school. They are not typically scientific or technically inclined but may be strong in math. Their focus on the present can make it difficult for them to create longer term plans or commitments.</p> <p>Because of their sensitivity and strong emotional side, stress and conflict can be damaging to the ISFP’s self-esteem and creativity.</p>
<b>ISTJ – The Inspector</b> (Introverted, Sensing, Thinking, Judging)	<p>ISTJs are meticulous, factual, organized and they strongly value reliability, integrity and tradition. They use facts, figures and other concrete information to make “sound” decisions.</p> <p>ISTJs take deadlines very seriously and are tireless when working towards one. ISTJs don’t like having to depend on other people to get work done and prefer to do their work independently whenever they can. When they do have to work as part of a team, ISTJs may try to define roles and delegate work or create a well-defined process that they expect to be followed.</p> <p>ISTJs can be prone to developing a “my way, or the highway” attitude because they tend to be dismissive of ideas that aren’t based on fact or evidence. They also don’t have patience for people they decide are lazy or incompetent.</p> <p>Did we mention that ISTJs can also be judgemental? This is because they tend to measure everybody else against their own work ethic and high standards and other people often come up short.</p>

	<p>ISTJs like to follow rules and procedures and they focus on hard facts and hard work. This can make them inflexible and cause them to overlook the feelings of others.</p>
<p><b>ISTP – The Crafter</b> (Introverted, Sensing, Thinking, Perceiving)</p>	<p>ISTPs are practical, logical and realistic, but they're also creative. They prefer to work independently and when it comes to dismantling, reassembling and creating machines, gadgets or other physical objects they're right at home. They dive right into projects, learning and improvising as necessary using what they learn to improve their future efforts.</p> <p>ISTPs are relaxed, adaptable and comfortable with taking a risk which means they don't usually get stressed or anxious. Their comfort with risk, spontaneity and their creative minds help them to think on the fly and reach decisions quickly when they need to.</p> <p>ISTPs prefer to live in the moment which can make it difficult for them to commit to a deadline or other obligations. When learning, thinking or doing, ISTPs can often get bored because once they're satisfied they have nothing else to gain or offer, they want to move on to something more interesting.</p> <p>ISTPs tend to keep their thoughts to themselves so even when they have something great to offer, it may be difficult to draw it out of them. ISTPs are practical and logical and might not pay enough attention to people's feelings. Their enthusiasm for taking risks can lead to problems if things go wrong.</p>