

## Quick Assessment of Personality:

Circle Either E or I for Each Row

Circle Either S or N for Each Row

Circle Either T or F for Each Row

Circle Either P or J for Each Row

Each row, for each pair of columns, contrasts two different options. Circle the option that more closely describes you.

Then:

For each pair, (E/I, S/N, T/F, P/J) determine which column has the most circles.

You will be left with four letters, which represent your four dominant dispositions.

Select your four letter designation below:

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

<u>Ex</u> traversion	<u>Int</u> roversion	<u>S</u> ensation	<u>Int</u> uition	<u>Th</u> inking	<u>F</u> eeling	<u>Per</u> ceiving	<u>J</u> udging
When meeting someone new, do you talk as much as you listen	Or do you listen more than you talk	Would you rather "Just do it."	Or check out all the alternatives	Are you cool-headed and tactical	Or are you warm and understanding	Do you change plans and tasks easily	Or do you like to focus on something until its done
*Do you prefer to have many friends and acquaintances	Or would you rather have a few people that you're really close to	Do you need to know specifics	Or will you just figure it out as you go	Do you like knowing what people think	Or do you like knowing how people feel	Are you proud that you can react quickly and improvise anytime	Or are you methodical, regimented and systematic
Do you think on your feet while you're speaking	Or do you think about what you say before you say it	Are you fact based and down to earth	Or do you prefer, visions, concepts and imagination over facts	Are you good at making plans that work and getting work done	Or are u good at building relationships and collaborating with teams	Do you do things impulsively or spontaneously, just to see what happens.	Or do you want to know what will happen before you something
Do you share details with relative strangers	Or do you only share details with people who are truly close to you	If you enjoy an activity, do you want to do it all the time	Or once an activity becomes routine, do you want to switch it up	Are you analytical, skeptical, level-headed and knowledgeable	Or are you warm and accepting of all things; idealistic and understanding	Do you like to have open ended options, even if plans have been made.	Or do you like to stick to the plan and focus on your goals.
Do you get restless when you're alone too long	Or do you get restless when you don't have enough time alone	Do your physical surroundings affect how you feel	Or do your surroundings not matter if you like what you're doing.	Do you weigh the pros and cons of most things	Or do you just ask what others have done in the past	Do you usually have your own way of doing things.	Or do you almost always follow instructions.
When you're having a good time with others, do you feel like you have limitless energy	Or do your batteries tend to run out after being energetically social with others	Would you rather be an absolute expert in one subject	Or be somewhat well-versed in many different subjects	Do you rely on knowledge and tactical skill when negotiating	Or do you try to find the common ground with anyone	Do you put stuff off until you're in the mood to do it. And prefer breaks when working on something new.	I do the hard stuff first to get it done. I don't like being interrupted when I'm working on something
Everyone who knows me instantly knows what's important to me	I don't talk about what's important to me unless I feel really close to someone	Do you stick with the meal that you like almost every time.	Or do you like to try new meals as frequently as possible.	Are you fair and honest and impartial and predictable above all else	Or are you warm and understanding and accepting and sensitive and merciful above all else	I take things as they come and do what I feel. I can forget about my responsibilities sometimes.	I like having a schedule and a plan. I'm always thinking about what needs to be done.
<b>E</b>	<b>I</b>	<b>S</b>	<b>N</b>	<b>T</b>	<b>F</b>	<b>P</b>	<b>J</b>

Which column has more? →

**Extroversion or Introversion:** Extraverts define themselves in terms of what others can see and know about them, Introverts view their own viewpoint as the final arbiter of reality and let that create their view of the external world. Extraverts act before thinking and judge themselves by the attention of others, they are outgoing, expressive, straight forward, understandable and accessible. Introverts view the world in their own way, regardless of others views, they reflect before acting, resist the crowd, they are reserved, complicated and private, self aware but less aware of their affect on others, sometimes passionate and intense.

**Sensing or Intuitive:** Sensors will define new experiences by comparing them to old experiences, intuitives process new experiences by imagining new possibilities. Sensors like objective facts and enjoy real observations, pragmatics and enjoy precision, believe in utility and being literal, detail oriented, rely on past experiences and are skeptical until they see it for themselves. Intuitives search for the greater meaning or underlying cause of something, they rely on their imagination and wonder, fascinated by the unknown or unseen, love to be inspired and wish to change tradition, make snap judgements and use ingenuity to fill in the blanks, are easily bored by people or tasks that are routine.

**Thinkers or Feelers:** Thinkers organize information impersonally and logically, Feelers organize information personally in terms of relationships. Thinkers make decisions impersonally, using logic, analysis, justice, ethics, fair play, believe in individual rights and freedom of thought, do things step by step. Feelers make decisions based upon relationships, how people feel and rely upon loyalty, mercy or consensus rather than objectivity, they are committed to social obligation, empathy and human relationships. They feel their way through decisions and conversations.

**Perceiving or Judging:** Perceivers rely on their direct experience of what they've seen or done, while Judgement types use rationality or feelings to guide their actions. Perceiving types never feel like they have enough info, they react fully and quickly, always ready, hate structure, deadlines and authority, often take on too much, experience their emotions physically, are masters of improvising but lack follow through, they are impetuous, can be reckless and do not consider risks or time constraints when drawn into something exciting. Judging types may decide before all the facts are in just to be done with it, they want to know whats going to happen and want to prepare for it, self motivated but not good with the unexpected, prefer structure, do exactly whats expected of them, prefer structure, responsible, firm but unwilling to change – even if things are going badly, decisive, committed and determined, can be controlling and take on authority instinctively.