

Insights of Personality Types

Presented by Carrie M. Wrigley, LCSW

Discovering the unique value of yourself and others

- Principle One: Validation** You are valuable and irreplaceable just as you are - and so is everybody else!
- Principle Two: Flexibility** You can grow beyond your natural comfort zone to meet the specific needs of other people and other situations.
- Principle Three: Harmony** Life can be even more rich and satisfying when you're surrounded by people who are different than you!
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Develop Realistic Expectations:

- 1) **Every type** has unique strengths and weaknesses.
 - 2) **Every relationship** has its unique joys and challenges - whether the types paired are very different, very similar, or somewhere in between.
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Identifying the unique strengths of yourself and others can help you overcome:

- 1) **Perfectionism** *(Because neither you nor anybody else comes fully equipped with all the tools and insights - we're all learning, a little at a time.)*
 - 2) **"Psychological Bigotry"** *(Thinking somebody's only worthwhile if they're like you!)*
 - 3) **Contention** *(You won't tend to argue about "who's right" if you recognize that everyone is equally right and equally valuable; that each perspective is a crucial part of the whole.)*
 - 4) **Putting Yourself Down** *(Thinking others are better than you is no healthier than thinking you're better than others! Learn to prize the unique gifts that you, as well as others, have to contribute.)*
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Recommended References:

- Kiersey and Bates, Please Understand Me *(best overall introductory book, with a personality test and profiles for each type.)*
- Tieger and Barron-Tieger, Do What You Are, Just Your Type, and Nurture by Nature *(applying MBTI type theory to practical applications in: 1) career/education choices; 2) marital and other relationships; and 3) parenting, respectively.)*

THE SIXTEEN TYPES

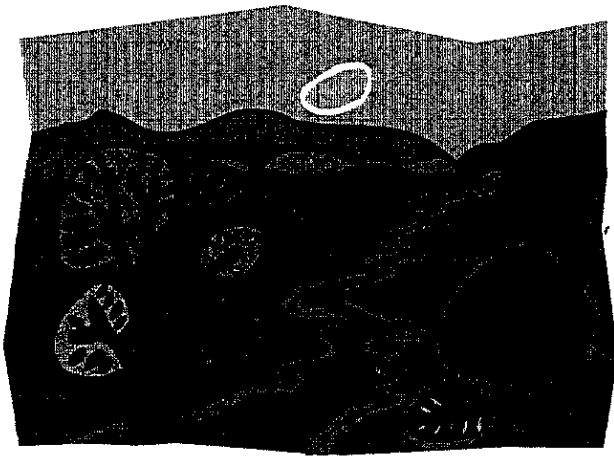
ARTISANS (*SP, Dionysian, Sanguine*)
(38%, "Pleasure") "**Experiencers**"

IDEALISTS (*NF, Apollonian, Choleric*)
(12%, "Becoming") "**Idealists**"

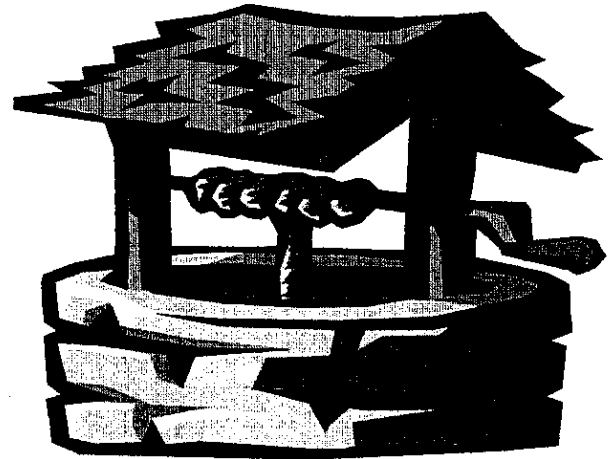
<p>ESTP (6-8%) Promoter Adventurer</p> <p><i>"Look Mom! No Hands!" / "Let's Get Busy!"</i></p>	<p>ISTP (4-7%) Crafter Realist</p> <p><i>"Making Sense of Things / Doing the Best I Can w/what I've Got"</i></p>	<p>INFJ (2-3%) Counselor Mystic</p> <p><i>"My Secret Garden" / "Catalysts for Positive Change"</i></p>	<p>ENFJ (3-5%) Teacher Sage</p> <p><i>"A Thousand Watts of Enthusiasm" / "Public Relations Specialists"</i></p>
<p>ESFP (8-10%) Performer Joker</p> <p><i>"Social Butterflies" / "Don't Worry - Be Happy!"</i></p>	<p>ISFP (5-7%) Composer Aesthete</p> <p><i>"Gentle Free Spirits" "It's the Thought That Counts"</i></p>	<p>INFP (3-4%) Healer Dreamer</p> <p><i>"Taking Everything to Heart" / "Still Waters Run Deep."</i></p>	<p>ENFP (6-7%) Champion Visionary</p> <p><i>"I've Got a Million Great Ideas" / "Anything's Possible"</i></p>
<p>ESFJ (11-14%) Provider Helper</p> <p><i>"Let's All Be Friends" / "What Can I Do For You?"</i></p>	<p>ISFJ (7-10%) Protector Nurturer</p> <p><i>"A Promise is a Promise" / "On My Honor to Do My Duty"</i></p>	<p>INTP (3-4%) Architect Wizard</p> <p><i>"Question Authority" / "Ingenious Problem Solvers"</i></p>	<p>ENTP (4-6%) Inventor Innovator</p> <p><i>"Everything's Negotiable" / "Life's Entrepreneurs"</i></p>
<p>ESTJ (12-15%) Supervisor Enforcer</p> <p><i>"Playing by the Rules" / "Taking Care of Business"</i></p>	<p>ISTJ (7-10%) Inspector Reliant</p> <p><i>"Being a Kid is Serious Business" / Take Time, Do it Right"</i></p>	<p>INTJ (2-3%) Mastermind Free Thinker</p> <p><i>"Creating Perfection" / "Competence + Independence=Perfection"</i></p>	<p>ENTJ (3-5%) Fieldmarshall Leader</p> <p><i>"Leader of the Band" / "Everything's Fine - I'm in Charge."</i></p>

GUARDIANS (*SJ, Epimethean, Melancholic*)
(38%, "Duty") "**Traditionalists**"

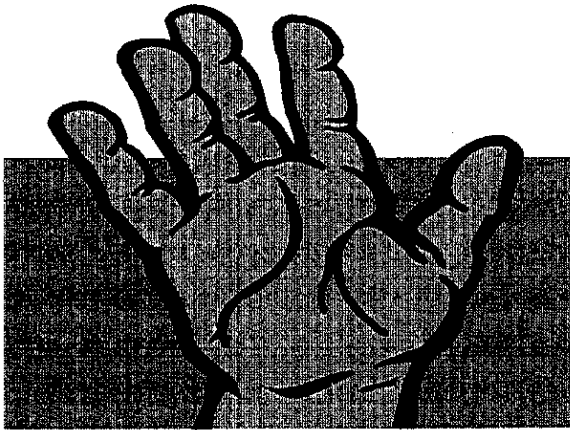
RATIONALS (*NT, Promethean, Phlegmatic*)
(12%, "Competence") "**Conceptualizers**"



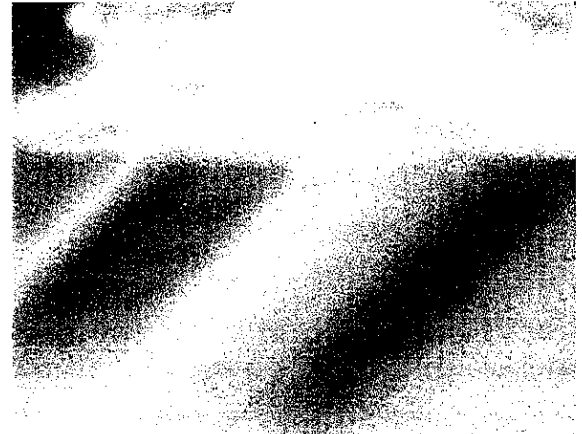
E - Extrovert



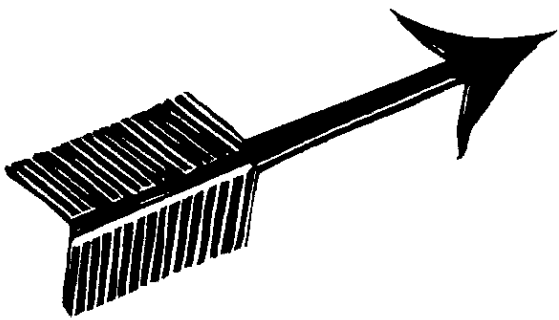
I - Introvert



S - Sensor



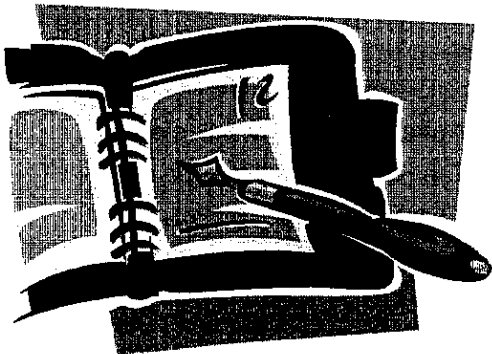
N - Intuitive



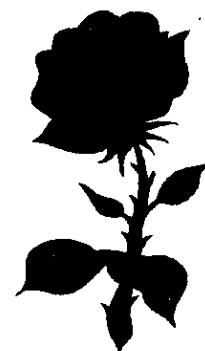
T - Thinker



F - Feeler



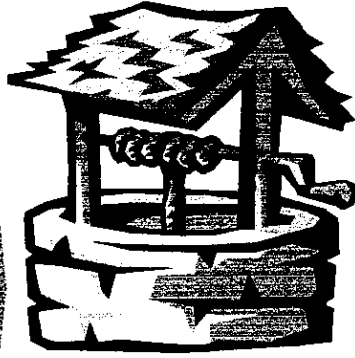
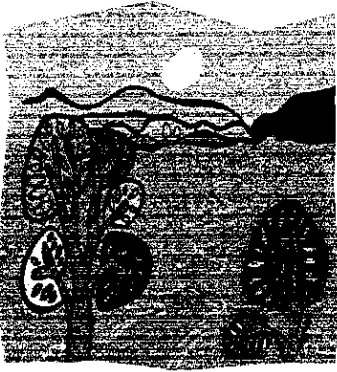
J - Judger



P - Perceiver

STRENGTHS OF PERSONALITY PREFERENCES:

<p><u>EXTROVERTS:</u> (E) (55% pop.) Breadth of ideas and relationships Variety/outreach; broad awareness Many friends with brief contact Talking; think out loud/dive right in Energized by interaction with people Outer world Initiate contact Easy to approach; sociable Enjoy crowds, bustling activity</p>	<p><u>INTROVERTS:</u> (I) (45% pop.) Depth of ideas and relationships Precision/focus; specific awareness Fewer friends with longer contact Listening; process internally before diving in Energized by quiet time alone, or with 1 or 2 Inner world Wait their turn More reserved and serious Enjoy solitude/closeness with a few they trust</p>
<p><u>SENSORS:</u> (S) (65% pop.) Aware of details, logistics("The trees") Access the world through the 5 senses Awareness of people and things Practical and concrete; tune in to facts Realism - see actualities Like hands-on, usable information Utilize and care for what is here Common sense and experience Like doing things the usual way</p>	<p><u>INTUITIVES:</u> (N) (35% pop.) See the big picture ("The forest") World experienced through inner eye/6th sense Awareness of ideas and concepts Visionary and abstract; appreciate theories Idealism - see possibilities Enjoy symbolism, metaphors, figurative speech Envision and invent what is not here Fantasy and imagination Like doing things in new or unique ways</p>
<p><u>THINKERS:</u> (T) (50% pop; 65% men) Direct with others; "to the point" Firm; not afraid of conflict Cool headed; enjoy competition/debate Make decisions by logic, reason Thick skin; honesty/frankness Strength of will Focus on laws, principles, standards Justice and fairness Devise consequences</p>	<p><u>FEELERS:</u> (F) (50% pop.; 65% women) Considerate of others; personal and warm Gentle; avoid conflict Warm hearted; encourage cooperation/harmony Make decisions by feelings, effect on people Sensitivity; diplomacy/tact Strength of compassion Aware of circumstances, considerations Mercy and tenderness Exercise compassion</p>
<p><u>JUDGERS:</u> (J) (60% pop.) Making decisions Careful planning Scheduling; very aware of time Orderliness and structure Organization Determining "one right way" Getting the job done Directing life Coming to closure</p>	<p><u>PERCEIVERS:</u> (P) (40% pop.) Exploring options Spontaneity Adaptibility; responsive to emerging needs Tolerance; ability to be comfortable in chaos Flexibility Seeing the value of various alternatives Enjoying the process Letting life happen Remaining open</p>



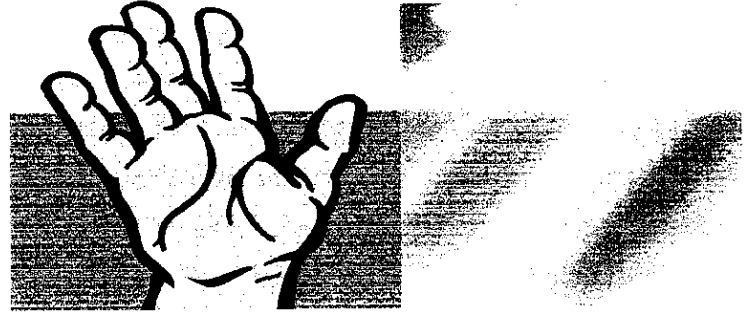
**SUMMARY OF
PERSONALITY
PREFERENCES
(MBTI)**

Extrovert (E)

Breadth
Outer world
Variety
Energized by
sociality

Introvert (I)

Depth
Inner world
Focus
Energized by
solitude



Sensor (S)

Hands-on
Actualities
Realism
Details
Trust experience

Intuitive (N)

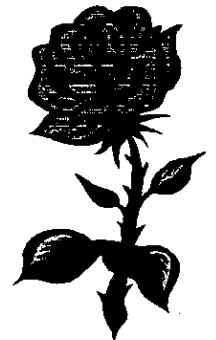
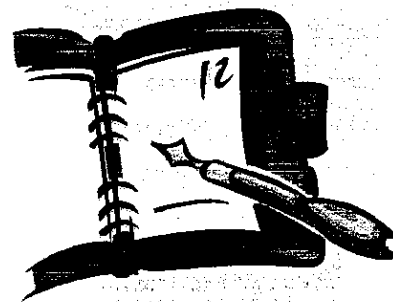
Conceptual
Possibilities
Symbolism
Big Picture
Trust hunch

Thinker (T)

Cool headed
Direct, to point
Thick skinned
Justice/fairness
Competitive

Feeler (F)

Warm hearted
Diplomatic
Sensitive
Mercy/empathy
Avoid conflict



Judger (J)

Organization
Planning
Deciding
Task fulfillment
Punctuality

Perceiver (P)

Flexibility
Spontaneity
Openness
Enjoyment
Adaptability

Sources:
Mysers and Briggs
Kiersey and Bates
Tieger and Tieger
(Based on Carl Jung's
"Personality Types")

The 4 Temperaments (David Kiersey / Paul and Barbara Tieger)

<p><u>SP - ARTISANS</u> (“<i>Experiencers</i>”)</p> <p><u>Sensor + Perceiver</u> (ESTP, ISTP, ESFP, ISFP)</p> <p>38% population Motivation: Action, pleasure <i>“Spirited, charming, adventurous”</i> <i>“Keep things fun”</i></p> <p><u>Typical professions:</u> Entertainers, comedians Race car drivers, athletes Mechanics, construction workers Police officers, soldiers, firemen</p> <p><i>Strengths: Fun; enjoyment; using tools; craftsmanship; physicality; spontaneity</i> <i>Weaknesses: Seriousness; studiousness; (often labeled ADHD); following directions</i></p>	<p><u>NF - IDEALISTS</u> (“<i>Idealists</i>”)</p> <p><u>Intuitive + Feeler</u> (INFJ, ENFJ, INFP, ENFP)</p> <p>12% population Motivation: Becoming (self and others) <i>“Help people become the best they can be”</i> <i>“Create ideas that make a better society”</i></p> <p><u>Typical professions:</u> Psychologists, therapists, counselors Writers, editors, journalists, professors Crusaders, theologians, religious teachers Artists, composers, actors</p> <p><i>Strengths: Broad vision; imagination; awareness of possibilities; sense of mission</i> <i>Weaknesses: Realism; dealing with details; tolerating repetition</i></p>
<p><u>SJ - GUARDIANS</u> (“<i>Traditionalists</i>”)</p> <p><u>Sensor + Judger</u> (ESTJ, ISTJ, ESFJ, ISFJ)</p> <p>38% population Motivation: Duty <i>“Backbone of society”</i> <i>“Keep things running”</i></p> <p><u>Typical professions:</u> Administrators, managers, bureaucrats Bankers, business people, accountants Teachers, secretaries, librarians Homemakers, nurses, caregivers</p> <p><i>Strengths: Stabilization; passing on values/traditions; task fulfillment; dealing w/structure; financial/time accountability</i> <i>Weaknesses: Adaptability, dealing with new ideas or differences in others</i></p>	<p><u>NT - RATIONALS</u> (“<i>Conceptualizers</i>”)</p> <p><u>Intuitive + Thinker</u> (INTP, ENTP, INTJ, ENTJ)</p> <p>12% population Motivation: Competence, power <i>“Logical, inventive, innovative”</i> <i>“Create new technologies and systems”</i></p> <p><u>Typical professions:</u> Scientists, researchers, inventors Computer gurus, university professors Executives, military commanders Architects, engineers, systems developers</p> <p><i>Strengths: Independence, logical thinking, inventiveness, intensive study, careful objective analysis</i> <i>Weaknesses: Tolerance, emotional sensitivity, ability to have fun</i></p>