

A SHORT CUT TO UNDERSTANDING AN INDIVIDUAL'S

PERSONALITY PREFERENCES

The Myers-Briggs Type Indicator has proven to be a valid and reliable instrument for determining an individual's personality preferences. It results in locating a person's preferences within one of sixteen different combinations of functions and attitudes. For those new to the Myers-Briggs Type Indicator, the amount of information contained in the sixteen types can be a bit overwhelming. For those individuals there is a short cut.

In 1956 Dr. David Keirsey Ph. D. began work on the development of a theory of temperament types, which has evolved into a practical means of sub-dividing the sixteen Myers-Briggs personality types into four distinct temperament styles.

Keirsey's temperament styles consist of two letter combinations. The first letter is either S, which is representative of the sensing function; or N, which is representative of the intuitive function. The first letter determines the second letter of the temperament style.

Intuitives' (N) primary preference is to take-in data in an abstract manner. Their secondary preference is to evaluate the data they take-in in one of two ways. They either take-in and evaluate data in an objective manner which refers to the thinking function and is represented by Keirsey's temperament style with the letter T. Or they take-in and evaluate data in a subjective manner which refers to the feeling function and is represented by Keirsey's temperament style with the letter F.

Sensors' (S) primarily prefer to take-in concrete, specific data in a tactile manner. Sensors' secondary preference is not concern with how to evaluate the data they take-in, but rather what to do with the data once it has been gathered. They either organize or structure the data they take-in which refers to the attitude of judging and is represented in Keirsey's temperament style with the letter J. Or they continue to take-in and perhaps even seek more data, which refers to the attitude of perceiving and is represented in Keirsey's temperament style by the letter P.

Intuitives are data evaluators while Sensors are data gatherers.

Keirsey's Temperament styles consist of:

NT-- which stands for intuitive (N)/ thinking (T)

NF-- which stands for Intuitive (N) / Feeling (F)

SJ -- which stands for Sensing (S) / Judging (J)

SP-- which stands for Sensing (S) / Perceiving (P)

NTs represent approximately 12 percent of the U.S. population. NT's tend to maintain and set their own standards or benchmarks of what they perceive as competence; are frequently perceived by others to be aloof; and in business settings tend to be strategic planners and researchers.

The four Myers-Briggs personality types in this temperament group are:

ENTJ-----Extraverted (E) / Intuitive (N) / Thinking (T) / Judging (J)

ENTP-----Extraverted (E) / Intuitive (N) / Thinking (T) / Perceiving (P)

INTJ-----Introverted (I) / Intuitive (N) / Thinking (T) / Judging (J)
INTP-----Introverted (I) / Intuitive (N) / Thinking (T) / Perceiving (P)

NF's represent approximately 12 percent of the U.S. population. NF's tend to be very idealistic. Their central concerns revolve around causes, which they perceive to be instrumental in the advancement of humanity. In a work environment their primary concern is harmony and they tend to be concerned about how workplace issues and policies affect people.

The four Myers-Briggs personality types in this temperament group are:

ENFJ-----Extraverted (E) / Intuitive (N) / Feeling (F) / Judging (J)
ENFP-----Extraverted (E) / Intuitive (N) / Feeling / Perceiving (P)
INFJ-----Introverted (I) / Intuitive (N) / Feeling / Judging (J)
INFP-----Introverted (I) / Intuitive (N) / Feeling/ Judging (J)

SJs represent approximately 38 percent of the U.S. population. SJs are considered by others to be practical and realistic. They tend to belong to organizations they perceive to be meaningful and have a great deal of respect for hierarchy, and tradition. In a business setting they thrive on procedures and organization; are detail oriented and highly dependable.

The four Myers-Briggs personality types in this temperament group are:

ESTJ-----Extroverted (E) / Sensing (S) / Thinking (T) / Judging (J)
ESFJ-----Extraverted (E) / Sensing (S) / Feeling (F) / Judging (J)
ISTJ-----Introverted (I) / Sensing (S) / Thinking (T) / Judging (J)
ISFJ-----Introverted (I) / Sensing (S) / Feeling (F)/ Judging (J)

SPs represent approximately 38 percent of the U.S. population. SPs primary focus is on action, immediate problem solving, and task accomplishment. In a business environment they are drawn to tasks, which require hands-on activities and resourcefulness and provide immediate tangible results.

The four Myers-Briggs personality types in this temperament type are:

ESTP-----Extraverted (E) / Sensing (S) / Thinking (T) / Perceiving (P)
ESFP-----Extraverted (E) / Sensing (S) / Feeling (F) / Perceiving (P)
ISTP-----Introverted (I) / Sensing (S) / Thinking (T) / Perceiving (P)
ISFP-----Introverted (I) / Sensing (S) / Feeling (F) / Perceiving (P)

In order to know which of Keirsey's temperament styles you fit into it is necessary to take the Myers-Briggs Type Indicator. If you haven't taken the Myers-Briggs Type and would like to know which temperament style you fit into, try taking the instrument on-line through our website at <http://www.paladinexec.com>. This will provide you with a better understanding of yourself and others. You will receive an 18-page report describing your personality preferences and will also receive unlimited verbal or e-mail counseling from our organization.

Psychological Testing at Work, Edward Hoffman