

MBTI Personality Type Test

- 1. At a party do you:**
 - a. Interact with many, including strangers
 - b. Interact with a few, known to you
- 2. Are you more:**
 - a. Realistic than speculative
 - b. Speculative than realistic
- 3. Is it worse to:**
 - a. Have your "head in the clouds"
 - b. Be "in a rut"
- 4. Are you more impressed by:**
 - a. Principles
 - b. Emotions
- 5. Are more drawn toward the:**
 - a. Convincing
 - b. Touching
- 6. Do you prefer to work:**
 - a. To deadlines
 - b. Just "whenever"
- 7. Do you tend to choose:**
 - a. Rather carefully
 - b. Somewhat impulsively
- 8. At parties do you:**
 - a. Stay late, with increasing energy
 - b. Leave early with decreased energy
- 9. Are you more attracted to:**
 - a. Sensible people
 - b. Imaginative people
- 10. Are you more interested in:**
 - a. What is actual
 - b. What is possible
- 11. In judging others are you more swayed by:**
 - a. Laws than circumstances
 - b. Circumstances than laws
- 12. In approaching others is your inclination to be somewhat:**
 - a. Objective
 - b. Personal
- 13. Are you more:**
 - a. Punctual
 - b. Leisurely
- 14. Does it bother you more having things:**
 - a. Incomplete
 - b. Completed
- 15. In your social groups do you:**
 - a. Keep abreast of other's happenings
 - b. Get behind on the news
- 16. In doing ordinary things are you more likely to:**
 - a. Do it the usual way
 - b. Do it your own way
- 17. Writers should:**
 - a. "Say what they mean and mean what they say"
 - b. Express things more by use of analogy
- 18. Which appeals to you more:**
 - a. Consistency of thought
 - b. Harmonious human relationships
- 19. Are you more comfortable in making:**
 - a. Logical judgments
 - b. Value judgments
- 20. Do you want things:**
 - a. Settled and decided
 - b. Unsettled and undecided
- 21. Would you say you are more:**
 - a. Serious and determined
 - b. Easy-going
- 22. In phoning do you:**
 - a. Rarely question that it will all be said
 - b. Rehearse what you'll say
- 23. Facts:**
 - a. "Speak for themselves"
 - b. Illustrate principles
- 24. Are visionaries:**
 - a. somewhat annoying
 - b. rather fascinating
- 25. Are you more often:**
 - a. a cool-headed person
 - b. a warm-hearted person
- 26. Is it worse to be:**
 - a. unjust
 - b. merciless

- 27. Should one usually let events occur:**
 a. by careful selection and choice
 b. randomly and by chance
- 28. Do you feel better about:**
 a. having purchased
 b. having the option to buy
- 29. In company do you:**
 a. initiate conversation
 b. wait to be approached
- 30. Common sense is:**
 a. rarely questionable
 b. frequently questionable
- 31. Children often do not:**
 a. make themselves useful enough
 b. exercise their fantasy enough
- 32. In making decisions do you feel more comfortable with:**
 a. standards
 b. feelings
- 33. Are you more:**
 a. firm than gentle
 b. gentle than firm
- 34. Which is more admirable:**
 a. the ability to organize and be methodical
 b. the ability to adapt and make do
- 35. Do you put more value on:**
 a. infinite
 b. open-minded
- 36. Does new and non-routine interaction with others:**
 a. stimulate and energize you
 b. tax your reserves
- 37. Are you more frequently:**
 a. a practical sort of person
 b. a fanciful sort of person
- 38. Are you more likely to:**
 a. see how others are useful
 b. see how others see
- 39. Which is more satisfying:**
 a. to discuss an issue thoroughly
 b. to arrive at agreement on an issue
- 40. Which rules you more:**
 a. your head
 b. your heart
- 41. Are you more comfortable with work that is:**
 a. contracted
 b. done on a casual
- 42. Do you tend to look for:**
 a. the orderly
 b. whatever turns up
- 43. Do you prefer:**
 a. many friends with brief contact
 b. a few friends with more lengthy contact
- 44. Do you go more by:**
 a. facts
 b. principles
- 45. Are you more interested in:**
 a. production and distribution
 b. design and research
- 46. Which is more of a compliment:**
 a. "There is a very logical person."
 b. "There is a very sentimental person."
- 47. Do you value in yourself more that you are:**
 a. unwavering
 b. devoted
- 48. Do you more often prefer the**
 a. final and unalterable statement
 b. tentative and preliminary statement
- 49. Are you more comfortable:**
 a. after a decision
 b. before a decision
- 50. Do you:**
 a. speak easily and at length with strangers
 b. find little to say to strangers
- 51. Are you more likely to trust your:**
 a. experience
 b. hunch
- 52. Do you feel:**
 a. more practical than ingenious
 b. more ingenious than practical
- 53. Which person is more to be complimented – one of:**
 a. clear reason
 b. strong feeling

54. Are you inclined more to be:

- a. fair-minded
- b. sympathetic

55. Is it preferable mostly to:

- a. make sure things are arranged
- b. just let things happen

56. In relationships should most things be:

- a. re-negotiable
- b. random and circumstantial

57. When the phone rings do you:

- a. hasten to get to it first
- b. hope someone else will answer

58. Do you prize more in yourself:

- a. a strong sense of reality
- b. a vivid imagination

59. Are you drawn more to:

- a. fundamentals
- b. overtones

60. Which seems the greater error:

- a. to be too passionate
- b. to be too objective

61. Do you see yourself as basically:

- a. hard-headed
- b. soft-hearted

62. Which situation appeals to you more:

- a. the structured and scheduled
- b. the unstructured and unscheduled

63. Are you a person that is more:

- a. routinized than whimsical
- b. whimsical than routinized

64. Are you more inclined to be:

- a. easy to approach
- b. somewhat reserved

65. In writings do you prefer:

- a. the more literal
- b. the more figurative

66. Is it harder for you to:

- a. identify with others
- b. utilize others

67. Which do you wish more for yourself:

- a. clarity of reason
- b. strength of compassion

68. Which is the greater fault:

- a. being indiscriminate
- b. being critical

69. Do you prefer the:

- a. planned event
- b. unplanned event

70. Do you tend to be more:

- a. deliberate than spontaneous
- b. spontaneous than deliberate

Portrait of an ENFJ - Extraverted iNtuitive Feeling Judging (Extraverted Feeling with Introverted Intuition)

The Giver

As an ENFJ, your primary mode of living is focused externally, where you deal with things according to how you feel about them, or how they fit into your personal value system. Your secondary mode is internal, where you take things in primarily via your intuition.

ENFJs are people-focused individuals. They live in the world of people possibilities. More so than any other type, they have excellent people skills. They understand and care about people, and have a special talent for bringing out the best in others. ENFJ's main interest in life is giving love, support, and a good time to other people. They are focused on understanding, supporting, and encouraging others. They make things happen for people, and get their best personal satisfaction from this.

Because ENFJ's people skills are so extraordinary, they have the ability to make people do exactly what they want them to do. They get under people's skins and get the reactions that they are seeking. ENFJ's motives are usually unselfish, but ENFJs who have developed less than ideally have been known to use their power over people to manipulate them.

ENFJ's are so externally focused that it's especially important for them to spend time alone. This can be difficult for some ENFJs, because they have the tendency to be hard on themselves and turn to dark thoughts when alone. Consequently, ENFJs might avoid being alone, and fill their lives with activities involving other people. ENFJs tend to define their life's direction and priorities according to other people's needs, and may not be aware of their own needs. It's natural to their personality type that they will tend to place other people's needs above their own, but they need to stay aware of their own needs so that they don't sacrifice themselves in their drive to help others.

ENFJ's tend to be more reserved about exposing themselves than other extraverted types. Although they may have strongly-felt beliefs, they're likely to refrain from expressing them if doing so would interfere with bringing out the best in others. Because their strongest interest lies in being a catalyst of change in other people, they're likely to interact with others on their own level, in a chameleon-like manner, rather than as individuals.

ENFJs have definite values and opinions which they're able to express clearly and succinctly. These beliefs will be expressed as long as they're not too personal. ENFJ is in many ways expressive and open, but is more focused on being responsive and supportive of others. When faced with a conflict between a strongly-held value and serving another person's need, they are highly likely to value the other person's needs.

The ENFJ may feel quite lonely even when surrounded by people. This feeling of aloneness may be exacerbated by the tendency to not reveal their true selves.

People love ENFJs. They are fun to be with, and truly understand and love people. They are typically very straight-forward and honest. Usually ENFJs exude a lot of self-confidence, and have a great amount of ability to do many different things. They are generally bright, full of potential, energetic and fast-paced. They are usually good at anything which captures their interest.

ENFJs like for things to be well-organized, and will work hard at maintaining structure and resolving ambiguity. They have a tendency to be fussy, especially with their home environments. In the work place, ENFJs do well in positions where they deal with people. They are naturals for the social committee. Their uncanny ability to understand people and say just what needs to be said to make them happy makes them naturals for counseling. They enjoy being the center of attention, and do very well in situations where they can inspire and lead others, such as teaching.

ENFJs do not like dealing with impersonal reasoning. They don't understand or appreciate its merit, and will be unhappy in situations where they're forced to deal with logic and facts without any connection to a human element. Living in the world of people possibilities, they enjoy their plans more than their achievements. They get excited about possibilities for the future, but may become easily bored and restless with the present.

ENFJs have a special gift with people, and are basically happy people when they can use that gift to help others. They get their best satisfaction from serving others. Their genuine interest in Humankind and their exceptional intuitive awareness of people makes them able to draw out even the most reserved individuals. ENFJs have a strong need for close, intimate relationships, and will put forth a lot of effort in creating and maintaining these relationships. They're very loyal and trustworthy once involved in a relationship.

An ENFJ who has not developed their Feeling side may have difficulty making good decisions, and may rely heavily on other people in decision-making processes. If they have not developed their Intuition, they may not be able to see possibilities, and will judge things too quickly based on established value systems or social rules, without really understanding the current situation. An ENFJ who has not found their place in the world is likely to be extremely sensitive to criticism, and to have the tendency to worry excessively and feel guilty. They are also likely to be very manipulative and controlling with others.

In general, ENFJs are charming, warm, gracious, creative and diverse individuals with richly developed insights into what makes other people tick. This special ability to see growth potential in others combined with a genuine drive to help people makes the ENFJ a truly valued individual. As giving and caring as the ENFJ is, they need to remember to value their own needs as well as the needs of others.

Jungian functional preference ordering:

Dominant: Extraverted Feeling

Auxiliary: Introverted Intuition

Tertiary: Extraverted Sensing

Inferior: Introverted Thinking

ENFJs generally have the following traits:

- Genuinely and warmly interested in people
- Value people's feelings
- Value structure and organization
- Value harmony, and good at creating it
- Exceptionally good people skills
- Dislike impersonal logic and analysis
- Strong organizational capabilities
- Loyal and honest
- Creative and imaginative
- Enjoy variety and new challenges
- Get personal satisfaction from helping others
- Extremely sensitive to criticism and discord
- Need approval from others to feel good about themselves

ENFJ Relationships

ENFJs put a lot of effort and enthusiasm into their relationships. To some extent, the ENFJ defines themselves by the closeness and authenticity of their personal relationships, and are therefore highly invested in the business of relationships. They have very good people skills, and are affectionate and considerate. They are warmly affirming and nurturing. They excel at bringing out the best in others, and warmly supporting them. They want responding affirmation from their relationships, although they have a problem asking for it. When a situation calls for it, the ENFJ will become very sharp and critical. After having made their point, they will return to their natural, warm selves. They may have a tendency to "smother" their loved ones, but are generally highly valued for their genuine warmth and caring natures.

Most ENFJs will exhibit the following strengths with regards to relationship issues:

- Good verbal communication skills
- Very perceptive about people's thoughts and motives
- Motivational, inspirational; bring out the best in others
- Warmly affectionate and affirming
- Fun to be with - lively sense of humor, dramatic, energetic, optimistic
- Good money skills
- Able to "move on" after a love relationship has failed (although they blame themselves)
- Loyal and committed - they want lifelong relationships
- Strive for "win-win" situations
- Driven to meet other's needs

Most ENFJs will exhibit the following weaknesses with regards to relationships issues:

- Tendency to be smothering and over-protective
- Tendency to be controlling and/or manipulative
- Don't pay enough attention to their own needs
- Tend to be critical of opinions and attitudes which don't match their own
- Sometimes unaware of social appropriateness or protocol
- Extremely sensitive to conflict, with a tendency to sweep things under the rug as an avoidance tactic
- Tendency to blame themselves when things go wrong, and not give themselves credit when things go right
- Their sharply defined value systems make them unbending in some areas
- They may be so attuned to what is socially accepted or expected that they're unable to assess whether something is "right" or "wrong" outside of what their social circle expects.

Ten Rules to Live By to Achieve ENFJ Success

1. **Feed Your Strengths!** Make sure you have opportunities to involve yourself with others in situations where your input is valued.
2. **Face Your Weaknesses!** Realize and accept that some traits are strengths and some are weaknesses. By facing your weaknesses, you can overcome them and they will have less power over you.
3. **Express Your Feelings.** Understand that your feelings are as important as others are in the overall situation. Without your feelings and needs being valued the best result is not realized, so value and speak to your own feelings as much as you value those of others.
4. **Make Decisions.** Don't be afraid to have an opinion. You need to know show others the qualities and potentials you can see are worthy of action.
5. **Smile at Criticism.** Try to see why disagreement and discord indicate the differences between people, and use this as an opportunity to make your value judgments useful for growth, because that's exactly what they are. Try not to feel responsible for another's criticism, but try to hear it and understand the feelings and images it engenders within you. Then you may see a path not only to agreement but to a shared and truly valuable end.
6. **Be Aware of Others.** Remember that there are 15 other personality types out there who see things differently than you see them. Most of your problems with other people are easier to deal with if you try to understand the other person's perspective.
7. **Be Aware of Yourself.** Don't stint your own needs for the sake of others too much. Realize you are an important focus. If you do not fulfill your own needs, how will continue to be effective and how will others know you are true to your beliefs?
8. **Be Gentle in Your Expectations.** It is easy for you to see the value in others, but stressing this too much can drive them away. Try to show that you understand their fears and limitations and lead them gently to see how you feel: lead them gently into understanding and love.

9. **Assume the Best. Don't distress yourself by feeling that your values are lost upon others – they are not. Perhaps it just has to sit with them too. Let the situation resolve itself and never stop believing that love is the true answer.**
10. **When in Doubt, Ask Questions! Don't assume that the lack of feedback is the same thing as negative feedback. If you need feedback and don't have any, ask for it.**

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ENTJ - Extraverted iNtuitive Thinking Judging (Extraverted Thinking with Introverted Intuition)

The Executive

As an ENTJ, your primary mode of living is focused externally, where you deal with things rationally and logically. Your secondary mode is internal, where you take things in primarily via your intuition.

ENTJ's are natural born leaders. They live in a world of possibilities where they see all sorts of challenges to be surmounted, and they want to be the ones responsible for surmounting them. They have a drive for leadership, which is well-served by their quickness to grasp complexities, their ability to absorb a large amount of impersonal information, and their quick and decisive judgments. They are "take charge" people.

ENTJ's are very career-focused, and fit into the corporate world quite naturally. They are constantly scanning their environment for potential problems which they can turn into solutions. They generally see things from a long-range perspective, and are usually successful at identifying plans to turn problems around - especially problems of a corporate nature. ENTJ's are usually successful in the business world, because they are so driven to leadership. They're tireless in their efforts on the job, and driven to visualize where an organization is headed. For these reasons, they are natural corporate leaders.

There is not much room for error in the world of the ENTJ. They dislike seeing mistakes repeated, and have no patience with inefficiency. They may become quite harsh when their patience is tried in these respects, because they are not naturally tuned in to people's feelings, and more than likely don't believe that they should tailor their judgments in consideration for people's feelings. ENTJ's, like many types, have difficulty seeing things from outside their own perspective. Unlike other types, ENTJ's naturally have little patience with people who do not see things the same way as the ENTJ. The ENTJ needs to consciously work on recognizing the value of other people's opinions, as well as the value of being sensitive towards people's feelings. In the absence of this awareness, the ENTJ will be a forceful, intimidating and overbearing individual. This may be a real problem for the ENTJ, who may be deprived of important information and collaboration from others. In their personal world, it can make some ENTJ's overbearing as spouses or parents.

The ENTJ has a tremendous amount of personal power and presence which will work for them as a force towards achieving their goals. However, this personal power is also an agent of alienation and self-aggrandizement, which the ENTJ would do well to avoid.

ENTJ's are very forceful, decisive individuals. They make decisions quickly, and are quick to verbalize their opinions and decisions to the rest of the world. The ENTJ who has not developed their Intuition will make decisions too hastily, without understanding all of the issues and possible solutions. On the other hand, an ENTJ who has not developed their Thinking side will have difficulty applying logic to their insights, and will often make poor decisions. In that case, they may have brilliant ideas and insight into situations, but they may have little skill at determining how to act upon their understanding, or their actions may be inconsistent. An ENTJ who has developed in a generally less than ideal way may become dictatorial and abrasive - intrusively giving orders and direction without a sound reason for doing so, and without consideration for the people involved.

Although ENTJ's are not naturally tuned into other people's feelings, these individuals frequently have very strong sentimental streaks. Often these sentiments are very powerful to the ENTJ, although they will likely hide it from general knowledge, believing the feelings to be a weakness. Because the world of feelings and values is not where the ENTJ naturally functions, they may sometimes make value judgments and hold onto submerged emotions which are ill-founded and inappropriate, and will cause them problems - sometimes rather serious problems.

ENTJ's love to interact with people. As Extroverts, they're energized and stimulated primarily externally. There's nothing more enjoyable and satisfying to the ENTJ than having a lively, challenging conversation. They especially respect people who are able to stand up to the ENTJ, and argue persuasively for their point of view. There aren't too many people who will do so, however, because the ENTJ is a very forceful and dynamic presence who has a tremendous amount of self-confidence and excellent verbal communication skills. Even the most confident individuals may experience moments of self-doubt when debating a point with an ENTJ.

ENTJ's want their home to be beautiful, well-furnished, and efficiently run. They're likely to place much emphasis on their children being well-educated and structured, to desire a congenial and devoted relationship with their spouse. At home, the ENTJ needs to be in charge as much as he or she does in their career. The ENTJ is likely best paired with someone who has a strong self-image, who is also a Thinking type. Because the ENTJ is primarily focused on their careers, some ENTJ's have a problem with being constantly absent from home, physically or mentally.

The ENTJ has many gifts which make it possible for them to have a great deal of personal power, if they don't forget to remain balanced in their lives. They are assertive, innovative, long-range thinkers with an excellent ability to translate theories and possibilities into solid plans of action. They are usually tremendously forceful personalities, and have the tools to accomplish whatever goals they set out for.

Jungian functional preference ordering:

Dominant: Extraverted Thinking

Auxiliary: Introverted Intuition

Tertiary: Extraverted Sensing

Inferior: Introverted Feeling

ENTJ's generally have the following traits:

- Driven to turn theories into plans
- Highly value knowledge
- Future-oriented
- Natural leaders
- Impatient with inefficiency and incompetence
- Want things structured and orderly
- Excellent verbal communication skills
- Dislike routine, detail-oriented tasks
- Self-confident
- Decisive

ENTJ's are especially well-suited to be leaders and organization builders. They have the ability to clearly identify problems and innovative solutions for the short and long-term well-being of an organization. Having a strong desire to lead, they're not likely to be happy as followers. ENTJ's like to be in charge, and need to be in charge to take advantage of their special capabilities.

ENTJ Strengths

- Genuinely interested in people's ideas and thoughts
- Enthusiastic and energetic
- Take their commitments very seriously
- Fair-minded and interested in doing the Right Thing
- Very good with money
- Extremely direct and straightforward
- Verbally fluent
- Enhance and encourage knowledge and self-growth in all aspects of life
- Able to leave relationships without looking back
- Able to turn conflict situations into positive lessons
- Able to take constructive criticism well

- Extremely high standards and expectations (both a strength and a weakness)
- Usually have strong affections and sentimental streaks
- Able to dole out discipline

ENTJ Weaknesses

- Their enthusiasm for verbal debates can make them appear argumentative
- Tendency to be challenging and confrontational
- Tend to get involved in "win-lose" conversations
- Tendency to have difficulty listening to others
- Tendency to be critical of opinions and attitudes which don't match their own
- Extremely high standards and expectations (both a strength and a weakness)
- Not naturally in tune with people's feelings and reactions
- May have difficulty expressing love and affection, sometimes seeming awkward or inappropriate
- Can be overpowering and intimidating to others
- Tendency to want to always be in charge, rather than sharing responsibilities
- Can be very harsh and intolerant about messiness or inefficiency
- Tendency to be controlling
- May be slow to give praise or to realize another's need for praise
- If unhappy or underdeveloped, they may be very impersonal, dictatorial, or abrasive
- Tendency to make hasty decisions
- Make explode with terrible tempers when under extreme stress

Ten Rules to Live By to Achieve ENTJ Success

1. **Feed Your Strengths!** Give yourself every opportunity to show others your appreciation of a situation and how you could see it through to a good outcome. Take charge where you can make it count.
2. **Face Your Weaknesses!** Understand you have limits too. Your careful world view is not the whole deal. How things look and feel may not concern you, but they concern many others. Try and allow such things to be and learn from them.
3. **Talk Time to Find Out How Others Really Think.** You need to drive past your thoughts with others and let their appreciations of a situation reach you at a deeper level. It will then be possible for you to take account of their needs as real world objectives which if included in your ideas will bring greater harmony and quality to life and relationships.
4. **Take Time Out To Let The Whole Situation Speak To You.** Don't dismiss those abstract and seemingly hard to understand or bothersome aesthetic and feeling judgments coming from others or from inside yourself. Drop everything for a while, stop thinking and worrying and just relax into those ideas and let them speak to you. Perhaps they can be accommodated, perhaps something is hiding in there which offers a new way
5. **When You Get Upset, You Lose.** Your energy and rational understandings are strong assets, but can be very harmful if they turn against you and leave you with nothing but emotions you cannot deal with. Remember that others cannot always be expected to fall into your ways of seeing, and when your drive to make them do so fails you will suffer feelings of resentment and even abandonment. You cannot deal with the world like this. Moderate your ideas, allow others their spaces, and you will grow.
6. **Respect your need for intellectual compatibility.** Don't expect yourself to be a "touchy-feely" or "warm-fuzzy" person. Realize that your most ardent bonds with others will start with the head, rather than the heart. Be aware of other's emotional needs, and express your genuine love and respect for them in terms that are real to YOU. Be yourself.
7. **Be Accountable for Yourself.** Don't blame the problems in your life on other people. Look inwardly for solutions. No one has more control over your life than you have.
8. **Be Humble.** Judge yourself at least as harshly as you judge others.
9. **Take a Positive Approach to Differences in People.** Don't distress yourself and others by dwelling on what seem to be their limitations. They need you to guide them and you need them to see things through. Try and recognize who can perform the most ably within certain fields outside your own competence. Let the feelings of others become a strength rather than a hindrance to you.

10. Don't Get Obsessed! Recognize the value that personal world has to you, your friends, your family, your own inner sense of self worth and life. Take pride in just being a good person and don't allow external situations to control you. Try to relax and let the moment belong to the best things you can find in others and yourself. Nothing out there is more important than your own happiness.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ENFP - Extraverted iNtuitive Feeling Perceiving (Extraverted Intuition with Introverted Feeling)

The Inspirer

As an ENFP, your primary mode of living is focused externally, where you take things in primarily via your intuition. Your secondary mode is internal, where you deal with things according to how you feel about them, or how they fit in with your personal value system.

ENFPs are warm, enthusiastic people, typically very bright and full of potential. They live in the world of possibilities, and can become very passionate and excited about things. Their enthusiasm lends them the ability to inspire and motivate others, more so than we see in other types. They can talk their way in or out of anything. They love life, seeing it as a special gift, and strive to make the most out of it.

ENFPs have an unusually broad range of skills and talents. They are good at most things which interest them. Project-oriented, they may go through several different careers during their lifetime. To onlookers, the ENFP may seem directionless and without purpose, but ENFPs are actually quite consistent, in that they have a strong sense of values which they live with throughout their lives. Everything that they do must be in line with their values. An ENFP needs to feel that they are living their lives as their true Self, walking in step with what they believe is right. They see meaning in everything, and are on a continuous quest to adapt their lives and values to achieve inner peace. They're constantly aware and somewhat fearful of losing touch with themselves. Since emotional excitement is usually an important part of the ENFP's life, and because they are focused on keeping "centered", the ENFP is usually an intense individual, with highly evolved values.

An ENFP needs to focus on following through with their projects. This can be a problem area for some of these individuals. Unlike other Extraverted types, ENFPs need time alone to center themselves, and make sure they are moving in a direction which is in sync with their values. ENFPs who remain centered will usually be quite successful at their endeavors. Others may fall into the habit of dropping a project when they become excited about a new possibility, and thus they never achieve the great accomplishments which they are capable of achieving.

Most ENFPs have great people skills. They are genuinely warm and interested in people, and place great importance on their inter-personal relationships. ENFPs almost always have a strong need to be liked. Sometimes, especially at a younger age, an ENFP will tend to be "gushy" and insincere, and generally "overdo" in an effort to win acceptance. However, once an ENFP has learned to balance their need to be true to themselves with their need for acceptance, they excel at bringing out the best in others, and are typically well-liked. They have an exceptional ability to intuitively understand a person after a very short period of time, and use their intuition and flexibility to relate to others on their own level.

Because ENFPs live in the world of exciting possibilities, the details of everyday life are seen as trivial drudgery. They place no importance on detailed, maintenance-type tasks, and will frequently remain oblivious to these types of concerns. When they do have to perform these tasks, they do not enjoy themselves. This is a challenging area of life for most ENFPs, and can be frustrating for ENFP's family members.

An ENFP who has "gone wrong" may be quite manipulative - and very good at it. The gift of gab which they are blessed with makes it naturally easy for them to get what they want. Most ENFPs will not abuse their abilities, because that would not jive with their value systems.

ENFPs sometimes make serious errors in judgment. They have an amazing ability to intuitively perceive the truth about a person or situation, but when they apply judgment to their perception, they may jump to the wrong conclusions.

ENFPs who have not learned to follow through may have a difficult time remaining happy in marital relationships. Always seeing the possibilities of what could be, they may become bored with what actually is. The strong sense of values will keep many ENFPs dedicated to their relationships. However, ENFPs like a little excitement in their lives, and are best matched with individuals who are comfortable with change and new experiences.

Having an ENFP parent can be a fun-filled experience, but may be stressful at times for children with strong Sensing or Judging tendencies. Such children may see the ENFP parent as inconsistent and difficult to understand, as the children are pulled along in the whirlwind life of the ENFP. Sometimes the ENFP will want to be their child's best friend, and at other times they will play the parental authoritarian. But ENFPs are always consistent in their value systems, which they will impress on their children above all else, along with a basic joy of living.

ENFPs are basically happy people. They may become unhappy when they are confined to strict schedules or mundane tasks. Consequently, ENFPs work best in situations where they have a lot of flexibility, and where they can work with people and ideas. Many go into business for themselves. They have the ability to be quite productive with little supervision, as long as they are excited about what they're doing. Because they are so alert and sensitive, constantly scanning their environments, ENFPs often suffer from muscle tension. They have a strong need to be independent, and resist being controlled or labeled. They need to maintain control over themselves, but they do not believe in controlling others. Their dislike of dependence and suppression extends to others as well as to themselves.

ENFPs are charming, ingenuous, risk-taking, sensitive, people-oriented individuals with capabilities ranging across a broad spectrum. They have many gifts which they will use to fulfill themselves and those near them, if they are able to remain centered and master the ability of following through.

Jungian functional preference ordering for ENFP:

Dominant: Extraverted Intuition

Auxiliary: Introverted Feeling

Tertiary: Extraverted Thinking

Inferior: Introverted Sensing

ENFPs generally have the following traits:

- Project-oriented
- Bright and capable
- Warmly, genuinely interested in people; great people skills
- Extremely intuitive and perceptive about people
- Able to relate to people on their own level
- Service-oriented; likely to put the needs of others above their own
- Future-oriented
- Dislike performing routine tasks
- Need approval and appreciation from others
- Cooperative and friendly
- Creative and energetic
- Well-developed verbal and written communication skills
- Natural leaders, but do not like to control people
- Resist being controlled by others
- Can work logically and rationally - use their intuition to understand the goal and work backwards towards it
- Usually able to grasp difficult concepts and theories

ENFPs are lucky in that they're good at quite a lot of different things. An ENFP can generally achieve a good degree of success at anything which has interested them. However, ENFPs get bored rather easily and are not naturally good at following things through to completion. Accordingly, they should avoid jobs

which require performing a lot of detailed, routine-oriented tasks. They will do best in professions which allow them to creatively generate new ideas and deal closely with people. They will not be happy in positions which are confining and regimented.

Most ENFPs will exhibit the following strengths with regards to relationships issues:

- Good communication skills
- Very perceptive about people's thought and motives
- Motivational, inspirational; bring out the best in others
- Warmly affectionate and affirming
- Fun to be with - lively sense of humor, dramatic, energetic, optimistic
- Strive for "win-win" situations
- Driven to meet other's needs
- Usually loyal and dedicated

Most ENFPs will exhibit the following weaknesses with regards to relationship issues:

- Tendency to be smothering
- Their enthusiasm may lead them to be unrealistic
- Uninterested in dealing with "mundane" matters such as cleaning, paying bills, etc.
- Hold onto bad relationships long after they've turned bad
- Extreme dislike of conflict
- Extreme dislike of criticism
- Don't pay attention to their own needs
- Constant quest for the perfect relationship may make them change relationships frequently
- May become bored easily
- Have difficulty scolding or punishing others

Ten Rules to Live By to Achieve ENFP Success

1. **Feed Your Strengths!** Make sure you have opportunities to have new experiences to feel your quest of understanding the world.
2. **Face Your Weaknesses!** Realize and accept that some traits are strengths and some are weaknesses. By facing your weaknesses, you can overcome them and they will have less power over you.
3. **Express Your Feelings.** Don't let anger get bottled up inside you. If you have strong feelings, sort them out and express them, or they may become destructive!
4. **Make Decisions.** Don't be afraid to have an opinion. You need to know how you feel about things in order to be effective.
5. **Smile at Criticism.** Try to see disagreement and discord as an opportunity for growth, because that's exactly what it is. Try not to become overly defensive towards criticism; try to hear it and judge it objectively.
6. **Be Aware of Others.** Remember that there are 15 other personality types out there who see things differently than you see them. Most of your problems with other people are easier to deal with if you try to understand the other person's perspective.
7. **Be Aware of Yourself.** Don't stint your own needs for the sake of others too much. Realize you are an important focus. If you do not fulfill your own needs, how will continue to be effective and how will others know you are true to your beliefs?
8. **Be Accountable for Yourself.** Don't waste mental energy finding blame in other's behavior, or in identifying yourself as a victim. You have more control over your life than any other person has.
9. **Assume the Best.** Don't distress yourself by assuming the worst. Remember that a positive attitude creates positive situations.
10. **When in Doubt, Ask Questions!** Don't assume that the lack of feedback is the same thing as negative feedback. If you need feedback and don't have any, ask for it.

Portrait of an ENTP - Extraverted iNtuitive Thinking Perceiving (Extraverted Intuition with Introverted Thinking)

The Visionary

As an ENTP, your primary mode of living is focused externally, where you take things in primarily via your intuition. Your secondary mode is internal, where you deal with things rationally and logically.

With Extraverted Intuition dominating their personality, the ENTP's primary interest in life is understanding the world that they live in. They are constantly absorbing ideas and images about the situations they are presented in their lives. Using their intuition to process this information, they are usually extremely quick and accurate in their ability to size up a situation. With the exception of their ENFP cousin, the ENTP has a deeper understanding of their environment than any of the other types.

This ability to intuitively understand people and situations puts the ENTP at a distinct advantage in their lives. They generally understand things quickly and with great depth. Accordingly, they are quite flexible and adapt well to a wide range of tasks. They are good at most anything that interests them. As they grow and further develop their intuitive abilities and insights, they become very aware of possibilities, and this makes them quite resourceful when solving problems.

ENTP's are idea people. Their perceptive abilities cause them to see possibilities everywhere. They get excited and enthusiastic about their ideas, and are able to spread their enthusiasm to others. In this way, they get the support that they need to fulfill their visions.

ENTP's are less interested in developing plans of actions or making decisions than they are in generating possibilities and ideas. Following through on the implementation of an idea is usually a chore to the ENTP. For some ENTP's, this results in the habit of never finishing what they start. The ENTP who has not developed their Thinking process will have problems with jumping enthusiastically from idea to idea, without following through on their plans. The ENTP needs to take care to think through their ideas fully in order to take advantage of them.

The ENTP's auxiliary process of Introverted Thinking drives their decision making process. Although the ENTP is more interested in absorbing information than in making decisions, they are quite rational and logical in reaching conclusions. When they apply Thinking to their Intuitive perceptions, the outcome can be very powerful indeed. A well-developed ENTP is extremely visionary, inventive, and enterprising.

ENTP's are fluent conversationalists, mentally quick, and enjoy verbal sparring with others. They love to debate issues, and may even switch sides sometimes just for the love of the debate. When they express their underlying principles, however, they may feel awkward and speak abruptly and intensely.

The ENTP personality type is sometimes referred to the "Lawyer" type. The ENTP "lawyer" quickly and accurately understands a situation, and objectively and logically acts upon the situation. Their Thinking side makes their actions and decisions based on an objective list of rules or laws. If the ENTP was defending someone who had actually committed a crime, they are likely to take advantage of quirks in the law that will get their client off the hook. If they were to actually win the case, they would see their actions as completely fair and proper to the situation, because their actions were lawful. The guilt or innocence of their client would not be as relevant. If this type of reasoning goes incompletely unchecked by the ENTP, it could result in a character that is perceived by others as unethical or even dishonest. The ENTP, who does not naturally consider the more personal or human element in decision making, should take care to notice the subjective, personal side of situations. This is a potential problem area for ENTP's. Although their logical abilities lend strength and purpose to the ENTP, they may also isolate them from their feelings and from other people.

The least developed area for the ENTP is the Sensing-Feeling arena. If the Sensing areas are neglected, the ENTP may tend to not take care of details in their life. If their Feeling part is neglected, the ENTP may not value other people's input enough, or may become overly harsh and aggressive.

Under stress, the ENTP may lose their ability to generate possibilities, and become obsessed with minor details. These details may seem to be extremely important to the ENTP, but in reality are usually not important to the big picture.

In general, ENTP's are upbeat visionaries. They highly value knowledge, and spend much of their lives seeking a higher understanding. They live in the world of possibilities, and become excited about concepts, challenges and difficulties. When presented with a problem, they're good at improvising and quickly come up with a creative solution. Creative, clever, curious, and theoretical, ENTP's have a broad range of possibilities in their lives.

Jungian functional preference ordering for ENTP:

Dominant: Extraverted Intuition

Auxiliary: Introverted Thinking

Tertiary: Extraverted Feeling

Inferior: Introverted Sensing

ENTP's generally have the following traits:

- Project-oriented
- Enjoy generating ideas and theories
- Creative and ingenious
- Bright and capable
- Flexible and Diverse
- Excellent communication skills
- Enjoy debating issues with other people
- Excellent people skills
- Natural leaders, but do not like to control people
- Resist being controlled by people
- Lively and energetic; able to motivate others
- Highly value knowledge and competence
- Logical, rational thinkers
- Able to grasp difficult concepts and theories
- Enjoy solving difficult problems
- Dislike confining schedules and environments
- Dislike routine, detailed tasks

ENTP's are fortunate in that they have a wide range of capabilities. They are generally good at anything which has captured their interest. ENTP's are likely to be successful in many different careers. Since they have a lot of options open to them, ENTP's will do well to choose professions which allow them a lot of personal freedom where they can use their creativity to generate new ideas and solve problems. They will not be completely happy in positions which are regimented or confining.

ENTP Strengths

- Enthusiastic, upbeat, and popular
- Can be very charming
- Excellent communication skills
- Extremely interested in self-improvement and growth in their relationships
- Laid-back and flexible, usually easy to get along with
- Big idea-people, always working on a grand scheme or idea
- Usually good at making money, although not so good at managing it
- Take their commitments and relationships very seriously

- Able to move on with their lives after leaving a relationship

ENTP Weaknesses

- Always excited by anything new, they may change partners frequently
- Tendency to not follow through on their plans and ideas
- Their love of debate may cause them to provoke arguments
- Big risk-takers and big spenders, not usually good at managing money
- Although they take their commitments seriously, they tend to abandon their relationships which no longer offer opportunity for growth

Ten Rules to Live By to Achieve ENTP Success

1. **Feed Your Strengths!** Realize your gift of seeing past the obvious brings you a great capacity to reward yourself and others through your cleverness. Make sure you engage in activities and which can expose this potential at its most valuable level.
2. **Face Your Weaknesses!** We all have weaknesses. Recognizing your weaknesses for what they are (without beating yourself up) will give you the power to change your life for the better.
3. **Talk Through Your Perceptions.** Discussing what you see with others will them understand where you are coming from, and offer you the chance to discover the ways in which their input can balance your ideas.
4. **Relax and Enjoy the View.** Take the time to consider what you have, the gifts life has already brought to you. Try and discover the value and importance of those constant day to day things which support and nourish you.
5. **Be Aware of Others** Understand that everyone has their own lives and their own perspectives. Everyone has something to offer. Try to identify people's personality type.
6. **Recognize Norms and Structures Are Necessary.** Remember that without the support and constancy of others, no-one can follow their dreams. The path you walk was laid by others, each of its stepping stones created to fulfill a different part of the human need for constancy and security. Without this support structure, you cannot go far.
7. **Get Out of Your Comfort Zone** Understand that the only way to grow is to get outside of your comfort zone. If you're feeling uncomfortable in situation because it seems to be going nowhere, that's good! That's an opportunity for growth.
8. **Identify and Express Your Feelings** You may have a hard time understanding your feelings. It's important that you try to figure this out. Don't let people down. If you determine that you value a person, tell them so every time you think of it. This is the best way to make them feel secure in your affections, and so to promote a long-lasting relationship.
9. **Be Accountable for Yourself** Remember that no one has more control over your life than you have. Don't be a victim.
10. **Assume the Best, But Be Wary.** Your positive attitude nearly always creates positive situations. Just remember: to make them lasting and worthwhile you must build them on solid, carefully planned foundations.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ESFJ - Extraverted Sensing Feeling Judging (Extraverted Feeling with Introverted Sensing)

The Caregiver

As an ESFJ, your primary mode of living is focused externally, where you deal with things according to how you feel about them, or how they fit in with your personal value system. Your secondary mode is internal, where you take things in via your five senses in a literal, concrete fashion.

ESFJ's are people persons - they love people. They are warmly interested in others. They use their Sensing and Judging characteristics to gather specific, detailed information about others, and turn this information into supportive judgments. They want to like people, and have a special skill at bringing out the best in others. They are extremely good at reading others, and understanding their point of view. The ESFJ's strong desire to be liked and for everything to be pleasant makes them highly supportive of others. People like to be around ESFJ's, because the ESFJ has a special gift of invariably making people feel good about themselves.

The ESFJ takes their responsibilities very seriously, and is very dependable. They value security and stability, and have a strong focus on the details of life. They see before others do what needs to be done, and do whatever it takes to make sure that it gets done. They enjoy these types of tasks, and are extremely good at them.

ESFJ's are warm and energetic. They need approval from others to feel good about themselves. They are hurt by indifference and don't understand unkindness. They are very giving people, who get a lot of their personal satisfaction from the happiness of others. They want to be appreciated for who they are, and what they give. They're very sensitive to others, and freely give practical care. ESFJ's are such caring individuals that they sometimes have a hard time seeing or accepting a difficult truth about someone they care about.

With Extraverted Feeling dominating their personality, ESFJ's are focused on reading other people. They have a strong need to be liked, and to be in control. They are extremely good at reading others, and often change their own manner to be more pleasing to whoever they're with at the moment.

The ESFJ's value system is defined externally. They usually have very well-formed ideas about the way things should be, and are not shy about expressing these opinions. However, they weigh their values and morals against the world around them, rather than against an internal value system. They may have a strong moral code, but it is defined by the community that they live in, rather than by any strongly felt internal values.

ESFJ's who have had the benefit of being raised and surrounded by a strong value system that is ethical and centered around genuine goodness will most likely be the kindest, most generous souls who will gladly give you the shirt off of their back without a second thought. For these individuals, the selfless quality of their personality type is genuine and pure. ESFJ's who have not had the advantage of developing their own values by weighing them against a good external value system may develop very questionable values. In such cases, the ESFJ most often genuinely believes in the integrity of their skewed value system. They have no internal understanding of values to set them straight. In weighing their values against our society, they find plenty of support for whatever moral transgression they wish to justify. This type of ESFJ is a dangerous person indeed. Extraverted Feeling drives them to control and manipulate, and their lack of Intuition prevents them from seeing the big picture. They're usually quite popular and good with people, and good at manipulating them. Unlike their ENFJ cousin, they don't have Intuition to help them understand the real consequences of their actions. They are driven to manipulate other to achieve their own ends, yet they believe that they are following a solid moral code of conduct.

All ESFJ's have a natural tendency to want to control their environment. Their dominant function demands structure and organization, and seeks closure. ESFJ's are most comfortable with structured environments. They're not likely to enjoy having to do things which involve abstract, theoretical concepts, or impersonal analysis. They do enjoy creating order and structure, and are very good at tasks which require these kinds of skills. ESFJ's should be careful about controlling people in their lives who do not wish to be controlled.

ESFJ's respect and believe in the laws and rules of authority, and believe that others should do so as well. They're traditional, and prefer to do things in the established way, rather than venturing into uncharted territory. Their need for security drives their ready acceptance and adherence to the policies of the established system. This tendency may cause them to sometimes blindly accept rules without questioning or understanding them.

An ESFJ who has developed in a less than ideal way may be prone to being quite insecure, and focus all of their attention on pleasing others. He or she might also be very controlling, or overly sensitive, imagining bad intentions when there weren't any.

ESFJ's incorporate many of the traits that are associated with women in our society. However, male ESFJ's will usually not appear feminine at all. On the contrary, ESFJ's are typically quite conscious about gender roles and will be most comfortable playing a role that suits their gender in our society. Male ESFJ's will be quite masculine (albeit sensitive when you get to know them), and female ESFJ's will be very feminine. ESFJ's at their best are warm, sympathetic, helpful, cooperative, tactful, down-to-earth, practical, thorough, consistent, organized, enthusiastic, and energetic. They enjoy tradition and security, and will seek stable lives that are rich in contact with friends and family.

Jungian functional preference ordering:

Dominant: Extraverted Feeling

Auxiliary: Introverted Sensing

Tertiary: Extraverted Intuition

Inferior: Introverted Thinking

ESFJ's generally have the following traits:

- Organized
- Loyal
- Can be depended on to follow things through to completion
- Enjoy creating order, structure and schedules
- Enjoy interacting with people
- Warm-hearted and sympathetic
- Tend to put others' needs above their own
- Very good at giving practical care
- Very cooperative, good team members
- Practical and down-to-earth
- Value peaceful living and security
- Enjoy variety, but work well with routine tasks
- Need approval from others
- Receive satisfaction from giving to others
- Live in the here and now - dislike theorizing about the future

The ESFJ has two primary traits which will help define their best career direction: 1) they are extremely organized and enjoy creating order, and 2) much of their self-satisfaction is gotten through giving and helping others. Accordingly, they will do well at tasks which involve creating or maintaining order and structure, and they will be happiest when they are serving others.

ESFJ Relationships

ESFJ's are warm-hearted individuals who highly value their close personal relationships. They are very service-oriented, and their own happiness is closely tied into the happiness and comfort of those around

them. They are valued for their genuine warm and caring natures, and their special ability to bring out the best in others. They usually do not handle conflict well, and may tend to be very controlling or manipulative. Relationships are central to their lives, and they put forth a great amount of energy into developing and maintaining their close interpersonal relationships. They expect the same from others.

ESFJ Strengths

- Put forth a lot of effort to fulfill their duties and obligations
- Warm, friendly and affirming by nature
- Service-oriented, they want to please others
- Take their commitments very seriously, and seek lifelong relationships
- Responsible and practical, they can be counted to take care of day-to-day necessities
- Generally upbeat and popular, people are drawn towards them
- Generally very good money managers
- Traditionally minded and family-oriented, they will make family celebrations and traditions special events

ESFJ Weaknesses

- Generally uncomfortable with change, and moving into new territories
- Extreme dislike of conflict and criticism
- Need a lot of positive affirmation to feel good about themselves
- May be overly status-conscious, and interested in how others see them
- Have very difficult time accepting the end of a relationship, and are likely to take the blame for the failure onto their own shoulders
- Have difficulty accepting negative things about people close to them
- Don't pay enough attention to their own needs, and may be self-sacrificing
- May tend to use guilt manipulation as a way to get what they want

Ten Rules to Live By to Achieve ESFJ Success

1. **Feed Your Strengths!** Let your talent for caring and giving spill out into the world around you, show your gifts to the world. Allow yourself to take opportunities to nurture and develop situations in your home and work environments which bring value for yourself and others. Find work or a hobby which allows you to realize these strengths.
2. **Face Your Weaknesses!** Realize and accept that some things are never going to be how you would like them to be. Understand that other peoples need to deal with the world regardless of how it seems. Facing and dealing with discord or differences in others doesn't mean that you have to change who you are; it means that you are giving yourself opportunities to grow. By facing your weaknesses, you honor your true self and that of others.
3. **Discover the World of Others.** Don't let yourself fall into the trap of thinking you always know what is right for others. Open your heart to the possibility of understanding that their true needs are something that must be discovered through recognition that their view of the world might be very different, yet just as valid as your own.
4. **Don't be too hasty.** Try to let things settle before you make a judgment, allowing others to discover the best for themselves while you try to see all the variables and contingencies in a situation.
5. **Look Carefully at the World.** Remember, things are not always what they seem on the surface. You might need to look deeper to discover the truth, particularly when it seems you are sure of your first quick judgment. There are layers of meaning and truth beneath everything.
6. **Try to Let Others Take Some of the Load.** By letting others make their own judgments, you are not letting things get out of control, but are validating their own need to be a part of your life. Remember, it is better to guide another to see your point of view than keeping them out of the picture.

7. **Be Accountable to Others.** Remember that they need to understand you and your needs too. Express your doubts and difficulties as well as your reasons and let them become partners to your goals.
8. **Don't Hem Yourself in.** Staying in your comfort zone is self defeating in the end. Try to make every day one where you get out and discover a little something different about the world and others. This will broaden your horizons and bring new ideas and opportunities into focus.
9. **Assume the Best and Seek for it.** Don't wait for others to live up to your expectations. Every person has a goldmine of worth in them, just as every situation can be turned to some good. If you let yourself believe this, you will find yourself discovering ways to make it true for you.
10. **When in Doubt, Ask For Help!** Don't let your fears leave you on the horns of a dilemma or lead you into disaster. If you are uncertain of something or someone then get input from others who have greater experience in dealing with this difficulty.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ESFP - Extraverted Sensing Feeling Perceiving (Extraverted Sensing with Introverted Feeling)

The Performer

As an ESFP, your primary mode of living is focused externally, where you take things in via your five senses in a literal, concrete fashion. Your secondary mode is internal, where you deal with things according to how you feel about them, or how they fit with your personal value system.

ESFP's live in the world of people possibilities. They love people and new experiences. They are lively and fun, and enjoy being the center of attention. They live in the here-and-now, and relish excitement and drama in their lives.

ESFP's have very strong inter-personal skills, and may find themselves in the role of the peacemaker frequently. Since they make decisions by using their personal values, they are usually very sympathetic and concerned for other people's well-being. They're usually quite generous and warm. They are very observant about other people, and seem to sense what is wrong with someone before others might, responding warmly with a solution to a practical need. They might not be the best advice-givers in the world, because they dislike theory and future-planning, but they are great for giving practical care.

ESFP is definitely a spontaneous, optimistic individual. They love to have fun. If the ESFP has not developed their Thinking side by giving consideration to rational thought processing, they tend to become over-indulgent, and place more importance on immediate sensation and gratification than on their duties and obligations. They may also avoid looking at long-term consequences of their actions.

For the ESFP, the entire world is a stage. They love to be the center of attention and perform for people. They're constantly putting on a show for others to entertain them and make them happy. They enjoy stimulating other people's senses, and are extremely good at it. They would love nothing more than for life to be a continual party, in which they play the role of the fun-loving host.

ESFP's love people and everybody loves an ESFP. One of their greatest gifts is their general acceptance of everyone. They are upbeat and enthusiastic, and genuinely like almost everybody. An ESFP is unfailingly warm and generous with their friends, and they generally treat everyone as a friend. However, once crossed, an ESFP is likely to make a very strong and stubborn judgment against the person who crossed them. They are capable of deep dislike in such a situation.

The ESFP under a great deal of stress gets overwhelmed with negatives thoughts and possibilities. As an optimistic individual who lives in the world of possibilities, negative possibilities do not sit well with them. In an effort to combat these thoughts, they're likely to come up with simple, global statements to explain away the problem. These simplistic explanations may or may not truly get to the nature of the issue, but they serve the ESFP well by allowing them to get over it.

ESFP's are likely to be very practical, although they hate structure and routine. They like to "go with the flow", trusting in their ability to improvise in any situation presented to them. They learn best with "hands-on" experience, rather than by studying a book. They're uncomfortable with theory. If an ESFP hasn't developed their intuitive side, they may tend to avoid situations which involve a lot of theoretical thinking, or which are complex and ambiguous. For this reason, an ESFP may have difficulty in school. On the other hand, the ESFP does extremely well in situations where they're allowed to learn by interacting with others, or in which they "learn by doing".

ESFP's have a very well-developed appreciation for aesthetic beauty, and an excellent sense of space and function. If they have the means, they're likely to have to have many beautiful possessions, and an artfully

furnished home. In general, they take great pleasure in objects of aesthetic beauty. They're likely to have a strong appreciation for the finer things in life, such as good food and good wine.

The ESFP is a great team player. He or she is not likely to create any problems or fuss, and is likely to create the most fun environment possible for getting the task done. ESFP's will do best in careers in which they are able to use their excellent people skills, along with their abilities to meld ideas into structured formats. Since they are fast-paced individuals who like new experiences, they should choose careers which offer or require a lot of diversity, as well as people skills.

ESFP's usually like to feel strongly bonded with other people, and have a connection with animals and small children that is not found in most other types. They're likely to have a strong appreciation for the beauties of nature as well.

The ESFP has a tremendous love for life, and knows how to have fun. They like to bring others along on their fun-rides, and are typically a lot of fun to be with. They're flexible, adaptable, genuinely interested in people, and usually kind-hearted. They have a special ability to get a lot of fun out of life, but they need to watch out for the pitfalls associated with living entirely in the moment.

Jungian functional preference ordering:

Dominant: Extraverted Sensing

Auxiliary: Introverted Feeling

Tertiary: Extraverted Thinking

Inferior: Introverted Intuition

ESFP's generally have the following traits:

- Live in the present moment
- Are stimulated and excited by new experiences
- Practical and realistic
- Warmly interested in people
- Know how to have a good time, and how to make things fun for others
- Independent and resourceful
- Spontaneous - seldom plan ahead
- Hate structure and routine
- Dislike theory and long written explanations
- Feel special bond with children and animals
- Strongly developed aesthetic appreciation for things
- Great people skills

ESFP's are good at many things, but will not be happy unless they have a lot of contact with people, and a lot of new experiences. They should choose careers which provide them with the opportunity to use their great people skills and practical perspective, which will also provide them with enough new challenges that they will not become bored.

ESFP Relationships

ESFP's are fun and delightful to be with. They live for the moment, and know how to make the most of each moment. They are genuinely, warmly interested in people, and love to make others happy. They're usually very kind-hearted and generous, and are always going out of their way to do something nice for someone. Their affection is simple, straight-forward and honest. They dislike theory and complexities. They often resist forming relationships which require them to function on a high Intuitive or Thinking level. They prefer for things to be light and happy, although their warmth and affection runs deep. Their potential downfall is the tendency to live entirely for the present moment, and therefore to sometimes be unaware of the direction that their relationship is heading, or to be easily distracted from long-term commitments.

ESFP Strengths

- Enthusiastic and fun-loving, they make everything enjoyable
- Clever, witty, direct, and popular, people are drawn towards them
- Earthy and sensual
- Down to earth and practical, able to take care of daily needs
- Artistic and creative, they're likely to have attractive homes
- Flexible and diverse, they "go with the flow" extremely well
- They can leave bad relationships, although it's not easy
- Try to make the most of every moment
- Generous and warm-hearted

ESFP Weaknesses

- May be frivolous and risky with money
- Tend to be materialistic
- Extreme dislike of criticism, likely to take things extremely personally
- Likely to ignore or escape conflict situations rather than face them
- Lifelong commitments may be a struggle for them - they take things one day at a time
- Don't pay enough attention to their own needs
- Tendency to neglect their health, or even abuse their bodies
- Always excited by something new, they may change partners frequently

Ten Rules to Live By to Achieve ESFP Success

1. **Feed Your Strengths!** Encourage your natural expressive abilities and hands-on talents. Nourish your appreciation of the world. Give yourself opportunities to enjoy life to the full.
2. **Face Your Weaknesses!** Realize and accept that some traits are strengths and some are weaknesses. Facing and dealing with your weaknesses doesn't mean that you have to change who you are; it means that you want to be the best you possible. By facing your weaknesses, you are honoring your true self, rather than attacking yourself.
3. **Express Your Feelings.** Don't let worries build up inside of you. If you are troubled by doubt or fear, tell those close to you who will listen and offer counsel. Don't make the mistake of "blipping over it" or "sorting it out" some quick fix way.
4. **Listen to Everything.** Try not to accept everything at face value. Let everything soak in and listen to your feelings.
5. **Smile at Criticism.** Remember that people will not always agree with you or understand you, even if they value you greatly. Try to see disagreement and criticism as an opportunity for growth. In fact, that is exactly what it is.
6. **Be Aware of Others.** Remember that there are 15 other personality types out there who see things differently than you see them. Try to identify other people's types. Try to understand their perspectives.
7. **Be Accountable for Yourself.** Remember that your every word and action affects those around you, so it is important for you to be fully responsible for your self, and to the values you hold.
8. **Be Gentle in Your Expectations.** You will always be disappointed with others if you expect too much of them. Being disappointed with another person is the best way to drive them away. Treat others with the same gentleness that you would like to be treated with.
9. **Assume the Best.** Don't distress yourself by assuming the worst. Remember that a positive attitude often creates positive situations.
10. **When in Doubt, Ask Questions!** If something seems to be wrong and you can't put your finger on it, maybe someone else can. Remember, there are many ways of seeing the world, and perhaps someone else's way will reveal the truth.

Portrait of an ESTJ - Extraverted Sensing Thinking Judging (Extraverted Thinking with Introverted Sensing)

The Guardian

As an ESTJ, your primary mode of living is focused externally, where you deal with things rationally and logically. Your secondary mode is internal, where you take things in via your five senses in a literal, concrete fashion.

ESTJ's live in a world of facts and concrete needs. They live in the present, with their eye constantly scanning their personal environment to make sure that everything is running smoothly and systematically. They honor traditions and laws, and have a clear set of standards and beliefs. They expect the same of others, and have no patience or understanding of individuals who do not value these systems. They value competence and efficiency, and like to see quick results for their efforts.

ESTJ's are take-charge people. They have such a clear vision of the way that things should be, that they naturally step into leadership roles. They are self-confident and aggressive. They are extremely talented at devising systems and plans for action, and at being able to see what steps need to be taken to complete a specific task. They can sometimes be very demanding and critical, because they have such strongly held beliefs, and are likely to express themselves without reserve if they feel someone isn't meeting their standards. But at least their expressions can be taken at face-value, because the ESTJ is extremely straightforward and honest.

The ESTJ is usually a model citizen, and pillar of the community. He or she takes their commitments seriously, and follows their own standards of "good citizenship" to the letter. ESTJ enjoys interacting with people, and likes to have fun. ESTJ's can be very boisterous and fun at social events, especially activities which are focused on the family, community, or work.

The ESTJ needs to watch out for the tendency to be too rigid, and to become overly detail-oriented. Since they put a lot of weight in their own beliefs, it's important that they remember to value other people's input and opinions. If they neglect their Feeling side, they may have a problem with fulfilling other's needs for intimacy, and may unknowingly hurt people's feelings by applying logic and reason to situations which demand more emotional sensitivity.

When bogged down by stress, an ESTJ often feels isolated from others. They feel as if they are misunderstood and undervalued, and that their efforts are taken for granted. Although normally the ESTJ is very verbal and doesn't have any problem expressing themselves, when under stress they have a hard time putting their feelings into words and communicating them to others.

ESTJ's value security and social order above all else, and feel obligated to do all that they can to enhance and promote these goals. They will mow the lawn, vote, join the PTA, attend home owner's association meetings, and generally do anything that they can to promote personal and social security.

The ESTJ puts forth a lot of effort in almost everything that they do. They will do everything that they think should be done in their job, marriage, and community with a good amount of energy. He or she is conscientious, practical, realistic, and dependable. While the ESTJ will dutifully do everything that is important to work towards a particular cause or goal, they might not naturally see or value the importance of goals which are outside of their practical scope. However, if the ESTJ is able to see the relevance of such goals to practical concerns, you can bet that they'll put every effort into understanding them and incorporating them into their quest for clarity and security.

Jungian functional preference ordering:

Dominant: Extraverted Thinking

Auxiliary: Introverted Sensing

Tertiary: Extraverted Intuition

Inferior: Introverted Feeling

ESTJ's generally have the following traits:

- Natural leaders - they like to be in charge
- Value security and tradition
- Loyal
- Hard-working and dependable
- Athletic and wholesome
- Have a clear set of standards and beliefs which they live by
- No patience with incompetence or inefficiency
- Excellent organizational abilities
- Enjoy creating order and structure
- Very thorough
- Will follow projects through to completion
- Straight-forward and honest
- Driven to fulfill their duties

ESTJ's have a lot of flexibility in the types of careers that they choose. They are good at a lot of different things, because they put forth a tremendous amount of effort towards doing things the right way. They will be happiest in leadership positions, however, because they have a natural drive to be in charge. They are best suited for jobs which require creating order and structure.

ESTJ Relationships

ESTJ's are very enthusiastic people who are driven to fulfill their obligations and duties, especially those towards their families. Their priorities generally put God first, family second, and friends third. They put forth a tremendous amount of effort to meet their obligations and duties, according to their priorities. They are dedicated and committed to their relationships, which they consider to be lifelong and unalterable. They like to be in charge, and may be very controlling of their mates and children. They have high esteem for traditions and institutions, and expect that their mates and children will support these as well. They have little patience and need for dealing with people who see things very differently from the ESTJ.

ESTJ Strengths

- Generally enthusiastic, upbeat and friendly
- Stable and dependable, they can be counted on to promote security for their families
- Put forth a lot of effort to fulfill their duties and obligations
- Responsible about taking care of day-to-day practical concerns around the house
- Usually good (albeit conservative) with money
- Not personally threatened by conflict or criticism
- Interested in resolving conflict, rather than ignoring it
- Take their commitments very seriously, and seek lifelong relationships
- Able to move on after a relationship breaks up
- Able to administer discipline when necessary

ESTJ Weaknesses

- Tendency to believe that they are always right
- Tendency to need to always be in charge
- Impatient with inefficiency and sloppiness
- Not naturally in tune with what others are feeling
- Not naturally good at expressing their feelings and emotions
- May inadvertently hurt others with insensitive language
- Tendency to be materialistic and status-conscious

- Generally uncomfortable with change, and moving into new territories

Ten Rules to Live By to Achieve ESTJ Success

1. **Feed Your Strengths!** You have been given the great ability to create logical, ethical principles that transcend personal experience. Allow these principles to be as good as they can be by creating them with consideration for all available data.
2. **Face Your Weaknesses!** See your weaknesses for what they are, and seek to overcome them. Especially, resist the tendency to judge too quickly, and remember the importance of considering other people's feelings.
3. **Talk Through the Facts or write them down.** You need to step through the facts in order to define good principles to live by. Verbalizing them or putting them down on paper may be a valuable tool for you.
4. **Take in Everything.** Don't dismiss ideas prematurely because you think you already know the answer. Seek first to understand, and then to be understood.
5. **When You Get Angry, You Lose.** Your passion for your principles is admirable, but becomes destructive when you fall into the "Anger Trap." Remember that Anger is destructive to personal relationships, and can be extremely hurtful to others. Work through your anger before you unleash it upon others. Disagreements and disappointments can only be handled effectively in a non-personal and dispassionate manner.
6. **Be Yourself in Relationships** Don't expect yourself to be a "touchy-feely" or "warm fuzzy" person. Realize that your most ardent bonds start with the head, rather than the heart. You expect your actions to speak for themselves to your loved ones. This may not be enough for some. Be aware of other's emotional needs, and express your genuine love and respect for them in terms that are real to YOU. Be yourself.
7. **Be Accountable for Yourself.** Don't blame the problems in your life on other people. Look inwardly for solutions. No one has more control over your life than you have.
8. **Be Humble.** Judge yourself at least as harshly as you judge others.
9. **Resist the Urge to Control Others.** You can't force others to adhere to your ways of thinking. You may think that you know what's best for others, but you really only know how they can best act according to your ideas of what is right. Just as you are entitled to live as you see fit, so are they. Instead of judging and controlling others, focus on using your judgment to create better impartial principles.
10. **Spend Some Time Alone.** Encourage the development of your introverted side. You'll find many tangible benefits to becoming a better-rounded person.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ESTP - Extraverted Sensing Thinking Perceiving (Extraverted Sensing with Introverted Thinking)

The Doer

As an ESTP, your primary mode of living is focused externally, where you take things in via your five senses in a literal, concrete fashion. Your secondary mode is internal, where you deal with things rationally and logically.

ESTP's are outgoing, straight-shooting types. Enthusiastic and excitable, ESTP's are "doers" who live in the world of action. Blunt, straight-forward risk-takers, they are willing to plunge right into things and get their hands dirty. They live in the here-and-now, and place little importance on introspection or theory. They look at the facts of a situation, quickly decide what should be done, execute the action, and move on to the next thing.

ESTP's have an uncanny ability to perceive people's attitudes and motivations. They pick up on little cues which go completely unnoticed by most other types, such as facial expressions and stance. They're typically a couple of steps ahead of the person they're interacting with. ESTP's use this ability to get what they want out of a situation. Rules and laws are seen as guidelines for behavior, rather than mandates. If the ESTP has decided that something needs to be done, then their "do it and get on with it" attitude takes precedence over the rules. However, the ESTP tends to have their own strong belief in what's right and what's wrong, and will doggedly stick to their principles. The Rules of the Establishment may hold little value to the ESTP, but their own integrity mandates that they will not under any circumstances do something which they feel to be wrong.

ESTP's have a strong flair for drama and style. They're fast-moving, fast-talking people who have an appreciation for the finer things in life. They may be gamblers or spendthrifts. They're usually very good at story telling and improvising. They typically make things up as they go along, rather than following a plan. They love to have fun, and are fun people to be around. They can sometimes be hurtful to others without being aware of it, as they generally do not know and may not care about the effect their words have on others. It's not that they don't care about people; it's that their decision-making process does not involve taking people's feelings into account. They make decisions based on facts and logic.

ESTP's least developed area is their intuitive side. They are impatient with theory, and see little use for it in their quest to "get things done". An ESTP will occasionally have strong intuitions which are often way off-base, but sometimes very lucid and positive. The ESTP does not trust their instincts, and is suspicious of other people's intuition as well.

The ESTP often has trouble in school, especially higher education which moves into realms where theory is more important. The ESTP gets bored with classes in which they feel they gain no useful material which can be used to get things done. The ESTP may be brilliantly intelligent, but school will be a difficult chore for them.

The ESTP needs to keep moving, and so does well in careers where he or she is not restricted or confined. ESTP's make extremely good salespersons. They will become stifled and unhappy dealing with routine chores. ESTP's have a natural abundance of energy and enthusiasm, which makes them natural entrepreneurs. They get very excited about things, and have the ability to motivate others to excitement and action. The can sell anyone on any idea. They are action-oriented, and make decisions quickly. All-in-all, they have extraordinary talents for getting things started. They are not usually so good at following through, and might leave those tasks to others. Mastering the art of following through is something which ESTP's should pay special attention to.

ESTP's are practical, observant, fun-loving, spontaneous risk-takers with an excellent ability to quickly improvise an innovative solution to a problem. They're enthusiastic and fun to be with, and are great

motivators. If an ESTP recognizes their real talents and operates within those realms, they can accomplish truly exciting things.

Jungian functional preference ordering:

Dominant: Extraverted Sensing

Auxiliary: Introverted Thinking

Tertiary: Extraverted Feeling

Inferior: Introverted Intuition

ESTP's generally have the following traits:

- Action-oriented
- Live in the present moment
- Dislike abstract theory without practical application
- Like to see immediate results for their efforts
- Fast-paced and energetic
- Flexible and adaptable
- Resourceful
- Seldom work from a plan - make things up as they go
- Fun to be around
- Highly observant
- Excellent memory for details
- Excellent people skills
- Good-natured
- Excellent ability to see an immediate problem and quickly devise a solution
- Attracted to adventure and risk
- May be flashy or showy
- Like initiating things - not necessarily following them through to completion

ESTP's have some advantageous traits which are unique to their personality type. Their skills of observation make them extremely good at correctly analyzing and assessing other peoples' motives or perspectives. Their people skills allow them to use this knowledge to their advantage while interacting with people. For this reason, ESTP's are excellent salespeople. They also have a special ability to react quickly and effectively to an immediate need, such as in an emergency or crisis situation. This is a valuable skill in many different professions, perhaps most notably in action-oriented professions, such as police work. ESTP's enjoy new experiences and dealing with people, and dislike being confined in structured or regimented environments. They also want to see an immediate result for their actions, and don't like dealing with a lot of high-level theory where that won't be the case. For these reasons, they should choose careers which involve a lot of interaction with people, and do not require performing a lot of routine, detailed tasks.

ESTP Relationships

ESTP's are gregarious and fun-loving individuals who want to make the most of every moment. They love action, and always seem to be doing something. This enthusiasm is carried over to their personal relationships, which they approach with the desire to make the most of their relationships on a daily basis. They tend to get bored easily, and may be prone to switching relationships frequently unless they find an outlet for their boredom elsewhere. They approach life on a day-by-day basis, so long-term commitments are not naturally comfortable for the ESTP. They may feel tremendously committed, but they want to take their commitments day by day.

ESTP Strengths

- Can be quite charming
- Witty, clever, and popular
- Earthy and sensual
- Not personally threatened by conflict or criticism

- Excellent and clear-headed dealing with emergency situations
- Enthusiastic and fun-loving, they try to make everything enjoyable
- As "big kids" themselves, they're eager, willing and able to spend time with their kids
- Likely to enjoy lavishing their loved ones with big gifts (both a strength and a weakness)

ESTP Weaknesses

- Not naturally in tune with what others are feeling
- Not naturally good at expressing feelings and emotions
- May inadvertently hurt others with insensitive language
- May be very good with money, but highly risky with it as well
- Living in the present, they're not usually good long-range planners
- May fall into the habit of ignoring conflict, rather than solving it
- Don't naturally make lifelong commitments - they take things one day at a time
- Prone to get bored easily
- More likely than other type to leave relationships quickly when they get bored
- Likely to enjoy lavishing their loved ones with big gifts (both a strength and a weakness)

Ten Rules to Live By to Achieve ESTP Success

1. **Feed Your Strengths!** Give yourself every opportunity to show your innate skills. If you are not in a relationship or a job which allows this to happen, it might be time to discover ways to change this. Remember, your strengths derive from being able to deal with the world, with situations where getting things done, where opportunities to surmount difficulty exist.
2. **Face Your Weaknesses.** Try to be straight up with yourself. You have limitations others find as strengths. So what? You don't have to hide behind a curtain of fear just because you have difficulty with feelings or sorting out your inner perceptions. Allow yourself to be who you are and at the same time let others help you be more honest with your limitations.
3. **Talk About Your Thoughts.** Discussing your ideas and perceptions with others will help you to develop your separate, inner reality, make you a "real" person to them even without all that external activity. How well you use your auxiliary function is very important to your overall health and happiness.
4. **Don't Be Afraid to Show Emotion.** Your inferior functions want you to be still a child inside, and that makes you run, that makes you want to prove yourself even more. You don't have to prove anything to anyone in this regard. Everyone feel emotion and everyone is a little child inside. Find those people whose eyes tell you that you are not alone, and let them hear your child's voice.
5. **Respect Your Need for Action.** Understand that you need to be actively working with your environment to be "in the groove" with life. Don't chastise yourself for not being the sort to sit around and read a book or watch a movie. Choose a partner and companions who value active lifestyles, but remember to allow yourself time out to consider how their input into your life will change it. Don't just follow your nose – life is not an endless party or expedition.
6. **Recognize the Differences in Others.** Realize that everyone is different, not just a little different, but very different. Everyone has their place and value. You need to notice those values and places, places where you cannot easily fit. You can learn from these people, for they have gifts you can use, gifts they offer simply by being who they are. Try figuring out their psychological type for yourself and notice how certain types can lift you out of negative feelings just by being who they are
7. **It's OK to Get Out of your Comfort Zone.** Understand that the only way to grow is to get outside of your comfort zone. If you're uncomfortable with an idea or situation because you're not sure how to act, that's good! That's an opportunity for growth.

- 8. Identify and Express Your Feelings.** You may have a hard time figuring out exactly how you feel about someone that you're involved with. It's important that you do figure this out. Don't lead someone on with your ambivalence. If you determine that you value the person, tell them so every time you think of it. This is the best way to make them feel secure in your affections, and so to promote a long-lasting relationship.
- 9. Be Aware that You can Fail, and that it is OK.** Not every mountain can be climbed, not every customer will be satisfied, no matter how hard you try or no matter what tricks you bring to bear. Getting beaten is an opportunity to reflect upon what is important, what really matters in life. Next time you will take up a challenge more worthy of your skills, and more valuable to others. You can be a champion, and it will be at your own game. Try to let it be a game of life, where everyone wins if you do.
- 10. Assume the Best.** Don't distress yourself with fear and dark imaginings. Expect the best, and the best will come.

Portrait of an INFJ

Introverted iNtuitive Feeling Judging (Introverted Intuition with Extraverted Feeling)

The Protector

As an INFJ, your primary mode of living is focused internally, where you take things in primarily via intuition. Your secondary mode is external, where you deal with things according to how you feel about them, or how they fit with your personal value system.

INFJ's are gentle, caring, complex and highly intuitive individuals. Artistic and creative, they live in a world of hidden meanings and possibilities. Only one percent of the population has an INFJ Personality Type, making it the rarest of all the types.

INFJ's place great importance on having things orderly and systematic in their outer world. They put a lot of energy into identifying the best system for getting things done, and constantly define and re-define the priorities in their lives. On the other hand, INFJ's operate within themselves on an intuitive basis which is entirely spontaneous. They know things intuitively, without being able to pinpoint why, and without detailed knowledge of the subject at hand. They are usually right, and they usually know it. Consequently, INFJ's put a tremendous amount of faith into their instincts and intuitions. This is something of a conflict between the inner and outer worlds, and may result in the INFJ not being as organized as other Judging types tend to be. Or we may see some signs of disarray in an otherwise orderly tendency, such as a consistently messy desk.

INFJ's have uncanny insight into people and situations. They get "feelings" about things and intuitively understand them. As an extreme example, some INFJ's report experiences of a psychic nature, such as getting strong feelings about there being a problem with a loved one, and discovering later that they were in a car accident. This is the sort of thing that other types may scorn and scoff at, and the INFJ themselves does not really understand their intuition at a level which can be verbalized. Consequently, most INFJ's are protective of their inner selves, sharing only what they choose to share when they choose to share it. They are deep, complex individuals, who are quite private and typically difficult to understand. INFJ's hold back part of themselves, and can be secretive.

But the INFJ is as genuinely warm as they are complex. INFJ's hold a special place in the heart of people who they are close to, who are able to see their special gifts and depth of caring. INFJ's are concerned for people's feelings, and try to be gentle to avoid hurting anyone. They are very sensitive to conflict, and cannot tolerate it very well. Situations which are charged with conflict may drive the normally peaceful INFJ into a state of agitation or charged anger. They may tend to internalize conflict into their bodies, and experience health problems when under a lot of stress.

Because the INFJ has such strong intuitive capabilities, they trust their own instincts above all else. This may result in an INFJ stubbornness and tendency to ignore other people's opinions. They believe that they're right. On the other hand, INFJ is a perfectionist who doubts that they are living up to their full potential. INFJ's are rarely at complete peace with themselves - there's always something else they should be doing to improve themselves and the world around them. They believe in constant growth, and don't often take time to revel in their accomplishments. They have strong value systems, and need to live their lives in accordance with what they feel is right. In deference to the Feeling aspect of their personalities, INFJ's are in some ways gentle and easy going. Conversely, they have very high expectations of themselves, and frequently of their families. They don't believe in compromising their ideals.

INFJ is a natural nurturer; patient, devoted and protective. They make loving parents and usually have strong bonds with their offspring. They have high expectations of their children, and push them to be the

best that they can be. This can sometimes manifest itself in the INFJ being hard-nosed and stubborn. But generally, children of an INFJ get devoted and sincere parental guidance, combined with deep caring.

In the workplace, the INFJ usually shows up in areas where they can be creative and somewhat independent. They have a natural affinity for art, and many excel in the sciences, where they make use of their intuition. INFJ's can also be found in service-oriented professions. They are not good at dealing with minutia or very detailed tasks. The INFJ will either avoid such things, or else go to the other extreme and become enveloped in the details to the extent that they can no longer see the big picture. An INFJ who has gone the route of becoming meticulous about details may be highly critical of other individuals who are not.

The INFJ individual is gifted in ways that other types are not. Life is not necessarily easy for the INFJ, but they are capable of great depth of feeling and personal achievement.

Jungian functional preference ordering:

Dominant: Introverted Intuition

Auxiliary: Extraverted Feeling

Tertiary: Introverted Thinking

Inferior: Extraverted Sensing

INFJ's generally have the following traits:

- Intuitively understand people and situations
- Idealistic
- Highly principled
- Complex and deep
- Natural leaders
- Sensitive and compassionate towards people
- Service-oriented
- Future-oriented
- Value deep, authentic relationships
- Reserved about expressing their true selves
- Dislike dealing with details unless they enhance or promote their vision
- Constantly seeking meaning and purpose in everything
- Creative and visionary
- Intense and tightly-wound
- Can work logically and rationally - use their intuition to understand the goal and work backwards towards it

The INFJ is a special individual who needs more out of a career than a job. They need to feel as if everything they do in their lives is in sync with their strong value systems - with what they believe to be right. Accordingly, the INFJ should choose a career in which they're able to live their daily lives in accordance with their deeply-held principles, and which supports them in their life quest to be doing something meaningful. Since INFJ's have such strong value systems, and persistent intuitive visions which lend them a sense of "knowing", they do best in positions in which they are leaders, rather than followers. Although they can happily follow individuals who are leading in a direction which the INFJ fully supports, they will very unhappy following in any other situation.

INFJ Relationships

INFJ's are warm and affirming people who are usually also deep and complex. They're likely to seek out and promote relationships that are intense and meaningful. They tend to be perfectionists, and are always striving for the Ultimate Relationship. For the most part, this is a positive feature, but sometimes works against the INFJ if they fall into the habit of moving from relationship to relationship, always in search of a more perfect partner. In general, the INFJ is a deeply warm and caring person who is highly invested in the health of their close relationships, and puts forth a lot of effort to make them positive. They are valued by

those close to them for these special qualities. They seek long-term, lifelong relationships, although they don't always find them.

INFJ Strengths

- Warm and affirming by nature
- Dedicated to achieving the ultimate relationship
- Sensitive and concerned for others' feelings
- Usually have good communication skills, especially written
- Take their commitments very seriously, and seek lifelong relationships
- Have very high expectations for themselves and others (both a strength and weakness)
- Good listeners
- Are able to move on after a relationship has ended (once they're sure it's over)

INFJ Weaknesses

- Tendency to hold back part of themselves
- Not good with money or practical day-to-day life necessities
- Extreme dislike of conflict and criticism
- Have very high expectations for themselves and others (both a strength and weakness)
- Have difficulty leaving a bad relationship

Ten Rules to Live By to Achieve INFJ Success

1. **Feed Your Strengths!** Do things that allow your brilliant intuition and service-oriented manner to flourish.
2. **Face Your Weaknesses!** See your weaknesses for what they are, and seek to overcome them. Especially, strive to use your judgment against your internal ideas and intuitions, rather than as a means of disregarding other people's ideas.
3. **Talk Through Your Thoughts.** You need to step through your intuitions in order to put them into perspective. Give yourself time to do this, and take advantage of discussing ideas with others. You'll find externalizing your internal intuitions to be a valuable exercise.
4. **Take in Everything.** Don't dismiss ideas prematurely because you don't respect the person generating the ideas, or because you think you already know it all. After all, everybody has something to offer, and nobody knows everything. Steven Covey says it so well when he says: "Seek first to understand, and then to be understood."
5. **When You Get Angry, You Lose.** Your passion and intensity are strong assets, but can be very harmful if you allow yourself to fall into the "Anger Trap". Remember that Anger is destructive to your personal relationships. Work through your anger before you impress it upon others, or you will likely find yourself alone. Disagreements and disappointments can only be handled effectively in a non-personal and dispassionate manner.
6. **Keep Your Eye on the Big Picture** Watch out for your tendency to become obsessed with details. If you find yourself feeling very, very strongly about a small detail, take a big step back and make sure that you can still see the goal. You're not going to get there if you get mired in the details.
7. **Be Accountable for Yourself.** Don't blame the problems in your life on other people. Look inwardly for solutions. No one has more control over your life than you have.
8. **Be Humble.** Judge yourself at least as harshly as you judge others.
9. **Assume the Best.** Don't distress yourself and others by dwelling on the dark side of everything. Just as there is a positive charge for every negative charge, there is a light side to every dark side. Remember that positive situations are created by positive attitudes. Expect the best, and the best will come forward.

10. Relax! Do yourself a favor and learn how to effectively unwind. Get exercise and restful sleep. Take vacations. Engage in relaxing activities. Take care of yourself and your loved ones by learning to let go of your passion and intensity for a respite.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an INFP - Introverted iNtuitive Feeling Perceiving (Introverted Feeling with Extraverted Intuition)

The Idealist

As an INFP, your primary mode of living is focused internally, where you deal with things according to how you feel about them, or how they fit into your personal value system. Your secondary mode is external, where you take things in primarily via your intuition.

INFP's, more than other iNtuitive Feeling types, are focused on making the world a better place for people. Their primary goal is to find out their meaning in life. What is their purpose? How can they best serve humanity in their lives? They are idealists and perfectionists, who drive themselves hard in their quest for achieving the goals they have identified for themselves

INFP's are highly intuitive about people. They rely heavily on their intuitions to guide them, and use their discoveries to constantly search for value in life. They are on a continuous mission to find the truth and meaning underlying things. Every encounter and every piece of knowledge gained gets sifted through the INFP's value system, and is evaluated to see if it has any potential to help the INFP define or refine their own path in life. The goal at the end of the path is always the same - the INFP is driven to help people and make the world a better place.

Generally thoughtful and considerate, INFP's are good listeners and put people at ease. Although they may be reserved in expressing emotion, they have a very deep well of caring and are genuinely interested in understanding people. This sincerity is sensed by others, making the INFP a valued friend and confidante. An INFP can be quite warm with people he or she knows well.

INFP's do not like conflict, and go to great lengths to avoid it. If they must face it, they will always approach it from the perspective of their feelings. In conflict situations, INFP's place little importance on who is right and who is wrong. They focus on the way that the conflict makes them feel, and indeed don't really care whether or not they're right. They don't want to feel badly. This trait sometimes makes them appear irrational and illogical in conflict situations. On the other hand, INFP's make very good mediators, and are typically good at solving other people's conflicts, because they intuitively understand people's perspectives and feelings, and genuinely want to help them.

INFP's are flexible and laid-back, until one of their values is violated. In the face of their value system being threatened, INFP's can become aggressive defenders, fighting passionately for their cause. When an INFP has adopted a project or job which they're interested in, it usually becomes a "cause" for them. Although they are not detail-oriented individuals, they will cover every possible detail with determination and vigor when working for their "cause".

When it comes to the mundane details of life maintenance, INFP's are typically completely unaware of such things. They might go for long periods without noticing a stain on the carpet, but carefully and meticulously brush a speck of dust off of their project booklet.

INFP's do not like to deal with hard facts and logic. Their focus on their feelings and the Human Condition makes it difficult for them to deal with impersonal judgment. They don't understand or believe in the validity of impersonal judgment, which makes them naturally rather ineffective at using it. Most INFP's will avoid impersonal analysis, although some have developed this ability and are able to be quite logical. Under stress, it's not uncommon for INFP's to misuse hard logic in the heat of anger, throwing out fact after (often inaccurate) fact in an emotional outburst.

INFP's have very high standards and are perfectionists. Consequently, they are usually hard on themselves, and don't give themselves enough credit. INFP's may have problems working on a project in a group, because their standards are likely to be higher than other members' of the group. In group situations, they may have a "control" problem. The INFP needs to work on balancing their high ideals with the requirements of every day living. Without resolving this conflict, they will never be happy with themselves, and they may become confused and paralyzed about what to do with their lives.

INFP's are usually talented writers. They may be awkward and uncomfortable with expressing themselves verbally, but have a wonderful ability to define and express what they're feeling on paper. INFP's also appear frequently in social service professions, such as counseling or teaching. They are at their best in situations where they're working towards the public good, and in which they don't need to use hard logic.

INFP's who function in their well-developed sides can accomplish great and wonderful things, which they will rarely give themselves credit for. Some of the great, humanistic catalysts in the world have been INFP's.

Jungian functional preference ordering:

Dominant: Introverted Feeling

Auxiliary: Extraverted Intuition

Tertiary: Introverted Sensing

Inferior: Extraverted Thinking

INFP's generally have the following traits:

- Strong value systems
- Warmly interested in people
- Service-oriented, usually putting the needs of others above their own
- Loyal and devoted to people and causes
- Future-oriented
- Growth-oriented; always want to be growing in a positive direction
- Creative and inspirational

- Flexible and laid-back, unless a ruling principle is violated
- Sensitive and complex
- Dislike dealing with details and routine work
- Original and individualistic - "out of the mainstream"
- Excellent written communication skills
- Prefer to work alone, and may have problems working on teams
- Value deep and authentic relationships
- Want to be seen and appreciated for who they are

The INFP is a special, sensitive individual who needs a career which is more than a job. The INFP needs to feel that everything they do in their lives is in accordance with their strongly-felt value systems, and is moving them and/or others in a positive, growth-oriented direction. They are driven to do something meaningful and purposeful with their lives. The INFP will be happiest in careers which allow them to live their daily lives in accordance with their values, and which work towards the greater good of humanity. It's worth mentioning that nearly all of the truly great writers in the world have been INFP's.

INFP Relationships

INFP's present a calm, pleasant face to the world. They appear to be tranquil and peaceful to others, with simple desires. In fact, the INFP internally feels his or her life intensely. In the relationship arena, this causes them to have a very deep capacity for love and caring which is not frequently found with such intensity in the other types. The INFP does not devote their intense feelings towards just anyone, and are relatively reserved about expressing their inner-most feelings. They reserve their deepest love and caring for a select few who are closest to them. INFP's are generally laid-back, supportive and nurturing in their close relationships. With Introverted Feeling dominating their personality, they're very sensitive and in-tune with people's feelings, and feel genuine concern and caring for others. Slow to trust others and cautious in the beginning of a relationship, an INFP will be fiercely loyal once they are committed. With their strong inner core of values, they are intense individuals who value depth and authenticity in their relationships, and hold those who understand and accept the INFP's perspectives in especially high regard. INFP's are usually adaptable and congenial, unless one of their ruling principles has been violated, in which case they stop adapting and become staunch defenders of their values. They will be uncharacteristically harsh and rigid in such a situation.

INFP Strengths

- Warmly concerned and caring towards others
- Sensitive and perceptive about what others are feeling
- Loyal and committed - they want lifelong relationships
- Deep capacity for love and caring
- Driven to meet other's needs
- Strive for "win-win" situations
- Nurturing, supportive and encouraging
- Likely to recognize and appreciate other's need for space

- **Able to express themselves well**
- **Flexible and diverse**

INFP Weaknesses

Most INFP's will exhibit the following weaknesses with regards to relationship issues:

- **May tend to be shy and reserved**
- **Don't like to have their "space" invaded**
- **Extreme dislike of conflict**
- **Extreme dislike of criticism**
- **Strong need to receive praise and positive affirmation**
- **May react very emotionally to stressful situations**
- **Have difficulty leaving a bad relationship**
- **Have difficulty scolding or punishing others**
- **Tend to be reserved about expressing their feelings**
- **Perfectionist tendencies may cause them to not give themselves enough credit**
- **Tendency to blame themselves for problems, and hold everything on their own shoulders**

Ten Rules to Live By to Achieve INFP Success

- 1. Feed Your Strengths! Encourage your natural artistic abilities and creativity. Nourish your spirituality. Give yourself opportunities to help the needy or underprivileged.**
- 2. Face Your Weaknesses! Realize and accept that some traits are strengths and some are weaknesses. Facing and dealing with your weaknesses doesn't mean that you have to change who you are; it means that you want to be the best you possible. By facing your weaknesses, you are honoring your true self, rather than attacking yourself.**
- 3. Express Your Feelings. Don't let unexpressed emotions build up inside of you. If you have strong feelings, sort them out and express them, don't let them build up inside you to the point where they become unmanageable!**
- 4. Listen to Everything. Try not to dismiss anything immediately. Let everything soak in for awhile, and then apply judgment.**
- 5. Smile at Criticism. Remember that people will not always agree with you or understand you, even if they value you greatly. Try to see disagreement and criticism as an opportunity for growth. In fact, that is exactly what it is.**
- 6. Be Aware of Others. Remember that there are 15 other personality types out there who see things differently than you see them. Try to identify other people's types. Try to understand their perspectives.**

- 7. Be Accountable for Yourself. Remember that YOU have more control over your life than any other person has.**
- 8. Be Gentle in Your Expectations. You will always be disappointed with others if you expect too much of them. Being disappointed with another person is the best way to drive them away. Treat others with the same gentleness that you would like to be treated with.**
- 9. Assume the Best. Don't distress yourself by assuming the worst. Remember that a positive attitude often creates positive situations.**
- 10. When in Doubt, Ask Questions! Don't assume that the lack of feedback is the same thing as negative feedback. If you need feedback and don't have any, ask for it.**

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an INTJ

Introverted iNtuitive Thinking Judging

(Introverted Intuition with Extraverted Thinking)

The Scientist

As an INTJ, your primary mode of living is focused internally, where you take things in primarily via your intuition. Your secondary mode is external, where you deal with things rationally and logically.

INTJ's live in the world of ideas and strategic planning. They value intelligence, knowledge, and competence, and typically have high standards in these regards, which they continuously strive to fulfill. To a somewhat lesser extent, they have similar expectations of others.

With Introverted Intuition dominating their personality, INTJ's focus their energy on observing the world, and generating ideas and possibilities. Their mind constantly gathers information and makes associations about it. They are tremendously insightful and usually are very quick to understand new ideas. However, their primary interest is not understanding a concept, but rather applying that concept in a useful way. Unlike the INTP, they do not follow an idea as far as they possibly can, seeking only to understand it fully. INTJ's are driven to come to conclusions about ideas. Their need for closure and organization usually requires that they take some action.

INTJ's tremendous value and need for systems and organization, combined with their natural insightfulness, makes them excellent scientists. An INTJ scientist gives a gift to society by putting their ideas into a useful form for others to follow. It is not easy for the INTJ to express their internal images, insights, and abstractions. The internal form of the INTJ's thoughts and concepts is highly individualized, and is not readily translatable into a form that others will understand. However, the INTJ is driven to translate their ideas into a plan or system that is usually readily explainable, rather than to do a direct translation of their thoughts. They usually don't see the value of a direct transaction, and will also have difficulty expressing their ideas, which are non-linear. However, their extreme respect of knowledge and intelligence will motivate them to explain themselves to another person who they feel is deserving of the effort.

INTJ's are natural leaders, although they usually choose to remain in the background until they see a real need to take over the lead. When they are in leadership roles, they are quite effective, because they are able to objectively see the reality of a situation, and are adaptable enough to change things which aren't working well. They are the supreme strategists - always scanning available ideas and concepts and weighing them against their current strategy, to plan for every conceivable contingency.

INTJ's spend a lot of time inside their own minds, and may have little interest in the other people's thoughts or feelings. Unless their Feeling side is developed, they may have problems giving other people the level of intimacy that is needed. Unless their Sensing side is developed, they may have a tendency to ignore details which are necessary for implementing their ideas.

The INTJ's interest in dealing with the world is to make decisions, express judgments, and put everything that they encounter into an understandable and rational system. Consequently, they are quick to express judgments. Often they have very evolved intuitions, and are convinced that they are right about things. Unless they complement their intuitive understanding with a well-developed ability to express their insights, they may find themselves frequently misunderstood. In these cases, INTJ's tend to blame misunderstandings on the limitations of the other party, rather than on their own difficulty in expressing themselves. This tendency may cause the INTJ to dismiss others input too quickly, and to become generally arrogant and elitist.

INTJ's are ambitious, self-confident, deliberate, long-range thinkers. Many INTJ's end up in engineering or scientific pursuits, although some find enough challenge within the business world in areas which involve organizing and strategic planning. They dislike messiness and inefficiency, and anything that is muddled or unclear. They value clarity and efficiency, and will put enormous amounts of energy and time into consolidating their insights into structured patterns.

Other people may have a difficult time understanding an INTJ. They may see them as aloof and reserved. Indeed, the INTJ is not overly demonstrative of their affections, and is likely to not give as much praise or positive support as others may need or desire. That doesn't mean that he or she doesn't truly have affection or regard for others, they simply do not typically feel the need to express it. Others may falsely perceive the INTJ as being rigid and set in their ways. Nothing could be further from the truth, because the INTJ is committed to always finding the objective best strategy to implement their ideas. The INTJ is usually quite open to hearing an alternative way of doing something.

When under a great deal of stress, the INTJ may become obsessed with mindless repetitive, senseless activities, such as over-drinking. They may also tend to become absorbed with minutia and details that they would not normally consider important to their overall goal.

INTJ's need to remember to express themselves sufficiently, so as to avoid difficulties with people misunderstandings. In the absence of properly developing their communication abilities, they may become abrupt and short with people, and isolationists.

INTJ's have a tremendous amount of ability to accomplish great things. They have insight into the Big Picture, and are driven to synthesize their concepts into solid plans of action. Their reasoning skills give them the means to accomplish that. INTJ's are most always highly competent people, and will not have a problem meeting their career or

education goals. They have the capability to make great strides in these arenas. On a personal level, the INTJ who practices tolerances and puts effort into effectively communicating their insights to others has everything in his or her power to lead a rich and rewarding life.

Jungian functional preference ordering:

Dominant: Introverted Intuition

Auxiliary: Extraverted Thinking

Tertiary: Introverted Feeling

Inferior: Extraverted Sensing

INTJ's generally have the following traits:

- Able to absorb extremely complex theoretical and complex material
- Driven to create order and structure from theoretical abstractions
- Supreme strategists
- Future-oriented
- See the global, "big picture"
- Strong insights and intuitions, which they trust implicitly
- Value their own opinions over others
- Love difficult theoretical challenges
- Bored when dealing with mundane routine
- Value knowledge and efficiency
- Have no patience with inefficiency and confusion
- Have very high standards for performance, which they apply to themselves most strongly
- Reserved and detached from others
- Calm, collected and analytical
- Extremely logical and rational
- Original and independent
- Natural leaders, but will follow those they can fully support
- Creative, ingenious, innovative, and resourceful
- Work best alone, and prefer to work alone

More so than any other personality type, INTJ's are brilliant when it comes to grasping complex theories and applying them to problems to come up with long-term strategies. Since this type of "strategizing" is the central focus and drive of the INTJ, there is a happy match between desire and ability in this type. Accordingly, the INTJ is happiest and most effective in careers which allow this type of processing, and which promote an environment in which the INTJ is given a lot of autonomy over their daily lives.

INTJ Relationships

INTJ's believe in constant growth in relationships, and strive for independence for themselves and their mates. They are constantly embarking on "fix-up" projects to improve the overall quality of their lives and relationships. They take their commitments seriously, but are open to redefining their vows, if they see something which may prove

to be an improvement over the existing understanding. INTJ's are not likely to be "touchy-feely" and overly affirming with their mates or children, and may at times be somewhat insensitive to their emotional needs. However, INTJ's are in general extremely capable and intelligent individuals who strive to always be their best, and be moving in a positive direction. If they apply these basic goals to their personal relationships, they likely to enjoy happy and healthy interaction with their families and friends.

INTJ Strengths

- **Not threatened by conflict or criticism**
- **Usually self-confident**
- **Take their relationships and commitments seriously**
- **Generally extremely intelligent and capable**
- **Able to leave a relationship which should be ended, although they may dwell on it in their minds for awhile afterwards**
- **Interested in "optimizing" their relationships**
- **Good listeners**

INTJ Weaknesses

- **Not naturally in tune with others feelings; may be insensitive at times**
- **May tend to respond to conflict with logic and reason, rather than the desired emotional support**
- **Not naturally good at expressing feelings and affections**
- **Tendency to believe that they're always right**
- **Tendency to be unwilling or unable to accept blame**
- **Their constant quest to improve everything may be taxing on relationships**
- **Tend to hold back part of themselves**

Ten Rules to Live By to Achieve INTJ Success

1. **Feed Your Strengths! Do things that allow your brilliant intuition and logical abilities to flourish. Explore the fascinating worlds of science, mathematics, law and medicine. Give your mind an outlet for its exceptional analytical abilities, and watch them grow.**
2. **Face Your Weaknesses! See your weaknesses for what they are, and seek to overcome them. Especially, strive to use your judgment against your internal ideas and intuitions, rather than as a means of disregarding other people's ideas.**

3. **Talk Through Your Thoughts.** You need to step through your intuitions in order to put them into perspective. Give yourself time to do this, and take advantage of discussing ideas with others. You'll find externalizing your internal intuitions to be a valuable exercise. If you don't have someone to discuss your ideas with, try expressing your ideas clearly in writing.
4. **Take in Everything.** Don't dismiss ideas prematurely because you don't respect the person generating the ideas, or because you think you already know it all. After all, everybody has something to offer, and nobody knows everything. Steven Covey says it so well when he says: "Seek first to understand, and then to be understood."
5. **When You Get Angry, You Lose.** Your passion and intensity are strong assets, but can be very harmful if you allow yourself to fall into the "Anger Trap". Remember that Anger is destructive to your personal relationships. Work through your anger before you impress it upon others, or you will likely find yourself alone. Disagreements and disappointments can only be handled effectively in a non-personal and dispassionate manner.
6. **Respect your Need for Intellectual Compatibility** Don't expect yourself to be a "touchy-feely" or "warm-fuzzy" person. Realize that your most ardent bonds with others will start with the head, rather than the heart. Be aware of other's emotional needs, and express your genuine love and respect for them in terms that are real to YOU. Be yourself.
7. **Be Accountable for Yourself.** Don't blame the problems in your life on other people. Look inwardly for solutions. No one has more control over your life than you have.
8. **Be Humble.** Judge yourself at least as harshly as you judge others.
9. **Assume the Best.** Don't distress yourself and others by dwelling on the dark side of everything. Just as there is a positive charge for every negative charge, there is a light side to every dark side. Remember that positive situations are created by positive attitudes. Expect the best, and the best will come forward.
10. **Don't Get Isolated!** Recognize the value that the external world represents to you, and interact with it in the style that's natural to you. Join clubs and internet e-mail lists that house in-depth discussions of topics that you're interested in. Seek and foster friendships with others of like competence and capacity for understanding. Extravert in your own style.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an INTP

Introverted iNtuitive Thinking Perceiving (Introverted Thinking with Extraverted Intuition)

The Thinker

As an INTP, your primary mode of living is focused internally, where you deal with things rationally and logically. Your secondary mode is external, where you take things in primarily via your intuition.

INTP's live in the world of theoretical possibilities. They see everything in terms of how it could be improved, or what it could be turned into. They live primarily inside their own minds, having the ability to analyze difficult problems, identify patterns, and come up with logical explanations. They seek clarity in everything, and are therefore driven to build knowledge. They are the "absent-minded professors", who highly value intelligence and the ability to apply logic to theories to find solutions. They typically are so strongly driven to turn problems into logical explanations, that they live much of their lives within their own heads, and may not place as much importance or value on the external world. Their natural drive to turn theories into concrete understanding may turn into a feeling of personal responsibility to solve theoretical problems, and help society move towards a higher understanding.

INTP's value knowledge above all else. Their minds are constantly working to generate new theories, or to prove or disprove existing theories. They approach problems and theories with enthusiasm and skepticism, ignoring existing rules and opinions and defining their own approach to the resolution. They seek patterns and logical explanations for anything that interests them. They're usually extremely bright, and able to be objectively critical in their analysis. They love new ideas, and become very excited over abstractions and theories. They love to discuss these concepts with others. They may seem "dreamy" and distant to others, because they spend a lot of time inside their minds musing over theories. They hate to work on routine things - they would much prefer to build complex theoretical solutions, and leave the implementation of the system to others. They are intensely interested in theory, and will put forth tremendous amounts of time and energy into finding a solution to a problem with has piqued their interest.

INTP's do not like to lead or control people. They're very tolerant and flexible in most situations, unless one of their firmly held beliefs has been violated or challenged, in which case they may take a very rigid stance. The INTP is likely to be very shy when it comes to meeting new people. On the other hand, the INTP is very self-confident and gregarious around people they know well, or when discussing theories which they fully understand.

The INTP has no understanding or value for decisions made on the basis of personal subjectivity or feelings. They strive constantly to achieve logical conclusions to

problems, and don't understand the importance or relevance of applying subjective emotional considerations to decisions. For this reason, INTP's are usually not in-tune with how people are feeling, and are not naturally well-equipped to meet the emotional needs of others.

The INTP may have a problem with self-aggrandizement and social rebellion, which will interfere with their creative potential. Since their Feeling side is their least developed trait, the INTP may have difficulty giving the warmth and support that is sometimes necessary in intimate relationships. If the INTP doesn't realize the value of attending to other people's feelings, he or she may become overly critical and sarcastic with others. If the INTP is not able to find a place for themselves which supports the use of their strongest abilities, they may become generally negative and cynical. If the INTP has not developed their Sensing side sufficiently, they may become unaware of their environment, and exhibit weakness in performing maintenance-type tasks, such as bill-paying and dressing appropriately.

For the INTP, it is extremely important that ideas and facts are expressed correctly and succinctly. They are likely to express themselves in what they believe to be absolute truths. Sometimes, their well thought-out understanding of an idea is not easily understandable by others, but the INTP is not naturally likely to tailor the truth so as to explain it in an understandable way to others. The INTP may be prone to abandoning a project once they have figured it out, moving on to the next thing. It's important that the INTP place importance on expressing their developed theories in understandable ways. In the end, an amazing discovery means nothing if you are the only person who understands it.

The INTP is usually very independent, unconventional, and original. They are not likely to place much value on traditional goals such as popularity and security. They usually have complex characters, and may tend to be restless and temperamental. They are strongly ingenious, and have unconventional thought patterns which allow them to analyze ideas in new ways. Consequently, a lot of scientific breakthroughs in the world have been made by the INTP.

The INTP is at his best when he can work on his theories independently. When given an environment which supports his creative genius and possible eccentricity, the INTP can accomplish truly remarkable things. These are the pioneers of new thoughts in our society.

Jungian functional preference ordering:

Dominant: Introverted Thinking

Auxiliary: Extraverted Intuition

Tertiary: Introverted Sensing

Inferior: Extraverted Feeling

INTP's generally have the following traits:

- **Love theory and abstract ideas**
- **Truth Seekers - they want to understand things by analyzing underlying principles and structures**
- **Value knowledge and competence above all else**
- **Have very high standards for performance, which they apply to themselves**
- **Independent and original, possibly eccentric**
- **Work best alone, and value autonomy**
- **Have no desire to lead or follow**
- **Dislike mundane detail**
- **Not particularly interested in the practical application of their work**
- **Creative and insightful**
- **Future-oriented**
- **Usually brilliant and ingenious**
- **Trust their own insights and opinions above others**
- **Live primarily inside their own minds, and may appear to be detached and uninvolved with other people**

INTP's have a special gift with generating and analyzing theories and possibilities to prove or disprove them. They have a great deal of insight and are creative thinkers, which allow them to quickly grasp complex abstract thoughts. They also have exceptional logical and rational reasoning skills, which allow them to thoroughly analyze theories to discover the Truth about them. Since the INTP is driven to seek clarity in the world, we have a happy match of desire and ability in this personality type. INTP's will be happiest in careers which allow them a great deal of autonomy in which they can work primarily alone on developing and analyzing complex theories and abstractions, with the goal of their work being the discovery of a truth, rather than the discovery of a practical application.

INTP Relationships

INTP's live rich worlds inside their minds, which are full of imagination and excitement. Consequently, they sometimes find the external world pales in comparison. This may result in a lack of motivation to form and maintain relationships. INTP's are not likely to have a very large circle of significant relationships in their lives. They're much more likely to have a few very close relationships, which they hold in great esteem and with great affection. Since the INTP's primary focus and attention is turned inwards, aimed towards seeking clarity from abstract ideas, they are not naturally tuned into others' emotional feelings and needs. They tend to be difficult to get to know well, and hold back parts of themselves until the other person has proven themselves "worthy" of hearing the INTP's thoughts. Holding Knowledge and Brain Power above all else in importance, the INTP will choose to be around people who they consider to be intelligent. Once the INTP has committed themselves to a relationship, they tend to be very faithful and loyal, and form affectionate attachments which are pure and straight-forward. The INTP has no interest or understanding of game-playing with regards to relationships. However, if something happens which the INTP considers irreconcilable, they will leave the relationship and not look back.

- They feel love and affection for those close to them which is almost childlike in its purity
- Generally laid-back and easy-going, willing to defer to their mates
- Approach things which interest them very enthusiastically
- Richly imaginative and creative
- Do not feel personally threatened by conflict or criticism
- Usually are not demanding, with simple daily needs

INTP Weaknesses

- Not naturally in tune with others' feelings; slow to respond to emotional needs
- Not naturally good at expressing their own feelings and emotions
- Tend to be suspicious and distrusting of others
- Not usually good at practical matters, such as money management, unless their work involves these concerns
- They have difficulty leaving bad relationships
- Tend to "blow off" conflict situations by ignoring them, or else they "blow up" in heated anger

Ten Rules to Live By to Achieve INTP Success

1. **Feed Your Strengths!** Realize your gift at mastering logical problems and situations, and give yourself plenty of opportunities to exercise your abilities. Much of your sense of well-being will come from these experiences.
2. **Face Your Weaknesses!** We all have weaknesses. Recognizing your weaknesses for what they are (without beating yourself up) will give you the power to change your life for the better.
3. **Talk About Your Thoughts.** Discussing your ideas and perceptions with others will help you to develop your Extraverted INtuition, and thus your understanding of the world. How well you use your auxiliary function is very important to your overall health and happiness.
4. **Listen to Everything** Try not to dismiss anything immediately. Let it soak in, and then apply judgment. Try not to dismiss things that are illogical - they are not illogical.
5. **Be Aware of Others** Understand that everyone has their own lives and their own perspectives. Everyone has something to offer. Try to identify people's personality type.
6. **Recognize Social Principles.** Realize that our society functions around some basic social principles, and that our society would fail unless those principles are recognized and upheld. In a democracy, people vote. At a red stoplight, people stop. If people stopped voting because it wasn't important them, who would be in power? If people stopped stopping at red stop lights because it didn't fit into their plans, how could we drive safely? Your priorities and plans are important, but you must recognize that the external world's agenda is also important. Don't dismiss the importance of principles that don't affect your life directly.
7. **Get Out of Your Comfort Zone** Understand that the only way to grow is to get outside of your comfort zone. If you're uncomfortable with an idea or situation because you're not sure how to act, that's good! That's an opportunity for growth.

- 8. Identify and Express Your Feelings** You may have a hard time understanding how you feel about someone. It's important that you do figure this out. Don't lead someone on with your ambivalence. If you determine that you value the person, tell them so every time you think of it. This is the best way to make them feel secure in your affections, and so to promote a long-lasting relationship.
- 9. Be Accountable for Yourself** Remember that no one has more control over your life than you have. Don't be a victim.
- 10. Assume the Best.** Don't distress yourself with fear and dark expectations. Remember that a positive attitude often creates positive situations.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ISFJ

Introverted Sensing Feeling Judging

(Introverted Sensing with Extraverted Feeling)

The Nurturer

As an ISFJ, your primary mode of living is focused internally, where you take things in via your five senses in a literal, concrete fashion. Your secondary mode is external, where you deal with things according to how you feel about them, or how they fit into your personal value system.

ISFJ's live in a world that is concrete and kind. They are truly warm and kind-hearted, and want to believe the best of people. They value harmony and cooperation, and are likely to be very sensitive to other people's feelings. People value the ISFJ for their consideration and awareness, and their ability to bring out the best in others by their firm desire to believe the best.

ISFJ's have a rich inner world that is not usually obvious to observers. They constantly take in information about people and situations that is personally important to them, and store it away. This tremendous store of information is usually startlingly accurate, because the ISFJ has an exceptional memory about things that are important to their value systems. It would not be uncommon for the ISFJ to remember a particular facial expression or conversation in precise detail years after the event occurred, if the situation made an impression on the ISFJ.

ISFJ's have a very clear idea of the way things should be, which they strive to attain. They value security and kindness, and respect traditions and laws. They tend to believe that existing systems are there because they work. Therefore, they're not likely to buy into doing things in a new way, unless they're shown in a concrete way why it's better than the established method.

ISFJ's learn best by doing, rather than by reading about something in a book, or applying theory. For this reason, they are not likely to be found in fields which require a lot of conceptual analysis or theory. They value practical application. Traditional methods of higher education, which require a lot of theorizing and abstraction, are likely to be a chore for the ISFJ. The ISFJ learns a task best by being shown its practical application. Once the task is learned, and its practical importance is understood, the ISFJ will faithfully and tirelessly carry through the task to completion. The ISFJ is extremely dependable.

The ISFJ has an extremely well-developed sense of space, function, and aesthetic appeal. For that reason, they're likely to have beautifully furnished, functional homes. They make extremely good interior decorators. This special ability, combined with their sensitivity to

other's feelings and desires, makes them very likely to be great gift-givers - finding the right gift which will be truly appreciated by the recipient.

More so than other types, ISFJ's are extremely aware of their own internal feelings, as well as other people's feelings. They do not usually express their own feelings, keeping things inside. If they are negative feelings, they may build up inside the ISFJ until they turn into firm judgments against individuals which are difficult to change, once set. Many ISFJ's learn to express themselves, and find outlets for their powerful emotions.

Just as the ISFJ is not likely to express their feelings, they are also not likely to let on that they know how others are feeling. However, they will speak up when they feel another individual really needs help, and in such cases they can truly help others become aware of their feelings.

The ISFJ feels a strong sense of responsibility and duty. They take their responsibilities very seriously, and can be counted on to follow through. For this reason, people naturally tend to rely on them. The ISFJ has a difficult time saying "no" when asked to do something, and may become over-burdened. In such cases, the ISFJ does not usually express their difficulties to others, because they intensely dislike conflict, and because they tend to place other people's needs over their own. The ISFJ needs to learn to identify, value, and express their own needs, if they wish to avoid becoming over-worked and taken for granted.

ISFJ's need positive feedback from others. In the absence of positive feedback, or in the face of criticism, the ISFJ gets discouraged, and may even become depressed. When down on themselves or under great stress, the ISFJ begins to imagine all of the things that might go critically wrong in their life. They have strong feelings of inadequacy, and become convinced that "everything is all wrong", or "I can't do anything right".

The ISFJ is warm, generous, and dependable. They have many special gifts to offer, in their sensitivity to others, and their strong ability to keep things running smoothly. They need to remember to not be overly critical of themselves, and to give themselves some of the warmth and love which they freely dispense to others.

Jungian functional preference ordering:

Dominant: Introverted Sensing

Auxiliary: Extraverted Feeling

Tertiary: Introverted Thinking

Inferior: Extraverted Intuition

ISFJ's generally have the following traits:

- Large, rich inner store of information which they gather about people
- Highly observant and aware of people's feelings and reactions
- Excellent memory for details which are important to them
- Very in-tune with their surroundings - excellent sense of space and function
- Can be depended on to follow things through to completion

- Will work long and hard to see that jobs get done
- Stable, practical, down-to-earth - they dislike working with theory and abstract thought
- Dislike doing things which don't make sense to them
- Value security, tradition, and peaceful living
- Service-oriented: focused on what people need and want
- Kind and considerate
- Likely to put others' needs above their own
- Learn best with hands-on training
- Enjoy creating structure and order
- Take their responsibilities seriously
- Extremely uncomfortable with conflict and confrontation

ISFJ's have two basic traits which help define their best career direction: 1) they are extremely interested and in-tune with how other people are feeling, and 2) they enjoy creating structure and order, and are extremely good at it. Ideally, the ISFJ will choose a career in which they can use their exceptional people-observation skills to determine what people want or need, and then use their excellent organizational abilities to create a structured plan or environment for achieving what people want. Their excellent sense of space and function combined with their awareness of aesthetic quality also gives them quite special abilities in the more practical artistic endeavors, such as interior decorating and clothes design.

ISFJ Relationships

ISFJ's place a great deal of importance on their personal relationships. They're generally very giving and loving people, who place the needs of others above their own. They sometimes have a problem with becoming overly emotionally needy, and with keeping their true feelings hidden from others. They take their commitments very seriously, and seek lifelong relationships. ISFJ's are extremely dependable, and put forth a lot of energy into keeping things running smoothly. They sometimes have difficulty saying "no" when asked to do something, and therefore may be taken for granted.

ISFJ Strengths

- Warm, friendly and affirming by nature
- Service-oriented, wanting to please others
- Good listeners
- Will put forth lots of effort to fulfill their duties and obligations
- Excellent organizational capabilities
- Good at taking care of practical matters and daily needs
- Usually good (albeit conservative) at handling money
- Take their commitments seriously, and seek lifelong relationships

ISFJ Weaknesses

- Don't pay enough attention to their own needs
- May have difficulty branching out into new territory

- **Extreme dislike of conflict and criticism**
- **Unlikely to express their needs, which may cause pent-up frustrations to build inside**
- **Have difficulty leaving a bad relationship**
- **Have difficulty moving on after the end of a relationship**

Ten Rules to Live By to Achieve ISFJ Success

1. **Feed Your Strengths! Let your talent for recognizing harmony and balance spill out into the world around you, show your gifts to the world. Allow yourself to take opportunities to design, reorganize and rebalance things to make your home and work environments better for yourself and others. Find work or a hobby which allows you to realize these strengths.**
2. **Face Your Weaknesses! Realize and accept that some things are never going to be how you would like them to be. Understand that other peoples feelings are sometimes more important than whether they are right or wrong. Facing and dealing with discord or differences in others doesn't mean that you have to change who you are; it means that you are giving yourself opportunities to grow. By facing your weaknesses, you honor your true self and that of others.**
3. **Discover the World of Others. Don't let yourself fall into the trap of thinking you always know what is right for others. Open your heart to the possibility of understanding that their true needs are something that must be discovered through relationship, and recognition that their world might be very different, yet just as valid as your own.**
4. **Don't be too hasty. Try to let things settle before you make a judgment, allowing others to discover the best for themselves while you feel your way into their way of seeing things.**
5. **Look Carefully at the World. Remember, things are not always what they seem on the surface. You might need to look deeper to discover the truth, particularly when it seems you are sure of your first quick judgment. There are layers of meaning and truth beneath everything.**
6. **Try to Let Others Take Some of the Load. By letting others help, you are not letting things get out of control, but are validating their own need to be a part of your life. Remember, it is better to guide another to see your point of view than keeping them out of the picture.**
7. **Be Accountable to Others. Remember that they need to understand you and your needs too. Express your feelings and reasons and let them become partners to your goals.**
8. **Don't Hem Yourself in. Staying in your comfort zone is self defeating in the end. Try to make every day one where you get out and discover a little**

something different about the world and others. This will broaden your horizons and bring new ideas and opportunities into focus.

- 9. Assume the Best and Seek for it. Don't wait for others to live up to your expectations. Every person has a goldmine of worth in them, just as every situation can be turned to some good. If you let yourself believe this, you will find yourself discovering ways to make it true for you.**
- 10. When in Doubt, Ask For Help! Don't let your sense of self sufficiency leave you on the horns of a dilemma or lead you into disaster. If you are uncertain of something or someone then get input from others you trust.**

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ISFP - Introverted Sensing Feeling Perceiving (Introverted Feeling with Extraverted Sensing)

The Artist

As an ISFP, your primary mode of living is focused internally, where you deal with things according to how you feel about them, or how they fit into your value system. Your secondary mode is external, where you take things in via your five senses in a literal, concrete fashion.

ISFP's live in the world of sensation possibilities. They are keenly in tune with the way things look, taste, sound, feel and smell. They have a strong aesthetic appreciation for art, and are likely to be artists in some form, because they are unusually gifted at creating and composing things which will strongly affect the senses. They have a strong set of values, which they strive to consistently meet in their lives. They need to feel as if they're living their lives in accordance with what they feel is right, and will rebel against anything which conflicts with that goal. They're likely to choose jobs and careers which allow them the freedom of working towards the realization of their value-oriented personal goals.

ISFP's tend to be quiet and reserved, and difficult to get to know well. They hold back their ideas and opinions except from those who they are closest to. They are likely to be kind, gentle and sensitive in their dealings with others. They are interested in contributing to people's sense of well-being and happiness, and will put a great deal of effort and energy into tasks which they believe in.

ISFP's have a strong affinity for aesthetics and beauty. They're likely to be animal lovers, and to have a true appreciation for the beauties of nature. They're original and independent, and need to have personal space. They value people who take the time to understand the ISFP, and who support the ISFP in pursuing their goals in their own, unique way. People who don't know them well may see their unique way of life as a sign of carefree light-heartedness, but the ISFP actually takes life very seriously, constantly gathering specific information and shifting it through their value systems, in search for clarification and underlying meaning.

ISFP's are action-oriented individuals. They are "doers", and are usually uncomfortable with theorizing concepts and ideas, unless they see a practical application. They learn best in a "hands-on" environment, and consequently may become easily bored with the traditional teaching methods, which emphasize abstract thinking. They do not like impersonal analysis, and are uncomfortable with the idea of making decisions based strictly on logic. Their strong value systems demand that decisions are evaluated against their subjective beliefs, rather than against some objective rules or laws.

ISFP's are extremely perceptive and aware of others. They constantly gather specific information about people, and seek to discover what it means. They are usually penetratingly accurate in their perceptions of others.

ISFP's are warm and sympathetic. They genuinely care about people, and are strongly service-oriented in their desire to please. They have an unusually deep well of caring for those who are close to them, and are likely to show their love through actions, rather than words.

ISFP's have no desire to lead or control others, just as they have no desire to be led or controlled by others. They need space and time alone to evaluate the circumstances of their life against their value system, and are likely to respect other people's needs for the same.

The ISFP is likely to not give themselves enough credit for the things which they do extremely well. Their strong value systems can lead them to be intensely perfectionist, and cause them to judge themselves with unnecessary harshness.

The ISFP has many special gifts for the world, especially in the areas of creating artistic sensation, and selflessly serving others. Life is not likely to be extremely easy for the ISFP, because they take life so seriously, but they have the tools to make their lives and the lives of those close to them richly rewarding experiences.

Jungian functional preference ordering:

Dominant: Introverted Feeling

Auxiliary: Extraverted Sensing

Tertiary: Introverted Intuition

Inferior: Extraverted Thinking

ISFP's generally have the following traits:

- **Keen awareness of their environment**
- **Live in the present moment**
- **Enjoy a slower pace - they like to take time to savor the present moment**
- **Dislike dealing with theory or abstract thought, unless they see a practical application**
- **Faithful and loyal to people and ideas which are important to them**
- **Individualistic, having no desire to lead or follow**
- **Take things seriously, although they frequently appear not to**
- **Special bond with children and animals**
- **Quiet and reserved, except with people they know extremely well**
- **Trusting, sensitive, and kind**
- **Service-oriented; they're driven to help others**
- **Extremely well-developed appreciation for aesthetic beauty**
- **Likely to be original and unconventional**
- **Learn best with hands-on training**
- **Hate being confined to strict schedules and regimens**

- Need space and freedom to do things their own way
- Dislike mundane, routine tasks, but will perform them if necessary

The ISFP is a very special individual who needs to have a career which is more than a job. The middle of the road is not likely to be a place where they will be fulfilled and happy. They need to have a career which is consistent with their strong core of inner values. Since they prefer to live in the current moment, and take the time to savor it, they do not do well with some of the more fast-paced corporate environments. They need a great deal of space and freedom if they are going to function in their natural realm of acute sensory awareness. If they give free reign to their natural abilities, they may find a wonderful artist within themselves. Almost every major artist in the world has been an ISFP. Since the ISFP is so acutely aware of people's feelings and reactions, and is driven by their inner values to help people, the ISFP is also a natural counselor and teacher.

ISFP Relationships

ISFP's are warmhearted, gentle people who take their commitments seriously, and seek lifelong relationships. They are very private people, who keep their true feelings and opinions reserved or hidden from others. This may cause them to constantly defer to their mates in their intimate relationships, which may cause problems if their mates are not extremely aware of the ISFP's feelings. Some ISFP's who are in the habit of not expressing their needs and feelings find themselves in situations throughout their life where they feel overshadowed, overlooked, or even "tread upon" by others. Highly practical and cynical by nature, these feelings may cause the ISFP to become bitter, and to either give up on their relationships, or to start using their relationships for their own personal gain. Although this problem is observed sometimes in the ISFP type, it does not seem to be present in those ISFP's who consistently express their feelings to those closest to them. These ISFP's have a very positive, warm outlook on life and love, and are not as likely to find themselves in relationships where they are taken for granted or taken advantage of. ISFP's go to great lengths to please their partners. They're very loyal and supportive, with a deep capacity for love. They detest conflict and discord, and highly value being seen and understood for who they are. They need space to live their lives in their own unique way, and will respect other's need for space.

ISFP Strengths

- Warm, friendly and affirming by nature
- Usually optimistic
- Good listeners
- Good at dealing with practical day-to-day concerns
- Flexible and laid-back, usually willing to defer to their mates
- Their love of aesthetic beauty and appreciation for function makes them likely to have attractive, functional homes
- Take their commitments seriously, and seek lifelong relationships
- Likely to value and respect other's personal space
- Likely to enjoy showing their affection through acts and deeds
- Sensuous and earthy

ISFP Weaknesses

- **Not good at long-range financial (or other) planning**
- **Extreme dislike of conflict and criticism**
- **Focused on enjoying the present moment, they may appear lazy or slow-moving at times**
- **Need to have their own space, and dislike having it invaded**
- **May be slow to show their affection with words**
- **Tendency to hold back their thoughts and feelings, unless drawn out**
- **May become overly cynical and practical**

Ten Rules to Live By to Achieve ISFP Success

1. **Feed Your Strengths! Encourage your natural artistic abilities and creativity. Nourish your spirituality. Give yourself opportunities to help the needy or underprivileged.**
2. **Face Your Weaknesses! Realize and accept that some traits are strengths and some are weaknesses. Facing and dealing with your weaknesses doesn't mean that you have to change who you are, it means that you want to be the best You possible. By facing your weaknesses, you are honoring your true self, rather than attacking yourself.**
3. **Express Your Feelings. Don't let unexpressed emotions build up inside of you. If you have strong feelings, sort them out and express them, Don't let them build up inside you to the point where they become unmanageable!**
4. **Listen to Everything. Try not to dismiss anything immediately. Let everything soak in for awhile, then apply judgment.**
5. **Smile at Criticism. Remember that people will not always agree with you or understand you, even if they value you greatly. Try to see disagreement and criticism as an opportunity for growth. In fact, that is exactly what it is.**
6. **Be Aware of Others. Remember that there are 15 other personality types out there who see things differently than you see them. Try to identify other people's types. Try to understand their perspectives.**
7. **Be Accountable for Yourself. Remember that YOU have more control over your life than any other person has.**
8. **Be Gentle in Your Expectations. You will always be disappointed with others if you expect too much of them. Being disappointed with another person is the best way to drive them away. Treat others with the same gentleness that you would like to be treated with.**
9. **Assume the Best. Don't distress yourself by assuming the worst. Remember that a positive attitude often creates positive situations.**
10. **When in Doubt, Ask Questions! Don't assume that the lack of feedback is the same thing as negative feedback. If you need feedback and don't have any, ask for it.**

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ISTJ - Introverted Sensing Thinking Judging (Introverted Sensing with Extraverted Thinking)

The Duty Fulfiller

As an ISTJ, your primary mode of living is focused internally, where you take things in via your five senses in a literal, concrete fashion. Your secondary mode is external, where you deal with things rationally and logically.

ISTJ's are quiet and reserved individuals who are interested in security and peaceful living. They have a strongly-felt internal sense of duty, which lends them a serious air and the motivation to follow through on tasks. Organized and methodical in their approach, they can generally succeed at any task which they undertake.

ISTJ's are very loyal, faithful, and dependable. They place great importance on honesty and integrity. They are "good citizens" who can be depended on to do the right thing for their families and communities. While they generally take things very seriously, they also usually have an offbeat sense of humor and can be a lot of fun - especially at family or work-related gatherings.

ISTJ's tend to believe in laws and traditions, and expect the same from others. They're not comfortable with breaking laws or going against the rules. If they are able to see a good reason for stepping outside of the established mode of doing things, the ISTJ will support that effort. However, ISTJ's more often tend to believe that things should be done according to procedures and plans. If an ISTJ has not developed their Intuitive side sufficiently, they may become overly obsessed with structure, and insist on doing everything "by the book".

The ISTJ is extremely dependable on following through with things which he or she has promised. For this reason, they sometimes get more and more work piled on them. Because the ISTJ has such a strong sense of duty, they may have a difficult time saying "no" when they are given more work than they can reasonably handle. For this reason, the ISTJ often works long hours, and may be unwittingly taken advantage of.

The ISTJ will work for long periods of time and put tremendous amounts of energy into doing any task which they see as important to fulfilling a goal. However, they will resist putting energy into things which don't make sense to them, or for which they can't see a practical application. They prefer to work alone, but work well in teams when the situation demands it. They like to be accountable for their actions, and enjoy being in positions of authority. The ISTJ has little use for theory or abstract thinking, unless the practical application is clear.

ISTJ's have tremendous respect for facts. They hold a tremendous store of facts within themselves, which they have gathered through their Sensing preference. They may have

difficulty understanding a theory or idea which is different from their own perspective. However, if they are shown the importance or relevance of the idea to someone who they respect or care about, the idea becomes a fact, which the ISTJ will internalize and support. Once the ISTJ supports a cause or idea, he or she will stop at no lengths to ensure that they are doing their duty of giving support where support is needed.

The ISTJ is not naturally in tune with their own feelings and the feelings of others. They may have difficulty picking up on emotional needs immediately, as they are presented. Being perfectionists themselves, they have a tendency to take other people's efforts for granted, like they take their own efforts for granted. They need to remember to pat people on the back once in a while.

ISTJ's are likely to be uncomfortable expressing affection and emotion to others. However, their strong sense of duty and the ability to see what needs to be done in any situation usually allows them to overcome their natural reservations, and they are usually quite supporting and caring individuals with the people that they love. Once the ISTJ realizes the emotional needs of those who are close to them, they put forth effort to meet those needs.

The ISTJ is extremely faithful and loyal. Traditional and family-minded, they will put forth great amounts of effort at making their homes and families running smoothly. They are responsible parents, taking their parenting roles seriously. They are usually good and generous providers to their families. They care deeply about those close to them, although they usually are not comfortable with expressing their love. The ISTJ is likely to express their affection through actions, rather than through words.

ISTJ's have an excellent ability to take any task and define it, organize it, plan it, and implement it through to completion. They are very hard workers, who do not allow obstacles to get in the way of performing their duties. They do not usually give themselves enough credit for their achievements, seeing their accomplishments simply as the natural fulfillment of their obligations.

ISTJ's usually have a great sense of space and function, and artistic appreciation. Their homes are likely to be tastefully furnished and immaculately maintained. They are acutely aware of their senses, and want to be in surroundings which fit their need for structure, order, and beauty.

Under stress, ISTJ's may fall into "catastrophe mode", where they see nothing but all of the possibilities of what could go wrong. They will berate themselves for things which they should have done differently, or duties which they failed to perform. They will lose their ability to see things calmly and reasonably, and will depress themselves with their visions of doom.

In general, the ISTJ has a tremendous amount of potential. Capable, logical, reasonable, and effective individuals with a deeply driven desire to promote security and peaceful

living, the ISTJ has what it takes to be highly effective at achieving their chosen goals - whatever they may be.

Jungian functional preference ordering:

Dominant: Introverted Sensing

Auxiliary: Extraverted Thinking

Tertiary: Introverted Feeling

Inferior: Extraverted Intuition

ISTJ's generally have the following traits:

- Value tradition, security, and peaceful living
- Will work long and hard to fulfill duties
- Can be depended on to follow through on tasks
- Loyal and faithful
- Stable, practical and down-to-earth
- Family-minded
- Dislike doing things which don't make sense to them
- Dislike abstract theory, unless they see the practical application
- Natural leaders
- Prefer to work alone, but work well in teams when necessary
- Extremely observant, they take in facts via their senses and store them internally
- Vast, rich inner store of facts which they rely on to understand problems which they encounter in their lives
- Profound respect for facts and concrete information
- Make decisions objectively, applying logic and rational thinking
- Dislike change, unless they are shown it's benefit in a concrete way
- Have strong opinions about the way things should be done
- Appreciate structured, orderly environments
- Have very high standards for their own behavior and the behavior of others
- Not naturally in-tune with other people's feelings
- Able to accomplish almost anything if they put their minds to it
- Community minded "good citizens"

ISTJ's have one character trait which puts them at a definite advantage in terms of career success - Perseverance. An ISTJ can do almost anything that they have decided to do. However, there are areas in which they will function more happily and naturally. An ISTJ will do best in a career in which they can use their excellent organizational skills and their powers of concentration to create order and structure. ISTJ's seem to fit extremely well into the Management and Executive layer of the corporate business world.

ISTJ Relationships

The ISTJ's word is as good as gold, and they honor their commitments faithfully. They believe that to do otherwise would be nothing less than a breach of honor and trustworthiness. Consequently, they take their vows very seriously, and once they have said "I do", that means they are bound to the relationship until "death do us apart" or

otherwise. ISTJ's are driven to fulfill their responsibilities and duties, and will do so with tireless effort. They will do their best to meet the obligations presented by the different relationship roles which they play during their lives, i.e. spouse, parent, offspring, etc. They may have difficulty showing warmth, but they frequently feel it in abundance, and most develop the ability to show it through sheer effort. If nothing else, the ISTJ holds the gold medal of all the personality types for Effort. They will put forth tremendous amounts of effort to accomplish goals which are important to them. If healthy relationships are among these goals, you can bet that the ISTJ will do everything that they can to foster and maintain healthy relationships.

ISTJ Strengths

- Honor their commitments
- Take their relationship roles very seriously
- Usually able to communicate what's on their minds with precision
- Good listeners
- Extremely good (albeit conservative) with money
- Able to take constructive criticism well
- Able to tolerate conflict situations without emotional upheaval
- Able to dole out punishment or criticism when called for

ISTJ Weaknesses

- Tendency to believe that they're always right
- Tendency to get involved in "win-lose" conversations
- Not naturally in-tune with what others are feeling
- Their value for structure may seem rigid to others
- Not likely to give enough praise or affirmation to their loved ones

Ten Rules to Live By to Achieve ISTJ Success

1. **Feed Your Strengths!** Do things that allow your excellent organizational and logical abilities to flourish. Explore the worlds of business management, accounting, and medicine.
2. **Face Your Weaknesses!** See your weaknesses for what they are, and seek to overcome them. Especially, strive to use your judgment against your internal store of knowledge, rather than as a means of disregarding other people's ideas.
3. **Talk Through Your Thoughts.** You need to step through your vast amount of information in order to put things into perspective. Give yourself appropriate time to do this, and take advantage of discussing ideas with others. Some find that externalizing your thoughts is a valuable exercise, as is expressing your ideas clearly in writing.
4. **Take in Everything.** Don't dismiss ideas prematurely because you don't respect the person generating the ideas, or because you think you already know it all. After all, everybody has something to offer, and nobody knows everything. As Steven Covey says, "Seek first to understand, and then to be understood."
5. **Quench Your Desire to Control Others.** Remember that most people do not want to be controlled. Again, turn your controlling tendencies inwardly rather than outwardly. You can only really control yourself.

- 6. Be Aware of Others. Take time to notice where others are coming from. What is their personality type? How are they currently feeling?**
- 7. Be Accountable for Yourself. Don't blame the problems in your life on other people. Look inwardly for solutions.**
- 9. Be Gentle in Your Expectations, and judge yourself at least as harshly as you judge others. Assume the Best. Don't distress yourself and others by dwelling on the dark side of everything. Just as there is a positive charge for every negative charge, there is a light side to every dark side. Remember that positive situations are created by positive attitudes, and vice versa. Expect the best, and the best will come forward.**
- 10. There is Nothing to Fear but Fear Itself. Sometimes it's necessary to take a risk to initiate change. Don't be afraid to do so when that time comes. In most cases, the obstacles and burdens standing in the way of your goal are not really there--they just exist in your perspective. Change your perspective--change your life.**

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.

Portrait of an ISTP

Introverted Sensing Thinking Perceiving

(Introverted Thinking with Extraverted Sensing)

The Mechanic

As an ISTP, your primary mode of living is focused internally, where you deal with things rationally and logically. Your secondary mode is external, where you take things in via your five senses in a literal, concrete fashion.

ISTP's have a compelling drive to understand the way things work. They're good at logical analysis, and like to use it on practical concerns. They typically have strong powers of reasoning, although they're not interested in theories or concepts unless they can see a practical application. They like to take things apart and see the way they work.

ISTP's have an adventuresome spirit. They are attracted to motorcycles, airplanes, sky diving, surfing, etc. They thrive on action, and are usually fearless. ISTP's are fiercely independent, needing to have the space to make their own decisions about their next step. They do not believe in or follow rules and regulations, as this would prohibit their ability to "do their own thing". Their sense of adventure and desire for constant action makes ISTP's prone to becoming bored rather quickly.

ISTP's are loyal to their causes and beliefs, and are firm believers that people should be treated with equity and fairness. Although they do not respect the rules of the "System", they follow their own rules and guidelines for behavior faithfully. They will not take part in something which violates their personal laws. ISTP's are extremely loyal and faithful to their "brothers".

ISTP's like and need to spend time alone, because this is when they can sort things out in their minds most clearly. They absorb large quantities of impersonal facts from the external world, and sort through those facts, making judgments, when they are alone.

ISTP's are action-oriented people. They like to be up and about, doing things. They are not people to sit behind a desk all day and do long-range planning. Adaptable and spontaneous, they respond to what is immediately before them. They usually have strong technical skills, and can be effective technical leaders. They focus on details and practical things. They have an excellent sense of expediency and grasp of the details which enables them to make quick, effective decisions.

ISTP's avoid making judgments based on personal values - they feel that judgments and decisions should be made impartially, based on the fact. They are not naturally tuned in to how they are affecting others. They do not pay attention to their own feelings, and even distrust them and try to ignore them, because they have difficulty distinguishing

between emotional reactions and value judgments. This may be a problem area for many ISTP's.

An ISTP who is over-stressed may exhibit rash emotional outbursts of anger, or on the other extreme may be overwhelmed by emotions and feelings which they feel compelled to share with people (often inappropriately). An ISTP who is down on themselves will foray into the world of value judgments - a place which is not natural for the ISTP - and judge themselves by their inability to perform some task. They will then approach the task in a grim emotional state, expecting the worst.

ISTP's are excellent in a crisis situations. They're usually good athletes, and have very good hand-eye coordination. They are good at following through with a project, and tying up loose ends. They usually don't have much trouble with school, because they are introverts who can think logically. They are usually patient individuals, although they may be prone to occasional emotional outbursts due to their inattention to their own feelings.

ISTP's have a lot of natural ability which makes them good at many different kinds of things. However, they are happiest when they are centered in action-oriented tasks which require detailed logical analysis and technical skill. They take pride in their ability to take the next correct step.

ISTP's are optimistic, full of good cheer, loyal to their equals, uncomplicated in their desires, generous, trusting and receptive people who want no part in confining commitments.

Jungian functional preference ordering:

Dominant: Introverted Thinking

Auxiliary: Extraverted Sensing

Tertiary: Introverted Intuition

Inferior: Extraverted Feeling

ISTP's generally have the following traits:

- Interested in how and why things work
- Do not function well in regimented, structured environments; they will either feel stifled or become intensely bored
- Constantly gather facts about their environment and store them away
- Have an excellent ability to apply logic and reason to their immense store of facts to solve problems or discover how things work
- Learn best "hands-on"
- Usually able to master theory and abstract thinking, but don't particularly like dealing with it unless they see a practical application
- Action-oriented "doers"
- Focused on living in the present, rather than the future
- Love variety and new experiences
- Highly practical and realistic

- Excellent "trouble-shooters", able to quickly find solutions to a wide variety of practical problems
- Results-oriented; they like to see immediate results for their efforts
- Usually laid-back and easy-going with people
- Risk-takers who thrive on action
- Independent and determined - usually dislike committing themselves
- Usually quite self-confident

The ISTP is fortunate because they have the abilities to be good at many different kinds of tasks. Their introverted and thinking preferences give them the ability to concentrate and work through problems which leaves many doors open to them. However, to be happiest, the ISTP needs to lead a lifestyle which offers a great deal of autonomy and does not include much external enforcement of structure. ISTP's will do best working for themselves, or working in very flexible environments. Their natural interests lie towards applying their excellent reasoning skills against known facts and data to discover underlying structure, or solutions to practical questions.

ISTP Relationships

ISTP's are generally extremely capable individuals who are good at most things which interest them. They are usually bright, interesting, and exciting individuals with a lot to offer. They live almost entirely in the present moment, and usually do not make commitments beyond the immediate foreseeable future. An ISTP probably coined the phrase "nothing is unconditional". They strongly prefer to take things one day at a time, rather than make long-term commitments. If a relationship interests them and satisfies their needs, the ISTP will do their part on a daily basis to keep the relationship strong and healthy. If they lose interest in a relationship, their natural tendency will be to move on.

ISTP Strengths

- Good listeners
- Usually self-confident
- Generally optimistic and fun to be with
- Practical and realistic, they handle daily concerns
- Are not threatened by conflict or criticism
- Able to leave a relationship with relative ease once it is over
- Able to administer punishment, although they're not interested in doing so
- Likely to respect other's needs for space and privacy

ISTP Weaknesses

- Living entirely in the present, they have difficulty with long-term commitments
- Not naturally good at expressing feelings and emotions
- Not tuned in to what others are feeling, they may be insensitive at times
- Tendency to be overly private and hold back part of themselves
- Need a lot of personal space, which they don't like to have invaded
- They thrive on action and excitement, and may stir things up to create it

Ten Rules to Live By to Achieve ISTP Success

- 1. Feed Your Strengths!** Realize your gift at mastering your physical environment, and give yourself plenty of opportunities to exercise your abilities. Ride, play, paint, work it. Much of your sense of well-being will come from these experiences.
- 2. Face Your Weaknesses!** Face your fear of the unknown, and get yourself into new situations. Experience new activities and people with new perspectives. Don't isolate yourself into a narrow and lonely existence.
- 3. Talk About Your Thoughts.** Discussing your ideas and perceptions with others will help you to develop your Extraverted Sensing, and thus your understanding of the world. How well you use your auxiliary function is very important to your overall health and happiness.
- 4. Don't Be Afraid to Love.** That's just your old inferior function trying to convince you that you're unloved and unlovable. It's not true. Just because you're not sure what to do with yourself doesn't mean that you can't learn! Go on... jump in. The water's warm.
- 5. Respect Your Need for Action.** Understand that you need to be actively working with your environment to be "in the groove" with life. Don't chastise yourself for not being the sort to sit around and read a book or watch a movie. Choose a partner and companions who value active lifestyles.
- 6. Recognize Social Principles.** Realize that our society functions around some basic social principles, and that our society would fail unless those principles are recognized and upheld. In a democracy, people vote. At a red stoplight, people stop. If people stopped voting because it wasn't important to their own way of life, who would be in power? If people stopped stopping at red stop lights because it didn't fit into their way of life, how could we drive safely? Your priorities and beliefs are important, but you must recognize that the external world's agenda is also important. Don't dismiss the importance of principles that don't affect your life directly.
- 7. It's OK to Get Out of your Comfort Zone.** Understand that the only way to grow is to get outside of your comfort zone. If you're uncomfortable with an idea or situation because you're not sure how to act, that's good! That's an opportunity for growth.
- 8. Identify and Express Your Feelings.** You may have a hard time figuring out exactly how you feel about someone that you're involved with. It's important that you do figure this out. Don't lead someone on with your ambivalence. If you determine that you value the person, tell them so every time you think of it. This

- is the best way to make them feel secure in your affections, and so to promote a long-lasting relationship.
9. **Be Aware of Others.** Try to really identify where people are coming from. Their ideas, thoughts and priorities are different from yours. They have something to offer you. Try to identify their personality types.
 10. **Assume the Best.** Don't distress yourself with fear and dark imaginings. Expect the best, and the best will come.

This content comes from: <http://www.thepersonalitypage.com/>, and much of it was written by Robert Heyward.