

The Myers-Briggs test measures your personality preferences in 4 areas.

A high score in an area means you have strong tendencies toward that mode of operation. The higher your score the stronger your preference. A low score means you tend towards that mode, but you have some tendencies toward its opposite. A zero or very low score means you have no preference either way.

Your EI score indicates how you are energized.

Your SN score indicates how you obtain information for your decisions.

Your TF score measures your preference to operate from your head or your heart.

Your JP score indicates how you like to order your life.

E

An Extrovert is energized by people. A strong extrovert feels very much alone without lots of people around. E's tend to talk first & think later, know a lot of people, don't mind having a conversation while the TV is on, are approachable, don't consider the telephone to be an interruption, tend to think out loud and use people as a sounding board for their ideas, need

affirmation from friends about who I am & how do I look.

About 75% of the population are type E

I

An Introvert gets his energy from inside himself and needs his own space for recharging his batteries. An Introvert is drained by being around people. I is perceived as a good listener, tends to be shy, likes to share occasions with a few close friends, doesn't like interruptions, is suspicious if people are too complimentary, gets irritated if people repeat what has already been said. 'I' tends to consider - then speak, An 'I' is reluctant to reveal himself and may resist taking this test for fear of being exposed, but can complete the test in a short time without carefully considering & weighing each question.

About 25% of the population are type I

S

The Sensor gets his information from external events; tends to be practical, base his decisions on experience, is down to earth, and notices details. An S prefers specific answers to specific questions, would rather DO something rather than think about it, likes to concentrate on the task at hand, likes tasks with tangible results, prefers facts to theories, thinks 'fantasy' is a dirty word, prefers clear/complete plans to vague guidelines, are very literal in use of words, very much a 'show me' person. An S may resist taking this test & quickly get bored with it because it is not practical and doesn't have an immediate application. S will take a long time to take this test, reading every question carefully.

About 75% of the population are type S

N

The iNtuitive type gets his information from within himself, tends to favor hunches, bases his decisions on possibilities, is innovative, imaginative. An N tends to think about several things at once, finds future possibilities more intriguing than frightening, thinks 'boring details' is a redundancy, believes time is relative, likes to figure out how things work, is prone to puns & word games, thinks in terms of general directions rather than specific steps.

About 25% of the population are type N

T

The Thinker tends toward logic, reason, laws, policy, principals, justice, and impersonal decisions. The T tends to favor critical analysis, stay calm & objective when others panic, enjoy proving their point, would rather be right than liked, remember facts better than faces. The thinker thinks the feeler is fuzzybrained. The population is equally divided between Ts and Fs, although more men tend to be Thinkers & more women tend to be Feelers.

F

The Feeler tends toward subjective & social values, personal feelings, harmony, intimacy, sympathy and devotion. The F overextends himself to meet others needs, enjoys serving people, tends to retract statements that offend others, asks himself 'how will this affect the people involved'.

The feeler feels the thinker has ice in his veins.

The population is equally divided between Ts and Fs, although more men tend to be Thinkers & more women tend to be Feelers.

J

The Judgement type tends toward planning, goal setting, deciding, and getting-things-done. Once the J makes a decision he tends to be fixed and inflexible. The J finds himself always waiting for others - who are always late; thinks that if everyone would do what they are supposed to, the world would be a better place, has a personal schedule for the day, and gets frustrated when the schedule is interrupted, doesn't like surprises, keeps lists, thrives on order, likes to finish-the-job. J creates an environment that is structured, scheduled, ordered, planned, and controlled; is decisive, deliberate. J's plan their work and work their plan.

The population is equally divided between Js and Ps.

P

The Perceptive type tends toward plan-as-you-go, flexibility, open-ended tentative agreements, and letting-life-unfold. P is easily distracted, loves to explore the unknown, doesn't plan tasks, depends on last-minute-surts to meet deadlines, doesn't believe neatness counts, enjoys creativity, tries to turn work into play, doesn't like to be pinned down, tends toward non-judgemental statements. 'P' must generate alternatives for everything. Likes to keep his options open, but not always - it all depends.

The population is equally divided between Js and Ps.

FP

You should never have a party without an FP

TJ

60 % of the world's managers are TJ.

SP

The SP must be free & will not be tied down with responsibility. Eat, drink & be merry, for tomorrow we die. In Aesop's fable of the ant & the grasshopper, the SP is the grasshopper. SP has the urge for impulsive action-for-right-now rather than practicing for some future event. Waiting is the same as death. Likes diversity & trying new things. Easy come easy go. Not goal oriented.

Yet the SP shows long endurance; He wouldn't climb a mountain to get to the top, but for the thrill of every moment. Gravitates toward jobs where action is involved. Tends to be fraternal & loyal to his equals. Master of the grand gesture, but not of the small important acts or words. Capable of abruptly abandoning his path & striking out in a completely different direction. Optimistic, libertarian, social equality. Compulsion to perform. SP strengths are practicality, adept problem solving skills, resourcefulness. As manager, SP is excellent in a crisis - and is not above creating a crisis to give him a sense of purpose. As mate, enjoys intensity & a thrill a minute. As teachers, are best at practical-vocational, tend to shy away from theoretical or abstract. Not good at lesson plans. Dealing with money, SP is the original high roller. Not good at academics, poor spellers, least likely of all the types to receive a college degree. Chooses clothes for IMPACT.

About 38% of the population

SJ

The SJ exists to belong and be useful to his social group. A giver, provider, caretaker, parent; feels uncomfortable in a dependent role. Duty oriented, desires to serve, very aware of what-should-be-done. Is comfortable with obligations. Has a strong work ethic & desire for hierarchy & rule & order. Pessimistic, spends much energy in preparing for the future. Tradition & heritage are important. Has a keen sense for detecting ingratitude & lack of appreciation. Drawn to institutions; banking, teaching, government, service. Strong desire to conserve & store-up-for-the-future. Obligation to serve often overrides the fact that he is already overburdened. Backbone of society. SJ strengths are administration, dependability, ability to take charge. Home & hearth are cornerstones of SJ marriages, ritual & tradition is important. SJ makes very clear who is the parent & what is expected of children. As teacher SJ places high importance on neatness & punctuality. SJ's are the money - and moneyed - people of the world. Prefers classic, durable clothes. 60% of public school teachers are SJ.

About 38% of the population

NT

NT often feel like aliens in a world of SPs and SJs. The NT has a hunger for understanding, control & power; not over people as much as over things. Basic drives are for competence, abilities, skills, ingenuity. Loves doing things well. Addicted to storing up wisdom & acquiring intelligence. Has more interest in figuring things out than actually doing them. Self critical and self doubt to the point of paralysis. Perfectionist, tense, compulsive, fear-of-failure. Doesn't accept the conventional wisdom. Tries to lift others to his own exaggerated levels of competence and can be arrogant with those who choose not to see the complexity of his chosen area. His arrogance causes others to withhold their reactions for fear of being labeled 'stupid' and isolates him from the people around him. His speech tends to be terse, compact, logical, precise. Wastes few words. Doesn't like to state the obvious. Passion for knowing. Tends to seek complicated & exacting profession; engineer, mathematics, philosophy. Enjoys building systems, developing models, exploring ideas. Tends to be straightforward in dealing with others; others find him cold, remote, detached & enigmatic. Vulnerable to all-work-and-no-play. Enjoys playing with words, paradox, bad puns. Tends to focus on the future; the past is dead & gone. Is humiliated when others witness his errors. Not sensitive to emotions of others, capable of biting sarcasm. NT strengths are the ability to see the big picture, a talent for systems planning, insight into the internal logic & principles of systems, and the ability to speak & write clearly. As managers, NT is the strategic planner; as mate NT is more interested in intellectualizing feeling & emotions than in experiencing them; As parent NT provides a role model that is impossible to live up to; as teacher, NT clarity & precision can be both exciting & intimidating to students, but they can bore their students by working a point to death; in finances, NT probably has a plan, but at the same time is comfortable with high risk ventures. NT chooses clothes for comfort & utility, doesn't pay much attention to fashion. About 12% of the population

NF

The purpose of life for an NF is to find his purpose in life. NF is self in search of self & has difficulty understanding what seem to be the false goals of others. Search for identity, meaning, & actualization. Believes his real self is somewhat less than what it should be. Desires to be genuine, transparent; without masks or game-playing. Life is a drama; each encounter is pregnant with becoming. Very sensitive to non-verbal communication. Relationships can fall into a pattern of generous investment of energy followed by disappointment in what-could-have-been. Tend to be writers, poets, musicians teachers, counselors, actors; excellent communicators; gift of helping people grow; strong empathy. Good at appearing to be what the beholder wants to see. Seeks greater intensity in relationships, seeks elusive intimacy. At once both the audience and the actor. Often has difficulty putting limits on time & energy spent at work. Seeks perfection; and is often disappointed. Tends to romanticize experience. Hunger for relationships. NF strengths are a capacity for working with people & drawing out their best, being articulate & persuasive, a strong desire to help others, and the ability to affirm others freely & easily. As a manager, NF has difficulty being firm, tends to give workers too much leeway. As mate, NF has a deep need to give & receive affection and avoid conflict. As a teacher, NF makes each student feel important & cared about. Desire to please & comfortable with theory makes NF an excellent student. About 12% of the population

ENFJ

ENFJs are outstanding leaders with unusual charisma. Take for granted they will be followed. ENFJ is a people person & often feels responsible for the feelings of others. Caring & concern results in being overwhelmed with others need for nurture & support. Very tolerant of others, trustworthy, seldom critical. Skill in speaking makes them influential in groups. Attracted to clergy, actor, writer, or consultant. About 5% of the population

INFJ

INFJ has a strong drive to contribute to the welfare of others; enjoys helping people. Understands psychic phenomenon better than others; can intuit good & evil in others; strong empathy with others makes INFJ easily hurt. Leads from behind the scenes. Hard to get to know; complex personality. Finds conflict disagreeable; works for harmony in the group. Responds to praise and uses approval to motivate others. Tension in the group can cause physical illness. Master of metaphor and good at painting word pictures. Good student but tends to be over-perfectionist. Likely to select liberal arts and an occupation that deals with people one-on-one. Attracted to writing, the ministry, counseling others. Sensitivity to eruptions in inner life often leads them to seek counseling themselves. Devoted to spouse but openness to physical approach

depends on mood. Need harmony in the home. Circle of friends likely to be small. Strong bonds to children, spouse, and friends.

About 1% of the population

ENFP

ENFP has strong influence on people around them; has an uncanny sense of the motivations of others. Strives for authenticity & spontaneity but finds his efforts always lacking. Considers intense emotions vital. Continuous scanning of environment; notices every detail. Their attention is never casual; always directed. Always aware of but not always accurate in interpreting others 'hidden motives'. Tend to be hypersensitive & hyperalert, may suffer muscle tension; always ready for an emergency. Becomes bored quickly. Enjoys creating but do not enjoy finishing the job. Strong independence, resist subordination. Finds himself surrounded by others looking for wisdom, inspiration, leadership. As workers they can do almost anything that interests them. Good at solving people problems. Charming and at ease. Has excellent creativity but difficulty picking up on ideas or projects of others. Does not like routine & loses interest when bored. Makes extensive use of intuitive powers and has wide range of personal relationships. Make excellent sales people, politicians, advertising people, character actors. Needs feedback of others. Has difficulty working within an institution or structured environment. ENFP is charming, gentle, and nonconformist as a mate. Conflict free home is demanded. In charge at home. Probably spends too much. Not interested in saving.

About 5% of the population

INFP

INFP presents a calm, pleasant, shy, cool, reserved appearance but inside cares deeply. A sparse 1% of the population makes them feel isolated. An idealist; defender of the faith; given to acts of atonement & self-sacrifice for perceived acts of impurity. Seeks unity of body & mind, emotion & intellect. Responds to the good & moral & beautiful. Gifted at interpreting symbols, use of logic is optional. Deals with reality in an impressionistic way without a complete grasp of details. Impatient with the hypothetical. At work keeps psychological distance; dislikes interruption; patient with complicated situations; impatient with routine details. Seldom makes value judgement errors. Careers tend toward ministry, teaching, psychology, missionary. Tends not to be a businessperson.

Good at academics especially languages. As mates have a deep commitment to pledges, avoids conflict. Sensitive to feelings of others. Difficulty in reconciling romantic ideals with reality of living with another. Devoted to welfare of family, strong devotion and adaptability in relationships, easy to live with - until ideals are violated. Convinced that pleasure now must be paid for with pain later. Often has a subtle tragic motif.

ENTJ

ENTJ is a take charge person from a very young age. Strong urge to give structure to those around them. Good at planning, good at establishing policy & goals. Quick to abandon regulations; impatient with repeated errors. Natural organization builders, work from well thought out plans but people's feelings are not usually part of the plan. Tireless in energy devoted to job. Good at working in structured groups, enjoys executive responsibilities. Take charge at home; expect a great deal from their mates; children are expected to obey. ENTJ husband is the boss & expects meals on time. ENTJ female has difficulty finding a mate she won't overwhelm.

About 5% of the population

INTJ

INTJ has high self confidence & awareness of his own power. Decision making comes naturally. A builder of systems; the applier of theoretical models. Authority of others or the conventional wisdom does not impress the INTJ. Conforms to the rules if they make sense. Supreme pragmatist; sees reality as arbitrary; reality can be changed to fit the theory; aggressively seeks new concepts. Better at intuitive logic than deductive logic. Ideas and people must pass the test of usefulness. Single minded drive to complete projects; energized by difficulties. Good scientists, engineers, any job that requires creation & application of technology. High achiever, has high drive. Others feel an INTJ can see right through them, and most of the time is critical of what he finds. People perceive INTJ as unemotional, cold. As employees are dedicated to the institution rather than to people. As mates INTJ wants harmony & order. Trusts intuitions about others even in the face of conflicting evidence. Hard to read the emotions of an INTJ; but are hypersensitive to signals of rejection by others. INTJ does not enjoy physical contact except with a chosen few. INTJ is vulnerable to mistakes in the emotional area.

About 1% of the population.

ENTP

ENTP loves to exercise ingenuity & is very sensitive to possibility of what is apt to occur next. Good at analysis, enjoy the complex, interest in everything is contagious. Always on the lookout for new projects, new activities, new procedures, a better way. Has a charming capacity to ignore the traditional way. Unusual talent to rise to the occasion. Good at debate tactics to place others at a disadvantage. An entrepreneur, talkative, motivates others, good at thinking on their feet, improvisation; not good at generating a detailed blueprint in advance. Seldom conformists; not good at humdrum jobs, fail to follow through when they lose interest. Enjoy outwitting the system, good at politics. Aims at understanding people rather than judging them. Not comfortable being manipulated by others. Life with an ENTP mate tends to be a daring adventure. Enjoys brinkmanship.

About 5% of the population.

INTP

INTP exhibits great precision in thought & language. Continuous intellectual scanning tends to see inconsistencies immediately. Has excellent concentration. Authority does not impress the INTP; dislikes redundancy. Desires to understand the universe and constantly looks for universal laws & principles. Can become intellectual snob & show impatience with those less endowed. This is perceived as arrogance and generates hostility & defensive behaviors from others. INTP is the mathematician, philosopher, scientist; any job requiring architecture of ideas; but INTP is not interested in the implementation. Tend not to be sales people or writers; make excellent teachers, but can be demanding on their students. Not good at clerical tasks, impatient with routine details. Prefer to work quietly, without interruption, and alone. Do not welcome constant social activity or disorganization in the home. The mate of an INTP probably manages the social life. INTP tends to retreat into books & emerges only when physical needs are imperative. Has difficulty expressing emotions verbally; so the mate may feel taken for granted. Home is usually calm, low key, and well ordered. INTP deals with the environment primarily through intuition; thinking tends to be complicated and remains hidden except in close associations; their reserve is difficult to penetrate. This makes INTP difficult to know. Tend to be shy except with close friends. Very adaptable until principles are violated. Feeling qualities tend to be underdeveloped & make INTP insensitive to the needs of others.

About 1% of the population.

ESTJ

ESTJ is very much in touch with external environment. Pillar of strength in the community. Responsible. Good at organizing procedures, rules & regulations. They like to see things done correctly. Comfortable evaluating others & tend to judge others in terms of standard operating procedures. Tend to be impatient & abrupt with others when they don't follow the rules correctly. ESTJ is more curious about new things than about new theories. ESTJ is loyal to work & family, not likely to shirk their duty. Frequently belongs to several civic associations & likely to rise to a position of responsibility. Punctual. When ESTJ is in position of authority he is likely to be impatient with other's points of view or emotions. Keen interest in tradition & institution and has difficulty understanding those who are not. Easy to get to know, do not tend to confuse people with double messages.

About 13% of the population.

ISTJ

ISTJ is dependable, guardian of institutions, Their word is their bond. Fear bankruptcy of nation, institution, or family. Quiet & serious, persevering. Interested in details, justice, makes ISTJ excellent accountant or investment advisor. More interested in blue chip stock than in speculation. Tend toward teaching sciences, military officer. ISTJ communicates reliability & stability. Seems to others to have ice in his veins. In marriage, ISTJ is a pillar of strength, loyal, faithful. ISTJ husband is the patriarch, the breadwinner, hard on rebellious children. Danger of marrying to rescue & reform the spouse; may have a parent-child relationship with the spouse. Has distaste for ostentatious; tends to the durable & practical. ISTJ male is attracted to men-only groups & male ritual.

About 6% of the population.

ESFJ

ESFJ is most sociable of all the types, energized by people; restless when isolated from people. Strong attraction to harmony. Nurturer of institutions, outstanding hosts, remember names well. Social ties matter much. Conscious of appearances. Uses the words 'should' and 'should not'. Tradition is important. Tends

toward service occupations, excellent salesmen, sells himself rather than the product. Good at teaching, preaching, coaching, people jobs. Duty & service oriented. Loyal to bosses. Enjoys talking about events & problems of colleagues, abstraction of philosophy or science makes ESFJ restless. In marriage has clear shoulds & should nots. Prefer an orderly home; enjoy entertaining & socializing. Settles family differences quickly, require the family to be scheduled, routinized and correct. Devoted to traditional home & hearth. Enjoy the ritual of dining. ESFJ wear their heart on their sleeve, need to be needed, loved, and appreciated. Become melancholy & depressed if they take the blame for whatever is wrong in their institution or personal relationships. Need to control their fears that the worst will happen. Tend to be soft hearted & sentimental; remembers birthdays. About 13% of the population.

ISFJ

Primary desire of ISFJ is to be of service & minister to individual needs. Tradition & conservation of resources are important. Believe work is good; play must be earned. Willing to work long hours to complete a task. Least hedonistic of all the types. Adhere to procedures & established ways of doing things; distress at others not following the rules may turn inward & result in fatigue & muscle tension. Super dependable; not happy when rules are always changing. Attracted to jobs that serve others; nurse, teacher, middle manager, medical. Relate well to people with needs; the sick, students. Enjoy assisting the downtrodden. Attracted to the practical & leaves the speculation & theory to others. Devoted & loyal to their boss rather than the institution. Saving for emergencies is important. Discomfort when placed in authority over others and may compensate by doing everything themselves - resulting in overwork. Home is well kept inside & out in traditional manner. Expect their children to be proper. Prefers modest quiet friends. Fascinated & may be attracted to irresponsible mate. ISFJ is frequently misunderstood, undervalued and taken for granted. About 6% of the population.

ESTP

ESTP is a person of action. Makes things happen. Outstanding entrepreneur, diplomat, negotiators. Resourceful. Life is never dull. Socially adept, suave, master manipulator of external environment. Uncanny at detecting others motivations. Witty, clever & fun. Enjoys brinkmanship & living on the edge of disaster. Ruthless pragmatist, employs whatever-it-takes to get the job done; But not so good at following up all the boring administrative details. If desire for excitement is not channeled into constructive activities, energies may be directed toward anti-social activities; con man, swindling, counterfeiting. ESTP lives in the immediate moment. As mates they are exciting and unpredictable. Smooth & charming in social ritual; They have an endless supply of stories & jokes. Not good at deep commitment. Large circle of friends & acquaintances. Always popular. Shares everything with the mate; unexpected gifts; trip to Paris. Low tolerance for inter-personal tension leads them to avoid or break off relationships. Attraction to excitement & risk taking leads ESTP toward athlete, professional gambler, warrior. About 13% of the population.

ESFP

ESFP is the performer; radiates attractive warmth, optimism; smooth, witty, charming, clever, open, fun to be with, generous, joy of living, wears a happy face. Avoids being alone. Outstanding conversationalist; wear latest fashions; enjoy good things of life; eat, drink & be merry; life is a party. Make exciting unpredictable mates, live on the edge of adventure. Home is filled with people having a good time. ESTP refuses to recognize gloom or doom. Generous. Give without expecting anything in return. Inclined to be impulsive. Vulnerable to seduction. As a parent - a source of fun and excitement, but not patient with sick children. Very low tolerance for anxiety & avoids the down side of things. Prefer active jobs; should avoid solitary assignments. Excellent at people jobs like public relations. Not good students, avoid science & engineering, tend toward selling or business. Effective teachers & social workers. Love being in the limelight. About 13% of the population.

ISTP

ISTP is impulsive; action is an end in itself. Not subject to mere rules and regulations. Loyal to "brothers" but can be insubordinate to authority. Fearless, take risks despite frequent injury. Likes to pit himself against fate. Thrive on excitement, racing, sky diving. Subject to boredom. Drawn to tools, mechanic, painter, driving, weapons expert. Impulsive thrill seeking but lack of interest in verbal skills may be mistaken for learning disability. ISTP can be a leader, even a great one. Good sense of timing allow him to seize the moment & capitalize on mistakes of opponent. Combat is an art, a game. Understands the glory of battle.

Excellent artisan intelligence but not interested in academics.
About 13% of the population.

ISFP

ISFP are artisans by nature; more inclined to fine arts; composer, painter, dancer. Express themselves through their art rather than directly is seen as social reticence. Live epicurean lives here and now; Waiting is death. Not good at planning or preparing. Long hours of practice is not practice - it is doing. High skill & awareness of color, movement, texture, touch. ISFP is the kindest of all the types. Francis of Assisi was probably an ISFP. Usually not interested in verbal or written arts makes them seem reserved and private. Hemingway wrote of ISFPs. Good athletes. Not interested in academics. At home in the wild, good with animals, love nature.

About 5% of the population.