

Developing Sensing

In general, people who are developing their Sensing start to focus more on the present moment, taking things day by day.

New attitudes may include:

- A new appreciation of Nature
- Becoming more interested in facts and details; becoming more precise and accurate
- Becoming more realistic; becoming more concerned with how long projects take and with the realities of getting them done

New interests may include:

- Cooking
- Building
- Arts and crafts
- Listening to music
- **Exercise**
- Hiking, camping
- » Gardening
- Reading nonfiction
- Careful attention to details
- Greater interest in numbers

Developing Intuition

In general, people who are developing their Intuition become more open to change and to seeing things in new ways.

New attitudes may include:

- Becoming more interested in underlying meanings and in what symbols represent
- Developing or deepening an interest in spiritual matters and the meaning of life
- Becoming more open to using imagination
- Thinking about how people or things are related to each other; focusing on the big picture

New interests may include:

- Art, design
- Religion
- Research, study, returning to school, advanced degree
- Problem solving, brainstorming
- Inventing
- Creative writing
- Reading fiction
- Travel to learn about different cultures
- Long-range planning/thinking

Developing Thinking

In general, people who are developing their Thinking become better able to stay objective when considering data.

New attitudes may include:

- A greater emphasis on fairness and equality, even at the expense of harmony
- A new awareness of cause and effect and **the** logical consequences of actions
- Becoming more critical in evaluating people and things
- Greater interest in efficiency and competency

New interests may include;

- The rights of others
- Negotiating, arbitration
- Strategy games (Scrabble, chess, etc.)
- Debating
- Consumer awareness
- Political interests
- Elevating one's standards
- Being aware of others' standards
- Striving to be consistent

Developing Feeling

In general, people who are developing their Feeling gain a new awareness of how their actions affect others. They often reassess their priorities in more human terms.

New attitudes may include;

- Providing more emotional support for others; showing concern for other people's needs
- Cultivating friendships; sharing personal experiences and feelings
- Greater interest in communication and listening skills
- Greater appreciation for the contributions of others

New interests may include:

- Volunteer work
- Mentoring
- Rekindling past relationships
- Initiating or attending reunions
- Personal therapy
- Open, thoughtful conversation
- Writing
- Keeping a journal

- **Expressing gratitude**
Praising others

Area	Extraverted Attitude Types	Introverted Attitude Types
Focus/ Energy Flow	The object The outer world People & things '	The subject The inner world Ideas & thoughts
Prefers	Public Face-to-facc encounters	Privacy Written communication
Values	Interaction Using outside resources	Reflection Being own best resource
Approach	Energetic & forceful Gregarious	Reserved & contemplative Introspective
Style	Thinks out loud Shows the world Shares space	Thinks before speaking Guards hidden side Territorial
US Population Percentage Estimate ¹²	CAPT = 53% Myers = 65% SRI = 40% CPP = 46%	CAPT = 47% Myers = 35% SRI = 60% CPP = 54%

EFFECTS OF EACH PREFERENCE IN WORK SITUATIONS

EXTRAVERTS

Like variety and action.

Tend to be faster, dislike complicated procedures.

Are often good at greeting people.

Are often impatient with long slow jobs.

Are interested in the results of their job, in getting it done and in how other people do it.

Often do not mind the interruption of answering the telephone.

Often act quickly, sometimes without thinking.

Like to have people around.

Usually communicate freely.

INTROVERTS

Like quiet for concentration.

Tend to be careful with details, dislike sweeping statements.

Have trouble remembering names and faces.

Tend not to mind working on one project for a long time uninterruptedly.

Are interested in the idea behind their job.

Dislike telephone intrusions and interruptions.

Like to think a lot before they act, sometimes without acting.

Work contentedly alone.

Have some problems communicating.

THINKING TYPES

Do not show emotion readily and are often uncomfortable dealing with people's feelings.

May hurt people's feelings without knowing it.

Like analysis and putting things into logical order. Can get along without harmony.

Tend to decide impersonally, sometimes paying insufficient attention to people's wishes.

Need to be treated fairly.

Are able to reprimand people or fire them when necessary.

Are more analytically oriented—respond more easily to people's thoughts.

Tend to be firm-minded.

FEELING TYPES

Tend to be very aware of other people and their feelings.

Enjoy pleasing people, even in unimportant things.

Like harmony. Efficiency may be badly disturbed by office feuds.

Often let decisions be influenced by their own or other people's personal likes and wishes.

Need occasional praise.

Dislike telling people unpleasant things.

Are more people-oriented—respond more easily to people's values.

Tend to be sympathetic.

Extra
verts

<p>ESTP</p> <p>Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart or put together.</p>	<p>ESFP</p> <p>Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.</p>
<p>ESTJ</p> <p>Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary, Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.</p>	<p>ESFJ</p> <p>Warm-hearted, talkative, popular, conscientious, born cooperators, active, committee members, Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.</p>

<p>Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance, Can usually find compelling reasons for whatever they want.</p>	<p>ENTP</p> <p>Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</p>
<p>ENFJ</p> <p>Responsive and responsible. Generally feel real concern for what others think or want and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.</p>	<p>ENTJ</p> <p>Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Arc usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</p>

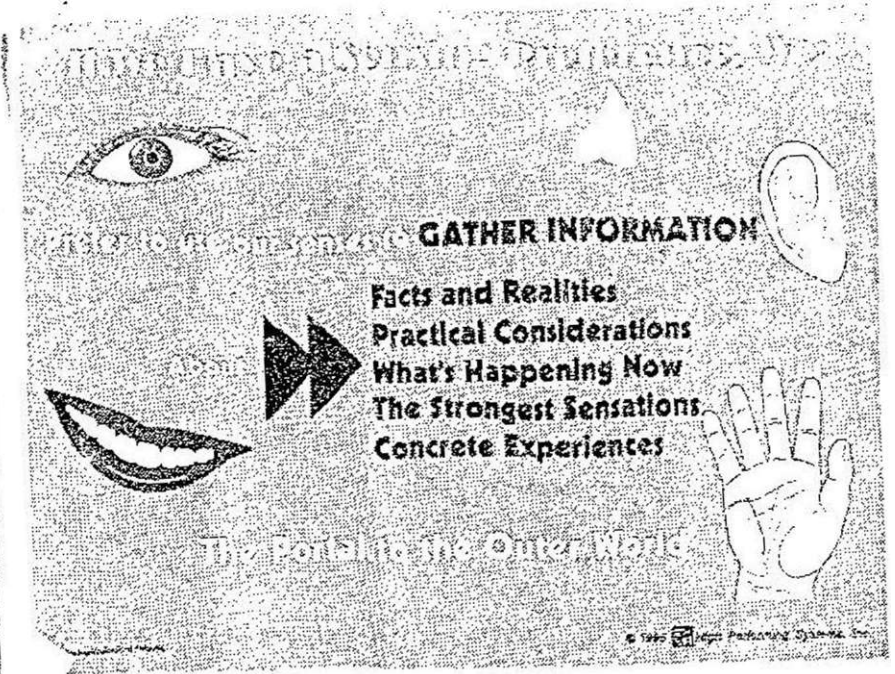
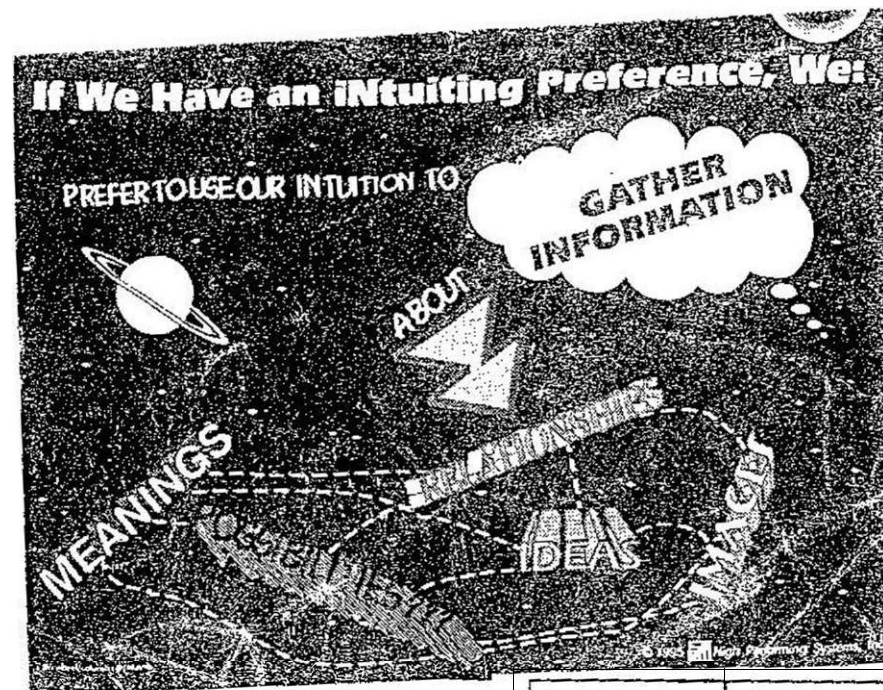
ENFP

Sensing Types		Intuitive Types	
<p>I STJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</p>	<p>ISFJ Quiet, friendly, responsible and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>INFJ Succeed by perseverance, originality and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.</p>	<p>INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.</p>
<p>ISTP Cool onlookers - quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</p>	<p>ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>INFP Full of enthusiasm and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.</p>	<p>INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. (Need careers where some strong interest can be used and useful.</p>

EFFECTS OF EACH PREFERENCE IN WORK SITUATIONS



SENSING TYPES	INTUITIVE TYPES
Dislike new problems unless there are standard ways to solve them.	Like solving new problems.
Like an established way of doing things.	Dislike doing the same thing repeatedly. ,
Enjoy using skills already learned more than learning new ones.	Enjoy learning a new skill more than using it.
Work more steadily, with realistic idea of how long it will take.	Work in bursts of energy powered by enthusiasm, with slack periods in between.
Usually reach a conclusion step by step.	Reach a conclusion quickly.
Are patient with routine details.	Are impatient with routine details.
Are impatient when the details get complicated.	Are patient with complicated situations.
Are not often inspired, and rarely trust the inspiration when they axe.	Follow their inspirations, good or bad.
Seldom make errors of fact.	Frequently make errors of fact.
Tend to be good at precise work.	Dislike taking time for precision.

JUDGING TYPES	PERCEPTIVE TYPES
Work best when they can plan their work and follow the plan.	Adapt well to changing situations.
Like to get things settled and finished.	
May decide tilings too quickly.	May have trouble making decisions.
May dislike to interrupt the project they are on for a more urgent one.	May start too many projects and have difficulty in finishing them.
May not notice new things that need to be done.	May postpone unpleasant jobs.
Want only the essentials needed to begin their work.	Want to know all about a new job.
Tend to be satisfied once they reach a judgment on a thing, situation, or person.	Tend to be curious and welcome new light on a thing, situation, or person.







Area	Sensing Function	iNtuiting Function
Focus	Facts Past/Present	Possibilities Relationships The future
Prefers	Facts	Hunches
Values	Reality	What could be
Approach	Methodical to completion	Skips from one activity to the next
Style	Views complex ideas as pieces	Views complex ideas as wholes
Memory	Experiential	Symbolic
US Population Percentage Estimate ²⁵	CAPT = 54% Myers = 68% SRI = 76% CPP = 68%	CAPT -- 46% Myers = 32% SRI = 24% CPP = 32%

If We Have a Feeling Preference, We:

Prefer to use our personal values to **MAKE DECISIONS**

By Considering  The People Involved
Harmony
Societal Norms
Right and Wrong
Personal Ideals

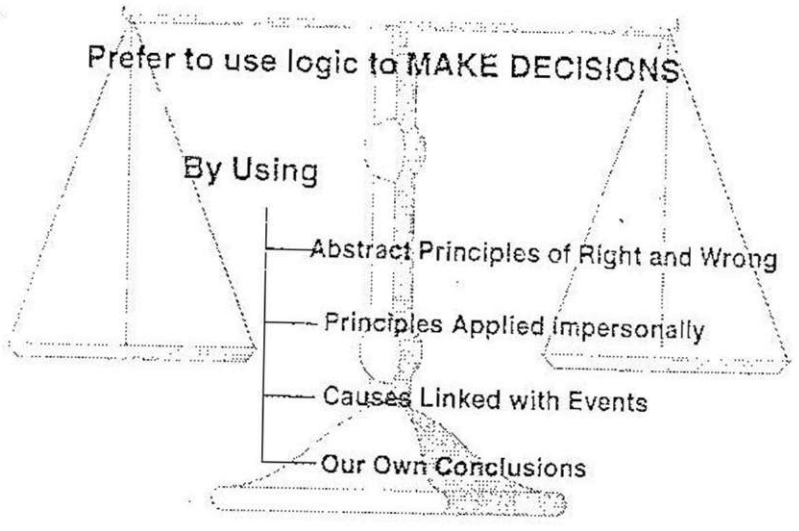
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If We Have a Thinking Preference, We:

Prefer to use logic to **MAKE DECISIONS**

By Using

- Abstract Principles of Right and Wrong
- Principles Applied Impersonally
- Causes Linked with Events
- Our Own Conclusions



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Area	Thinking Function	Feeling Function
Focus	Objective criteria	Subjective criteria
Prefers	Principles	Values
Values	Policies/Laws Justice Logic	Humaneness Harmony Subjectivity
Approach	Impersonal Black or white Standards Analytical Naming Categorizing	Personal Shades of gray Values Sympathetic Determining worth Relating
Style	Businesslike	Warm & friendly
Memory	Intellectual	Affective
US Population Percentage Estimates'*	CAPT = 42% Myers = 48% SRI = 50%	CAPT = 58% Myers = 52% SRI = 50%

CPT = 53%

CPT = 47%

Table 9.9: Type and reactions to a high level of stress (adapted from Hirsh and Kummerow, 1990, from Bayne, 1994, Table 2)

Type	Fourth function	Reaction
ISTJ ISFJ ESFP ESTP	N	See very gloomy possibilities or feel doomed and trapped
I NTJ INFJ ENFP ENTP	S	Overdo something, e.g. make lots of long lists, overeat or behave obsessively in some other way
INTP ISTP ESTJ ENTJ	F	Emotional outbursts or feel isolated and unloved
ISFP INFP ESFJ ENFJ	T	Lots of analysing or very.critical or feel useless and incompetent
