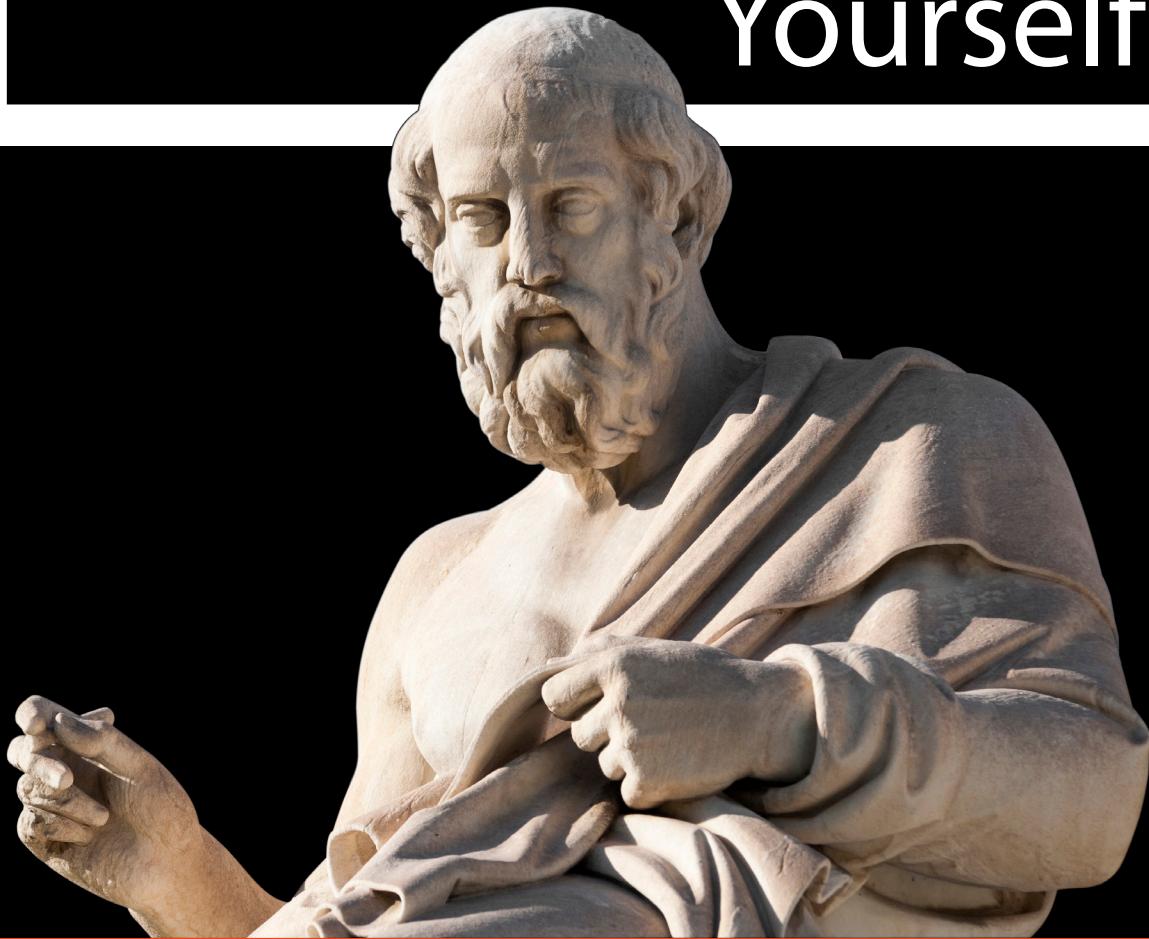


FOREWORD BY ALEX ARRICK

How to
TYPE
Yourself



Type Grid Companion

The ultimate primer to typing yourself and others.

C.S. JOSEPH

FOREWORD

Why bother with another personality test? In a 2012 article, the Washington Post estimated that since 1962, more than 50 million people have taken the Myers-Briggs personality test (commonly known as the MBTI). Organizations of all sizes use the MBTI test, from Fortune 500 companies to the U.S. State Department. The test, and the model it is based upon, have become an international phenomenon. But not without its apparent downsides.

The MBTI test, despite being based on Carl Jung's model proposed in his 1923 book "Psychological Types," has a severe flaw: *low reliability*.

If you take the test multiple times, you have a 50% chance to fall into a different category than you did previously. This alters all the proposed insights the test may have offered you (or your prospective employer) on the previous attempt.

This flaw comes from trying to place people into binary buckets based on rank-choice answers.

For example, the test averages your answers between "Feeling" and "Thinking," and if you are 51% "Thinking," you are marked with a T, with no explanation of the possibilities of other outcomes.

For me, the flaw was very apparent. I had taken MBTI tests several times and had consistently received the result of INTJ, so much so that I would bring it up in conversations as a matter of certainty. This was all until I met Chase as part of an online mastermind with some of my closest friends.

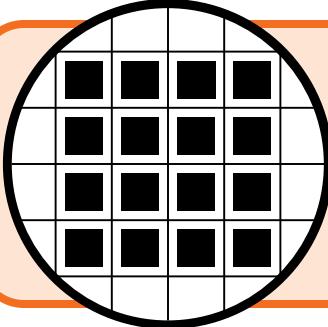
Chase noticed that I often mobilized my "introverted" friends, clearly placing me in the "extrovert" category within his model. During one of our first conversations, he confirmed to me that I was actually an *ESTP*, which struck me. I had never considered myself as a brash, risk-taking, alpha male who challenged everyone around me.

After a lengthy discussion, his explanation made more and more sense. In fact, your personality type has 4 dimensions (the Ego, the Subconscious, the Unconscious, and the Superego). Our own perspectives of ourselves can easily fall into a different type than we actually are. Your Shadow can be very active during your teenage years, and that's when my perspective about myself had formed, and it had (incorrectly) stuck with me.

A deep understanding of the model outlined in this book can give you an invaluable tool in your tool belt. No matter where you are, or what you do, you interact with *people*. Decoding people's inner thought structures is a timeless tradition that can be traced from early Greek philosophers, all the way to Carl Jung, until today. Chase has picked up the torch of this tradition and developed the model in new ways fit for the modern age (as well as smashed a bunch of misconceptions along the way).

Use this book to think deeply about those around you, complete with their flaws, their high aspirations, and their demons. Above all, use it to understand *yourself*, and you might be surprised at what you find.

Alex Arrick
Portland, Oregon



THE TYPE GRID

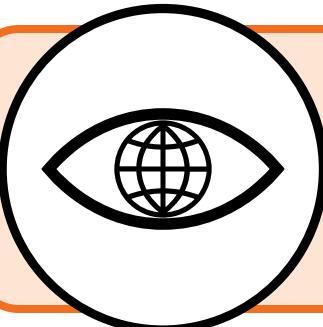
What is the Type Grid?

The Definitive Tool in
Psychoanalysis.

How are you interacting?

Knowing what you say
is not the same as
knowing how you say it.

YOUR EXPRESSION



YOUR WORLDVIEW

What is your point of view?

Every decision is
made from a
“certain point of view.”

*How do you craft solutions
to life's problems?*

Tools you use to get
through the day.

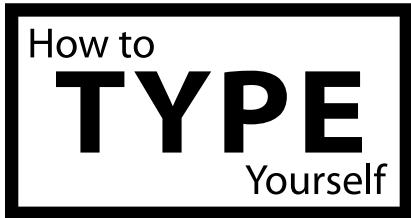
YOUR ARMAMENTS



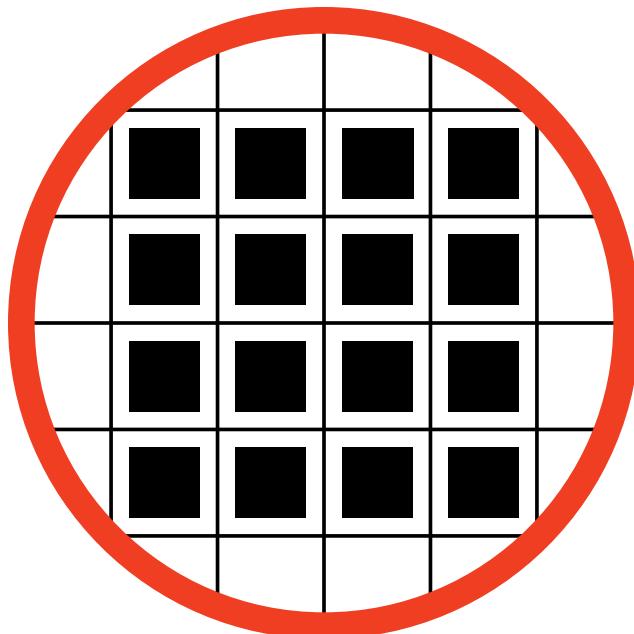
YOUR HOUSE

*Ever had trouble finding
your people?*

This is where you belong.



INTRODUCTION TO THE TYPE GRID



"Know Thyself." – Plato

What is the Type Grid?

Learn how to easily identify yourself and anyone you encounter in life.





INSTRUCTIONS

Sometimes the simplest things are the most difficult. This is true of the Type Grid as well. It is in effect an abacus or an array that unlocks the road map of human consciousness using a process of elimination.

On the following pages, please consider the description presented before attempting to judge your type.

The type grid is in effect a glorified multiplication table. This approach allows you to choose a row and column corresponding to a specific square to get a result.

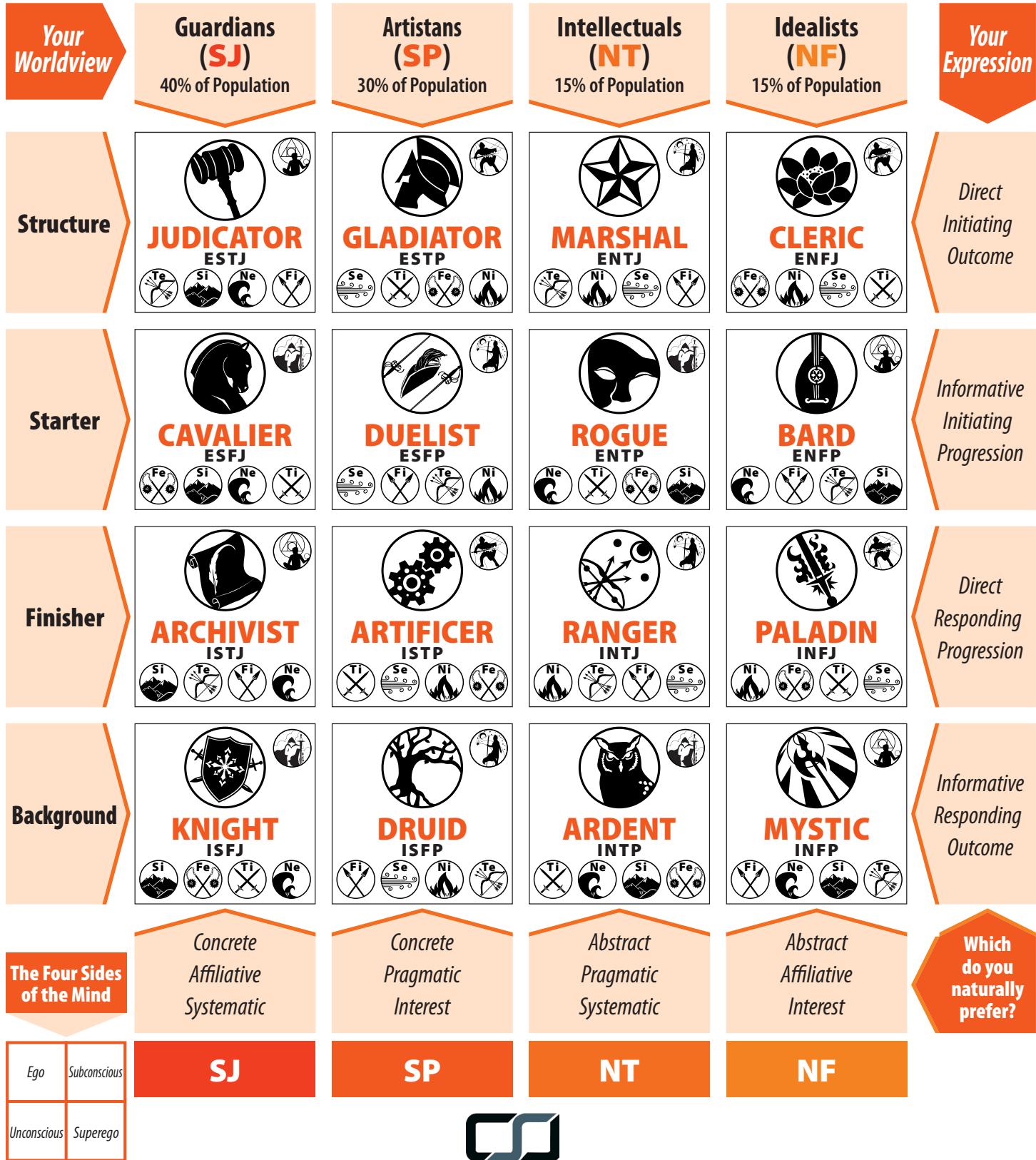
In order to make the best use of the Type Grid, one must familiarize themselves with the definitions of all of its attributes then utilize them to navigate the grid. Such simplicity can make it hard to realize that it requires the patience to practice and to observe these things in themselves and others.

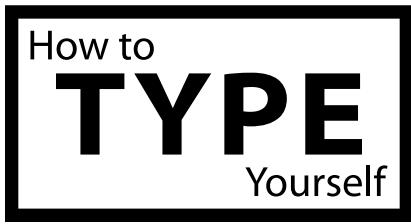
Doing so provides the user with the data necessary to compare and contrast behaviors in order to arrive at an accurate conclusion.



TYPE GRID

Find out more at <https://csjoseph.life>





YOUR EXPRESSION



***"If we don't believe in free expression for people we despise,
we don't believe in it at all."*** – Noam Chomsky

How are you interacting?

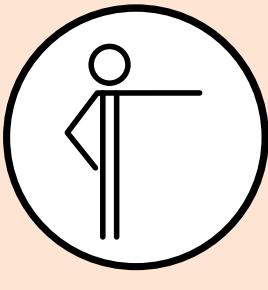
**Your expression style is your gateway to all
human interaction and communication.**



EXPRESSION STYLE BLUEPRINT

ENGAGING WITH OTHERS

DIRECT



INFORMATIVE

DIRECT communication is explicit, specific, concise, or decisive. **Direct** leaves little doubt as to meaning or intent.

INFORMATIVE communication beats around the bush as it is implicit, descriptive, yielding, or vague.

Informative leaves open the possibility for interpretation of meaning or intent. In conversation, **Direct** chooses roles, while **Informative** provides maximum information without taking a stand and allows the listener to decide roles.

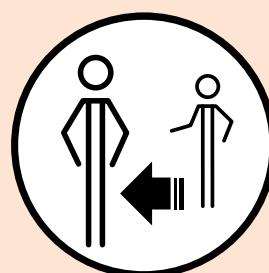
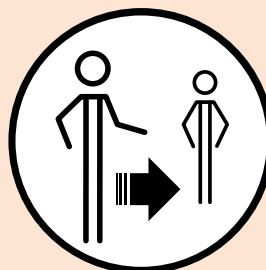
STAYING IN THE LOOP

INITIATING is a willingness to start or lead a conversation and to change topics at any time.

RESPONDING is a preference for a passive role in conversation and remaining on topic.

Initiating is taking the active role to get to know others, reinforce bonds, provide guidance, or keep lines of communication open. **Responding** is waiting for others to initiate and relying on others to keep them in the loop.

INITIATING



RESPONDING

GETTING TO THE GOAL

OUTCOME



PROGRESSION

OUTCOME focus is deliberate, measured, and going at one's own pace to obtain the result the first time through, planning every step of the process.

PROGRESSION thrives in constantly moving toward the result, preferring faster or more attempts to the same end.

Outcome focus is planning and patient to optimize a single attempt for success. **Progression** focus is spontaneous and restless to find many attempts for success. **Outcome** fears unpredictability so attempts their objective with less frequency. **Progression** fears inaction so attempts their objective with more frequency. **Outcome** values the goal above the journey, progression values the journey above the goal.

DIRECTIVE



INFORMATIVE

Directive communication is explicit, specific, concise, and forceful.
Directive leaves little doubt as to meaning or intent.
Directive chooses its own and other's roles in conversation.
Directive is saying what you mean and meaning what you say.

DEFINITIONS



Informative communication is implicit, wordy, descriptive, and vague.

Informative leaves open the possibility of interpretation of meaning or intent to the listener.

Informative provides maximum information without taking a stand on it and allows the listener to decide their role.

- ▶ Direct
- ▶ Lead
- ▶ Instruct
- ▶ Manage
- ▶ Command

PREFERS TO



- ▶ Inform
- ▶ Educate
- ▶ Ask
- ▶ Notify
- ▶ Describe

- ▶ Being Overbearing
- ▶ Explicitness
- ▶ Under Explaining
- ▶ Aggression
- ▶ Excessive Forcefulness

PRONE TO



- ▶ Ambiguous Language
- ▶ Passive Aggression
- ▶ Unclear Communication
- ▶ Others Misinterpreting Context
- ▶ Beating Around the Bush

- ▶ Simplify
- ▶ Supervise
- ▶ Be Concise
- ▶ Tell
- ▶ Get to the Point

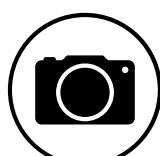
AIMS TO



- ▶ Stir Curiosity
- ▶ Explain
- ▶ Influence
- ▶ Highlight
- ▶ Imply

- ▶ Clarification
- ▶ Intent
- ▶ Certainty
- ▶ Restlessness
- ▶ Confidence

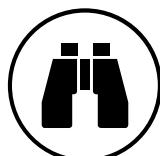
EXHIBITS



- ▶ Anecdote Telling
- ▶ Tact
- ▶ Subtlety
- ▶ Coyness
- ▶ Explanatory Tendencies

- ▶ "Take down the Christmas lights."
- ▶ "That's my point exactly."
- ▶ "We're starting right where we left off."
- ▶ "It's called a frying pan because you fry eggs in it."
- ▶ "So are we going to the store or are we not going to the store?"

SCENARIOS



- ▶ "Are we going to leave the Christmas lights up?"
- ▶ "You might be picking up what I'm laying down."
- ▶ "Starting where we left off has a lot of benefits."
- ▶ "Now, what do we regularly fry eggs in?"
- ▶ "It would be nice if we went to the store sometime soon."

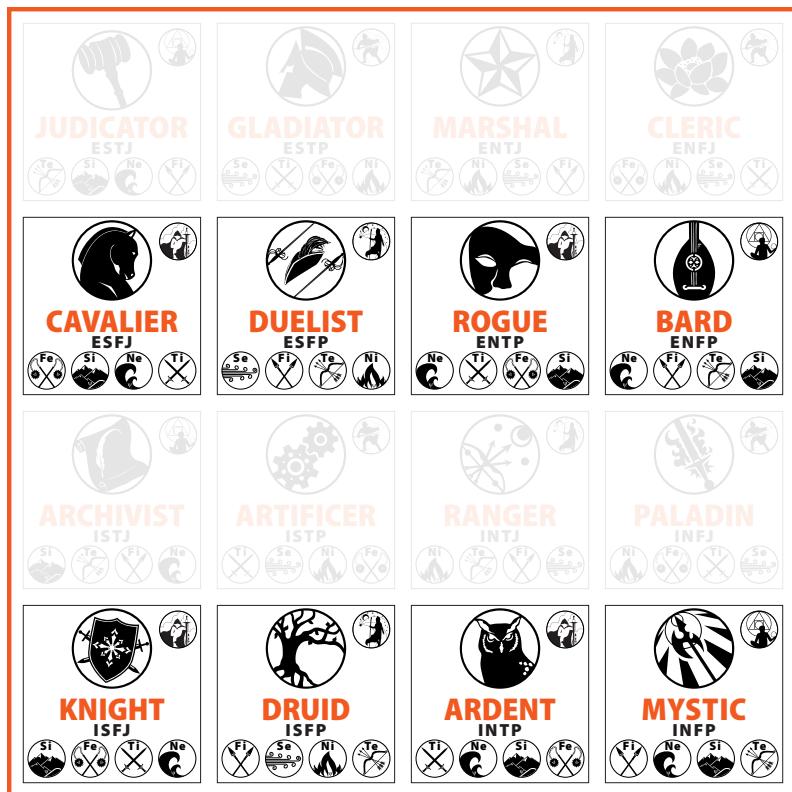
DIRECT vs. INFORMATIVE

Type Grid Example

DIRECT



INFORMATIVE



INITIATING



RESPONDING

Initiating is a willingness to start or lead a conversation and to change topics at any time.

Initiating is taking the active role to get to know others, reinforce bonds, or provide guidance.

Initiating finds energy in interaction with groups of 3 or more.

- ▶ Speak
- ▶ Meet
- ▶ Introduce
- ▶ Engage
- ▶ Participate

DEFINITIONS



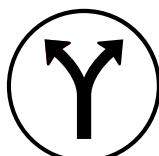
Responding is a preference for a passive role in conversation and remaining on the topic.

Responding is waiting for others to initiate and relying on others to keep them in the loop.

Responding finds energy in alone time or in one-on-one conversations.

- ▶ Meddling
- ▶ Interrupting
- ▶ Prying
- ▶ Schmoozing
- ▶ Disturbing Others

PREFERS TO



- ▶ Listen
- ▶ Be Subtle
- ▶ Withhold
- ▶ Be Quiet
- ▶ Have People Come to Them

- ▶ Share
- ▶ Network
- ▶ Send
- ▶ Congregate
- ▶ Mingle

PRONE TO



- ▶ Loneliness
- ▶ Shyness
- ▶ Hiding
- ▶ Isolation
- ▶ Keeping a Low Profile

- ▶ Taking initiative
- ▶ Drive
- ▶ Momentum
- ▶ Collaboration
- ▶ Looping in Others

AIMS TO



- ▶ Study
- ▶ Receive
- ▶ Wonder
- ▶ Ponder
- ▶ Imagine

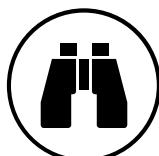
- ▶ "Yeah, I tend to interrupt others with new subjects."
- ▶ "Topics can change as the conversation flows."
- ▶ "I always keep others in the loop."
- ▶ "Seeks maintained interaction."
- ▶ "Where's the party?"

EXHIBITS



- ▶ Inwardness
- ▶ Reflection
- ▶ Resonance
- ▶ Meditation
- ▶ Staying on Topic

SCENARIOS



- ▶ "For me, awkward silences happen because I am waiting for something new to respond to."
- ▶ "Staying on topic is the best way to get the most out of a conversation."
- ▶ "It's not my problem if others don't keep me in the loop."
- ▶ "Seeks time for reflection or pondering."
- ▶ "Where's the exit?"

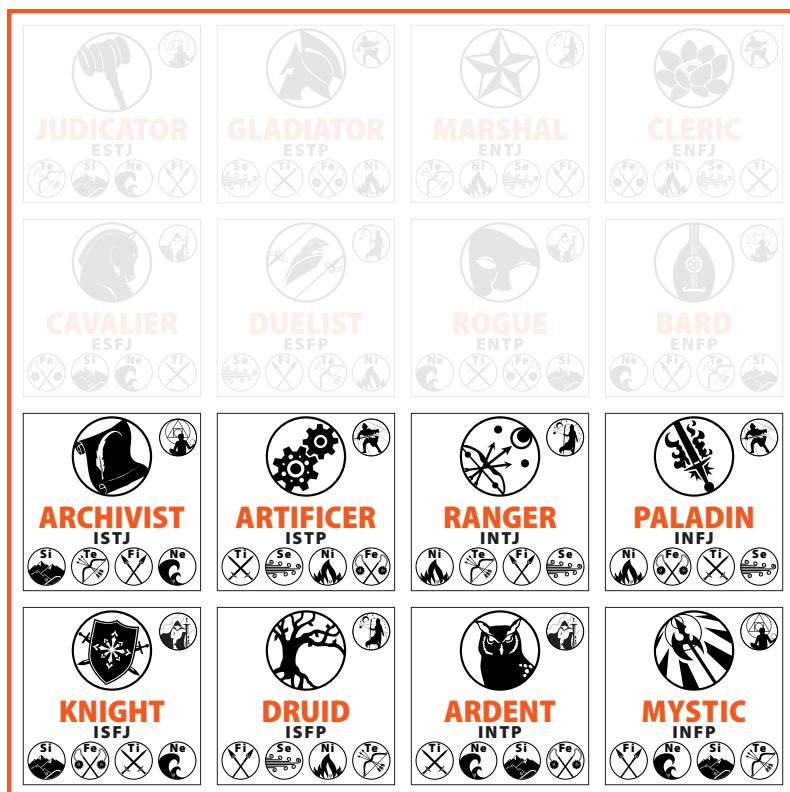
INITIATING vs. RESPONDING

Type Grid Example

INITIATING



RESPONDING



PROGRESSION



OUTCOME

Progression is a focus on the movement toward a goal or aim, getting from point A to point B quickly and efficiently, with less concern on the result.

Progression is spontaneous and restless.

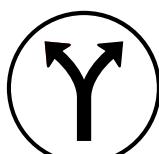
Progression fears inaction.

DEFINITIONS



- ▶ Act
- ▶ Move
- ▶ Jump-in
- ▶ Adjust
- ▶ Adapt

PREFERS TO



- ▶ Lack of Planning
- ▶ Imprecise
- ▶ Cutting Corners
- ▶ Being Too Fast
- ▶ Bringing Unnecessary Chaos

PRONE TO



- ▶ Get Things Done
- ▶ Accelerate
- ▶ Keep Progress Going
- ▶ Expedite
- ▶ Maintain Continuous Improvement

AIMS TO



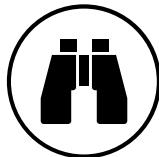
- ▶ Spontaneity
- ▶ Randomness
- ▶ Improvisation
- ▶ Flexible Goals
- ▶ Course Correction

EXHIBITS



- ▶ “It all needs to get done eventually.”
- ▶ “Performance will never take place if the project doesn’t start.”
- ▶ “Done is better than perfect, I don’t have time to wait.”
- ▶ “I need to get this project going.”
- ▶ “A thing begun is half done.”

SCENARIOS



Outcome is controlled, measured, and does not feel rushed; the quality of a desired outcome is preserved.

Outcome is patient in planning.

Outcome insists on certainty.

- ▶ Wait
- ▶ Organize
- ▶ Plan
- ▶ Bring Order
- ▶ Assess

- ▶ Being Too Slow
- ▶ Overplanning
- ▶ Scope Creep
- ▶ Decision Fatigue
- ▶ Being Too Controlling

- ▶ Reduce chaos
- ▶ Manage
- ▶ Obtain Quality Results
- ▶ Regulate
- ▶ Do it Right the First Time

- ▶ Well Defined Plans
- ▶ Deliberation
- ▶ Use of an Itinerary
- ▶ Precision
- ▶ Preparedness

- ▶ “These are distractions from our central issue being fulfilled.”
- ▶ “Proper prior planning prevents piss-poor performance.”
- ▶ “Don’t put the cart before the horse.”
- ▶ “I need to plan this project?”
- ▶ “Measure twice and cut once.”

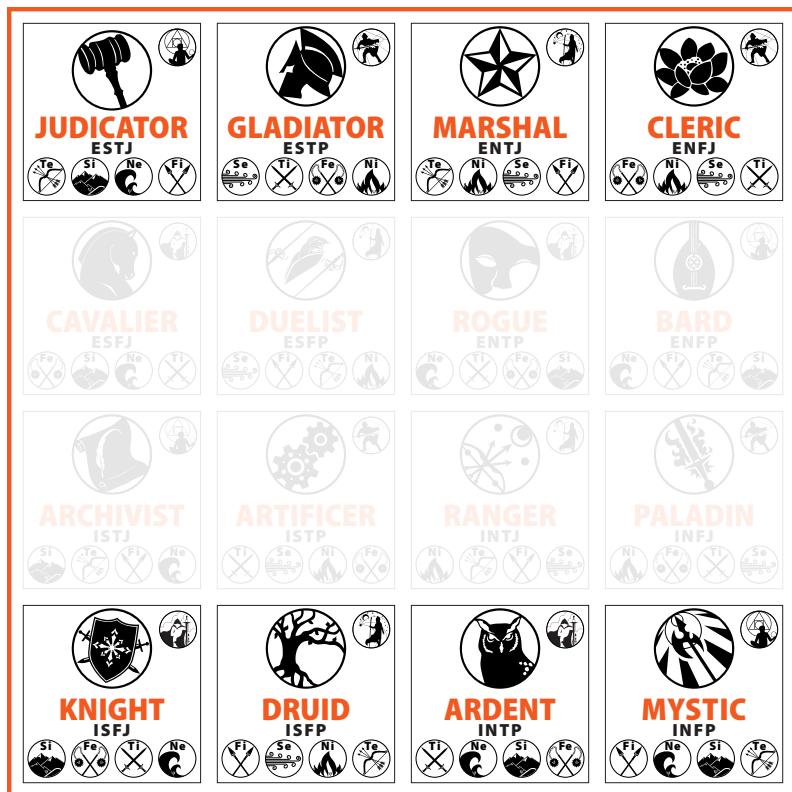
PROGRESSION vs. OUTCOME

Type Grid Example

PROGRESSION



OUTCOME



INSTRUCTIONS: Read the provided descriptions and consider how you relate to them. Most people usually act out one of each two options we provide more frequently than the other. All you must do is circle which option you believe you act out the most in your daily life.

IDENTIFY your preferred EXPRESSION

If necessary, refer to **EXPRESSION STYLE BLUEPRINT**, (Page 8), as an aid for the exercises below:

DIRECT communication is explicit, specific, concise, or decisive. **Direct** leaves little doubt as to meaning or intent. **INFORMATIVE** communication beats around the bush as it is implicit, descriptive, yielding, or vague. **Informative** leaves open the possibility for interpretation of meaning or intent. In conversation, **Direct** chooses roles, while **informative** provides maximum information without taking a stand and allows the listener to decide roles.

Circle: **DIRECT** or **INFORMATIVE**

IMPORTANT: If you circled **Direct**, you would be one of the four **Structure** types or one of the four **Finisher** types on the **TYPE GRID** (Page 6). If you circled **Informative**, you would be one of the four **Starter** types or one of the four **Background** types on the **TYPE GRID** (Page 6).

INITIATING is a willingness to start or lead a conversation and to change topics at any time. **RESPONDING** is a preference for a passive role in conversation and remaining on topic. **Initiating** is taking the active role to get to know others, reinforce bonds, provide guidance, or keep lines of communication open. **Responding** is waiting for others to initiate and relying on others to keep them in the loop.

Circle: **INITIATING** or **RESPONDING**

IMPORTANT: If you circled **Initiating**, you would be one of the four **Structure** types or one of the four **Starter** types on the **TYPE GRID** (Page 6) If you circled **Responding**, you would be one of the four **Finisher** types or one of the four **Background** types on the **TYPE GRID** (Page 6).

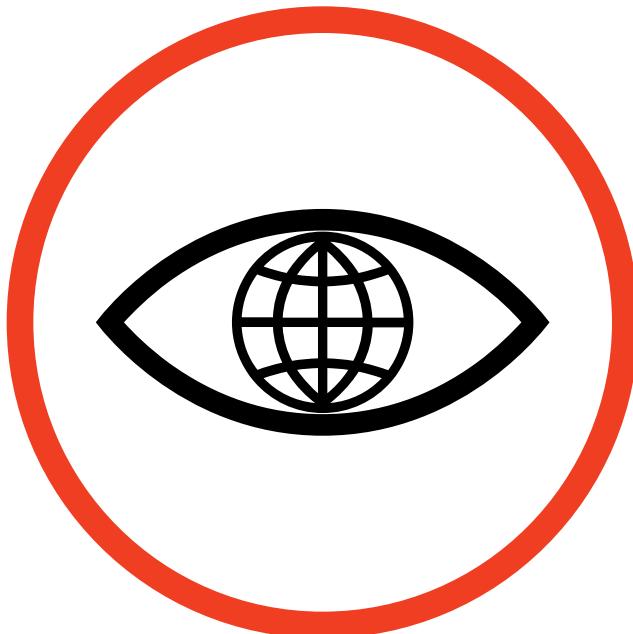
OUTCOME focus is deliberate, measured, and going at one's own pace to obtain the result the first time through, planning every step of the process. **PROGRESSION** thrives in constantly moving toward the result, preferring faster or more attempts to the same end. **Outcome** focus is planning and patient to optimize a single attempt for success. **Progression** focus is spontaneous and restless to find many attempts for success. **Outcome** fears unpredictability so attempts their objective with less frequency. **Progression** fears inaction so attempts their objective with more frequency. **Outcome** values the goal above the journey, **Progression** values the journey above the goal.

Circle: **OUTCOME** or **PROGRESSION**

IMPORTANT: If you circled **Outcome**, you would be one of the four **Structure** types or one of the four **Background** types on the **TYPE GRID** (Page 6). If you circled **Progression**, you would be one of the four **Starter** types or one of the four **Finisher** types on the **TYPE GRID** (Page 6)



YOUR WORLDVIEW



"The most dangerous worldview is the worldview of those who have not viewed the world." – Alexander Von Humboldt

What is your point of view?

Guardians seek to bring oligarchy, Artisans seek to bring anarchy, Intellectuals seek to bring autocracy and Idealists seek to bring collectivism.
Which will you bring?





DISPOSITION: SAYING vs. DOING

Find out more at <https://csjoseph.life>

THE METHOD



CONCRETE/ABSTRACT

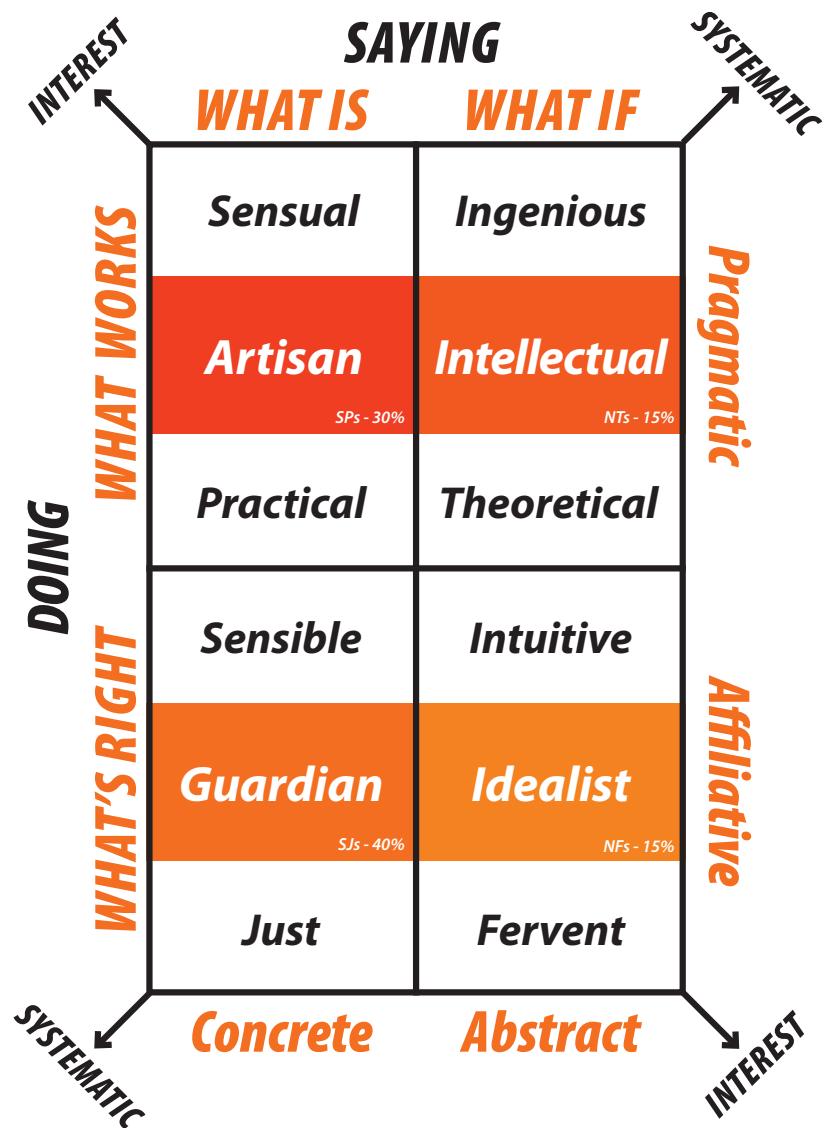
Abstract is a focus on intangibles such as concepts, implications, visualizations, and hidden meaning. **Concrete** is a focus on tangibles such as the physical world, experience, experimentation, and observation. Abstract perceives through impression and possibility. Concrete observes with the five senses of sight, sound, touch, taste, and smell. Abstract asks the question "What if?" Concrete asks the question "What is?" Abstract is hypothetical, theoretical, and idealistic. Concrete is proven, realistic, and down to earth.



AFFILIATIVE/PRAGMATIC

Affiliative is focus on the proper, what "should" be, or "what's right" based on group standards. In contrast, **Pragmatic** is focus on individualism, effectiveness, and "what works" with less regard for standards or rules. Affiliative values cooperation within a family, group, or team; Pragmatic values independence and self-determination. Affiliative respects authority and proven methodologies. Pragmatic challenges authority and seeks new ways of doing things. Affiliative seeks permission before acting and is apologetic. Pragmatic seeks forgiveness after acting without permission.

THE MATRIX



SYSTEMATIC/INTEREST

Systematic is a preference for finding the absolute best process or method. **Interest** is a preference for insight into who benefits from the process or method. Systematic is objective and prefers predictable results, whereas Interest is subjective and prefers outcomes which can vary with situation. Systematic seeks the best method to achieve the outcome, while Interest seeks win-win or win-lose outcomes, provided they have the win.



ABSTRACT



CONCRETE

Abstract is a focus on intangibles such as concepts, implications, visualizations, and meanings.

Abstract perceives through impression and intuition.

Abstract asks "What if?"

Abstract is future-focused, theoretical, and idealistic.

- ▶ Philosophize
- ▶ Hypothesize
- ▶ Spiritualize
- ▶ Conceptualize
- ▶ Consider Metaphysics

DEFINITIONS



Concrete is a focus on tangibles such as the physical world, experience, experimentation, and observation.

Concrete perceives through the five senses of sight, sound, touch, taste, and smell.

Concrete asks "What is?"

Concrete is present/past-focused, proven, and realistic.

- ▶ Impracticality
- ▶ Unrealisticness
- ▶ Implausibility
- ▶ Wild Speculation
- ▶ Entertaining Unlikely Possibilities

PREFERS TO



- ▶ See Before Believing
- ▶ Work with Tangibles
- ▶ Live in the Real World
- ▶ Be "Down to Earth"
- ▶ Have Common Sense

- ▶ Anticipate
- ▶ Theorize
- ▶ Visualize
- ▶ Imagine
- ▶ Find Hidden Meanings

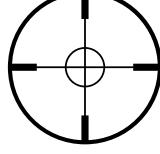
PRONE TO



- ▶ Skepticism
- ▶ Dismissal
- ▶ Disbelief
- ▶ Tunnel-Vision
- ▶ Hyper-Focus on Details

- ▶ Vision
- ▶ Instinct
- ▶ Idealism
- ▶ Prescience
- ▶ Future-Orientation

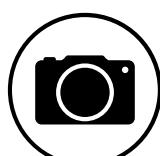
AIMS TO



- ▶ Earn experiences
- ▶ Sense
- ▶ Be Practical
- ▶ Be Present
- ▶ Calibrate Expectations

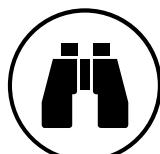
- ▶ "Imagine if the dinosaurs were still alive."
- ▶ "So many things are possible as long as you don't know they are impossible."
- ▶ "Imagine what we could accomplish with this project completed!"
- ▶ "I believe in the possibility of everything."
- ▶ "All things are possible."

EXHIBITS



- ▶ Sensibility
- ▶ Reason
- ▶ Empiricism
- ▶ Realism
- ▶ Seeing Things for What They Are

SCENARIOS

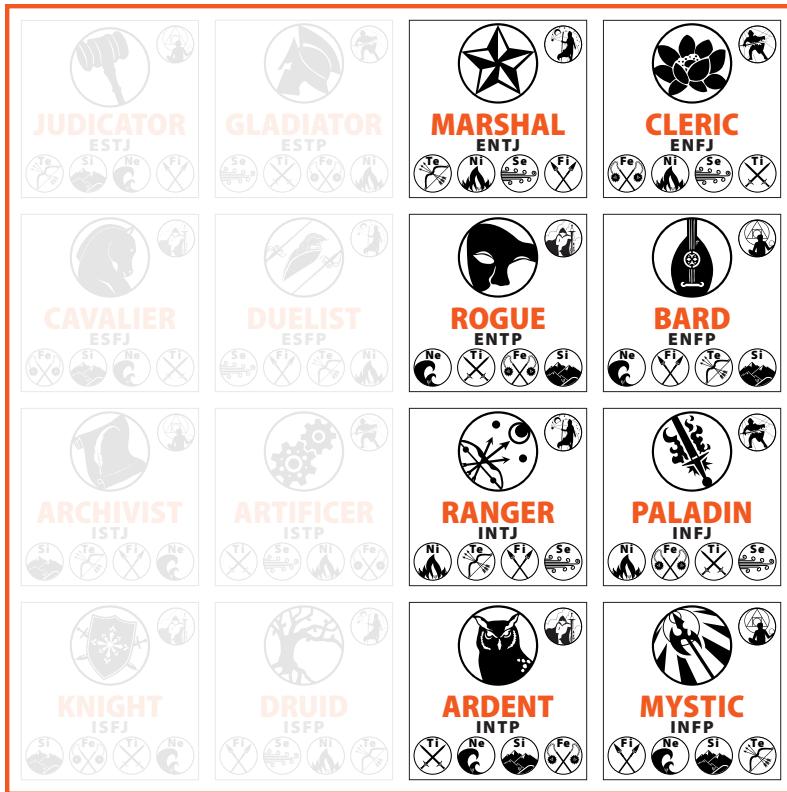


- ▶ "How about we talk about what does exist instead."
- ▶ "A bird in the hand is worth two in the bush."
- ▶ "Focus on what we can get done here and now!"
- ▶ "Everything is only what's possible."
- ▶ "Not everything is possible."

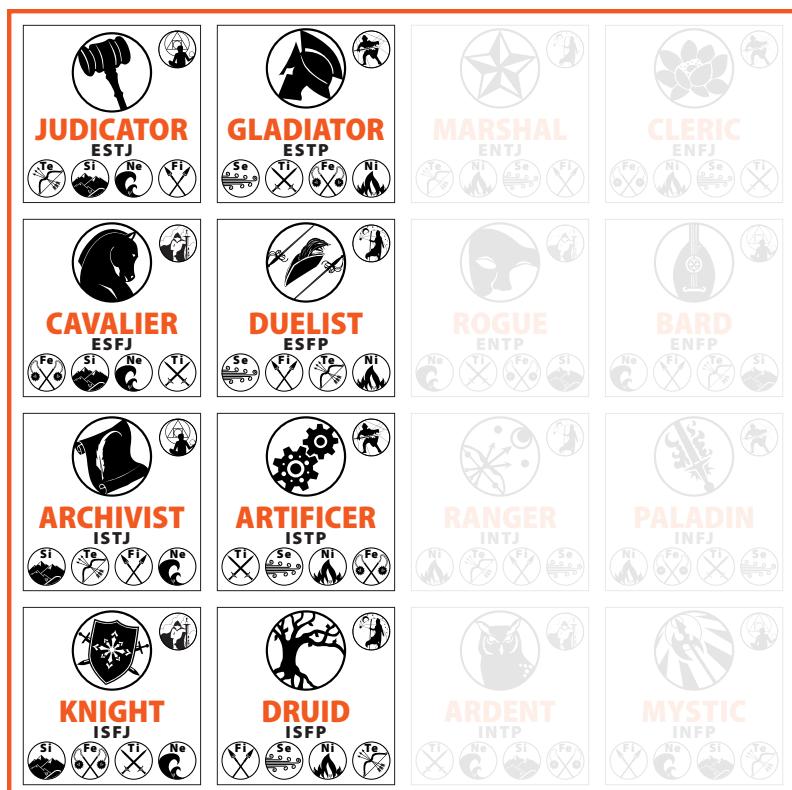
ABSTRACT vs. CONCRETE

Type Grid Example

ABSTRACT



CONCRETE



AFFILIATIVE



PRAGMATIC

Affiliative types focus on what is good or proper and value interdependence within a group.

Affiliative focuses on enhancing group effectiveness to solve problems.

Affiliative types act after asking permission first.

DEFINITIONS



Pragmatic types instead focus on what works and value self-determination.

The **Pragmatic** individual seeks the fastest or most optimal outcome.

Because of these characteristics, **Pragmatic** types act first then ask forgiveness.

- Harmonize ► Understand
- Conform ► Build Unity
- Establish Concensus

PREFERS TO



- Distinguish ► Self-rule
- Have Independence ► Be Practical
- Maintain Personal Liberty

- Being Peer Pressured ► Enforcing
- Censoring ► Suppressing
- Compelling Others to Participate

PRONE TO



- Dissenting ► Disobedience
- Rebellion ► Antagonism
- Contrarianism

- Reach Agreement ► Comply
- Receive Approval ► Mediate
- Utilize Interdependence

AIMS TO



- Provide Challenge ► Optimize
- Improve ► Maximize
- Achieve Personal Opportunity

- Interconnection ► Openness
- Inclusion ► Teamwork
- Asking for Permission

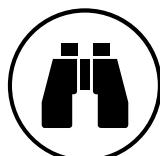
EXHIBITS



- Freedom ► Self-Reliance
- Frankness ► Individualism
- Asking for Forgiveness

- "Our objective is making sure that nobody goes without care because they can't afford it."
- "The people you're trying to sell to are equally as important as those you're buying from."
- "We need to work together or we could undermine each other."
- "How can one have self-respect if he doesn't take care of his neighbor?"
- "We are stronger together."

SCENARIOS



- "I work hard because you're expensive."
- "I'm still the first person to apologize when I'm wrong, but I'm better at standing up for myself when I've been wronged."
- "I need to pick my own role so I work where I'm most effective."
- "Self-sufficiency is the key to self respect."
- "A chain is only as strong as its weakest link."

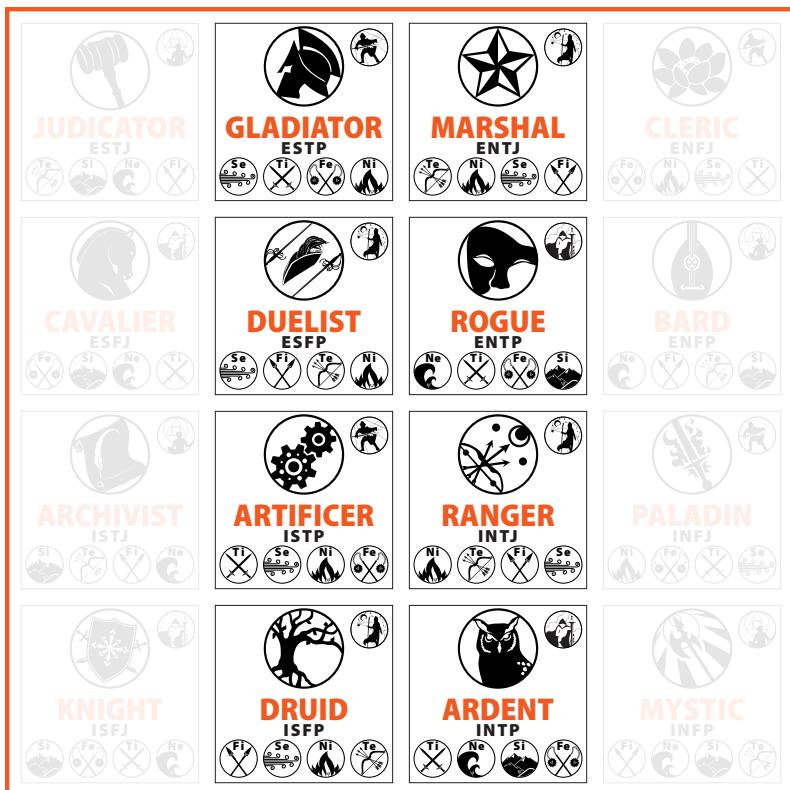
AFFILIATIVE vs. PRAGMATIC

Type Grid Example

AFFILIATIVE



PRAGMATIC



SYSTEMATIC



INTEREST

Those who prefer **Systematic** show a focus on building one framework that prescribes the best way to do everything.

Systematic types do so based on models or labels within their framework, technique, methodology or procedure.

DEFINITIONS

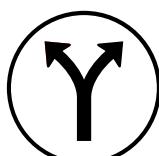


Those who prefer **Interest** tackle each situation uniquely to find win-win situations as defined by interests from all parties involved.

Interest types set their expectations based on the interests of others as well as their own interests.

- ▶ Use a Model
- ▶ Have Structure
- ▶ Use a Procedure
- ▶ Assess
- ▶ Use Best Practices

PREFERS TO



- ▶ Make Contracts
- ▶ Audit
- ▶ Associate
- ▶ Relate
- ▶ Negotiate

- ▶ Process Over People
- ▶ Insensitivity
- ▶ System Over Self
- ▶ Overanalysis
- ▶ Glossing Over Details

PRONE TO



- ▶ Moving The Goalpost
- ▶ Being cheap
- ▶ My Interest Over Your Interest
- ▶ Profit Over People
- ▶ Showing & Expecting Favoritism

- ▶ Build a Framework
- ▶ Classify
- ▶ Build a Method
- ▶ Streamline
- ▶ Find the Best Way

AIMS TO



- ▶ Gain
- ▶ Haggle
- ▶ Barter
- ▶ Review
- ▶ Wheel and Deal

- ▶ Standardization
- ▶ Ingenuity
- ▶ Meticulous Effort
- ▶ Efficacy
- ▶ Development of Various Techniques

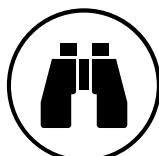
EXHIBITS



- ▶ Having an agenda
- ▶ Improvisation
- ▶ Careful Appraisal
- ▶ Persuasiveness
- ▶ Shrewdness

- ▶ “It is very important to methodically build a routine for your day.”
- ▶ “Trust the process we prepared.”
- ▶ “Everybody must fulfill the highest expression of themselves.”
- ▶ “Some people can’t just accept that I am a nice person.”
- ▶ “My technique is to always search for motivation.”

SCENARIOS



- ▶ “It’s about everyone getting a little of what they want out of it.”
- ▶ “He has a million reasons to conveniently forget the key details; that’s why I paid him off.”
- ▶ “Everybody has different desires, but they all want something.”
- ▶ “Why are you being so nice, what’s your angle?”
- ▶ “The way is to find out what people want. Everybody has a price.”

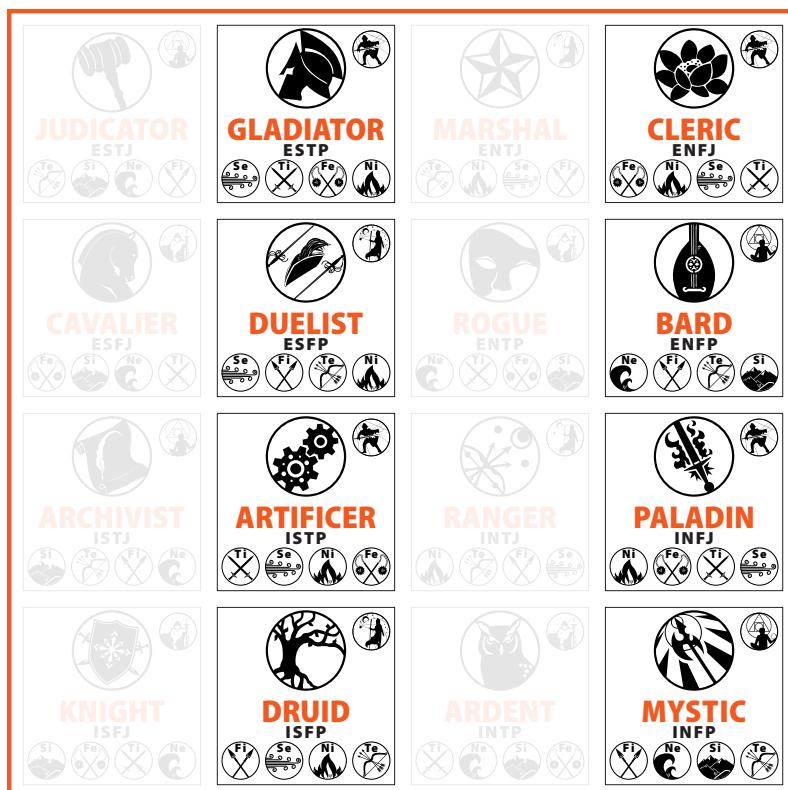
SYSTEMATIC vs. INTEREST

Type Grid Example

SYSTEMATIC



INTEREST



INSTRUCTIONS: Read the provided descriptions and consider how you relate to them. Most people usually act out one of each two options we provide more frequently than the other. All you must do is circle which option you believe you act out the most in your daily life.

IDENTIFY your preferred WORLDVIEW

Refer to the **DISPOSITION MATRIX**, (Page 17), as an aid for the exercises below:

ABSTRACT is a focus on intangibles such as concepts, implications, visualizations, and hidden meaning. **CONCRETE** is a focus on tangibles such as the physical world, experience, experimentation, and observation. **Abstract** perceives through impression and possibility. **Concrete** observes with the five senses of sight, sound, touch, taste, and smell. **Abstract** asks the question "What if?". **Concrete** asks the question "What is?". **Abstract** is hypothetical, theoretical, and idealistic. **Concrete** is proven, realistic, and down to earth.

Circle: **CONCRETE** or **ABSTRACT**

IMPORTANT: If you circled **Concrete**, you would be one of the four **Guardian** types or one of the four **Artisan** types on the **TYPE GRID** (Page 6). If you circled **Abstract**, you would be one of the four **Intellectual** types or one of the four **Idealist** types on the **TYPE GRID** (Page 6).

AFFILIATIVE is focus on the proper, what "should" be, or "what's right" based on group standards. In contrast, **PRAGMATIC** is focus on individualism, effectiveness, and "what works" with less regard for standards or rules. **Affiliative** values cooperation within a family, group, or team; **Pragmatic** values independence and self-determination. **Affiliative** respects authority and proven methodologies. **Pragmatic** challenges authority and seeks new ways of doing things. **Affiliative** seeks permission before acting and is apologetic. **Pragmatic** seeks forgiveness after acting without permission.

Circle: **PRAGMATIC** or **AFFILIATIVE**

IMPORTANT: If you circled **Pragmatic**, you would be one of the four **Artisan** types or one of the four **Intellectual** types on the **TYPE GRID** (Page 6). If you circled **Affiliative**, you would be one of the four **Guardian** types or one of the four **Idealist** types on the **TYPE GRID** (Page 6).

SYSTEMATIC is a preference for finding the absolute best process or method. **INTEREST** is a preference for insight into who benefits from the process or method. **Systematic** is objective and prefers predictable results, whereas **Interest** is subjective and prefers outcomes which can vary with situation. **Systematic** seeks the best method to achieve the outcome, while **Interest** seeks win-win or win-lose outcomes, provided they have the win.

Circle: **SYSTEMATIC** or **INTEREST**

IMPORTANT: If you circled **Systematic**, you would be one of the four **Guardian** types or one of the four **Intellectual** types on the **TYPE GRID** (Page 6). If you circled **Interest**, you would be one of the four **Artisan** types or one of the four **Idealist** types on the **TYPE GRID** (Page 6).





YOUR ARMAMENTS



"I know not with what weapons World War III will be fought, but World War IV will be fought with sticks and stones." – Albert Einstein

How do you craft solutions to life's problems?

Sometimes tackling life's problems requires a bit of magic and a good sword or bow to bring about the solutions we strive for.



COGNITIVE ARMAMENTS

Choose Your Preferred Arsenal



SWORD

SWORD+MACE decides primarily based upon deductive reasoning and the ethical standards of their adopted community. They value personal knowledge obtained from "If this, then that" reasoning and do not defer to external thinking unless they verify. This gives off an air of certainty in their thinking, especially when detecting contradictions in others. Sword+Mace rely upon others to provide recognition and soften feelings of guilt. Aware of how others feel; they seek to care, help, heal, or bring social harmony. Mace+Sword are at risk of ignorance when making decisions based on "last known input" or personal bias.

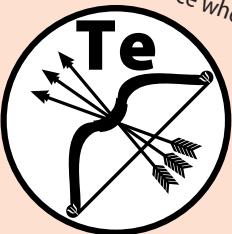


MACE

SPEAR



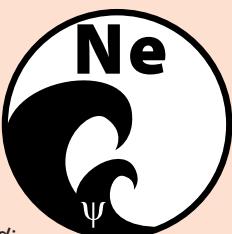
SPEAR+BOW decides based upon inductive reasoning and the moral standards of one's personal principles. They value aggregated knowledge obtained from statistics, data or credentials such as diplomas, certificates and other proof of skill. They defer to other's knowledge, preferring instead to curate external references. Spear+Bow are emotionally self-aware and seek the perception of status or credibility for the sake of increasing their value. Bow+Spear are at risk of ignorance when making decisions with unverified beliefs.



BOW

Choose Your Preferred Affinity

WATER

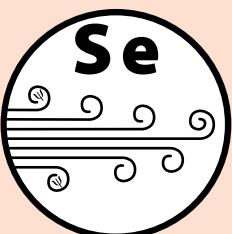


EARTH+WATER is a flowing awareness of divergent possibilities and probabilities through other's desires and futures. They can see other's available choices and intentions in order to predict things before they happen. Earth+Water are creatures of habit, taking time to adjust behavior patterns or routines; potentially fearing the unfamiliar. They seek physical sensation or experiences. Willing to share stories from their experience, they help others in search of a similar outcome or to serve as a warning of danger. Strong long-term memory and an awareness of tradition contribute to duty, honor, safety, and personal comfort.



EARTH

WIND



FIRE+WIND is a whirling awareness of the physical environment and how to manipulate it. Using the ability to create, build, and repair, they exert willpower upon reality for the attainment of their desires. They prefer giving a sensory experience rather than receiving one. Fire+Wind needs personal freedom to make choices and to determine the course of its own life. Knowing other's actions helps determine what they want. It is also characterized by strong short-term memory and an awareness of one's own future.



FIRE



SPEAR&BOW



SWORD&MACE

Spear&Bow judges and makes decisions based primarily upon rationale, aggregated knowledge obtained from external sources, and a personal sense of morality and goodness.

Spear&Bow values achievements and status from accumulated knowledge and skill to demonstrate its own intelligence and to verify that of others. It doubts its own reasoning, preferring instead to trust or believe what it learns from others.

Spear&Bow is also emotionally self-aware and seeks those things which make it happy, while minimizing or being unaware of this need in others.

- ▶ Inductively Reason ▶ Collect Data
- ▶ Use Personal Values ▶ Create Principles
- ▶ Curate Knowledge

DEFINITIONS



Sword&Mace judges and decides based primarily upon logic, deductive reasoning, and the ethical standards of society at large.

Sword&Mace is confident in its own intelligence and ability to reason and doubts that of others. It seeks to make people better either in intellect or character. It also relies upon others to help inform its own morality and assuage feelings of self-doubt and lack of esteem.

Sword&Mace is less emotionally self-aware, instead seeking to care for or heal others for recognition or the chance to feed off their good emotions or values.

PREFERS TO



- ▶ Deductively Reason ▶ Provide Criticism
- ▶ Use Community Ethics ▶ Be Helpful
- ▶ Use "If This then That" Thinking

PRONE TO



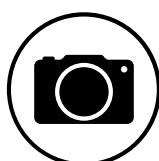
- ▶ Arrogance ▶ Echo Chambers
- ▶ Relying on Old Information
- ▶ Self-Deprecation/Doubt
- ▶ Stubborn Thinking

AIMS TO



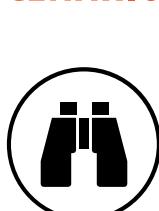
- ▶ Produce Authenticity ▶ Resolve Guilt
- ▶ Expose the Facts ▶ Bring Harmony
- ▶ Seek the Absolute Truth

EXHIBITS



- ▶ Self-Assuredness ▶ Thoughtfulness
- ▶ Desire for Recognition & Thanks
- ▶ Awareness of Other's Value
- ▶ Reflecting Other's Emotions

SCENARIOS



- ▶ "Allow me to toot my own horn."
- ▶ "I feel empowered by my achievements."
- ▶ "This guy has so many followers. I wish I was as popular as him."
- ▶ "Form over function."
- ▶ "People can't know the truth about me!"
- ▶ "Don't blow your own trumpet."
- ▶ "I feel empowered when people thank me for my contributions."
- ▶ "Lot's of followers does not mean you are actually popular."
- ▶ "Function over form."
- ▶ "You would be far more successful if people knew the real you."

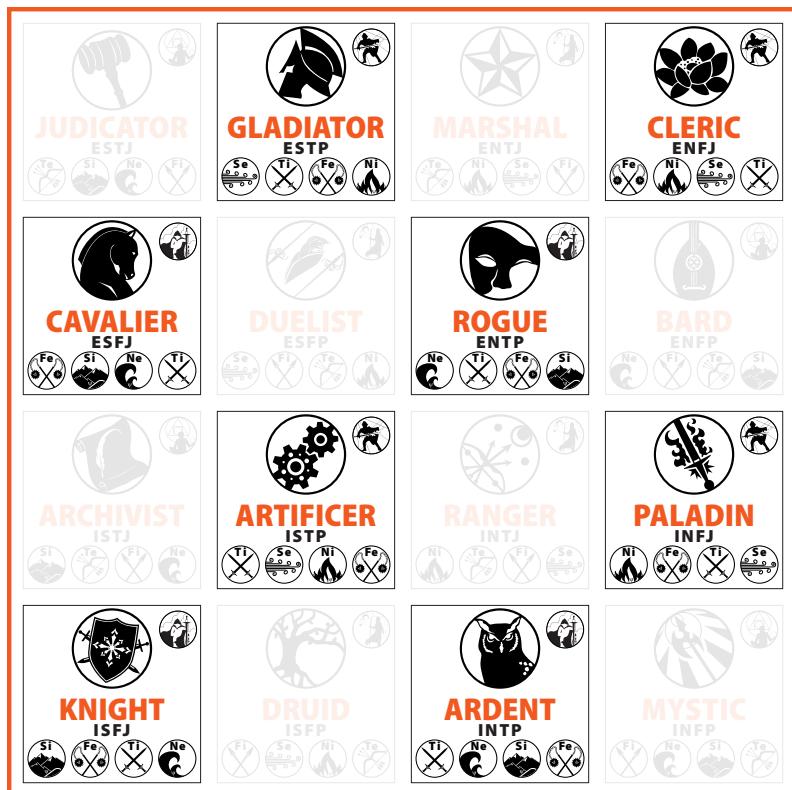
SPEAR & BOW vs. SWORD & MACE

Type Grid Example

SPEAR & BOW



SWORD & MACE



FIRE&WIND



EARTH&WATER

Fire&Wind is an awareness of one's own desire for the future and works toward the achievement of personal goals and optimizing personal success. It notices details in the physical environment and knows how to manipulate it.

Fire&Wind prefers to give a sensory experience rather than receive one, because it needs personal freedom to make choices and to determine the course of its own life. It needs to know what others are doing so it can determine what it wants to do itself.

- Share Experiences
- Be Unburdened
- Make Personal Choices
- Do What They Personally Want
- Know What Others Are Doing

DEFINITIONS



Earth&Water is an awareness of multiple possibilities for society collectively rather than for oneself. It knows what others want in life and their available options.

Earth&Water seeks to receive physical sensation or experiences from others. It knows its own experience and seeks to share it with others in the event they might want to have the same experience. It is also characterized by strong long-term memory and an awareness of tradition, duty, honor, safety and personal comfort.

PREFERS TO



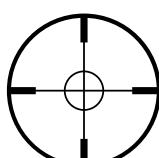
- Seek Experiences
- Be Habitual
- Give Choices & Options
- Fulfill Duty
- Feel Comfortable & Safe

PRONE TO



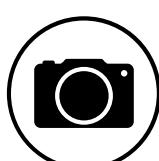
- Giving In To Fears
- Being Passive
- Being Overwhelmed
- Obliviousness
- Taking on Too Many Obligations

AIMS TO



- Recieve Impressions
- Predict
- Give Warnings
- Be Loyal
- Recall Memories & Stories

EXHIBITS



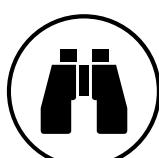
- Dressing for Comfort
- Cuteness
- Strong Long-Term Memory
- Awareness of Divergent Possibilities
- Cultivation of Desirability

- Self-Determine
- Impress
- Create Memories
- Imprint
- Exercise Freedom of Choice

- Need for Reminders
- Desire & Passion
- Strong Short-Term Memory
- Awareness of Personal Future
- Dressing for Aesthetics

- "I want to stay happy, that's a big goal for me."
- "If I wait, then I will miss out. Seize the day."
- "Actions speak louder than words."
- "Fortune favors the bold."
- "Nothing ventured, nothing gained."

SCENARIOS

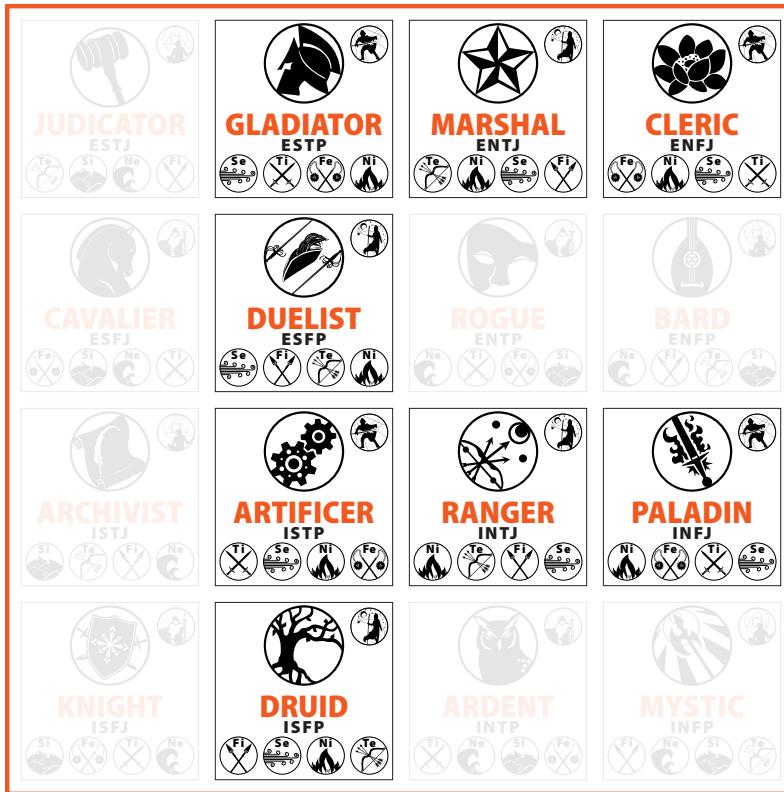


- "I want to stay comfortable, that's a big need for me."
- "Good things come to those who wait."
- "My word is my bond."
- "Fall seven times, stand up eight."
- "You can lead a horse to water, but you can't make him drink it."

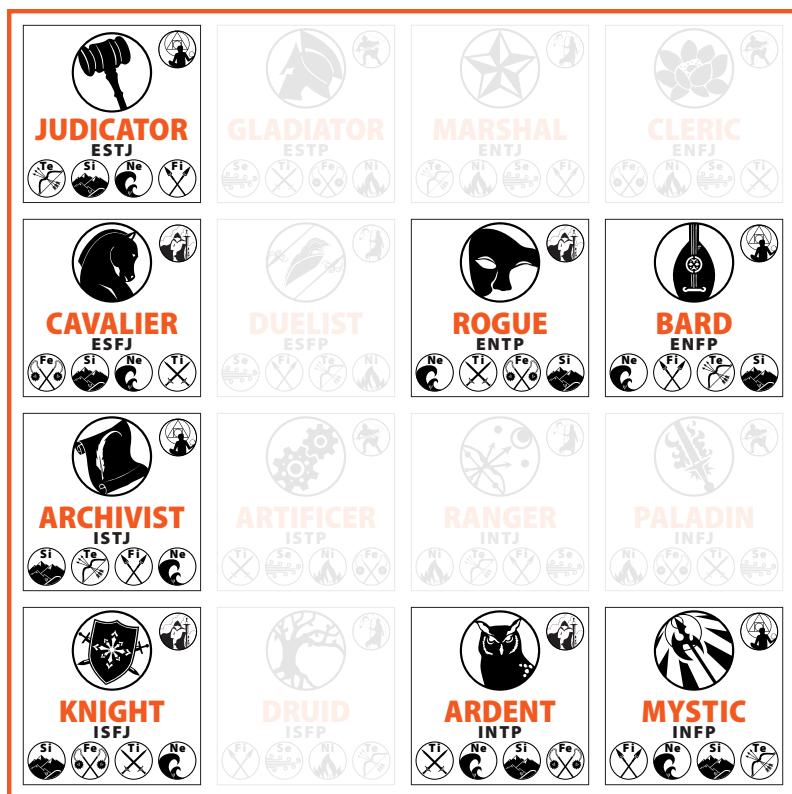
FIRE & WIND vs. EARTH & WATER

Type Grid Example

FIRE & WIND



EARTH & WATER





YOUR ARMAMENTS

Worksheet

INSTRUCTIONS: Read the provided descriptions and consider how you relate to them. Most people usually act out one of each two options we provide more frequently than the other. All you must do is circle which option you believe you act out the most in your daily life.

IDENTIFY your preferred ARMAMENTS

Refer to the **COGNITIVE ARMAMENTS**, (Page 26), as an aid for the exercises below:

SWORD+MACE decides primarily based upon deductive reasoning and the ethical standards of their adopted community. They value personal knowledge obtained from "If this, then that" reasoning and do not defer to external thinking unless they verify. This gives off an air of certainty in their thinking, especially when detecting contradictions in others. **Sword+Mace** rely upon others to provide recognition and soften feelings of guilt. Aware of how others feel; they seek to care, help, heal, or bring social harmony. **Sword+Mace** are at risk of ignorance when making decisions based on "last known input" or personal bias.

SPEAR+BOW decides based upon inductive reasoning and the moral standards of one's personal principles. They value aggregated knowledge obtained from statistics, data or credentials such as diplomas, certificates and other proof of skill. They defer to other's knowledge, preferring instead to curate external references. **Spear+Bow** are emotionally self-aware and seek the perception of status or credibility for the sake of increasing their value. **Spear+Bow** are at risk of ignorance when making decisions with unverified beliefs.

Circle: **SWORD & MACE** or **SPEAR & BOW**

IMPORTANT: If you circled **Sword & Mace**, you would be one of these eight types on the **TYPE GRID** (Page 6): **Gladiator, Cleric, Cavalier, Rogue, Artificer, Paladin, Knight, Ardent**. If you circled **Spear & Bow**, you would be one of these eight types on the **TYPE GRID** (Page 6): **Judicator, Marshal, Duelist, Bard, Archivist, Ranger, Druid, Mystic**.

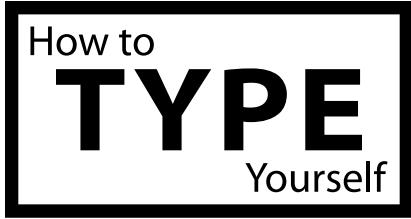
WIND+FIRE is a whirling awareness of the physical environment and how to manipulate it. Using the ability to create, build, and repair they exert willpower upon reality for the attainment of their desires. They prefer giving a sensory experience rather than receiving one. **Wind+Fire** needs personal freedom to make choices and to determine the course of its own life. Knowing other's actions helps determine what they want. It is also characterized by strong short-term memory and an awareness of one's own future.

WATER+EARTH is a flowing awareness of divergent possibilities and probabilities through other's desires and futures. They can see other's available choices and intentions in order to predict things before they happen. **Water+Earth** are creatures of habit, taking time to adjust behavior patterns or routines; potentially fearing the unfamiliar. They seek physical sensation or experiences. Willing to share stories from their experience, they help others in search of a similar outcome or to serve as a warning of danger. Strong long-term memory and an awareness of tradition contribute to duty, honor, safety, and personal comfort.

Circle: **FIRE & WIND** or **EARTH & WATER**

IMPORTANT: If you circled **Fire & Wind**, you would be one of these eight types on the **TYPE GRID** (Page 6): **Gladiator, Marshal, Cleric, Bard, Artificer, Ranger, Paladin, Druid**. If you circled **Earth & Water**, you would be one of these eight types on the **TYPE GRID** (Page 6): **Judicator, Cavalier, Rogue, Bard, Archivist, Knight, Ardent, Mystic**.





YOUR HOUSE



"Family not only need to consist of merely those whom we share blood but also for those whom we'd give blood." – Charles Dickens

Ever had trouble finding your people?

At least a quarter of the world's population are so similar to you that you and them share the same struggles and triumphs on a daily basis.



THE FOUR HOUSES

(A.K.A. *The Quadra Foursquare*)



THE FOUR HOUSES

Defined

CRUSADERS

CRUSADERS are champions of fairness and protecting the innocent. They place their faith in truth and seek to bring about a just world. Crusaders seek to make others happy, yet have difficulty accepting happiness for themselves. They must have adversity in life lest they think something is wrong. Crusaders see hardship as ever-present and to be endured.



TEMPLARS

TEMPLARS seek to make people better. They are interested in others' well-being and strengthening their character. Templars require freedom to make their own choices and find their own way in life. They teach, mentor, and counsel. They forgive and help people heal, yet they can also ghost people who refuse to take responsibility for themselves or who betray them.



PHILOSOPHERS are studious and academic. Faith, belief, ideas, and prestige are all important. They are drawn to civic duty, charity, and politics. Philosophers live their lives committed to doing the right thing. They also seek to create rules and guidelines for others to follow. They are focused on their own happiness and comfort over that of others.



WAYFARERS are independent, realistic, and objective. They challenge rules and like to find better ways of doing things. Wayfarers need freedom to live life how they want. They are self-assured and competitive. They seek esteem and loyalty, but doubt others' ability to give it. They tend to be suspicious.

PHILOSOPHERS

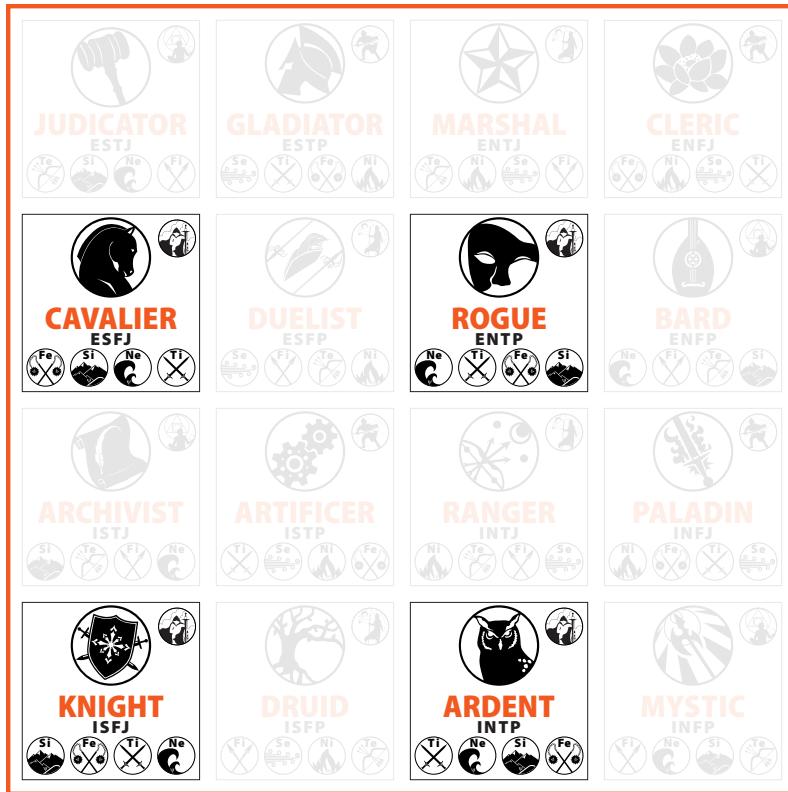
WAYFARERS



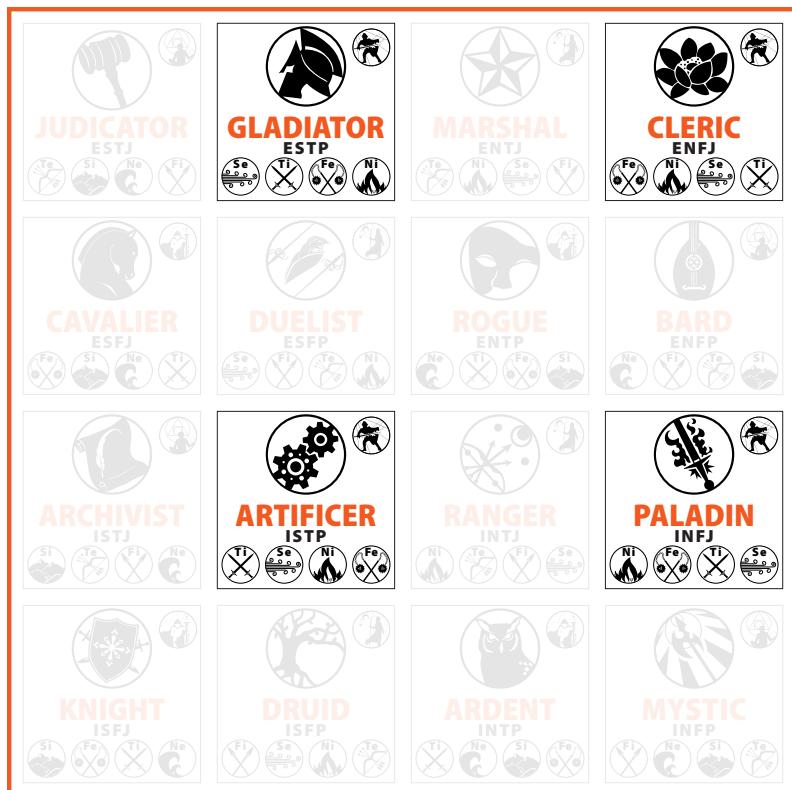
CRUSADERS vs. TEMPLARS

Type Grid Example

CRUSADERS



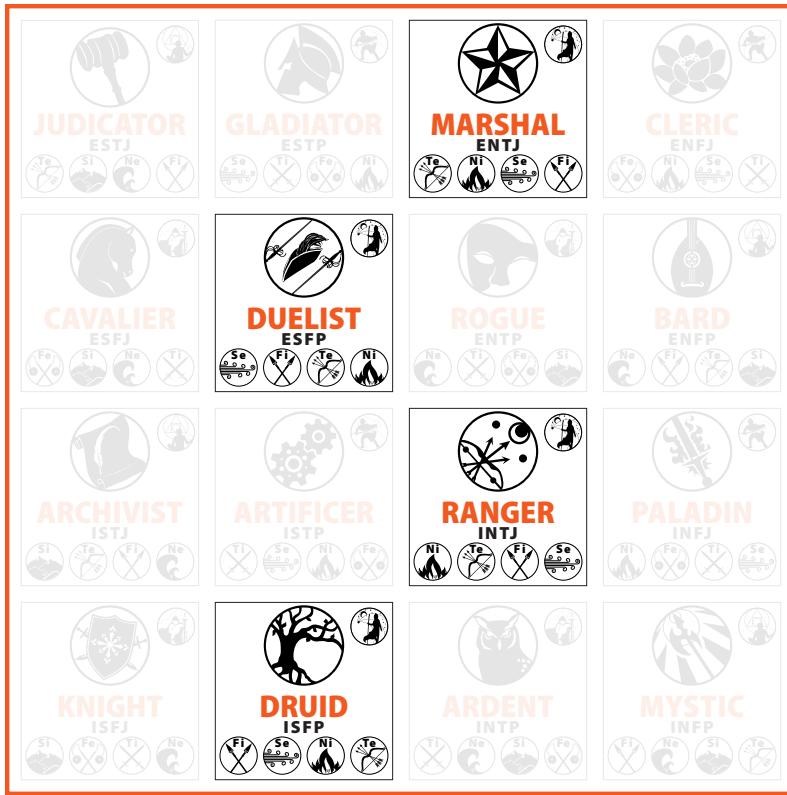
TEMPLARS



WAYFARERS vs. PHILOSOPHERS

Type Grid Example

WAYFARERS



PHILOSOPHERS



INSTRUCTIONS: Read the provided descriptions and consider how you relate to them. Most people usually act out one of these options we provide more frequently than the others. All you must do is circle which option you believe you act out the most in your daily life.

IDENTIFY your preferred HOUSE

Refer to the **QUADRA FOURSQUARE**, (Page 33), as an aid for the exercise below:

CRUSADERS are dutiful champions of fairness and protecting the innocent. They place their faith in truth and seek to bring about a just world. **Crusaders** seek to make others happy yet have difficulty accepting happiness for themselves. Through adversity they obtain happiness. **Crusaders** see hardship as something to persevere through and wield high endurance but are at risk of bitterness or being too cold when dealing out justice. **Crusaders** are at risk of hypocrisy by finding the innocent guilty and can become a source of injustice.

TEMPLARS seek people of character or build character in those who lack it. They are interested in strengthening the well-being and character of others. **Templars** require freedom to make their own choices and find their own way in life. They teach, mentor, and counsel. They forgive and help people heal, ghosting traitors or people who refuse to take responsibility for themselves. **Templars** are at risk of hypocrisy when criticizing others for being irresponsible, while being irresponsible themselves.

WAYFARERS are independent, realistic, and matter of fact. They challenge the status quo in favor of finding a better way. **Wayfarers** require freedom to pursue their own interests and way of life. They are self-assured and express themselves through personal performance, often competitively. They seek admiration and loyalty, but doubt others' ability to provide it. Their purpose is to pursue treasure and the status it brings, choosing with whom they share it. **Wayfarers** are at risk of stealing treasure, rather than earning it for themselves.

PHILOSOPHERS are academically inclined to discover secrets to success. They craft a world view to share belief, ideology, and reputation. **Philosophers** are drawn to civic duty, volunteering, and politics to strengthen their voice. Through enduring hardships, **Philosophers** establish rules and guidelines they believe are righteous. They attend to their own happiness and comfort yet can be inattentive to that of others. **Philosophers** are at risk of sacrificing fellow human beings for the sake of their own success, instead of success gained through self-sacrifice.

Circle: CRUSADER or TEMPLAR or WAYFARER or PHILOSOPHER

IMPORTANT:

If you circled CRUSADER ,	If you circled TEMPLAR ,	If you circled WAYFARER ,	If you circled PHILOSOPHER ,
you would be one of these four types on the TYPE GRID (Page 6): Cavalier, Rogue, Knight, Ardent.	you would be one of these four types on the TYPE GRID (Page 6): Gladiator, Cleric, Artificer, Paladin.	you would be one of these four types on the TYPE GRID (Page 6): Marshal, Duelist, Ranger, Druid.	you would be one of these four types on the TYPE GRID (Page 6): Judicator, Bard, Archivist, Mystic.



PUT IT ALL TOGETHER Pt.1

DIRECT vs. INFORMATIVE



DIRECT - Say what you mean, mean what you say. Prefers decision making over giving context.
If you are direct, then you are one of the following 8 types:
ESTJ, ESTP, ENTJ, ENFJ, ISTJ, ISTP, INTJ, INFJ



INFORMATIVE - Provides context and information so the other person can make a decision.
If you are informative, then you are one of the following 8 types:
ESFJ, ESFP, ENTP, ENFP, ISFJ, ISFP, INTP, INFP

INITIATING vs. RESPONDING



INITIATING - Prefers to go to people to get or convey information.
If you are initiating, then you are one of the following 8 types:
ESTJ, ESTP, ENTJ, ENFJ, ESFJ, ESFP, ENTP, ENFP



RESPONDING - Prefers people to come to them to get or convey information.
If you are responding, then you are one of the following 8 types:
ISTJ, ISTP, INTJ, INFJ, ISFJ, ISFP, INTP, INFP

PROGRESSION vs. OUTCOME



PROGRESSION - Let's figure out a quick plan and get moving, we'll flesh it out along the way.
If you are progression, then you are one of the following 8 types:
ESFJ, ESFP, ENTP, ENFP, ISTJ, ISTP, INTJ, INFJ



OUTCOME - We need to plan everything that we are going to do so we don't waste our time.
If you are outcome, then you are one of the following 8 types:
ESTJ, ESTP, ENTJ, ENFJ, ISFJ, ISFP, INTP, INFP

ABSTRACT vs. CONCRETE



ABSTRACT - Prefers to start with what could be and works to make it happen.
If you are Abstract, then you are one of the following 8 types:
ENTJ, ENFJ, ENTP, ENFP, INTJ, INFJ, INTP, INFP



CONCRETE - Prefers to start with what's known and work towards potential solutions.
If you are concrete, then you are one of the following 8 types:
ESTJ, ESTP, ESFJ, ESFP, ISTJ, ISTP, ISFJ, ISFP

AFFILIATIVE vs. PRAGMATIC



AFFILIATIVE - "Prefers to ask permission rather than forgiveness." "Teamwork makes the dream work."
If you are affiliative, then you are one of the following 8 types:
ESTJ, ENFJ, ESFJ, ENFP, ISTJ, INFJ, ISFJ, INFP



PRAGMATIC - "Prefers to ask forgiveness instead of permission." "If you want something done right, do it yourself."
If you are pragmatic, then you are one of the following 8 types:
ESTP, ENTJ, ESFP, ENTP, ISTP, INTJ, ISFP, INTP

PUT IT ALL TOGETHER Pt.2

SYSTEMATIC vs. INTEREST

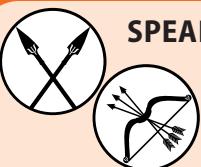


SYSTEMATIC - Makes a complete process which applies the best method to use in various situations.
If you are systematic, then you are one of the following 8 types:
ESTJ, ENTJ, ESFJ, ENTP, ISTJ, INTJ, ISFJ, INTP

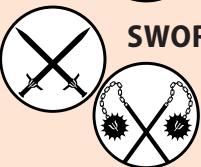


INTEREST - Looks at who stands to gain what on a case by case basis.
If you are interest, then you are one of the following 8 types:
ESTP, ENFJ, ESFP, ENFP, ISTP, INFJ, ISFP, INFP

SPEAR & BOW vs. SWORD & MACE

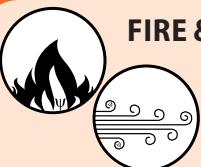


SPEAR & BOW - They seek to support their values by weighing any meaningful evidence presented to them.
-OR- Seeks to collect data and information to examine existing standards to find values worth adopting.
If you are spear & bow, then you are one of the following 8 types:
ESTJ, ENTJ, ESFP, ENFP, ISTJ, INTJ, ISFP, INFP



SWORD & MACE - Uses facts and hard truths to determine what's socially acceptable.
-OR- Uses what is socially acceptable as a filter to determine the truth.
If you are Sword & Mace, then you are one of the following 8 types:
ESTP, ENFJ, ESFJ, ENTP, ISTP, INFJ, ISFJ, INTP

FIRE & WIND vs. EARTH & WATER



FIRE & WIND - Using my freedom of choice to create memories with others.
-OR- I want to observe what others are doing to figure out what I want.
If you are Fire & Wind, then you are one of the following 8 types:
ESTP, ENTJ, ENFJ, ESFP, ISTP, INTJ, INFJ, ISFP



EARTH & WATER - Relies on past experience to figure out what may happen in the future.
-OR- Focuses on the options and choices of others over my experience.
If you are Earth & Water, then you are one of the following 8 types:
ESTJ, ESFJ, ENTP, ENFP, ISTJ, ISFJ, INTP, INFP

THE FOUR HOUSES



CRUSADERS - Life is about sacrifice and enduring hardship for the sake of fostering justice and fairness.
If you are a Crusader, then you are one of the following 4 types: ESFJ, ENTP, ISFJ, INTP



TEMPLARS - Life is about strengthening others which also can make me stronger.
If you are a Templar, then you are one of the following 4 types: ESTP, ENFJ, ISTP, INFJ



WAYFARERS - Life is about strengthening my position so that I can choose who to bring along with me.
If you are a Wayfarer, then you are one of the following 4 types: ENTJ, ESFP, INTJ, ISFP



PHILOSOPHERS - Life is about working hard to discover the principles and standards behind the recipe for success.
If you are a Philosopher, then you are one of the following 4 types: ESTJ, ENFP, ISTJ, INFP

ACKNOWLEDGMENTS

I would like to take the time to acknowledge the following people for making such a document and ultimately, such a science possible. Each of them have contributed to this project in some manner and I am thankful that we now can utilize it for the sake of benefiting mankind on a massive scale in which we haven't seen since the time of Carl Gustav Jung. Therefore, I would like to say thanks by listing each of their names and their specific contribution.

Plato, author of "Plato's Republic." And for providing our initial understanding of the four temperaments also known as "Worldview" as portrayed in this document.

Isabel Briggs Myers, for bringing out Myers-Briggs Type Indicator as an alternative interpretation of C.G. Jung's work where I first began my journey into the science when I was 21 years of age, attempting to save my marriage.

Dr. David Keirsey, author of "Please Understand Me II: Temperament, Character, Intelligence" and for first bridging the gap between MBTI and Plato.

Stephen Montgomery, PH.D. author of "People Patterns" and for his interpretations of the four temperaments that contribute to the "Worldview" section of this document. Thank you sir for sharing your observations.

Dr. Linda Berens, author of "Understanding Yourself and Others: An Introduction to Interaction Styles 2.0" and "Understanding Yourself and Others: An Introduction to the 4 Temperaments-4.0." While I recognize we have had conflict with our interpretations of the science, I cannot deny that you have been absolutely pivotal and foundational in making the Type Grid possible. You are without a doubt one of the most important pillars of this science and I am most grateful for your work. This document would not exist without you.

Dr. Dario Nardi, author of "The Neuroscience of Personality" and for his work in building a bridge between this form of psychology and empiricism such that we will have irrefutable evidence this science is as concrete as physics. Thank you also for your oversight and guidance.

Dr. John Beebe, for his outstanding work in his Magnum Opus: "Energies and Patterns of Psychological Type" and for doing me the honor of considering me a colleague. None of this was possible without you.

Dr. Carl Gustav Jung, author of "Psychological Types" and "Aion", for the foundation of the types, functions, and the four sides of the mind.

Robert Bryant, for introducing me to the Type Grid. I promise I will keep it open source as you have required of me since first giving it to me during my homelessness.

Robert Moriel, for teaching me how to interpret the Type Grid dichotomies and providing the initial building blocks behind the demonic inverse that led to my understanding of the four sides of the mind. Furthermore, I would not be the man I am today without you destroying my worldview and paradigm then building me back up in the process. I am grateful to you the most out of everyone on this list.

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