

FINDING YOUR "BEST FIT" TYPE

E EXTRAVERSION Energized by outer world	INTROVERSION I Energized by inner world
S SENSING Work with known facts	INTUITION N Look for possibilities and relationships
T THINKING Base decisions on impersonal analysis and logic	FEELING F Base decisions on personal values, impact on others
J JUDGING Prefer a planning, decided, orderly way of life	PERCEIVING P Prefer a flexible, spontaneous way of life
Very Clear Clear Moderate Slight	Slight Moderate Clear Very Clear

	E or I	S or N	T or F	J or P
1. "Indicator Type:	<u>I</u>	<u>X</u>	<u>X</u>	<u>P</u>
2. Self-Assessment Type:	<u>I</u>	<u>N</u> <small>S to get stuff done N to have fun</small>	<u>T</u>	<u>P</u>
3. Work Situations Type:	<u>I</u>	_____	_____	_____
4. "Best Fit" Type:	<u>I</u>	_____	_____	_____

Effects of Preferences in Work Situations

Extraversion

Like variety and action
Often impatient with long, slow jobs

Are interested in the activities of their work and in how other people do it
Often act quickly, sometimes without thinking
Develop ideas by discussion
Like having people around
Learn new tasks by talking and doing

Introversion

Like quiet for concentration
Tend not to mind working on one project for a long time uninterrupted
Are interested in the facts/ideas behind their work

Like to think a lot before they act, sometimes without acting
Develop ideas by reflection
Like working alone with no interruptions
Learn new tasks by reading and reflecting

Sensing

Like using experience and standard ways to solve problems
Enjoy applying what they have already learned
May distrust and ignore their inspirations
Seldom make errors of fact
Like to do things with a practical bent
Like to present the details of their work first
Prefer continuation of what is, with fine tuning
Usually proceed step-by-step

Intuition

Like solving new complex problems
Enjoy learning a new skill more than using it
Will follow their inspirations
May ignore or overlook facts
Like to do things with an innovative bent
Like to present an overview of their work first
Prefer change, sometimes radical, to continuation of what is
Usually proceed in bursts of energy

Thinking

Use logical analysis to reach conclusions
Want mutual respect among colleagues
May hurt people's feelings without knowing it
Tend to decide impersonally, sometimes paying insufficient attention to people's wishes
Tend to be firm-minded and can give criticism when appropriate
Look at the principles involved in the situation
Feel rewarded when job is done well

Feeling

Use values to reach conclusions
Want harmony and support among colleagues
Enjoy pleasing people, even in unimportant things
Often let decisions be influenced by their own and other people's likes and dislikes
Tend to be sympathetic and dislike, even avoid, telling people unpleasant things
Look at the underlying values in the situation
Feel rewarded when people's needs are met

Judging

Work best when they can plan their work and follow their plan
Like to get things settled and finished
May not notice new things that need to be done
Tend to be satisfied once they reach a decision on a thing, situation, or person
Reach closure by deciding quickly
Feel supported by structure and schedules

Focus on completion of a project

Perceiving

Enjoy flexibility in their work
Like to leave things open for last-minute changes
May postpone unpleasant tasks that need to be done
Tend to be curious and welcome a new light on a thing, situation, or person
Postpone decisions while searching for options
Adapt well to changing situations and feel restricted without variety
Focus on the process of a project