

Temperament

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YOUR TYPE: INTP

E	Extraversion	Introversion	I
S	Sensing	Intuition	N
T	Thinking	Feeling	F
J	Judging	Perceiving	P

INTPs are the ultimate problem solvers. They are the thinkers, the professors. They love spotting patterns, finding logical explanations and generating, proving and disproving theories. They are often very bright, objective, flexible and tolerant except when it comes to facts or ideas not being expressed correctly or succinctly – something which is very important to them. They are quick to grasp complex, abstract thoughts and are exceptionally logical and rational. However, they are not very keen on explaining their thought processes or ideas to people who are not on their wavelength. Their intuition with people is generally not good and so they tend to be shy in new company, but are outgoing and expressive when with people they know well or on a topic they are passionate about and understand deeply. Under stress they may lose their self-confidence and feel persecuted, becoming sarcastic, overly critical and illogical.

INTPs work best in bursts of energy on leading edge new projects.

INTPs work least well on routine tasks requiring patience, tidiness and time management.

INTPs would be happiest in a job which allows them autonomy and time to work alone on the discovery of truth.

Tips

- Accept that people's feelings are valid data, not intellectual feebleness
- Prioritise and plan more carefully
- Be more open to the benefits of socialising
- Be more tolerant about other's need for rules in life

Examples of commonly chosen career paths:

- Scientists
- Engineers
- Strategic Planners
- Mathematicians
- University Professors
- Computer Programmers or Systems Analysts
- Technical Specialist
- Lawyers / Attorneys

YOUR PREFERENCES:

E	Extraversion	Introversion	I
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Introversion

As an introvert, you are likely to:

- Be often perceived as quieter and more reflective than an extravert
- Be comfortable working by yourself
- Want to think things through carefully before you act/speak
- Prefer not to be the centre of attention
- Like depth over breadth, often working well with thoughts and ideas
- Prefer a job in which you have plenty of time to think alone and where there is less need to be sociable

Tips

- With your role, consider the extent to which you will be working alone or in a small team. You are likely to find too much interaction with others wearing. Make sure you have the reflection time and space (physically as well as mentally) that you will need.
- If you are preparing for an interview, make sure that you talk to the people around you to gather advice, hints and tips from others about the prospective role and on how to do your best. Don't just rely on online research and reading.
- If you are attending an assessment centre/extended interview, remember that the assessors may require you to talk and participate more than you might have to in the job you are applying for.

- As an introvert, ensure you share what you're thinking and make a significant contribution and don't allow others to fill in the gaps for you or interrupt.
- In interviews, make sure that you talk about yourself sufficiently to give the interviewer the best evidence you've got. Don't wait for prompting questions; they may never come.
- Identify good ice breaking questions to help you get the conversation started.
- Encourage yourself to talk a little so that they know you are interested and willing to be engaged in discussion.

S	Sensing	Intuition	N
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Intuition

As someone with a preference for intuition you are likely to:

- Enjoy making links between different concepts
- Be creative, curious and interested in possibilities
- Enjoy finding the relationships between things and /or ideas
- Look forward to the future and all the possibilities you see in it
- Enjoy learning new skills, facing new and challenging problems
- Be seen as visionary by others
- Prefer to take note of the whole picture rather than the details
- Shy away from facts and figures, finding them boring or irrelevant
- Often work in bursts of energy

Tips

- Make sure you arrive early for all meetings/interviews/assessments. Lateness will be very poorly viewed, no matter how charming you are!
- When giving presentations, remember that others are likely to want to know about the practicalities of your ideas as well as your visions.
- When applying for a new role, make sure you consider the practical day-to-day considerations and how it would work in practice rather than going on your 'sense' of it.
- When preparing for interviews, go into the detail of the competencies being assessed and ensure your answers are sufficiently specific.
- In your written work, make sure you read/interpret any questions accurately rather than addressing the 'gist'.
- When relaying your strategy for your role (e.g. 'What will you do in the first 90 days?'), make sure you pay attention to the implementation as well as the overall ideas.
- In your work or job search process, plan ahead and make sure you leave enough time to prepare properly.
- If you are moving within an organisation you are familiar with, discover how much creativity and imagination is welcome.
- If you are attending an assessment centre/extended interview be aware of coming across to prospective employers as someone who would change things for its own sake; be open to the need to retain some existing methods and processes.

T	Thinking	Feeling	F
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Thinking

With a preference for thinking you are likely to:

- Base the majority of your decisions on logic and fairness
- Find it easy to make difficult decisions
- Be able to take a tough line with people, deciding things relatively impersonally
- Find it easy to separate emotion from fact and objectivity
- Remain calm in a crisis
- Be less sensitive to the feelings of others
- Want to be right, even at the cost of being liked

Tips

- Remember that sometimes it is more important to build and preserve relationships rather than prove your point.
- When looking at new roles and opportunities, be aware of your value as a potential people manager. Prospective employers will benefit from your ability to stay calm and in control and instil this in others.
- When answering questions during assessments or interviews, make sure you show that you have considered the impact on the people involved and how to mitigate any negative consequences.
- If you are preparing for an interview, make sure you benefit from your calm approach, but remember that a few nerves are a good thing – they may raise anxiety, but they also raise performance levels.
- You may thrive in jobs that require people to be calm and collected e.g. high pressure environments where meeting deadlines is vital. Identify jobs and careers that could value an ability to stay positive in a crisis.
- Be aware that if you over-rely on logic, that others might find you cold and impersonal.
- When working with others make sure that you build rapport with them to be able to persuade them to buy into your way of thinking. Allow others to voice their views and be visible in facilitating others to speak and express their opinions.

J	Judging	Perceiving	P
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Perceiving

With a preference for perceiving you are likely to:

- Prefer to be spontaneous and flexible rather than planned and organised
- Approach the outside world in a perceiving attitude, gathering information, exploring and discovering new things
- Enjoy going with the flow, being last-minute and often late for things
- Prefer starting things to finishing them
- May be prone to procrastination and/or disorganisation, but usually managing to pull everything together at the last-minute

Tips

- Your projects (e.g. at work or to search for a new job) will benefit from your flexible and creative approach, you are likely to consider unusual and interesting ways of achieving your objectives. Just make sure that you keep adequate records and have some sort of structure/process to follow.
- During a group/team exercise, the others will benefit from hearing your view on the range of options. Make sure you share them.
- You may wish to consider working for yourself, giving you more flexibility to set your own deadlines and shaping your own way of working to achieve results. Or you may consider a role that requires less emphasis on deadlines and deliverables. Be aware that you may be tempted to do less research than is needed when exploring a career change or direction.
- You may wish to explore roles that do not depend on your having a highly organised approach in order to be successful. In some jobs, the way you approach the task may be just as important as the end result. Roles that require an attention to detail, bureaucracy and due-process may not attract you.
- If you are preparing for an interview, make sure that you prepare fully for the interview by researching the company and role and having good examples to draw upon during the interview. Make sure your research extends further than using the internet.
- If you are attending an assessment centre/extended interview, you may benefit from being more attentive to timed exercises and organising yourself accordingly. The assessors, for example, in group exercises will often be looking for the candidates' ability to manage time, the group process and delivery of results.

ABOUT THIS ASSESSMENT:

Temperament Types is based on the work of Swiss psychologist Carl Jung who published his book 'Psychological Types' back in 1921. Since then, his theories have been the basis for some of the most widely used personality instruments in business, with almost 2 million people a year discovering their personality 'type'. There are four scales to Jungian theory:

- Extraversion or Introversion (E-I): This is where you get your energy from - whether from within yourself or from the external environment.
- Sensing or Intuition (S-N): This is about how you like to take in information and whether you prefer to pay attention to the details and the concrete or the possibilities and the abstract.
- Thinking or Feeling (T-F): This is about how you make decisions and which factors influence you most, whether objectivity and truth or people's needs and values.
- Judging or Perceiving (J-P): How you like to live your life, whether planned and ordered or flexible and spontaneous.