

# MBTI pairs of preferences

EXTRAVERSION

INTROVERSION

How do you direct and receive energy?

SENSING

INTUITION

How do you take in information?

THINKING

FEELING

How do you decide and come to conclusions?

JUDGING

PERCEIVING

How do you approach the outside world?

# WHAT'S YOUR BEST-FIT

## ISTJ

Quiet, serious, succeed by being thorough and dependable. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized—their work, their home, their life. Value traditions and loyalty.

## ISFJ

Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.

## ISTP

Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

## ISFP

Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, don't force their opinions or values on others.

## ESTP

Flexible and tolerant, take a pragmatic approach focused on immediate results. Bored by theories and conceptual explanations; want to act energetically to solve the problem. Focus on the here and now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.

## ESFP

Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

## ESTJ

Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to do the same. Forceful in implementing their plans.

## ESFJ

Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-to-day lives and try to provide it. Want to be appreciated for who they are and what they contribute.

# MYERS-BRIGGS® TYPE?

## INFJ

Seek meaning and connection in ideas, relationships, and material possessions. Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.

## INTJ

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance—for themselves and others.

## INFP

Idealistic, loyal to their values and to people who are important to them. Want to live a life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened.

## INTP

Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.

## ENFP

Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.

## ENTP

Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

## ENFJ

Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone, want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.

## ENTJ

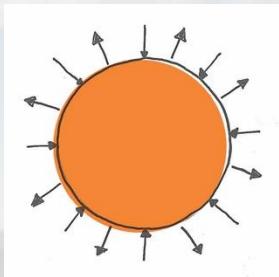
Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy long-term planning and goal setting. Usually well informed, well read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

# MBTI – Individual Assessment of Best Fit Type

## Extroversion

Where do I prefer focus my energy and get my energy from?

Prefer to get energy from the world around them, often by “doing”, involvement in external events and contact with people



Tend to act before thinking  
Prefer to take action quickly  
Talk things through  
Are more expressive when interacting  
Gain energy from interaction  
Have a breadth of interests

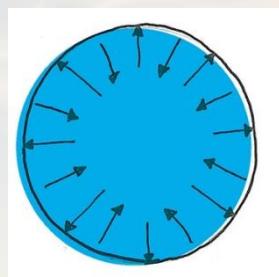
*Remember, E-I is not about sociability or social confidence*

<b>E</b>	Very Sure	Quite Sure	Not sure	Quite Sure	Very sure	<b>I</b>
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## Introversion

Where do I prefer focus my energy and get my energy from?

Prefer to get energy from self, quiet reflection, focusing on inner thoughts and ideas

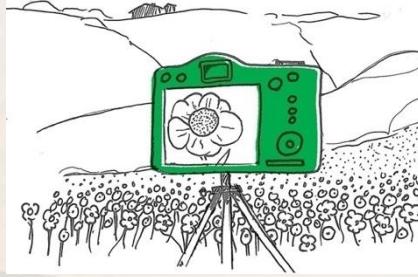


Tend to think before acting  
Prefer to spend time on reflection  
Think things through  
Are more contained when interacting  
Gain energy from concentration  
Have a depth of interests

## Intuition

What information do I prefer? How do I get information

Prefer specific information and facts; prefer being observant of the world around and focus on practical realities



Want to know the facts  
Look at the specifics  
Adopt a realistic approach  
Focus on the here and now  
Ensure things work in practice  
Collect observations

Prefer patterns & associations between facts; interested in connections, “what might be” and possibilities



Seek out new ideas  
Look at the bigger picture  
Adopt an imaginative approach  
Anticipate the future  
Ensure things work in theory  
Use conceptual frameworks

*Remember, Sensing isn't 'sensitive' and iNtuition isn't 'gut feel'*

<b>S</b>	Very Sure	Quite Sure	Not sure	Quite Sure	Very sure	<b>N</b>
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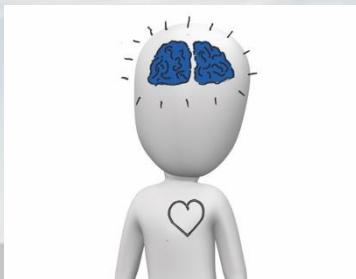
# MBTI – Individual Assessment of Best Fit Type

## Thinking

## Feeling

How do I prefer to make decisions?

Prefer to make decisions by being detached, using logic, applying principles; often stand outside situation to analyse cause & effect



Apply logical reasoning  
Use cause and effect analysis  
Seek objective truth  
Decide using impersonal criteria  
Focus on tasks  
Provide a critique

Prefer to make decisions by stepping in, gauging reactions, seeking harmony. Personally identify key values for decisions.



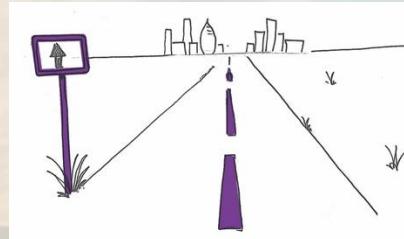
Apply individual values  
Understand others' viewpoints  
Seek harmony  
Decide by personal circumstances  
Focus on relationships  
Offer praise

## Judging

## Perceiving

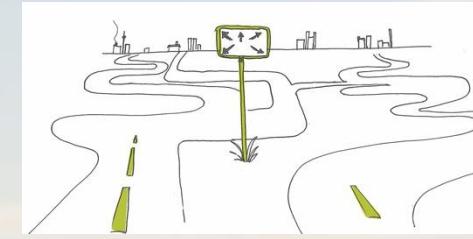
How do I prefer to order/structure my world?

Prefer coming to closure on decisions, having schedules and order, liking control and regulation.  
Make plans and stick to them; getting things done!



Like to come to closure  
Make plans  
Act in a controlled way  
Prefer to act within a structure  
Prefer to schedule activities

Prefer keeping options open to new experiences; flexible & spontaneous; comfortable with "going with the flow"; energise by last minute "ruses"



Keep a range of choices available  
Remain flexible  
Respond to emerging information  
Prefer to go with the flow  
Prefer to be spontaneous

*Remember, Thinking types can feel and Feeling types can think*

T	Very Sure	Quite Sure	Not sure	Quite Sure	Very sure	F

*Remember, Judging isn't 'judgmental' and Perceiving isn't 'perceptive'*

J	Very Sure	Quite Sure	Not sure	Quite Sure	Very sure	P