

Kiersey and Bates Character and Temperament Types

1. **INTP** “Architect” (abstract design and coherence)
2. **ENTP** “Inventor” (replace whatever enterprise now exists with something better)
3. **INTJ** “Scientist” (rational and objective)
4. **ENTJ** “Fieldmarshall” (long term strategies, tactics, logistics and consequences)
5. **INFP** “Questor” (life is a very serious matter; now a crusader, now a monastic)
6. **ENFP** “Journalist” (spirited bearer of tidings, frisky and into everything)
7. **INFJ** “Author” (oracular, meaning-giver)
8. **ENFJ** “Pedagogue” (growth catalyst, brings out the best in others)
9. **ESFJ** “Vendor” (giving, caring, comforting nature)
10. **ISFJ** “Conservator” (conserving nature; ministering, nursing, helping sort)
11. **ESFP** “Entertainer” (entertaining, bursting with energy, put on a show of some kind)
12. **ISFP** “Artist” (closeness to nature and artistic activity)
13. **ESTJ** “Administrator” (preserve the establishment)
14. **ISTJ** “Trustee” (paragon of insurance, preparation, consolidation)
15. **ESTP** “Promoter” (wheeler-dealer; JFK, FDR)
16. **ISTP** “Artisan” (adventuresome artisan)

(taken from “Please Understand Me: Character and Temperament Types”, David Kiersey and Marilyn Bates, 1984)

Discovering Your Type

EXTRAVERTS

- ___ Are primarily interested in the outer world, oriented toward other people and other's reactions to what one says or does
- ___ Like to have people around them
- ___ Usually have many friends and acquaintances
- ___ Plunge readily into new experiences
- ___ Get energy and stimulation from external things
- ___ Under stress need contact with other people
- ___ When solving an issue, say "Let's brainstorm"
- ___ Become bored when alone
- ___ Like variety and action
- ___ Are quite sociable, good mixers, good greeters
- ___ Usually introduce themselves first, seldom meet a stranger
- ___ Are concerned about what others say and think about them
- ___ Give their personal history and even ancestral history the first time you meet them
- ___ Prefer to speak rather than write, slow to answer letters, but first to answer phone
- ___ Show their dominant function to the world, are easy to get to know
- ___ Are great conversationalists

INTRAVERTS

- ___ Are primarily interested in the inner world of the spirit and their own reaction to people
- ___ Need time alone, are exhausted after a day of meeting people
- ___ Are not good salesmen unless deeply convicted of the value of the product to be sold
- ___ Like to pause and take a sounding before plunging into anything new, distrust first impressions
- ___ Tend to be introspective and subjective
- ___ Prefer to work quietly and alone, are easily distracted by presence of other people
- ___ Feel very lonely in a crowd of strangers
- ___ Keep their inner life private and hidden except when with their closest friends
- ___ Show their auxiliary function to the world and reserve their dominant function for their inner life
- ___ Are independent of the outward situation, prefer to follow their own inner conscience
- ___ Under stress, seek to get away by themselves
- ___ When solving an issue, say "Let's sleep on it"
- ___ In conversation, usually talk about other things rather than about themselves

SENSING TYPES

_____ Are primarily concerned with the actual and the factual

_____ Are good at judging the here and now situation

_____ Have a practical eye for detail, have a photographic memory

_____ Are good at giving directions

_____ Value common sense highly, are practical and realists

_____ Want facts, trust facts, remember facts

_____ Are down-to-earth persons, earth-bound, anchored to earth

_____ Do not trust hunches until submitted to their practical common sense and experience

_____ Find it difficult to understand abstractions and symbols

_____ Prefer and trust experience rather than hunches

_____ Become impatient with complicated situations

_____ Usually read the fine print of contracts

_____ Are good at precise work, seldom make errors of fact or details

_____ Find self-denial of senses difficult, are reluctant to sacrifice present enjoyment for future good

_____ Need a sense of enjoyment, have a high appreciation for sensual pleasures

INTUITIVE TYPES

_____ Are more interested in future possibilities and potentials than in actual realities

_____ Are always looking for some way to improve the present situation

_____ Face life expectantly and will ski jump from the known to the unknown without filling in the gaps

_____ Prefer to look at the whole picture and thus often overlook minor details

_____ Are not good at giving directions

_____ Are interested in the unknown and the complicated

_____ Look for the inner meaning behind the facts and seek patterns in perceived facts

_____ Are always looking around the corner to see what is ahead

_____ Love to speculate about future possibilities and anticipate future events

_____ Have frequent hunches, insights, and inspirations, insights that come "from out of the blue"

_____ Are imaginative, original, creative, and innovative

_____ Dislike routine, prefer to learn a new skill

_____ Work in bursts of energy and enthusiasm

_____ Love myths, dreams, symbols, metaphors, visions

THINKING TYPES

- ___ Make judgments and decisions on an objective basis
- ___ Are ruled by their head rather than their heart
- ___ Are rational, logical, straightforward
- ___ Are ruled by principles, “the law and evidence”
- ___ Value logic more than sentiment
- ___ Are quite skilled in handling objective facts and ideas
- ___ Are very much concerned about justice, rights, reform, and consistency in policy
- ___ Need to be treated fairly and justly
- ___ Are very good in executive and administrative positions
- ___ Love to discuss and argue, try to get to the bottom of every issue
- ___ Are good at argumentation and not excessively disturbed by conflict
- ___ Love to win at games of competition
- ___ Do not show feelings easily
- ___ Are uncomfortable in dealing with others’ feelings and emotions
- ___ Find it difficult to handle praise
- ___ Are able to criticize, reprimand, and fire others without losing sleep over it
- ___ Tend to be impersonal and sometimes hurt others’ feelings without realizing it

FEELING TYPES

- ___ Make decisions based on personal values and then try to find a logical reason to back these decisions
- ___ Are keenly aware of others’ feelings
- ___ Are usually quite skillful and tactful in handling personal situations
- ___ Dislike telling people unpleasant things
- ___ Are ruled by the heart and feelings rather than by the head or logic
- ___ Are warm-hearted, forgiving, sentimental, and capable of very deep feelings
- ___ Try to avoid conflict and therefore are usually good at resolving conflicts
- ___ Are concerned more about people than about facts
- ___ Need praise and affirmation
- ___ Become deeply hurt when ignored, passed over, forgotten
- ___ Are good at enlisting volunteers and financial support for a cause that concerns the welfare of people
- ___ Enjoy work in counseling, ministry, social service, or any position where there is an interaction with people who need to be helped
- ___ Often make decisions based on their own, or others’ personal likes and dislikes

JUDGING TYPES

- ___ Like things settled, finished as soon as possible, brought to closure
- ___ Live a planned, orderly life; prefer structure, dislike having to “fly by the seat of their pants”
- ___ Enjoy following a schedule and meeting a deadline
- ___ Like to know ahead of time to permit planning
- ___ Usually have a definite system for doing everything and are consistent in following it
- ___ Usually are prompt and on time for everything
- ___ Dislike last minute jobs
- ___ Dislike long shopping trips, prefer to go and buy the first thing that fits their needs
- ___ Have a strong sense of accomplishment when finished with a task
- ___ Are active, decisive, able to get things done, “let’s get this show on the road”
- ___ Are task oriented, follow “management by objective”
- ___ Have a tendency to impose their will on others and try to control the world in which they live
- ___ Try to put everyone on their schedule
- ___ Can be rigid since they usually have a settled opinion and position on things

PERCEIVING TYPES

- ___ Are flexible, open-minded, continually trying to discover more data
- ___ Are reluctant to make final decisions
- ___ Frequently wait until the last minute to make a decision
- ___ May postpone unpleasant jobs to “wait and see”
- ___ Dislike deadlines
- ___ Feel cramped by a tight schedule
- ___ Live life in a spontaneous, free-spirited manner
- ___ Are crisis oriented, ready to go in any direction in an emergency
- ___ Have the best in them brought out in emergencies and crises
- ___ Like to leave things flexible, unsettled, so that they can make last minute alterations
- ___ Enjoy the unexpected and love surprises
- ___ Love to window-shop and find it difficult to buy until they have seen everything available
- ___ Make resolutions, but seldom keep them
- ___ Are slow in answering mail that requires irrevocable decisions
- ___ Amass an astonishing store of information on any number of varied subjects
- ___ Are always receptive to new facts and allow the world to influence them

