Personality Type

The following description of personality type was made famous by Isabel Myers and Katherine Myers-Briggs. Their work was based originally on that of Carl Jung, the German psychoanalyst. The MBTI (Myers-Briggs Type Indicator) is one of the most widely used psychological tests.

There are several sites on the Internet that will let you do a similar test. The actual MBTI instrument belongs to the American Psychological Society.

Myers-Briggs uses 4 dimensions of personality:

- Extraversion vs Introversion
- Sensing vs Intuition
- Thinking vs Feeling
- Judging vs Perceiving

These are described in more detail in the next several pages, followed by a detailed description of each of the 16 types. Use these descriptions to better understand both yourself and your fellow group members (and family members, friends, etc). As you gain experience, you can play *Guess their type* games with yourself when you meet new people.


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Extraverting (E) and Introverting (I)

The energising preferences: where we get our energy

The following list of paired words summarises the key characteristics of Extraverts and Introverts.

Which list describes you best?

<table>
<thead>
<tr>
<th>Extraverts</th>
<th>Introverts</th>
</tr>
</thead>
<tbody>
<tr>
<td>seek interaction</td>
<td>like to be alone</td>
</tr>
<tr>
<td>enjoy groups</td>
<td>enjoy one-on-one</td>
</tr>
<tr>
<td>communicate by talking</td>
<td>communicate by writing</td>
</tr>
<tr>
<td>outgoing and sociable</td>
<td>reserved and private</td>
</tr>
<tr>
<td>like variety and action</td>
<td>like to focus on one thing at a time</td>
</tr>
<tr>
<td>involved with people</td>
<td>work with ideas</td>
</tr>
<tr>
<td>learn by doing or discussing</td>
<td>learn by reflection and thinking</td>
</tr>
<tr>
<td>do - think - do</td>
<td>think - do - think</td>
</tr>
<tr>
<td>expenditure of energy</td>
<td>conservation of energies</td>
</tr>
<tr>
<td>enjoy a wide circle of friends</td>
<td>enjoy a small circle of friends</td>
</tr>
</tbody>
</table>

Extraverts

In daily life, you probably:

- Enjoy being with people. You have a wide circle of friends and like to include many people in your activities.
- Are outgoing, enthusiastic and find it easy to talk to anyone.
- Like to be where the action is, taking note of what is going on around you. You can often do several things at once.
- Think by speaking, and often don't know what you will say until you have said it. Indeed, you can become bored when you can't participate in a conversation.
- Want to experience the world in order to understand it.
- Get rejuvenated by being with people and feel drained when you're alone. You like to bounce your ideas off others.
- Need lots of affirmation about what you do and how you look.
- Find listening difficult.
As a learner, you probably:

- Prefer a learning environment filled with movement, action, and talk.
- Prefer to learn facts or theories that connect with your experience, and you will usually come to a more thorough understanding of these facts or theories during group discussions or when working on cooperative projects.
- Tend to leap into assignments with little “forethought”, relying on trial-and-error rather than anticipation to solve problems.
- Have difficulty concentrating on reading for long stretches of time. You often understand and retain information better if you process it orally.

Getting along with Extraverts:

- Appreciate their ability to initiate conversations and activities.
- Allow them to talk so they can clarify their ideas.
- Understand that they need to be with other friends besides you.
- Go out and do things with them.
- Share your ideas with them.
- Give them plenty of acknowledgement.
- Let them know that you have heard what they have said.

If you are an Extravert, remember to:

- Try to express your thoughts and feelings in writing rather than talking.
- Become aware of how others are reacting to your talking. They may be bored.
- Don’t spend too long alone if you are highly Extraverted.
- Take time to think things through before taking action. Allow others time to think things through.
- Discover activities you can enjoy by yourself.

Get off the phone! You’ve been on there for three hours …

Blah ... blah ...
Introverts

In daily life, you probably:

- Like to rehearse things before saying them, and need privacy and quiet time alone for concentration.
- Like to focus your attention inwardly on your ideas, impressions and thoughts.
- Want to understand the world before you experience it.
- Are sometimes called shy. People often see you difficult to get to know, as you are reserved and private.
- Have a small number of special friends.
- Need to recharge your batteries by spending time alone as interacting too much with others can leave you feeling drained.
- Worried your parents because they thought you were spending too much time alone.

As a learner, you probably:

- Will talk (or write) more when they are not forced to share your ideas.
  - Tend to be quiet and less active in the classroom.
  - Feel pressured into taking part in group discussions. Such pressure, however, will often only increase your withdrawal.
  - Need to think in relative solitude.
  - Don't like to think 'on your feet". You are more willing to share your ideas when given advance notice.
  - Respond to teachers who acknowledge that you have more to say (or write) than you have offered.
- Although you may be able to concentrate for longer stretches of time, you may lose concentration sometimes because you begin to contemplate what you read and become lost in a daydream.

Getting along with Introverts:

- Give them time to think and respond.
- Respect their need for privacy and time alone.
- Try not to bombard them with too many words.
- Do not pressure them to 'party'.
- Spend 'quiet' time with them.
If you are an Introvert, remember to:

- Allow yourself time for privacy and solitude.
- Learn to take the initiative sometimes and ask your friends to join you in activities.
- Remember that your opinions and contributions are important. Learn to speak up in groups.
- At any event where there are a lot of people, try to have at least one close friend at hand for support.

What Extraverts find annoying about Introverts

What Introverts find annoying about Extraverts

What is your preference?

Extraverting (E) O  Introverting (I) O
Sensing (S) and Intuition (N)

The information gathering preferences: how we perceive the world

When you are perceiving you are gathering information, noticing, observing the world or paying attention. The opposite preferences of gathering information (sensing or intuition) indicate the kinds of information you tend to notice - how you take in information and how you give information to others. Sensors gather information in a concrete way using their five senses, while abstract learners gather information in an abstract way through a “sixth” sense.

Sensors and Intuitives see the world in very different ways. Communication can be difficult because they often fail to see each other's perspectives and each believes that his or her information is more valid.

The following list of paired words summarises the key characteristics of Sensors and Intuitives.

Which list describes you best?

<table>
<thead>
<tr>
<th>Sensors</th>
<th>Intuitives</th>
</tr>
</thead>
<tbody>
<tr>
<td>focus on what is real and actual</td>
<td>focus on possibilities</td>
</tr>
<tr>
<td>prefer facts and concrete</td>
<td>prefer abstract insights</td>
</tr>
<tr>
<td>pay attention to details</td>
<td>focus on the big picture</td>
</tr>
<tr>
<td>observe and remember sequentially</td>
<td>see patterns and meaning</td>
</tr>
<tr>
<td>are down-to-earth</td>
<td>have their head-in-the-clouds</td>
</tr>
<tr>
<td>learn step-by-step</td>
<td>learn by leaping in anywhere</td>
</tr>
<tr>
<td>focus on the present</td>
<td>focus on the future</td>
</tr>
<tr>
<td>rely on past experience</td>
<td>rely on inspiration and imagination</td>
</tr>
<tr>
<td>prefer things as they are</td>
<td>prefer to try new things</td>
</tr>
<tr>
<td>value practical applications</td>
<td>value ingenuity</td>
</tr>
</tbody>
</table>

Do you have a bird's eye view or a worm's eye view?
Sensors

In daily life, you probably:

- Prefer to take in information through your eyes, ears and other senses to find out what is actually happening.
- Focus on facts and rely on what can be measured or documented.
- Like to do things that are practical and can yield some tangible results.
- Trust your past experiences and prefer established ways of doing things.
- Prefer to describe things literally. You like specific answers to specific questions. For example, when you ask, "what time are we leaving?" you prefer "at three-fifteen" rather than, "some time this afternoon".

As a learner, you probably:

- Tend to focus on immediate reality and like real-life examples, and learning about real people and things.
- Learn best when they move from the concrete to the theoretical in a step-by-step progression.
- Value knowledge that is practical and want to be precise and accurate in your work.
- Tend to excel at memorising facts.
- Respond well to compliments about accurate, thorough, reliable, and precise work.
- Feel more comfortable when you know exactly what is expected of you. You prefer explicit, detailed and specific directions.

Getting along with Sensors:

- When communicating with them be explicit. Stick to the facts and use concrete examples.
- Give step-by-step instructions when explaining how to do something.
- When communicating theoretical ideas, remember to stress the practical application. Remember that Sensors have little need to find underlying meaning about things.
- Appreciate their down-to-earthness.
- Value their realistic and practical perspective.
If you are a Sensor, remember to:

- Learn to play with your imagination.
- When dealing with Intuitives, avoid arguing about specific details.
- Try not to rule out ideas that do not seem immediately practical.
- Think about the meanings behind things.
- Give yourself time to see beyond the obvious. Learn to imagine new possibilities when for handling situations.
- Do things in new and different ways.

**Intuitives**

**In daily life, you probably:**

- Tend to think of several things at once.
- Like to try lots of 'new' things.
- Look for connections and relationships behind most things. You are always asking, "What does this mean?"
- Read the endings of a book first.
- Read the instruction manual only when you get stuck.
- Like to fantasise about all the things that you will do one day.

**As a learner, you probably:**

- Tend to look at the big picture to get an overall impression of what is happening and often “leap” to a conceptual understanding of material.
- Daydream during classes that are predominantly about giving factual information.
- Value quick flashes of insight but are often careless about details.
- Tend to excel at imaginative tasks and theoretical topics.
- Love sentences that begin with “What if...?”. You value being innovative, original, and theoretical.
- Tend to write best when given general directions that allow your imagination to work. Developing an unique approach to the topic is an important part of your learning.

**Getting along with Intuitives:**

- Appreciate their original ideas and their ability to be creatively novel. Allow them to explore new possibilities.
• Understand that they like to do 'old' things in 'new' ways.
• Don't burden them with too many facts and details.
• Don't always question them about how or why they 'know' something. Trust that they sometimes just 'know'.

If you are an Intuitive, remember to:
• Try to turn some of your "one day I'm going to ..." possibilities into "this is what I've actually done" realities.
• Find a way to help you memorise facts.
• When doing projects or essays, draw a concept map before you begin. You can then focus on each point, spending time to fill in the details.
• Try to focus your attention on physical reality.

A problem in perception . . .

<table>
<thead>
<tr>
<th>Sensor:</th>
<th>When are we leaving?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intuitive:</td>
<td>Soon.</td>
</tr>
<tr>
<td>Sensor: (a little annoyed)</td>
<td>Yes, but when are we leaving?</td>
</tr>
<tr>
<td>Intuitive:</td>
<td>In a little while.</td>
</tr>
<tr>
<td>Sensor: (more annoyed)</td>
<td>Listen! WHEN are we leaving?</td>
</tr>
<tr>
<td>Intuitive: (very impatiently)</td>
<td>Don't you understand? SOON!</td>
</tr>
<tr>
<td>Sensor: (angrily)</td>
<td>Can't you answer a simple question! All I want is a simple answer. At what time are we leaving? At three-fifteen or at three-twenty?</td>
</tr>
<tr>
<td>Intuitive: (also angrily)</td>
<td>What difference does it make? You get so picky. Three o'clock, four o'clock - it's all the SAME!</td>
</tr>
</tbody>
</table>

What is your preference?

Sensing (S) O  Intuition (N) O
Thinking (T) and Feeling (F)

The decision making preferences: how we evaluate information

Once you have gathered information you need to prioritise it, organise it, put it into categories and arrive at decisions. Some people prefer to make decisions objectively while others prefer subjective decision making. Both ways are rational processes that can result in equally good decisions, but they rely on different standards.

The following list of paired words summarises the key characteristics of Thinkers and Feelers.

Which list describes you best?

**Thinkers**
- prefer to analyse the problem
- are objective
- are tough-minded
- value justice
- are reasonable and fair
- use cause-and-effect reasoning
- are good at critiquing
- prefer to be direct
- usually don’t take things personally
- can be seen as insensitive

**Feelers**
- prefer to sympathise with the problem
- are subjective
- are tender-hearted
- value harmony
- are compassionate and accepting
- are guided by personal values
- are good at complimenting
- prefer to be tactful
- usually take things personally
- can be seen as overemotional
Thinkers

In daily life, you probably:

- Tend to stay cool, calm and collected in situations when others are upset.
- Think it’s more important to be fair and truthful rather than being liked.
- Tend to tell people if you think if you disagree with them, rather than same nothing just so that they won’t get upset.
- Make decisions based on logic. You like to weight up all information objectively.
- Remember numbers and figures more readily than faces and names.
- May be seen as overly blunt and uncaring. You consider truthfulness to be more important than tact.

As a learner, you probably:

- Value competence in yourself and others.
- Are goal- and task-oriented.
- Prefer topics that help you to understand systems or cause-and-effect relationships.
- Are most motivated when provided with a logical rationale for each task and when teachers acknowledge and respect your competence.
- Prefer criticism that is to the point rather than criticism that is softened or indirect.
- Tend to select topics that can be explored with emotional distance rather than self-involvement.
- Tend to focus on content and like to follow a structure such as an outline.

Getting along with Thinkers:

- Ask them what they think rather than what they feel.
- Try not to become defensive or reactive when they express their criticisms about situations. Appreciate their ability to analyse.
- Appreciate their ability to remain calm. Value their ability to be fair and truthful.
- Express your disagreements without being concerned that you may be seen as unkind or wanting to start an argument. Thinkers will respect you for having and holding your opinion.
If you are a Thinker, remember to:

- Consider what impact your feedback may have on others. For example, "I can see your point of view, but have you considered ..." rather than "You're wrong!"
- Be careful when giving what you consider 'constructive' criticism. Even though you may think you are helping, others may experience you as constantly trying to correct them.
- Learn to be more generous with acknowledgement, encouragement and appreciation.
- Learn to say "I'm sorry" and "You're right". Allow yourself to lose an argument sometimes.

Feelers

In daily life, you probably:

- Prefer harmony over clarity. You find it difficult to disagree with people and avoid situations that may lead to conflict.
- Take criticism very personally, and are sometimes accused of being too sensitive.
- Like to be appreciated and approved of. You may try too hard to please others.
- Always try to see the other person's point of view. You are empathic and compassionate.
- View tact as more important than truthfulness.

As a learner, you probably:

- You perform best in a climate of affirmation and acceptance.
- You like to feel that the teacher values you as an individual.
- Enjoy the human angle of a subject. You prefer topics you can care about; you often complain about topics that are dry or "boring".
- You prefer to chat informally before getting down to work. You like harmony in the classroom.
- Value working in groups where you can cooperate and collaborate with other students.
- Draw upon personal experience when you engaging with a subject. For example, you often include personal examples in your essays.

I just LOVE this subject.
Getting along with Feelers:

- Let them know how much you appreciate them.
- Acknowledge their warmth, understanding and compassion.
- When giving feedback, focus on the positive aspects before launching into points of disagreement.
- Don’t use sarcasm.
- Share your feelings with them

If you are a Feeler, remember to:

- Learn to say "No" occasionally.
- Learn to speak up for yourself if you feel you are being treated unfairly or being taken advantage of.
- Learn to negotiate, set limits and be direct.
- Practice being objective. Don't take criticism so personally.

A Thinker

A Feeler

What is your preference?

Thinking (T)  O  Feeling (F)  O
Judging (J) and Perceiving (P)

The lifestyle preferences: do we control or adapt?

Your lifestyle preference indicates whether you strive for predictability and order or whether you are more comfortable with flexibility and spontaneity - to control or to adapt? Judgers like their lives to be planned and orderly, while Perceivers like their world to be open and flexible.

The following list of paired words summarises the key characteristics of Thinkers and Feelers.

Which list describes you best?

**Judgers**

- value structure
- tend to work now / play later
- like things settled and decided
- prefer things to be organised
- make lists and **use** them
- value punctuality
- prefer to have deadlines
- like to complete projects
- are goal-oriented
- value order
- like to follow timetables

**Perceivers**

- are easygoing
- tend to play now / work later
- like to be spontaneous
- prefer things to remain open-ended
- make lists and **lose** them
- leave thing to the last minute
- often ask "what deadline?"
- like to start projects
- are process-oriented
- value flexibility
- enjoy last-minute pressures

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You said you'd be here at 4.30. Next time I won't wait for you.

Yeah, yeah ... I know. But Chris rang, and then I missed the bus, and then I met Sam ...
Judgers

In daily life, you probably:

- Like to have things settled and decided.
- Find it difficult to concentrate if the environment is disorganised or messy.
- Like to make 'to do' list and enjoy checked off completed tasks.
- Like to have a place for everything and everything in its place.
- Prefer to develop a plan and schedule for tasks that need to be done.
- Need to finish your work before you can go and have fun.
- Are always on time, and can't understand why this is not important to others.

As a learner, you probably:

- Complete projects a little ahead of time to avoid last minute stresses and pressure.
- Like to have defined limits and rules in the classroom.
- You prefer more structured learning environments that establish definite goals for you to meet.
- Tend to gauge your learning by the completion of tasks: reading “x”-amount of books, writing “y”-amount of essays, or finishing “Z”-amount of projects.
- Tend to limit your topics quickly and set goals that are manageable. You value being decisive.
- Are particularly concerned about the passage of time, and usually respond well to compliments about how efficient, expedient, or punctual you are.
- Tend to view your work, once it is submitted, as finished, and prefer to hear comments about how you can improve the next piece of work rather than about how to improve this piece of work.
Getting along with Judgers:

- Respect their need to know 'the plan'. Try to agree to some time frame or schedule.
- Show your respect by honouring your commitment to any plans you have made together.
- Be aware of their need for order. They are likely to see your 'creative chaos' as a disorganised mess.
- Appreciate their ability to be efficient and organised.

If you are a Judger, remember to:

- Remember that it's OK to change your mind.
- Develop patience with people who don't have your need for order.
- Be prepared to review your decisions in light of new information. A plan you made yesterday may not be relevant today.
- Occasionally do some things that are unplanned.

Perceivers

In daily life, you probably:

- Are easygoing, and adaptable. You are able to effortlessly adapt to last minute changes. You enjoy the unexpected.
- Are flexible and curious, and resist limits, order and structure. You don't enjoy tasks that can't be turned into play.
- Get distracted easily and have difficulty focusing on one thing at a time. Others often accuse you of being unfocused.
- Like to start new projects. You usually begin a new project before finishing the current one. In fact, you enjoy doing several projects at once.
- Have a great burst of energy as any deadline approaches. You usually get things finished on time, although you drive everyone else mad in the process.
- Like to leave your options open. You often don't plan tasks or events and wait to see what's required.
- Have a 'messy' room or desk. Creativity and spontaneity is more important to you than neatness and order.
As a learner, you probably:

- Wait until the last moment before starting an assignment, and have no concept of time.
- Start many projects and have difficulty finishing them. You have an insatiable curiosity.
- Are usually most concerned about being thorough and exploring all the options, so you tend to view your work as ongoing.
- You prefer open and spontaneous learning environments and feel “imprisoned” in a highly structured classroom.
- Tend to select broad subjects and dive into exploring them without limitations.
- Enjoy gathering information more than deciding what to do with it. You often feel that there is always one more book to read.
- Ramble in your writing, because you want to include every idea and piece of data.

Getting along with Perceivers:

- Appreciate their flexibility and adaptability.
- Be prepared to let them change their mind at the last minute.
- When a decision is required allow time to discuss options. Help them to be clear about, and eliminate the options they don't want.
- Be clear about what it is that is really important for them to follow through on.
- Try not to impose rigid schedules or commitment on them.

If you are a Perceiver, remember to:

- Keep your promises and commitments. Think about the effect on others of always turning up late or canceling at the last minute.
- Make a short list each day of the things you must do - study, chores, practice. Try to complete at least one thing on the list daily.
- Learn to love your ability to be spontaneous.
- Make some time each week to have a general 'tidy up' of your room, desk, notes ...
- Reflect on your values and opinions. What is really important to you?
What is your preference?

Judging (J)  O  Perceiving (P)  O
What type are you?

<table>
<thead>
<tr>
<th>ISTJ</th>
<th>ISFJ</th>
<th>INFJ</th>
<th>INTJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>ISTP</td>
<td>ISFP</td>
<td>INFP</td>
<td>INTP</td>
</tr>
<tr>
<td>ESTP</td>
<td>ESFP</td>
<td>ENFP</td>
<td>ENTP</td>
</tr>
<tr>
<td>ESTJ</td>
<td>ESFJ</td>
<td>ENFJ</td>
<td>ENTJ</td>
</tr>
</tbody>
</table>

Activity

What is your learning style, and those of the other members of your group?

Visit some of the many Web sites on this subject. Here is one to get you started:

http://www.personalitypage.com/high-level.html
ISTJ  Doing what should be done

In daily life, you probably:
- Have a great memory for facts and figures, and you value thoroughness and accuracy.
- Are extremely responsible. Your word is your bond.
- Are very dependable, reliable and steadfast.
- Have a dry sense of humour.
- Are a very loyal friend.
- Are modest, unassuming and down-to-earth
- Are extremely practical and pragmatic.
- Value traditions and established ways of doing things.
- Expect yourself and others to be punctual, fastidious and orderly. You dislike apathy, idleness and disorganisation.

As a learner, you probably:
- Prefer a well-structured, orderly learning environment where you can work towards a clear goal.
- Are less interested in abstract theories than in practical facts.
- Value knowledge that has a practical application. You have a strong need for evidence or proof when learning new facts.
- Are good at focusing and concentrating. You like to work alone and dislike distractions and disruptions.
- Are unlikely to explore untried ideas or methods. You like clear guidelines and to know what is expected of you.
- Tend to think before acting. You like to prepare in advance and dislike situations where you have to 'think on your feet' or where there is ambiguity and uncertainty.
- Dislike being obliged to participate in situations with a strong emotional or interpersonal content.
ISTP Ready to try anything once

In daily life, you probably:

- Are independent, individualistic and adventurous. You resist confining environments.
- Tend to remain calm in a crisis. You are cool and dispassionate.
- Are a quiet, curious onlooker. You prefer to stand back and observe what is going on around you.
- Are focused on the tangible reality around you.
- Are highly skilled with your hands.
- Retain a great amount of detail and facts in areas that interest you.
- Thrive on variety and novelty, and enjoy the challenge of solving new, concrete and extensive problems.

As a learner, you probably:

- Like problems to solve and can become totally engrossed in a subject.
- Are less interested in theories than in practical facts.
- Prefer to learn by experimentation, demonstration and practical experience.
- Prefer to learn things that have an immediate relevance or practical benefit.
- Tend to dislike ambiguity and listening to unnecessary details.
- Enjoy having immediate opportunities to implement what you have learned.
- Prefer practice and clear guidelines on how to do something.
- Tend to think things through or to assimilate information before commenting.
- Prefer to generate ideas without constraints or too much structure.
- Have difficulty in organising your learning and you may need clear directions.

God, help me to consider people’s feelings even if most of them
ESTP The ultimate realist

In daily life, you probably:

- Are confident, gregarious, exciting and optimistic.
- Enjoy being with people who share your interests and sense of fun and adventure.
- Have a charming, infectious manner, but can also be straightforward, assertive and blunt.
- Have boundless energy and are always on the go.
- Are extremely generous and have a wide and diverse group of friends.
- Thrive on crisis and chaos, and enjoy competition.
- Often have many projects going on at once, and are always on the lookout for new adventure or experience.

As a learner, you probably:

- Are resourceful, pragmatic, realistic and very results-oriented.
- Have a capacity for absorbing and remembering lots of facts.
- Find it difficult sitting still for long periods of time. You like to be kept active.
- Prefer to be involved with other students, for example, discussing ideas, solving problems as part of a team.
- Prefer a learning environment that contains excitement, drama and a range of activities to tackle.
- Use logic in dealing with concrete problems. You get to the bottom of things quickly.
- Like to be in the limelight. You are intense and seek recognition and success.
- Like the pressure of finishing assignments at the last moment.
- Like to have practice and clear guidelines on how to do something.
- Have difficulty when required to work on your own for long periods.
ESTJ Life's administrator

In daily life, you probably:

- Like to be in charge. You relish having responsibilities.
- Are direct, honest, straightforward, and often blunt.
- Expect yourself and others to demonstrate competency, effort, and follow-through.
- Are good at seeing what is illogical, inconsistent, impractical or inefficient.
- Like a stable, predictable environment, but one that has a variety of people.
- Can be entertaining and fun, but only after your work is done.
- Tend to be impatient with those who don't follow the rules or pay attention to important details.

As a learner, you probably:

- Prefer factual information to theory and abstraction.
- Prefer a well-structured, orderly learning environment where you can work towards a clear goal. You like opportunities for planning and practice.
- Value knowledge that has a practical application. You have a strong need for evidence or proof when learning new facts.
- Prefer to be involved with other students, for example, discussing ideas, solving problems as part of a team.
- Are motivated by personal achievement. You like to be in the limelight.
- Use logic in dealing with concrete problems. You like to analyse information.
- Prefer proven methods and procedures and do all your assignments ahead of time.
- Need to reflect on and summarise what you have learned.
ISFJ  A High sense of duty  

In daily life, you probably:

- Are kind, considerate, and sensitive to others. You value loyalty, and go to great lengths to be helpful.
- Are reserved, modest and unassuming and don't like to be the centre of attention.
- Try to do everything perfectly. You pay meticulous attention to detail and are accurate with facts.
- Are highly conscientious and self-motivated.
- Like a stable, predictable environment that gives you a sense of identity, security and direction.
- Are down-to-earth, practical and very persevering.
- Tend to keep your feelings to yourself to avoid displeasing or disappointing others.

As a learner, you probably:

- Prefer a well-structured, orderly learning environment where you can work towards a clear goal. You are adept with work that requires repeated procedures.
- Are less interested in abstract theories than in practical facts.
- Value knowledge that has a practical application. You have a strong need for evidence or proof when learning new facts.
- Are good at focusing and concentrating. You like to work alone and dislike distractions and disruptions. You like time to think before offering your opinion.
- Are unlikely to explore untried ideas or methods. You like clear guidelines and to know what is expected of you.
- Work out all the necessary steps before beginning a new assignment.
- Tend to underestimate yourself and your achievements.
ISFP Actions speak louder than works

In daily life, you probably:

- Are easygoing, likeable and like to live and let live.
- Are gentle, caring, sensitive and loyal. You appreciate the simple things of life.
- Are quiet, modest and don't like to be the centre of attention.
- Tend to have high inner standards of perfection. Are highly conscientious, responsible and self-motivated.
- Have little desire for competition or control.
- Are flexible, adaptable and spontaneous. You feel restricted by excessive rules.
- Thrive in a harmonious environment where there is little conflict.

As a learner, you probably:

- Are less interested in theories than in practical facts.
- Prefer learning environments that are loose and unstructured.
- Like to engage in a wide range of diverse activities without time pressure and tight deadlines.
- Prefer to stand back and observe, reflect and check over your work.
- Prefer to learn things that have an immediate relevance or practical benefit.
- Tend to enjoy 'here and now' activities and competitive team tasks.
- Enjoy having immediate opportunities to implement what you have learned.
- Prefer to engage in activities where there is personal involvement and participation.
- Tend to take criticism personally.
- Have difficulty with your indecisiveness, lack of direction and motivation.
ESFP Are a surprise and love a surprise

In daily life, you probably:

• Are friendly, witty, charming and talkative.
• Have a wide circle of friends and can be overwhelmingly generous. You like to turn everything into fun.
• Are enthusiastic, high-spirited and playful.
• Can be impulsive, impatient and unpredictable.
• Can be skillful at dealing with conflict. You help to create a cooperative and harmonious atmosphere.
• Thrive on crisis and chaos, and enjoy competition.
• Often have many projects going on at once, and are always on the lookout for new adventure or experience.

As a learner, you probably:

• Like variety and to experience new problems or opportunities from which to learn.
• Are more interested in practical knowledge that can benefit other people.
• Prefer action to contemplation. You like to be kept constantly active.
• Prefer to be involved with other friendly energetic students, for example, discussing ideas, team projects. You like personal involvement and participation.
• Prefer a learning environment that contains excitement, drama and a range of activities to tackle.
• Dislike going over and over information. You like to resolve issues quickly.
• Like to be the centre of attention. You dislike being asked to step back and not be involved. You often crave affirmation and attention.
• Often wait until the last minute to prepare and sometimes forget to follow-through.
• Have difficulty when required to work on your own for long periods.
• Can have problems knowing how long it will take to complete a task.

God, help me to take things more SERIOUSLY.
ESFJ Hosts of the world

In daily life, you probably:

- Are friendly, warm-hearted, outgoing and talkative.
- Are compassionate, considerate and sympathetic.
- Value harmony and collaboration. You try not to offend or disappoint anyone. You are a good team player.
- Thrive personal attention, appreciation and praise.
- Are conscientious, responsible, organised and thorough. You like to have a routine.
- Have a high regard for social standards. You like to follow the latest trends.
- Have a very busy social life. You enjoy spending time with your family and friends.

As a learner, you probably:

- Prefer a well structured and organised learning environment. You are conscientious and hard working.
- Are more interested in practical knowledge that can benefit other people.
- Prefer to work towards a clearly defined outcome, and you plan your work accordingly. You like to know what is expected of you.
- Prefer to be involved with other friendly students, for example, discussing ideas, team projects. You often crave affirmation and attention.
- Are good with following through on details and respond well to clearly presented factual information.
- Dislike dealing with problems on a theoretical basis.
- Have a high regard for the traditions and regulations of the school.
- Often wait until the last minute to prepare and sometimes forget to follow-through.
- Need to develop your ability to offer critical and objective judgement.
INFJ An inspiration to others

In daily life, you probably:

- Are reserved, compassionate and tenderhearted.
- Have a rich imagination and are highly creative and original.
- Defend your values and high ideas single‐mindedly.
- Are very eloquent. You prefer writing to speaking.
- Are loyal and deeply committed to your ideals and inspirations. You are often visionary.
- Value self‐improvement and are often a perfectionist.
- Often have difficulty articulating your thoughts in words that others can understand.

As a learner, you probably:

- Enjoy exploring abstract theories and concepts. You like to read a lot
- Prefer a learning environment where your creativity and inspiration are unconstrained. You like to freely generate ideas.
- Dislike facts and figures. You don’t like to stick to specific instructions about how to do something. You dislike to practice a task over and over again.
- Dislike distractions. You like to think things through carefully.
- Prefer to work in a quiet, organised space that allows you to concentrate.
- Like to question the basic assumptions and logic behind an idea.
- Like to assess beforehand what you will learn from a subject and assess afterwards what you did learn.
- Work towards long‐term goals. You want to see your ideas developed and applied.
- Are often highly demanding of yourself and others.
- Want to organise your own time and have control over your learning process.
INFPerfoming noble service to aid society

In daily life, you probably:

- Are reserved, gentle, calm and sensitive.
- Value integrity and deep relationships. You are a very loyal, devoted and committed friend.
- Have very strongly held core values and beliefs.
- Want others to appreciate your dreams and aspirations.
- Are curious and open to new ideas.
- Tend to see issues from all side. You can be indecisive.
- Can become disillusioned and discouraged if your values are not supported.

As a learner, you probably:

- Dislike rules, orders, rigid schedules and deadlines.
- Are a determined learner who can work very patiently with complex tasks
- Like to experience new learning opportunities. You are quick to grasp ideas.
- Enjoy generating new ideas and seeing patterns emerge by linking ideas together.
- Have trouble working in competitive environments.
- Value working without interruption. You enjoy reading, writing and thinking.
- Prefer to acquire knowledge that is part of a theory, concept or system. You get bogged down with facts and details.
- Prefer to have unstructured time to prepare, and think things through.
- Dislike repetition, and rigid instructions. You like to have room to explore.
- Like to explore interesting ideas and concepts even though they may not seem immediately relevant.
- Can have problems setting yourself targets and timetables.
ENFP  Getting an extra squeeze out of life

In daily life, you probably:

- Are lively, outgoing, dynamic and spontaneous.
- Have a rich imagination and active mind.
- Have infectious enthusiasm and a great sense of humour. You can be charming and flirtatious.
- Are keenly perceptive about what is going on with people.
- Thrive in a harmonious environment where there is little conflict
- Want to be special and crave for approval.
- Are flexible, adaptable and spontaneous. You feel restricted by rules and regulations.

As a learner, you probably:

- Seek variety and challenge, constantly searching for new way and imaginative ways to do things. You are highly creative and enjoy playing with ideas and situations.
- Prefer learning environments that are loose and unstructured.
- Like to engage in a wide range of diverse activities without time pressure and tight deadlines. You get distracted easily and often jump from one topic to another.
- Enthusiastically initiate lots of projects, but lose interest once they have started. You can lose sense of time, forgetting to eat or sleep, when you are fully engaged.
- Are often talented in many areas and can have difficulty narrowing your focus.
- Are good at improvising and thinking on your feet.
- Enjoy working collaboratively with other energetic and creative students.
- Find details overwhelming. You become paralysed by your lack of organisation.
- See everything as part of a cosmic system. You enjoy novel ways of playing with information, such as concept mapping.
ENFJ Smooth-talking persuader

In daily life, you probably:

- Are exuberant, charming and enthusiastic, and you have a wide circle of diverse friends.
- Have a wide circle of friends and can be overwhelmingly generous. You like to turn everything into fun.
- Have a genuine interest in others. You are a loyal and devoted friend.
- Enjoy the thrill of a new challenge.
- Can be skillful at dealing with conflict. You help to create a cooperative and harmonious atmosphere.
- Are articulate and an excellent communicator. You find it easy to express yourself, and are good at motivating others
- Like to be reassured of your value by receiving praise, affirmation and appreciation.

As a learner, you probably:

- Are conscientious, orderly, decisive and goal-oriented. You work hard to achieve your ideals and you expect the same of others.
- Are quick to grasp possibilities and are stimulated by new ideas.
- Need to know why you are learning something.
- Prefer to be involved with other creative and energetic students, in a challenging, harmonious environment with a large variety of activities.
- Enjoy abstract concepts and see patterns of meaning in everything you learn.
- Like to be the centre of attention. You dislike being asked to step back and not be involved. You like personal involvement and participation.
- Are happy to follow rules as long as they don't conflict the people they affect.
- Take initiative and like to be responsible for your own learning.
INTJ  Everything has room for improvement

In daily life, you probably:

- Are constantly seeking to improve yourself and everything around you.
- Are highly innovative and you like to do things your way.
- Have a strong need for independence and autonomy.
- Are very intellectual and enjoy exchanging ideas.
- Have little need for social chit-chat.
- Thrive on crisis and chaos, and enjoy competition.
- Often have many projects going on at once, and are always on the lookout for new adventure or experience.

As a learner, you probably:

- Can be brilliant and original and have a strong grasp of theories and concepts.
- Like to be intellectually stretched. You are stimulated by ideas and are often impatient to understand them.
- Work in a logical and systematic way to develop innovative solutions to problems.
- Are motivated by your need for competence, authority and expertise.
- Are good at analysing problems and are forever asking "why?"
- Are good at focusing and concentrating on important issues. You like to draw up action plans. You actively seek to increase your understanding and knowledge.
- Dislike memorising facts and repetitive exercises. You prefer reflection, analysis and brainstorming.
- Prefer to work on your own and to learn in an orderly, self-paced manner. You dislike learning environments which are unstructured or where active participation is required.
- Can become frustrated and self-critical when you can't get things to go your way.
INTP  A love of problem-solving

In daily life, you probably:

- Are reserved, self-reliant and highly independent.
- You are driven to understand the universe and examine its truths and principles.
- Are often absorbed in your own thoughts and interests. Others sometimes see you as aloof and arrogant.
- Feel drained by too much contact with others.
- Prefer a calm and conflict-free environment.
- Dislike small talk, preferring to debate intellectual concepts.
- Tend to be concise, precise and articulate. You love to play with words.

As a learner, you probably:

- Enjoy developing complex systems and conceptual models.
- Strive to be ingenious in your conceptualising.
- Are driven by high standards of intellectual competence.
- Notice contradictions and logical flaws in your own and others' thinking.
- Are motivated by your need for understanding and amassing knowledge.
- Ask many questions and don't accept a teacher's authority on face value.
- Prefer an intellectually stimulating, flexible and unstructured learning environment in which enquiry and open debate are encouraged.
- Like to work independently and persevere until you understand an issue in all its complexity. Once you have understood something, you move on.
- Have difficulty repeating the same activity over and over again.
- Become stressed when asked to follow explicit and specific instructions. You find situations which emphasis feelings and emotions very uncomfortable.
ENTP  One exciting challenge after another

In daily life, you probably:

- Are entertaining, energetic, enthusiastic and confident.
- Are optimistic, charming, witty, gregarious and a great conversationalist
- Like to interact with a diverse range of people.
- Are constantly on the lookout for new things to try.
- Enjoy being clever, curious and imaginative.
- Can take any side of an argument. You enjoy debating and you like to have the last word.
- Are interested by everything. You like to juggle many things at once and boredom quickly sets in if there is not enough variety and innovation.

As a learner, you probably:

- Like variety and to experience new problems or opportunities from which to learn.
- Have a great ability to improvise and think on your feet.
- Enjoy competition, debate, and analysis. You are resourceful in solving challenging theoretical problems. You like to understand complex systems and theories.
- Are good at abstract thinking and conceptualising. You are quick to grasp new ideas.
- Prefer a learning environment where you question and probe the logic behind something. You like to be intellectually stretched.
- Dislike routine, deadlines and structure. You become bored with facts and details.
- Work best with a variety of stimulating and challenging topics. You like to start up projects and often having difficulty following through with completion.
- Can become overwhelmed with possibilities because so many things interest you.
- Like to actively participate. You find it difficult to just stand back and passively listen.
ENTJLife's natural leaders

In daily life, you probably:

- Are energetic, dynamic, confident and competent.
- Have strong opinions which you readily express. You are honest, direct and straightforward.
- Like to be in charge. You dislike taking instructions or advice from others.
- Prefer to have clear goals and an overall direction.
- Respect people who challenge you, say exactly what they think and can argue persuasively.
- Are very knowledgeable and you enjoy confrontation.
- Become impatient or bored when things are dull or you are not in charge.

As a learner, you probably:

- Prefer a learning environment where you can be intellectually challenged.
- Prefer to work within a clear and definite set of guidelines. You seek the most strategic ways to accomplish your goals.
- Are good at conceptualising and abstract reasoning. You are not interested in acquiring facts and details.
- Prefer to be involved with strong-minded, independent, results-oriented students.
- Prefer to learn in an environment which is intellectually stimulating and where debate and problem solving are encouraged.
- Have a thirst for knowledge and you enjoy reading, analysing and exchanging ideas.
- Like to be convinced by good solid reasoning.
- Need to know why you are learning something. You are motivated by achievement.
- Dislike incompetence, inefficiency and indecisiveness.