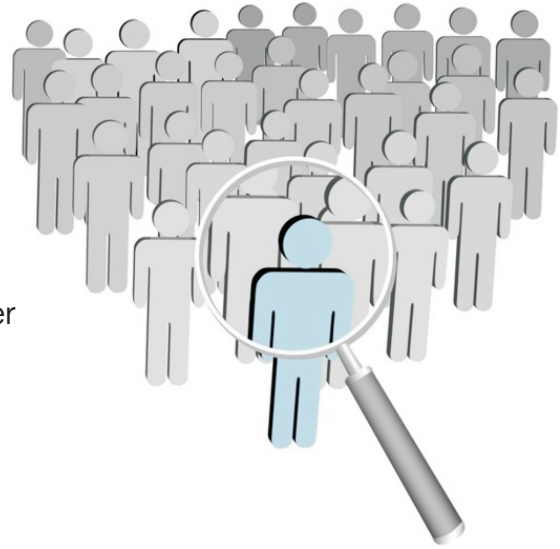


# Recognize and Appreciate Different Personalities

**P**ERSONALITY INDICATOR TESTS are available to help discover your individual personality type. Such tests may be used by employers during the interview process or used by counselors to verify marital compatibility before people exchange vows. In addition, the test can be useful to individuals by enabling them to be more self-aware, which may help them make better personal and professional decisions in the future.



## Objectives:



1. Recognize different personality types.
2. Appreciate the strengths of each personality type.

## Key Terms:



extroverts  
introverts  
intuitives

judgers  
Myers-Briggs Type  
Indicator

perceivers  
sensors

## Personality Types

Everyday you interact with people with different personalities. The successful person learns to recognize, appreciate, and complement other personality types. To be successful, you must be able to develop a positive working relationship with all personality types.

## PERSONALITY TESTS

You must also recognize your own personality type and its strengths and weaknesses. This can be accomplished through a personality indicator test, such as Merrill-Reid, D.E.S.A., “What’s My Style?,” ARRAY, 4MAT, Merrill/Wilson, True Colors, Who Moved My Cheese?, and The Keirsey Temperament Sorter. By far, the most widely accepted and recognized test in the educational and corporate world is the **Myers-Briggs Type Indicator**® (MBTI).

## History

Swiss-born psychiatrist C.G. Jung believed that human behavior was not random; he said it was based on our preferences. Independently of Jung, Katharine Briggs began classifying people's differences in styles. She was later joined in study by her daughter, Isabel Briggs Myers. They worked with Jung. Later, the Myers-Briggs Type Indicator® was produced.

The MBTI has four main quadrants where preferences are key. Generally a person favors one indicator over the other, though most people are a blend of both of the indicators within each quadrant or category.

## EXTROVERTS OR INTROVERTS

**Extroverts** are typically social and highly interactive people who focus outward, have a range of knowledge, enjoy multiple friends, have high energy, are talkative, and often speak and then think.

**Introverts** turn or direct their focus inward. They are typically deep thinkers who enjoy concentrating on a single topic and mastering it. They have fewer but deeper relationships, are reflective, prefer to rehearse and not to give quick answers, and typically think before speaking.



FIGURE 1. Extroverts usually enjoy interacting with other people.

## SENSING OR INTUITIVE

**Sensors** are often very direct people who operate in the present tense; they are realistic, down-to-earth, fact-driven, practical, and specific.

**Intuitives** are people who use their immediate cognition or knowing without using rational processes (insight). Often somewhat random, these people operate in the future; are conceptual, inspirational, and theoretical; are creators; and enjoy fantasy and generalities.

## THINKING OR FEELING

Thinkers typically are objective and steadfast people who prefer to know the rules. They are just. In addition, they want and demand clarity. Thinkers are policy-driven and analytical people who can be detached.

Feelers are subjective and tenderhearted people who prefer to have circumstances dictate outcomes. They can be persuasive. Also, they enjoy harmony, are appreciative, are aware of social values, and enjoy being involved.

## JUDGING OR PERCEIVING

**Judgers** are resolved people who make decisions easily. They like control and closure. In addition, judges enjoy making and sticking with the plan. They are structured and definite, so they appreciate people who respect deadlines.

**Perceivers** are observant and understand things via their senses. They are flexible people who appreciate the changing nature of things. Perceivers like to wait and see. They are open, enjoy the flow, and are tentative. These people can be spontaneous and often find deadlines restrictive.

## Personality Type Strengths

The preferences (or letter) from each of the above four quadrants should be listed as a four-letter grouping. An example is INTJ. There are 16 different types possible. Each type presents valuable personality contributions.

No personality combinations are better or worse than others. There are, however, jobs and positions that better fit certain personality types. All of the types are loose and in no way stereotype a person to certain behaviors. Descriptions are approximate and do not define a person's personality.

The goal is to recognize your personality and its strengths while learning how to appreciate the personality and strengths of others, despite how different they are from your own. The 16 personality types follow:

- ◆ ISTJ: Typically serious and quiet, thorough and responsible; natural organizers
- ◆ ISTP: Reserved and practical; interested in the how and why of mechanical things
- ◆ ISFJ: Kind, thoughtful, stable, and others-oriented
- ◆ ISFP: Quiet and kind; prefer harmony; open-minded and enjoy the present
- ◆ INFJ: Original and tenacious; strong value system; individualistic



## FURTHER EXPLORATION...

### ONLINE CONNECTION: Personality Test

If you want to learn more about yourself, you may be interested in taking the Jung Typology Test or another personality test. Then you can analyze the specific description of your type and determine your strengths and weaknesses.

With the results, you can also review the careers most suitable for your personality and see the famous personalities that share your type. Visit the following link:

<http://www.humanmetrics.com/cgi-win/JTypes3.asp>

- ◆ INFP: Reflective, service-oriented, loyal, and interested in helping people
- ◆ INTJ: Independent, analytical, and determined; natural leaders
- ◆ INTP: Logical and creative thinkers; value competence; reserved
- ◆ ESTP: Friendly and adaptable; focused on results and on the present
- ◆ ESTJ: Practical, traditional, and organized; athletic, loyal, and hard-working; value peace
- ◆ ESFP: People-centered and fun-loving; enjoy new experiences; dislike theory and analysis
- ◆ ESFJ: Warm-hearted, popular, and conscientious; sense of duty to others; enjoy positive reinforcement
- ◆ ENFP: Enthusiastic and creative; great people skills; bored with details but strong desire to follow inner values; open-minded
- ◆ ENFJ: Popular and sensitive with great people skills; focused on how others think and feel; dislike being alone; view life from the human angle; good manager of people issues
- ◆ ENTP: Creative, intellectual, outspoken, and assertive; great at understanding concepts and applying logical solutions
- ◆ ENTJ: Assertive and intelligent leaders; excel at public speaking; impatient with inefficiency



**FIGURE 2.** Many automotive workers are interested in the how and why of mechanical things.



**FIGURE 3.** Most business owners tend to be assertive leaders.

## BENEFITS OF EACH TYPE

The benefits and contributions of each personality type in the workplace are obvious. The best teams, managers, and colleagues are aware of their strengths and those of others. However, with every strength there is a potential weakness. Awareness of your weaknesses and the potential for personality snags is half the battle in overcoming them. Students and employees must learn to accommodate the styles of other personality types.

## Summary:

---



Everyday you interact with other people with different personalities. Successful people learn to recognize, appreciate, and complement other personality types. To be successful, you must be able to develop positive working relationships with all personalities.

You must also recognize your own personality type and its strengths and weaknesses. The MBTI is an excellent tool for deciphering your personality type. Once you know your type and your personality tendencies, you can begin to learn of other types and tendencies and how all types make valuable contributions. This appreciation should allow you to improve interaction with other types and appreciate the differences.

## Checking Your Knowledge:

---



1. Describe the INTJ personality type.
2. Describe the weaknesses of the INTJ personality type.
3. Describe the ESFP personality type.
4. Describe the weaknesses of the ESFP personality type.
5. Define “intuitive.”

## Expanding Your Knowledge:

---



To confirm or add to your information about your personality, you may want to review the information available at the following Web site:  
[http://www.fullcirclefeedback.com/coaching/online\\_html/personalities/personality.htm](http://www.fullcirclefeedback.com/coaching/online_html/personalities/personality.htm). You will find nine different personality types that are similar to the MBTI, but they offer a different perspective.

## Web Links:

---



### Information About Personality Types

<http://www.personalitypage.com/info.html>

### Personality Types

<http://www.2h.com/articles/personality-tests/personality-types.html>

### Personality Type

[http://en.wikipedia.org/wiki/Personality\\_type](http://en.wikipedia.org/wiki/Personality_type)