

That they will, if given the chance, excel at different sorts of work? Could it be that such popular sayings as “to each his own,” “different strokes for different folks,” and “do your own thing” express something that can be put to good use in everyday life?

There is much to be gained by appreciating differences, and much to be lost by ignoring them or condemning them. But the first step toward seeing others as distinct from yourself is to become better acquainted with your own traits of character. Of course, the best way to determine your traits of character is to watch what you actually do from time to time and place to place and in different company. There is no substitute for careful and informed observation. But self examination is quite foreign to most people, and so devices like this questionnaire can be useful in getting you started asking questions about your preferred attitudes and actions.

The Keirsey Temperament Sorter II

Decide on answer **a** or **b** and put a check mark in the proper column of the answer sheet on page 10. Scoring directions are provided. There are no right or wrong answers since about half the population agrees with whatever answer you choose.

- 1 **When the phone rings do you**
___(a) hurry to get to it first ___(b) hope someone else will answer
- 2 **Are you more**
___(a) observant than introspective ___(b) introspective than observant
- 3 **Is it worse to**
___(a) have your head in the clouds ___(b) be in a rut
- 4 **With people are you usually more**
___(a) firm than gentle ___(b) gentle than firm
- 5 **Are you more comfortable in making**
___(a) critical judgments ___(b) value judgments
- 6 **Is clutter in the workplace something you**
___(a) take time to straighten up ___(b) tolerate pretty well
- 7 **Is it your way to**
___(a) make up your mind quickly ___(b) pick and choose at some length

- 8 **Waiting in line, do you often**
___(a) chat with others ___(b) stick to business
- 9 **Are you more**
___(a) sensible than ideational ___(b) ideational than sensible
- 10 **Are you more interested in**
___(a) what is actual ___(b) what is possible
- 11 **In making up your mind are you more likely to go by**
___(a) data ___(b) desires
- 12 **In sizing up others do you tend to be**
___(a) objective and impersonal ___(b) friendly and personal
- 13 **Do you prefer contracts to be**
___(a) signed, sealed, and delivered ___(b) settled on a handshake
- 14 **Are you more satisfied having**
___(a) a finished product ___(b) work in progress
- 15 **At a party, do you**
___(a) interact with many, even strangers ___(b) interact with a few friends
- 16 **Do you tend to be more**
___(a) factual than speculative ___(b) speculative than factual
- 17 **Do you like writers who**
___(a) say what they mean ___(b) use metaphors and symbolism
- 18 **Which appeals to you more:**
___(a) consistency of thought ___(b) harmonious relationships
- 19 **If you must disappoint someone are you usually**
___(a) frank and straightforward ___(b) warm and considerate
- 20 **On the job do you want your activities**
___(a) scheduled ___(b) unscheduled

- 21 **Do you more often prefer**
 ___(a) final, unalterable statements ___(b) tentative, preliminary statements
- 22 **Does interacting with strangers**
 ___(a) energize you ___(b) tax your reserves
- 23 **Facts**
 ___(a) speak for themselves ___(b) illustrate principles
- 24 **Do you find visionaries and theorists**
 ___(a) somewhat annoying ___(b) rather fascinating
- 25 **In a heated discussion, do you**
 ___(a) stick to your guns ___(b) look for common ground
- 26 **Is it better to be**
 ___(a) just ___(b) merciful
- 27 **At work, is it more natural for you to**
 ___(a) point out mistakes ___(b) try to please others
- 28 **Are you more comfortable**
 ___(a) after a decision ___(b) before a decision
- 29 **Do you tend to**
 ___(a) say right out what's on your mind ___(b) keep your ears open
- 30 **Common sense is**
 ___(a) usually reliable ___(b) frequently questionable
- 31 **Children often do not**
 ___(a) make themselves useful enough ___(b) exercise their fantasy enough
- 32 **When in charge of others do you tend to be**
 ___(a) firm and unbending ___(b) forgiving and lenient
- 33 **Are you more often**
 ___(a) a cool-headed person ___(b) a warm-hearted person
- 34 **Are you prone to**
 ___(a) nailing things down ___(b) exploring the possibilities
- 35 **In most situations are you more**
 ___(a) deliberate than spontaneous ___(b) spontaneous than deliberate
- 36 **Do you think of yourself as**
 ___(a) an outgoing person ___(b) a private person
- 37 **Are you more frequently**
 ___(a) a practical sort of person ___(b) a fanciful sort of person
- 38 **Do you speak more in**
 ___(a) particulars than generalities ___(b) generalities than particulars
- 39 **Which is more of a compliment:**
 ___(a) "There's a logical person" ___(b) "There's a sentimental person"
- 40 **Which rules you more**
 ___(a) your thoughts ___(b) your feelings
- 41 **When finishing a job, do you like to**
 ___(a) tie up all the loose ends ___(b) move on to something else
- 42 **Do you prefer to work**
 ___(a) to deadlines ___(b) just whenever
- 43 **Are you the kind of person who**
 ___(a) is rather talkative ___(b) doesn't miss much
- 44 **Are you inclined to take what is said**
 ___(a) more literally ___(b) more figuratively
- 45 **Do you more often see**
 ___(a) what's right in front of you ___(b) what can only be imagined
- 46 **Is it worse to be**
 ___(a) a softy ___(b) hard-nosed

- 21 **Do you more often prefer**
 ___(a) final, unalterable statements ___(b) tentative, preliminary statements
- 22 **Does interacting with strangers**
 ___(a) energize you ___(b) tax your reserves
- 23 **Facts**
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- 24 **Do you find visionaries and theorists**
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- 25 **In a heated discussion, do you**
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- 27 **At work, is it more natural for you to**
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 ___(a) make themselves useful enough ___(b) exercise their fantasy enough
- 32 **When in charge of others do you tend to be**
 ___(a) firm and unbending ___(b) forgiving and lenient
- 33 **Are you more often**
 ___(a) a cool-headed person ___(b) a warm-hearted person

- 47 In trying circumstances are you sometimes
 ___(a) too unsympathetic ___(b) too sympathetic
- 48 Do you tend to choose
 ___(a) rather carefully ___(b) somewhat impulsively
- 49 Are you inclined to be more
 ___(a) hurried than leisurely ___(b) leisurely than hurried
- 50 At work do you tend to
 ___(a) be sociable with your colleagues ___(b) keep more to yourself
- 51 Are you more likely to trust
 ___(a) your experiences ___(b) your conceptions
- 52 Are you more inclined to feel
 ___(a) down to earth ___(b) somewhat removed
- 53 Do you think of yourself as a
 ___(a) tough-minded person ___(b) tender-hearted person
- 54 Do you value in yourself more that you are
 ___(a) reasonable ___(b) devoted
- 55 Do you usually want things
 ___(a) settled and decided ___(b) just penciled in
- 56 Would you say you are more
 ___(a) serious and determined ___(b) easy going
- 57 Do you consider yourself
 ___(a) a good conversationalist ___(b) a good listener
- 58 Do you prize in yourself
 ___(a) a strong hold on reality ___(b) a vivid imagination
- 59 Are you drawn more to
 ___(a) fundamentals ___(b) overtones
- 60 Which seems the greater fault:
 ___(a) to be too compassionate ___(b) to be too dispassionate
- 61 Are you swayed more by
 ___(a) convincing evidence ___(b) a touching appeal
- 62 Do you feel better about
 ___(a) coming to closure ___(b) keeping your options open
- 63 Is it preferable mostly to
 ___(a) make sure things are arranged ___(b) just let things happen naturally
- 64 Are you inclined to be
 ___(a) easy to approach ___(b) somewhat reserved
- 65 In stories do you prefer
 ___(a) action and adventure ___(b) fantasy and heroism
- 66 Is it easier for you to
 ___(a) put others to good use ___(b) identify with others
- 67 Which do you wish more for yourself:
 ___(a) strength of will ___(b) strength of emotion
- 68 Do you see yourself as basically
 ___(a) thick-skinned ___(b) thin-skinned
- 69 Do you tend to notice
 ___(a) disorderliness ___(b) opportunities for change
- 70 Are you more
 ___(a) routinized than whimsical ___(b) whimsical than routinized

Answer Sheet

Enter a check for each answer in the column for a or b.

	a	b	a	b	a	b	a	b	a	b	a	b	a	b	a	b
1																
8																
15																
22																
29																
36																
43																
50																
57																
64																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33
	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49
	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81
	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97
	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113
	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129
	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145
	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161
	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177
	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193
	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209
	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225
	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241
	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257
	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273
	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289
	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305
	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321
	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337
	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353
	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369
	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385
	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401
	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417
	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433
	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449
	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465
	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481
	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497
	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513
	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529
	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545
	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561
	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577
	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593
	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609
	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625
	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641
	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657
	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673
	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689
	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705
	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721
	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737
	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753
	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769
	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785
	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801
	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817
	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833
	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849
	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865
	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881
	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897
	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913
	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929
	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945
	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961
	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977
	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993
	994	995	996	997	998	999	1000	1001	1002	1003	1004	1005	1006	1007	1008	1009
	1010	1011	1012	1013	1014	1015	1016	1017	1018	1019	1020	1021	1022	1023	1024	1025
	1026	1027	1028	1029	1030	1031	1032	1033	1034	1035	1036	1037	1038	1039	1040	1041
	1042	1043	1044	1045	1046	1047	1048	1049	1050	1051	1052	1053	1054	1055	1056	1057
	1058	1059	1060	1061	1062	1063	1064	1065	1066	1067	1068	1069	1070	1071	1072	1073
	1074	1075	1076	1077	1078	1079	1080	1081	1082	1083	1084	1085	1086	1087	1088	1089
	1090	1091	1092	1093	1094	1095	1096	1097	1098	1099	1100	1101	1102	1103	1104	1105
	1106	1107	1108	1109	1110	1111	1112	1113	1114	1115	1116	1117	1118	1119	1120	1121
	1122	1123	1124	1125	1126	1127	1128	1129	1130	1131	1132	1133	1134	1135	1136	1137
	1138	1139	1140	1												

Four NFs [Idealists]:

- ENFJ [Teacher, pg. 149]
- INFJ [Counselor, pg. 152]
- ENFP [Champion, pg. 155]
- INFP [Healer, pg. 157]

Four NTs [Rationalists]:

- ENTJ [Fieldmarshal, pg. 196]
- INTJ [Mastermind, pg. 199]
- ENTP [Inventor, pg. 201]
- INTP [Architect, pg. 204]

If you have an X in your type label you should read the two portraits indicated, and choose the one more like you. For example, if your type label was ESXJ, then reading both ESTJ and ESFJ portraits may help you choose one or the other as more like you. Or perhaps your type label was XNFP. Here again reading both INFP and ENFP portraits may help you decide which type seems more like you. You will find individual portraits on the page number indicated in the list above, and extra scoring forms on pages 346 and 347.

However, if an X appears in the S-N scale (or even if the two scores are nearly equal) it is advisable to disregard the Temperament Sorter and turn to the Keirsey FourTypes Sorter on page 348. By completing this questionnaire you may be able to identify your basic temperament type—NF, NT, SP, SJ—and you can then scan the four variants of whichever type is indicated. By the way, having family or friends take the FourTypes Sorter can be a fascinating and enjoyable way to promote discussion on the topic of personality differences.

What the Myers-Briggs Letters Mean

Instead of naming her sixteen types of personality with descriptive words, Myers elected to label them with a combination of letters, chosen from four pairs of alternatives, E or I, S or N, T or F, J or P, as indicated above. The letters represent the following words:

E = Extraverted	or	I = Introverted
S = Sensory	or	N = Intuitive
T = Thinking	or	F = Feeling
J = Judging	or	P = Perceiving

Myers found these words in Jung's *Psychological Types*, but in adopting them she put her own spin on them. So let us consider what Myers actually meant in using Jung's words in *The Myers-Briggs Type Indicator*.

E = Expressive	or	I = Reserved
S = Observant	or	N = Introspective
T = Tough-minded	or	F = Friendly
J = Scheduling	or	P = Probing

Thus, if we look closely at her type descriptions, we discover that by