Please Understand Me II

Temperament Character Intelligence

David Keirsey
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
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 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.

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Directions for Scoring

1. Add down so that the total number of a answers is written in the box at the bottom of each column (see next page for illustration). Do the same for the b answers you have checked. Each of the 14 boxes should have a number in it.

2. Transfer the number in box No. 1 of the answer grid to box No. 1 below the answer grid. Do this for box No. 2 as well. Note, however, that you have two numbers for boxes 3 through 8. Bring down the first number for each box beneath the second, as indicated by the arrows. Now add all the pairs of numbers and enter the total in the boxes below the answer grid, so each box has only one number.

3. Now you have four pairs of numbers. Circle the letter below the larger numbers of each pair (see sample answer sheet below for an illustration). If the two numbers of any pair are equal, then circle neither, but put a large X below them and circle it.

The 16 Combinations

You have now identified your type. It should be one of the following:

Four SPs [Artisans]:
- ESTP [Promoter, pg. 63]
- ISTP [Crafter, pg. 66]
- ESFP [Performer, pg. 69]
- ISFP [Composer, pg. 71]

Four SJ's [Guardians]:
- ESTJ [Supervisor, pg. 104]
- ISTJ [Inspector, pg. 107]
- ESFJ [Provider, pg. 110]
- ISFJ [Protector, pg. 112]
Four NPs [Idealists]:
ENFJ [Teacher, pg. 149]  
INFJ [Counselor, pg. 152]  
ENFP [Champion, pg. 155]  
INFP [Healer, pg. 157]

Four NTs [Rationals]:
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 "extraverted" Myers meant having an "expressive" and outgoing social attitude; by "introverted" she meant having a "reserved" and exclusive social attitude. By "sensory" Myers meant being highly "observant" of things in the immediate environment; by "intuitive" she meant being "introspective," or highly imaginative of things seen only with the mind's eye. By "thinking" she meant being "tough-minded" or objective and impersonal with others; by "feeling" she meant being "friendly," or sympathetic and personal with others. By "judging" she meant given to making and keeping "schedules"; while, in the case of "perceiving" Myers apparently failed to notice that her mentor Jung had said that sensation and perception are identical, so she went her own way and opposed "perceiving" to "judging." However, little harm was done because when Myers said "perceiving" she actually meant looking around for alternatives, opportunities, and options, hence "probing" or exploring.

Myers regarded the eight letters and the traits they represent as the parts or elements of personality, independent of one another. In her view ESTJs, for example, are eager to express their views to others (E), are sensibly observant of their environs (S), are tough-minded (T), and are judicious in scheduling activities (J). In contrast are the INFPs, who maintain a quiet reserve (I), are introspective (N), are friendly (F), and are given to probing for options (P). Or take another pair, the ISFPs and ENTPs. Myers saw ISFPs as reluctant to exhibit themselves socially (I), as sensually observant (S), as friendly (F) and as opportunistic (P). On the other hand, the ENTJs are socially outgoing (E), are introspective (N), are tough-minded (T), and are given to making scheduling judgments (J). So here is a rather simple and literal way to spell out some easily observed differences between people. It is probably the apparent simplicity of this scheme that has caught the attention of millions of people around the world.

Myers presented all of her types as effective people. But we are effective in different ways, and are at our best when contributing what she called our special "gifts differing." For example, in some situations, such as those requiring the marshaling of forces, the ENTJ will be more effective than his or her opposite, the ISFP. But in different circumstances, such as when artistic composition is called for, the ISFP is in a much better position to succeed than the ENTJ. And this reversibility is thought to hold for all eight pairs of opposites. It is the social context that determines which kind of personality will be more effective.