

*Please
Understand
Me*

II

*Temperament
Character
Intelligence*

**David
Keirsey**



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The Keirseley 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

Answer Sheet

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

a		b		a		b		a		b		a		b	
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			

1		2	3	4	3	4	5	6	5	6	7	8	7	8
↓		↓		↓		↓		↓		↓		↓		
1		2		3		4		5		6		7		8
E I		S N		T F		J P								

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.

a		b		a		b		a		b		a		b	
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	✓		

1	8	2	2	3	9	1	4	3	8	2	4	5	4	6	6	5	1	9	6	7	7	3	8	7	7	3	8
↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓	
1	8	2	2	3	17	3	4	5	5	15	6	7	14	6	8												
E I		S N		T F		J P																					

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 SJs [Guardians]:

- ESTJ [Supervisor, pg. 104]
- ISTJ [Inspector, pg. 107]
- ESFJ [Provider, pg. 110]
- ISFJ [Protector, pg. 112]

Four NFs [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 seclusive social attitude.¹ 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.² 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.³ 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.”⁴ 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 ENTJs. 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 marshalling 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.