



ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

Psychological Type Indicator

PTI

Sample Report

3/4/2017

HRD Press, Inc.
Amherst, Massachusetts

PTI Psychological Type Indicator

Table of Contents

Introduction	3
General Type Preference Descriptors	4
Key Descriptors for each Preference	5
Summary Descriptions of the 16 Personality Types	6
Understanding the Psychological Type Codes	9
One Page Summary of your Type	10
8-Page Book of your Type	11

PTI Psychological Type Indicator

Introduction

The Background to Psychological Type

One of the earliest known theories of human typology is from the Greek philosopher Hippocrates who proposed four fundamental types of sanguine (happy), choleric (irritable), melancholic (sad), and phlegmatic (calm). Many other personality characteristics or behaviors have been further drawn out from these four temperaments, although the premise of the four temperaments has been relatively enduring through the ages. Carl Jung, an early student of Sigmund Freud, was perhaps the greatest proponent of typological personality theory, and classified personality into eight types. Numerous other type theories have been proposed but none has been so successfully applied and scientifically accepted as Jungian type theory.

Type indicator questionnaires (such as the MBTI, JTI, and PTI), based on Jung's psychology, have been designed to measure the attitudes and functions of the individual's personality in order to determine their personality type based on these four dimensions. The four tiers or dimensions of personality are:

Preferences		Process
Extroversion (E)	Introversion (I)	Attitude
Sensing (S)	Intuition (N)	Function
Thinking (T)	Feeling (F)	Function
Judging (J)	Perceiving (P)	Attitude

Each of the four preferences is symbolized by its first letter (except for iNtuition, which is symbolized by the letter "N" to avoid confusing it with Introversion). The combination of the four preferences gives a possible 16 combinations of personality type, e.g., ESTP, INFJ, ENFP, etc.

The Psychological Type Indicator (PTI) is an assessment of Jungian Type that has been designed to help individuals find the type that most closely matches their preferences.

This report provides summary feedback based on the results of your PTI.

PTI Psychological Type Indicator

General Type Preference Descriptors

The following information offers a brief summary of Jung's psychological type theory. Jung suggested that there are four preferences:

- **Either Extroversion (E) or Introversion (I)**
Our energy orientation toward the world around us (attitude). Extroverts relate more easily to the world of people, things, and events outside of themselves. They tend to be more outgoing, active, and responsive to their environment. Introverts relate more easily to the ideas and concepts in their mind. They are focused on subjective experiences that are viewed individually.
- **Either Sensing (S) or Intuition (N)**
Two different ways in which we perceive and gather information (function). When you are perceiving with your Sensing process, you are interested in what your five senses show you - what exists in the present. Information perceived is taken as given, and reality of experiences is appreciated. When you are perceiving with your Intuition, you are using your imagination to see new possibilities and insights hidden from the senses. Intuition is an unconscious process that looks to explore and gain new insights.
- **Either Thinking (T) or Feeling (F)**
Two ways in which we make judgments and decisions (function). When you make judgments with your Thinking, you base your decisions on impersonal analysis and logic. Thinking types focus on facts and are less concerned with feelings, or can ignore emotions. When you make your judgments with your Feeling, you base your decisions on your values. Feeling types operate best when they can develop relationships and share feelings. They act according to values such as seeking harmony, satisfaction, and emotional well-being.
- **Either Judging (J) or Perceiving (P)**
Two ways of living in the world around us (attitude). When you are living by your Judgment, you like to have things decided; your life is likely to be planned and orderly. Life is more regulated and events prepared. When you are living by your Perception, you do not want to miss anything; your way of life is likely to be spontaneous and flexible. Opportunity for new experience and being able to adapt to changing circumstances are sources of stimulation to the Perceiving type.

PTI Psychological Type Indicator

Key Descriptors for Each Preference

A description of each preference and typical behaviors of each type are given below.

The Attitudes

Introversion	Extroversion
<ul style="list-style-type: none"> • Prefer reflection • Prefer to write more than talk • Enjoy social contact, but need to recover from it • Want to understand something before trying it • Persistent • Like a quiet space to work in 	<ul style="list-style-type: none"> • Prefer action • Talk readily • Want to experience things in order to understand • Gain energy from others • Like variety • Work by trial and error

Judging	Perceiving
<ul style="list-style-type: none"> • Decisive • Industrious and determined • Organized and systematic • Uneasy about unplanned happenings • Take deadlines seriously • Like to have things decided and settled 	<ul style="list-style-type: none"> • Curious • Flexible and tolerant • Leave things open • Pull things together well at the last minute • Expect to find new experiences interesting • Sample many more experiences than can be digested or used

The Functions

Sensing	Intuition
<ul style="list-style-type: none"> • Like facts • Realistic and practical • Observant about what is actually happening • Work steadily and step-by-step • Enjoy owning things and making them work • Patient and good with detail 	<ul style="list-style-type: none"> • See patterns and possibilities • Imaginative, speculative • Like to see the overall picture • Work in bursts of energy with quiet periods in between (need inspiration) • Like variety • Impatient with routine

Thinking	Feeling
<ul style="list-style-type: none"> • Fair, firm minded, and skeptical • Like to use reason and objectivity • Brief and businesslike • Analytical and logical • Critical • Clear and consistent principles 	<ul style="list-style-type: none"> • Warm, sympathetic, aware of how others feel • Trusting • Enjoy pleasing others • Need harmony • Will often avoid conflict • Clear and consistent values

PTI Psychological Type Indicator

Summary Descriptions of the 16 Personality Types

Your type is shaded green.

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

ISTJ

ISTJs prefer dealing with facts, and making decisions after considering the various options. They organize their life on a logical basis. They are quiet, serious, and well prepared for most eventualities. They are keen observers of life, developing good understanding of situations, which is often not expressed. They have a strong sense of practical objectives and work efficiently to meet them.

ISFJ

ISFJs prefer dealing with facts and people, and making decisions on the basis of personal values. Their lives are organized on a personal basis, seeking to enjoy relationships with people they like. They are quiet, serious observers of people, and are both conscientious and loyal. They prefer work that involves being of practical service to people. They are often concerned for and perceptive of how other people feel, and dislike confrontation and conflict.

INFJ

INFJs take their energy from the inner world of thoughts and emotions. They prefer dealing with patterns and possibilities, particularly for people, and they make decisions using personal values. Their lives are organized on a personal basis. They often have a private sense of purpose in life, and work steadily to fulfill that goal. They demonstrate a quiet concern for people, being interested in helping them to develop and grow. They are good at developing insight into people, though it can often remain unexpressed.

INTJ

INTJs prefer dealing with patterns and possibilities for the future, and making decisions using impersonal analysis. Their lives are organized on a logical basis. They are strategists, identifying long-term goals and organizing life to meet them. They tend to be skeptical and critical, both of self and others, with a keen sense of deficiencies in quality and competence. They often have strong intellects, yet are able to attend to details that are relevant to the strategy.

PTI Psychological Type Indicator

Summary Descriptions of the 16 Personality Types

ISTP

ISTPs prefer dealing with facts and making decisions on a logical basis. Their lives are flexible, demonstrating an interest in acquiring new information that leads to a practical understanding of the way the world works. They are quiet and detached, and adaptable (up to a point). They are often good at solving organizational problems that need to be thought through. They are curious about how and why things work, and can seem impulsive, sometimes producing surprising ideas or doing something unpredictable.

ISFP

ISFPs prefer dealing with facts and people, and making decisions on the basis of personal values. They are adaptable (up to a point), quiet, and friendly. They are interested in people, enjoying their company, preferably on an individual basis or in small numbers. They take a caring and sensitive approach to helping others. They enjoy the present and tend to dislike confrontation and conflict. They usually act as very supportive members of a team.

INFP

INFPs prefer dealing with patterns and possibilities, especially for people, and prefer to make decisions on the basis of personal values. Their lives are flexible, following new insights and possibilities as they arise. They are quiet and adaptable (up to a point - when their values are violated the normally adaptable INFPs can surprise people with their stance). They will seem to be interested in ideas, and they may sometimes make creative contributions. They have a hidden warmth for people, and a desire to see self and others grow and develop. They prefer to undertake work that has a meaningful purpose.

INTP

INTPs prefer dealing with patterns and possibilities, and making decisions on a logical basis. Their lives are flexible, following new insights and possibilities as they arise. They are quiet and detached, and adaptable (up to a point - sometimes they may stop adapting, insisting that there is a clear principle at stake). They are not interested in routine, and will often experiment or change things to see if they can be improved. They operate at their best when solving complex problems that require the application of intellect.

ESTP

ESTPs prefer dealing with facts, which they usually view objectively, and they make decisions on a logical basis. Their lives are flexible, consisting of a series of activities that interest them. They are action-oriented problem solvers, and prefer to work with practical organizational issues. They can be impulsive, and like taking part in trouble-shooting-type work. They can sometimes neglect follow through, but will work best when there is a lot going on that needs organizing and solving.

ESFP

ESFPs prefer dealing with facts, which they usually take at face value. They also prefer dealing with the present and with people, and probably derive much enjoyment out of friendships. Their lives are flexible, living very much in the present and responding to things as they arise. They are impulsive and friendly, seeking enjoyment out of life, and make new friends easily. They like taking part in solving urgent problems, such as fire fighting or troubleshooting. They operate best in practical situations involving people.

PTI Psychological Type Indicator

Summary Descriptions of the 16 Personality Types

ENFP

ENFPs prefer dealing with patterns and possibilities, particularly for people, and make decisions on the basis of personal values. Their lives are flexible, following new insights and possibilities as they arise. They are creative and insightful, often seeking to try new ideas that can be of benefit to people. They may sometimes neglect details and planning, but they enjoy work that involves experimentation and variety, working toward a general goal.

ENTP

ENTPs prefer dealing with patterns and possibilities, and making decisions on a logical basis. They are adaptable, tending to focus on new ideas and interests as they arise, particularly if they involve increasing their competence or skill. They are often ingenious problem solvers, constantly trying new ideas out, which can make it seem as if they enjoy a good argument. They are interested in instigating change, and operate best in overcoming new difficulties where the solution requires the application of creative effort.

ESTJ

ESTJs prefer dealing with facts and the present, and make decisions using logic. Their lives are organized on a logical basis. They are therefore practical, and likely to implement tried and trusted solutions to practical problems in a businesslike and impersonal manner. They prefer to ensure that the details have been taken care of rather than spend time considering concepts and strategies.

ESFJ

ESFJs prefer dealing with facts and making decisions on the basis of personal values. They like dealing with people and organize life on a personal basis. They are usually warm people, seeking to maintain harmonious relationships with colleagues and friends who are a very important part of their lives. They can find conflict and criticism difficult to handle. They have a strong sense of duty and loyalty, and are driven by a need to belong and be of service to people.

ENFJ

ENFJs prefer dealing with patterns and possibilities, particularly for people, and make decisions using personal values. Their lives are organized on a personal basis, seeking to develop and maintain stable relationships with those people they like. They are actively concerned with promoting personal growth in others. They are also highly sociable and expressive of feelings toward others, but can find conflict and criticism difficult, particularly if it might damage long-term relationships. They work best in situations involving people.

ENTJ

ENTJs prefer dealing with patterns and possibilities, and making decisions after considering the consequences of the various courses of action. Their lives are organized on a logical basis. They tend to control life, organizing systems and people to meet task-oriented goals. They often take the role of executive or director, using a business-like and impersonal approach. They may appear intolerant of people who do not set high standards for themselves or don't seem to be good at what they do.

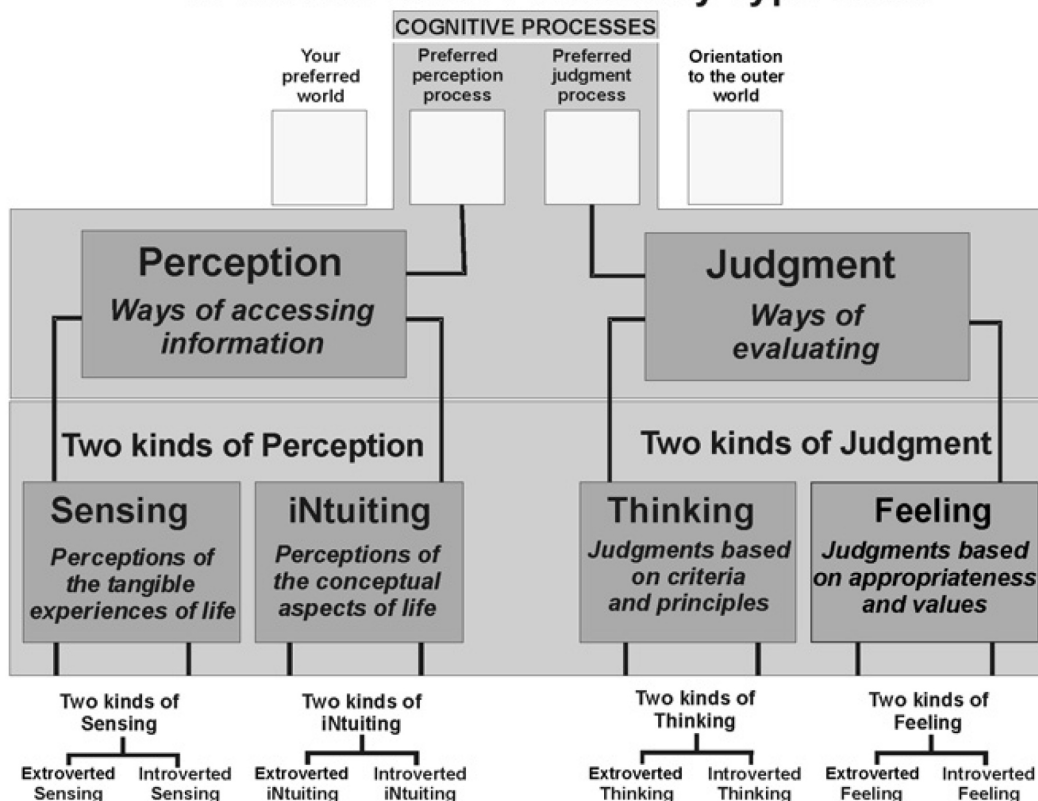
PTI Psychological Type Indicator

Understanding the Psychological Type Codes

The following hierarchical diagram represents a simple but useful way to understand the way that the 16 psychological types are described by the letters in Jung's cognitive processes.

1. Write your type into the four blank boxes at the top of the diagram.
2. Look at the last letter in the code. It tells you which of the two middle letters is extroverted - if it is J, then the T or F (the third letter) in the code is used in the external world. If it is P, then the S or N (the second letter) in the code is used in the external world.
3. Once you have determined which process is extroverted, you can now determine that the remaining middle letter in the code is introverted.
4. Look at the first letter in the code. If it is an "E," then the extroverted process identified in step two is the dominant process. If it is an "I," then the introverted process identified in step two is the dominant process.
5. The remaining middle letter is the supporting or auxiliary process.

Jung's Cognitive processes as they appear in the four-letter Personality Type Code



PTI Psychological Type Indicator

Your Results

Your PTI results are below and a summary chart that identifies your type is on the next page. Your type is shaded green. At the end of this section is a one-page summary of your type.

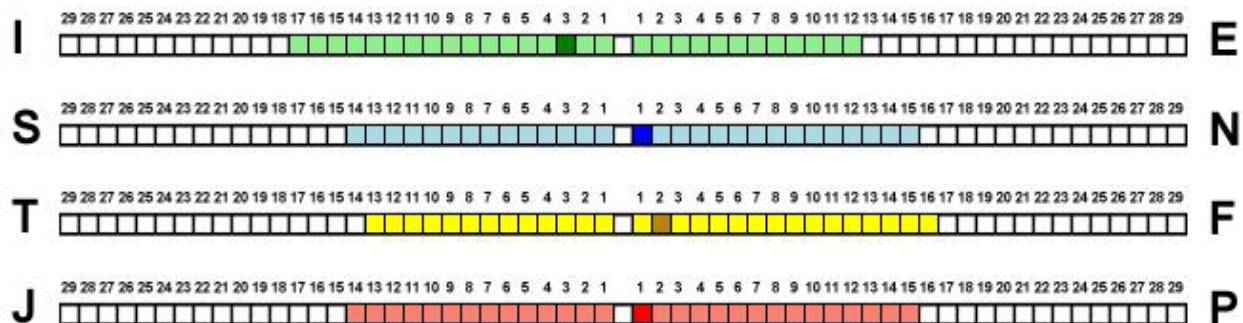
An 8-page TypeBook resource for your type follows and covers:

- How to communicate with this type
- Contributions of this type to a team
- Career preferences for this type
- Signs of stress in this type
- Time management for this type
- Conflict resolution with this type
- General hints and tips for this type

Your PTI Results

There are 4 bi-polar scales in the PTI. 29 questions apply to each of these scales. When you make a selection, your score will contribute to, for example, either E (extroversion) or I (introversion), but not both.

The shaded range displays the total number of your answers contributing to each end of the scale. The further the shading extends towards each type letter at the end of the scale, the more likely you are to use this behavior most of the time. The darkened block is the midpoint and this identifies your type on the scale.



The INFP

Introverted Feeling aided by Intuition

INFPs present a calm, pleasant face to the world and are seen as reticent and even shy. Although they demonstrate a cool reserve toward others, inside they are anything but distant. They have a capacity for caring that is not always found in other types.

They care deeply—indeed, passionately—about a few special persons or a cause. One word that captures this type is idealistic. At times, this characteristic leaves them feeling isolated, especially since INFPs are found in only 2% of the general population. INFPs have a profound sense of honor derived from internal values. The INFP is the “defender of the Faith” or the “guardian of the castle.” To understand INFPs, their cause must be understood, for they are willing to make unusual sacrifices for someone or something in which they believe.

What Makes an INFP Tick?

The dominant function is the judging one of Feeling. Characteristics associated with this function include the following:

- Makes decisions on the basis of personal values
- Is appreciative and accepting of people—enjoying company and seeking harmony
- Assesses the impact of decisions on others, being sympathetic or compassionate
- Takes a personal approach

The judging Feeling function is introverted—Feeling is used primarily to govern the inner world of thoughts and emotions. The INFP will therefore:

- Develop an inner emotional life that is often unseen to others, but is experienced as intense
- Retain a strong sense of values that are often not expressed
- Emotionally accept or reject various aspects of life—for example, deciding whether praise or criticism received is valid and, at an extreme, ignoring whatever is unacceptable to him or her
- Feel appreciation toward others, but not express it

The Feeling function is primarily supported by extroverted iNtuitive perception—iNtuitive perception is used primarily to manage the outer world of actions and spoken words. This will modify the way that the Feeling is directed by:

- Focusing the Feeling (inner world) on ideas and possibilities for people
- Looking for meaningful relationships
- Deciding on friendships through insight into their personality and motivation

The classic temperament of an INFP is Apollonian, or Choleric, for whom a basic driving force is the search for meaning or purpose.

The INFP

**Introverted Feeling aided by Intuition
(Evaluating Importance aided by Inferring)**

Linked Team Role: "Crusader"

INFPs present a calm, pleasant face to the world and are seen as reticent and even shy. Although they demonstrate a cool reserve toward others, inside they are anything but distant. They have a capacity for caring that is not always found in other types.

They care deeply—indeed, passionately—about a few special persons or a cause. One word that captures this type is idealistic. At times, this characteristic leaves them feeling isolated, especially since INFPs are found in only 2 percent of the general population. INFPs have a profound sense of honor derived from internal values. The INFP is the "defender of the faith" or the "guardian of the castle." To understand INFPs, their cause must be understood, for they are willing to make unusual sacrifices for someone or something in which they believe.



SUMMARY DESCRIPTIVE BOOKLET

The INFP



An INFP's talents lie in his or her ability to quickly clarify issues and to bring people together to find real meaning and purpose.

What makes an INFP tick?

The dominant function is the judging one of Feeling. Characteristics associated with this function include the following:

- Makes decisions on the basis of personal values
- Is appreciative and accepting of people—enjoying company and seeking harmony
- Assesses the impact of decisions on others, being sympathetic or compassionate
- Takes a personal approach

The judging Feeling function is introverted—Feeling is used primarily to govern the inner world of thoughts and emotions. The INFP will therefore:

- Develop an inner emotional life that is often unseen to others, but is experienced as intense
- Retain a strong sense of values that are often not expressed
- Emotionally accept or reject various aspects of life—for example, deciding whether praise or criticism received is valid and, at an extreme, ignoring whatever is unacceptable to him or her
- Feel appreciation toward others, but not express it

The Feeling function is primarily supported by extroverted iNtuitive perception—iNtuitive perception is used primarily to manage the outer world of actions and spoken words. This will modify the way that the Feeling is directed by:

- Focusing the Feeling (inner world) on ideas and possibilities for people
- Looking for meaningful relationships
- Deciding on friendships through insight into their personality and motivation

The classic temperament of an INFP is Apollonian, or Choleric, for whom a basic driving force is the search for meaning or purpose.



Personal Growth

As with all types, the INFP can achieve personal growth by developing all functions that are not fully developed through actions such as:

- being prepared to declare the INFP's personal values
- investigating and recognizing the facts before interpreting what they mean
- listing options and undertaking a formal process of evaluation against criteria, including a cost-benefit analysis
- undertaking a critical appraisal of a situation or person, and expressing disagreement or criticism when it could be of value to the recipient
- focusing on impersonal details during discussions and when making decisions
- listing options and undertaking a formal process of evaluation against criteria, including a cost-benefit analysis
- establishing a long-term goal, preparing a detailed implementation plan, and sticking to it

How to Communicate with INFPs

To communicate most effectively with INFPs, consider the following as the most useful influencing strategies:

- INFPs are very sensitive to criticism and view everything personally. However, they might never come out and tell you that you've hurt their feelings. If in doubt, stay away from or tread lightly with topics you think they might be sensitive about.
- Be very careful not to dismiss, discount, or make light of things they consider important. If you do, you run the risk of damaging your relationship permanently, since INFPs might hold grudges longer than other types.
- If possible, find out how your idea, suggestion, or proposal fits in with one of their passions, and try to link the two or point out commonalities.
- Give them plenty of time to consider your ideas. Be prepared to discuss the impact they will have on others, including the future implications.
- If relevant, convey your sincere belief in the value of what you are proposing. If you are not genuine, it will be obvious to them, and they will immediately, and perhaps prematurely, reject your idea or proposal.
- Respect their style of decision making, which usually requires time and privacy to mull ideas over, consider alternatives along the way, change plans as new information is discovered, or perhaps even start all over if the central mission or concept is corrupted by too much external influence.
- Remember that INFPs are process people. Build time into any schedule for revision, modification, and reflection.

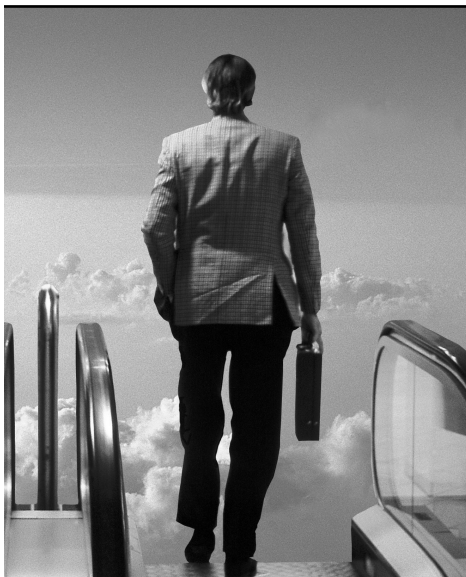
Contributions to the Team of an INFP

In a team environment, the INFP can contribute by:

- Promoting insight and common understanding among team members
- Contributing well-thought-out and innovative ideas
- Generating team spirit through sensitive listening and a quiet enthusiasm
- Focusing on areas of agreement and building on others' proposals
- Where there are areas of disagreement, exploring a wide range of options to see if a point of agreement can be found

The potential ways in which an INFP can irritate others include:

- Being idealistic
- Appearing out of touch, perhaps not fully recognizing current realities, and disregarding those they find unacceptable
- Being stubborn over issues the group did not anticipate being a problem
- Spending too much time thinking
- Avoiding conflict and not giving forthright criticism when it is needed
- Focusing so much on interpersonal issues that cost and other impersonal considerations are not adequately discussed



**INFPs have a
profound sense of
honor derived from
internal values.**

Career Preferences

At work, INFPs are adaptable, welcome new ideas and new information, are well aware of people and their feelings, and relate well to most, albeit with some psychological distance. INFPs dislike interruptions and work well alone as well as with others. They are patient with complicated situations, but impatient with routine details. They can make errors of fact, but seldom of values. Their career choices might be toward the ministry, missionary work, college teaching, psychiatry, architecture, psychology—and away from business.

They seem willing and usually are able to apply themselves scholastically to gain the necessary training for professional work, often doing better in college than in high school. They have a natural interest in scholarly activities and demonstrate, as do the other NFs, a remarkable facility for languages. Often they feel a calling to go forth into the world to help others; they seem willing to make the necessary personal sacrifices involved in responding to that call, even if it means asking others to do likewise.

Recognizing Stress

As stress increases, learned behavior tends to give way to the natural style, so the INFP will behave more according to type when under greater stress. For example, in a crisis, the INFP might:

- Concentrate only on what the INFP sees as important
- Work alone if possible
- Contribute creative ideas, but overlook current realities
- Fail to consider the cost implications

Under extreme stress, fatigue, or illness, the INFP's shadow might appear—a negative form of ESTJ. Example characteristics are:

- Being very critical and finding fault with almost everything
- Doing things to excess (e.g., eating, drinking, or exercising)
- Becoming bossy or domineering and ignoring others' feelings
- Being pedantic about unimportant details

The shadow is part of the unconscious that is often visible to others onto whom the shadow is projected. The INFP might therefore readily see these faults in others without recognizing them in him- or herself.



General Hints

- Appreciate yourself as an interesting person and one who is worth getting to know. Introverts have real depth and an enhanced ability to concentrate.
- Realize that your greatest difficulty probably comes in dealing with the outer world of action and interaction.
- Remember Extroverts (E's) have a greater need for social interaction than you do.
- Consider gently explaining your need for privacy and quiet time to others, especially E's. Don't assume that they know this about you.
- When asked to make decisions or give your opinion, ask for some time by saying, "I'll think about that and get back to you." Generally speaking, don't make instant decisions. Beware that these situations often evoke in Introverts feelings of pressure, anger, and later resentment.

Introverts (I's)

- Consider eliminating the problem before it occurs.
- Resist using silence to manipulate or self-protect.
- If you need time to process something, let the E know that's what you are doing and that the E has done nothing wrong.
- Ask a trusted E friend to help you check out your values. This might give you a vantage point you didn't consider.
- Try to smile more. Introverts often fail to show much outward emotion.
- Give E's more affirmation and response than you might think necessary.

Time Management

- Be careful not to stay inside yourself too much. You must learn when to emerge from your introversion to do what must be done.
- If you live with an E or have a lot of E friends, don't schedule your time so that you're "all extroverted out" by the time you and the E get together.
- Introverts sometimes procrastinate when it comes time to interact with a group of people. Realize this and work on it.

Conflict

- I's might internalize a disagreement to reflect on what took place, often rerunning it inside their head. While it's helpful to mull over what happened, how you or others acted, and how to deal with the conflict, beware not to allow this internal reflection to replace dealing with the problem in the real world. I's tend to believe that internally dealing with an issue resolves it.
- I's might avoid expressing themselves in a conflict situation. Resist this and tell your side of the story.
- When dealing with an E, an I might need to "overact" a little to get their message across in language the E understands. Let your facial expressions and tone of voice reflect the importance of your point.
- As an I, you probably think you've said more out loud than you really have, because you've been thinking about it all in your head. Remember, others don't hear it if you haven't *said* it.

Careers

- Consider choosing a career that takes advantage of your depth of concentration, tendency toward specialization, and preference for an atmosphere that is not highly interactive.



General Hints

- Appreciate yourself for your creativity, rapid insights, and ability to see future possibilities.
- When dealing with a Sensor (S), work out the details. Be clear about the facts, and have a clear plan of action. Try to present your ideas in finished form rather than a rough idea or a sketch.
- When presenting ideas to an S, try not to jump around. Follow an orderly step-by-step written outline.
- Don't give out too many possibilities. This can overwhelm the non-N. Though you might have 100 incredible ideas, settle on the best one or two. Giving more typically confuses rather than helps the S.
- Define your terms carefully, especially when dealing with an S.
- Finish your sentences when talking to S's. And remember not to finish theirs for them.

Intuitives (N's)

- Realize your tendency to jump around. Consider telling others when you change subjects. If you change the person you are talking about, don't forget to mention it.
- Remember to make your solutions workable in the real world.
- When you can't find something, it's probably where you already looked three times, but you just didn't see it. Look there again, or get an S to look for you.
- Take some time to smell a flower, watch the clouds, study the details, and "listen" to what your senses tell you. Mentally measure what can be measured and count what can be counted.
- Today is part of that long-awaited future. Watch out that you don't miss it.
- If all else fails, read the directions.
- Pay attention to what your body is telling you. N's often fail to notice they are exhausted or in pain.

Time Management

- Be realistic. Ask yourself: "Can I really do all I have set out to do in the time I have to do it?"
- N's procrastinate when it comes to engaging in S-type activities. Learn time management techniques.

Conflict

- An N hears figuratively what is said, while an S hears literally what he or she thought was meant.
- The N's blueprint for settling a dispute might not include the actual steps for implementation.
- Stick to the issues. Typically it helps to settle the immediate simple dispute first. This usually allows you to deal with the bigger issue later.
- Remember S's take facts more seriously than you might. So give them an explicit statement of the problem before asking them to consider possible solutions.
- Watch your behavior. Mature intuition is creative, complex, and amazingly accurate most of the time. An N using immature Sensing is likely to get obsessed with unimportant details and be preoccupied with irrelevant facts.
- N's under stress might indulge in sensory pursuits unwisely.

Careers

- Consider careers that take advantage of your strengths: variety, the ability to handle complexity, creativity, the big-picture, and focusing on the future.



General Hints

- Appreciate yourself for being friendly, empathetic, and skilled with people, and having a strong value system.
- Everyone needs appreciation, but don't over do it. Learn what different types like to be appreciated for.
- Learn to accept and appreciate a Thinker's (T's) gift for finding flaws.
- If you're proposing a solution, try to make it systematic and logical as well as agreeable.
- Don't forget to consider the logical consequences of things you want to do. Ask a T's help in this.
- State your wishes clearly. Don't assume others know what you want without telling them.
- When talking to a T, keep it brief. T's enjoy statements that have a beginning, a middle with logical points, and (especially) an end. Try to avoid repetition and rambling detail.

Feelers (F's)

- Avoid making a generalized statement about something from a single experience.
- When you are feeling something acutely, make an effort to stand "outside yourself" to see it more objectively.
- Don't assume that others are as aware of feelings as you are.

Time Management

- Define your boundaries. Don't immediately respond to whoever is needy. Learn to set aside blocks of time for your own work. Learn to say "no" without feeling guilty.
- F's procrastinate when it is time to tackle jobs that involve little interaction or negative interactions. Realize your tendency to avoid confrontation.

Conflict

- Interpersonal harmony is not always possible. Not everyone will like you nor can you please all of the people all of the time.
- Take the risk and confront when it's necessary. If you say the wrong thing, the world will not come to an end.
- Use wisdom when sharing your feelings.
- Learn to tell when a T is just making an impersonal comment. Don't take everything personally. T's often don't mean criticism

personally, no matter how your stomach feels after hearing it.

- Watch out for extreme stress. It might cause you to act out of character, become critical or fault finding, be overly domineering, and take charge without listening to others.
- Use F on your family, T on your car (not the reverse). Mature Feeling is a highly differentiated clear sense of one's personal value system. Immature Feeling is a black-and-white, rigid categorization of likes and dislikes.

Careers

- Consider a career that uses to advantage your F strengths: dealing with people, ability to empathize, creating harmony, and finding agreeable solutions.



Perceivers (P's)

General Hints

- Appreciate yourself for your adaptability, spontaneity, and comfortable manner.
- Try to make fewer promises. Learn to say “no” more often. Recognize your proneness to distraction.
- Practice not going along with the flow or resisting passively. Explain your disagreement or preferences.
- Consider decreasing the long list of options and activities in your life. Learn focus and concentrate on the most important.
- Perhaps you need to throw away something every day.
- Give yourself deadlines for just about anything you intend to do.
- Practice making more decisions quickly.

- Focus on the process more than the goal. Keep the goal in mind, but don't let it cut you off too soon from your strength, which is developing possibilities by listening. Work on defining and changing the goals later.
- Expect Judgers (J's) to negatively judge your work style, pace, or even output. J's underestimate the benefits of a flexible P approach.
- It takes great intelligence, flexibility, and skill to operate successfully without a plan. J's might not understand or appreciate your skill in this.

Time Management

- Learn time-scheduling techniques and incorporate them into your life. Get a friend to help you stick to the routine.
- Try to focus, limiting yourself to only two or three projects at a time.
- Plan extra time so that you can be on time. Give yourself early deadlines.
- P's procrastinate when it comes to making a final decision about something. There is always something else to know—more information to be gathered and examined.

Conflict

- P's always seek alternatives. This can frustrate J's.
- Because P's share their perceptions instead of their judgments, they think they sound more definite than they really do. Because J's need to hear definite and clear statements, it often seems that P's don't say what they mean.
- Take a clear position. P's often argue both sides because they truly see both sides of an argument. Flexibility and adaptation, however, may not always help solve a problem. Sometimes you need to take a stand and defend it.
- Recognize that your P habits can drive J's crazy.

Careers

- Consider a career where your P skills of spontaneity and flexibility, even in the face of changing situations, are an asset.

PTI Psychological Type Indicator

NOTES:

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.