Assignment – Personal Style Inventory

The following items are arranged in pairs (a and b), and each member of the pair represents a preference you may or may not hold. Rate your preference for each time by giving it a score of 0 to 5 (o meaning you feel strongly negative about it or strongly positive about the other member of the pair, 5 meaning you strongly prefer it or do not prefer the other member of the pair). The scores for a and b must add up to 5 (0 and 5, 1 and 4, or 2 and 3). Do not use fractions

I prefer:

i biei			
1a	Making decisions after finding out what others think.	1b	Making decisions without consulting anyone.
2a	Being called imaginative or intuitive	2b	Being called factual or accurate
3a	Making decisions about people based on available data and systematic analysis	3b	Making decisions about people based on empathy, feelings, and understanding of their needs and values.
4a	Allowing commitments to occur if others want to make them.	4b	Pushing for definite commitments to ensure they are made.
5a	Quiet, thoughtful time alone.	5b	Active energetic time with people.
6a	Using methods I know well that can get the job done.	6b	Thinking of new ways to do tasks when confronted with them.
7a	Drawing conclusions based on logic and careful analysis.	7b	Drawing conclusions based on what I feel and believe about life and people from past experiences.
8a	Avoiding making deadlines.	8b	Setting a schedule and sticking to it.
9a	Inner thoughts and feelings others cannot see.	9b	Activities and occurrences in which others join.
10a	The abstract or theoretical	10b	The concrete or real.
11a	Helping others explore their feelings	11b	Helping others make logical decisions.
12a	Communicating little of my inner thoughts and feelings.	12b	Communicating freely my inner thoughts and feelings.
13a	Planning ahead based on projections.	13b	Planning as needs arise, just before carrying out the plan.
14a	Meeting new people.	14b	Being alone or with one person I know well.
15a	Idea.	15b	Facts.
16a	Convictions.	16b	Verifiable conclusions.
17a	Keeping appointments and notes written down as much as possible.	17b	Using appointment and notebooks as little as possible (although I may use them).
18a	Carrying out, carefully laid, detailed plans with precision.	18b	Designing plans and structures without necessarily carrying them out.
19a	Being free to do things on the spur of the moment.	19b	Knowing well in advance what I am expected to do.
20a	Experiencing emotional situations, discussions, movies.	20b	Using my ability to analyze situations.

Personal Style Inventory Scoring

Instructions: Transfer your scores for each item to the appropriate blanks. Be careful to check the A and B letters to make sure you are recording scores in the proper spaces.

*Be careful to record your responses in the correct box. The numbers are not chronological!

			E		N		S		T		F		Р		J
1b		1a		2a		2b		3a		3b		4a		4b	
5a		5b		6b		6a		7a		7b		8a		8b	
9a		9b		10a		10b		11b		11a		13b		13a	
12a		12b		15a		15b		16b		16a		17b		17a	
14b		14a		18b		18a		20b		20a		19a		19b	
Total your scores below for each category															
I:		E:		N:		S:		T:		F:		P:		J:	

NOTE: I + E scores should = 25

N + S scores should = 25 T + F scores should = 25 P + J scores should = 25

Personal Style Inventory Interpretations

Letters on the score sheet stand for:

-	Introversion	E -	Extroversion
N-	iNtuition	S-	Sensing
T-	Thinking	F-	Feeling
P-	Perceiving	J-	Judging

If your score is	The likely interpretation is
12-13	Balanced preference on this dimension, indicating you can
	"go with the flow"
14-15	Some preference in one direction over the other
16-19	Considerable preference in one direction
20-25	Strong, definite preference for one direction over the other

Your typology consists of those four dimensions for which you had scores of 14 or more, although the relative strengths of all dimensions actually constitute your typology. Scores of 12 or 13 show relative balance in a pair so that either member should be part of the typology.

Note: This exercise is an abridgment of the *Personal Style Inventory* by Dr. R. Craig Hogan and Dr. David W. Champagne.

• Here's a good website that gives an introduction to each of the 16 Myers-Briggs Personality types.

16 Meyers-Briggs Personality Types

Characteristics Frequently Associated with each Type Sensing Types **Intuitive Types ISFJ INFJ** ISTJ Quiet, serious, earn success by Seek meaning and

thoroughness and dependability. Practical, matterof-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized---their work, their home, their life. Value traditions and loyalty.

Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them. concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home

connection in ideas, relationships, and material possessions. Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance---for themselves and others.

INTJ

ISTP

ntroverts

Extroverts

Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

ISFP

Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, do not force their opinions or values on others.

INFP

Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible, and accepting unless a value is threatened

INTP

Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.

ESTP

Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them---they want to act energetically to solve the problem. Focus on the hereand-now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best by doing.

ESFP

Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

ENFP

Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.

ENTP

Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

ESTJ

Practical, realistic, matter-offact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards. systematically follow them and want other to also. Forceful in implementing their plans.

ESFJ

Warmhearted, conscientious, and cooperative. Want harmony in their environment: work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.

ENFJ

Warm, empathetic, responsive, and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone; want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.

ENTJ

Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies. develop and implement comprehensive systems to solve organizational problems. long-term planning and goal setting. Usually well informed, well read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

http://www.mbtitodav.org/typechars.html