

Understanding Personality Type

Dimensions of Type – The Four dimensions of Type have polar opposites:

Extraversion (E) ----- Introversion (I)

Sensing (S) ----- Intuition (N)

Thinking (T)----- Feeling (F)

Judging (J) ----- Perceiving (P)

Both are used by everyone, but one is usually preferred and better developed than the other.

Extraversion (E) -----[]----- Introversion (I)

Extraversion: Overall stimulation of thinking is toward the outer world - *people and things*

Introversion: Overall stimulation of thinking is toward the inner world - *thoughts and reflections*

Key words for comparison:

Extraversion	Introversion
Active	Reflective
Outward	Inward
Many	Few
Talk it out	Think it through

"If you don't know what an extravert is thinking, you haven't been listening.
But, if you don't know what an introvert is thinking, you haven't *asked!*"

Extraversion and Introversion in Learning

Extraversion	Introversion
Good at initiating.	Good at reacting.
Think out loud and then work alone.	Work alone and then think out loud.
Learn best with others.	Learn best alone or one-on-one.
Put learning into action before the idea gets stale.	Need to understand clearly before action.

Extravert-Introvert Guide to Specialty Choice

1. Extraverts will be attracted to fields and specialties with high levels of interpersonal contact and/or which are action oriented.
2. Introverts will be attracted to fields and specialties requiring sustained attention, more time in solitary work or one-to-one interactions.
3. Introverts also will be found in greater numbers in fields requiring graduate and postgraduate training, and in academic settings.

Sensing (S) -----[]----- Intuition (N)

Sensing: Gives attention to what is being perceived by way of the five senses
 - *sight, sound, feel, taste, smell*

Intuition: Gives attention to what is being perceived by the imagination
 - *finds patterns and relationships*

Key words for comparison:

Sensing	Intuition
Details	Patterns
Present	Future
Practical	Imaginative
Sequential	Random
Repetition	Variety
Specifics	The Big Picture

"Sensing types help intuitives keep their head out of the clouds,
 while intuitives help sensing types keep their head out of a rut."

Sensing and Intuitive Preferences in Learning

Sensing	Intuitive
Patient with routine or detailed material.	Patient with abstract or complex material.
Annoyed when part of communication left to imagination.	Bored when communication too explicit.
Enjoy using skills already learned.	Enjoy learning new skills.
Work steady, step-by-step.	Works in bursts of energy.
Prefer to learn procedures	Prefer to solve problems

Sensing-Intuitive Guide to Specialty Choice

1. Sensing types will be especially attracted to fields requiring:
 - A. care and precision,
 - B. consistency in following established practices, and
 - C. practical attention to day-to-day events and use of well-learned knowledge
2. Intuitive types will be especially attracted to activities with diagnostic or treatment challenges.

Thinking (T) -----[]----- Feeling (F)

Thinking: React to new information through logical analysis

Feeling: React to new information through personal values

Key words for comparison

Thinking	Feeling
Logic	Values
Objective	Subjective
Impersonal	Personal
Analyze	Empathize

"Thinking types need to remember that feelings are also facts that they need to consider, while feeling types need to remember that thinking types have feelings too!"

Thinking-Feeling Guide to Specialty Choice

1. Thinking types will be attracted to activities requiring technical skill with and to those aspects of patient care where tough-minded objectivity is an advantage.
2. Feeling types will be attracted to occupations where the human component is important, and will be most attracted to activities which require directly caring for people and understanding people.
3. Feeling types will need less training in communication skills than thinking types (with E-F types easiest of all to teach).

Thinking and Feeling Preferences in Learning

Thinking	Feeling
Learn best when given a clear and objective rationale.	Learn best when given personal encouragement.
Like giving and receiving a critical analysis.	Criticisms are often taken personally.

Judging (J) -----[]----- Perceiving (P)

Judging: Prefer to live a planned, orderly life.

Perceiving: Prefer to live a flexible, adaptive life.

Key words for comparison:

Judging	Perceiving
Organized	Flexible
Decisive	Curious
- ed	- ing
Plan	Wait (Procrastinate?)
Joy of Closure	Joy of Discovery

"Judging types can help perceiving types meet deadlines, while perceiving types can help keep judging types open to new information."

Judging-Perceptive Guide to Specialty Choice

Judging and Perceiving in Learning

Judging	Perceiving
Complete tasks on time early.	Postpone unpleasant tasks.
Often overachieving.	Often underachieving.
Value orderly use of information.	Value inquiry.
Complete tasks at expense of new information	Postpone tasks to acquire more information

1. Judging types will be attracted to occupations and settings where schedules, system, and order are important.
2. Perceptive types will be attracted to situations requiring constant adaptability to changing demands.
3. Judging types will more often be classified as "over-achievers" and will average slightly higher grades than would be predicted from their aptitude scores.
4. Perceptive types will have somewhat higher aptitude scores than judging types, but will earn somewhat lower achievement scores than predicted from their aptitudes.
5. Judging types will be seen as more dependable, responsible, than perceptive types, but less open to new information and less adaptable than perceptive types.
6. Perceptive types will be rated higher in openness to new information, flexibility and adaptability, but lower in responsibility and dependability than judging types.