



PAM BURKE COACHING
OPENING UP POSSIBILITIES

PART II - Type preference descriptions, characteristics and self-estimate of your type

E-I (Extraversion-Introversion) Preference

Relates to where you get your energy and where you prefer to focus your attention

Check one after reading descriptions ...

_____ Extraversion Description

People who prefer Extraversion like to focus on people and activities in the outer world. They direct their energy and attention outward and receive and refuel their energy by being with people and taking action.

_____ Introversion Description

People who prefer Introversion like to focus on their own inner world of ideas and experiences. They direct their energy and attention inward and receive and refuel their energy by having quiet time, spending time alone and reflecting on their thoughts, memories, and feelings.

Check each one that applies after reading characteristics ...

Extraversion

Introversion

_____ Prefer to communicate by talking	_____ Prefer to communicate in writing
_____ Work out ideas by talking them through	_____ Work out ideas by reflecting on them
_____ Learn best through doing or discussing	_____ Learn best by reflection, mental "practice"
_____ Sociable and expressive	_____ Private and contained
_____ Readily take initiative in work and relationships	_____ Take initiative when the situation or issue is very important to them
_____ Attuned to external environment and focuses on the outer world of people and activity	_____ Drawn to their inner world of ideas and experiences

S-N PREFERENCE

Relates to how you prefer to take in information

Check one after reading descriptions ...

_____ Sensing Description

People who prefer Sensing like to take in information using their senses and notice what is real and tangible. They are observant about the specifics of what is going on around them and are very attuned to practical realities.

_____ Intuition Description

People who prefer Intuition like to take in information by seeing the big picture, focusing on the relationships and connections between facts. They want the “gist” of the situation and grasp patterns and are especially attuned to seeing new possibilities.

Check each one that applies after reading characteristics ...

Sensing	Intuition
_____ Oriented toward present realities	_____ Oriented toward future possibilities
_____ Concrete and factual	_____ Verbally creative and imaginative
_____ Observe and remember specifics	_____ Remember specifics when they relate to a pattern
_____ Work carefully and thoroughly toward conclusions	_____ Move quickly to conclusions, follow hunches
_____ Trust experience	_____ Trust inspiration
_____ Observant to what is going on around them and especially attuned to practical realities	_____ Focus on relationships and connections between facts. Grasp patterns and are attuned to seeing new possibilities

T-F PREFERENCE

Relates to how you make decisions

Check one after reading descriptions ...

_____ Thinking Description

People who prefer to use Thinking in decision making like to look at the logical consequences of a choice or action. They want to mentally remove themselves from the situation to examine the pros and cons objectively. They are energized by critiquing and analyzing to identify what's wrong with something so they can solve the problem. They strive to find a standard or principle that will apply in all similar situations.

_____ Feeling Description

People who prefer to use Feeling in decision making like to consider what is important to them and to others involved. They mentally place themselves into the situation to identify with everyone so they can make decisions based on their values and honoring people. They are energized by appreciating and supporting others and look for qualities to praise. They strive to create harmony and treat each person as a unique individual.

Check each one that applies after reading characteristics ...

Thinking	Feeling
<input type="checkbox"/> Analytical	<input type="checkbox"/> Empathetic
<input type="checkbox"/> Use cause-and-effect reasoning	<input type="checkbox"/> Guided by personal values
<input type="checkbox"/> Solve problems with logic	<input type="checkbox"/> Assess how decisions impact others
<input type="checkbox"/> Reasonable	<input type="checkbox"/> Compassionate
<input type="checkbox"/> May appear "tough minded"	<input type="checkbox"/> May appear "tenderhearted"
<input type="checkbox"/> Fair-want everyone treated equally	<input type="checkbox"/> Fair-want everyone treated as an individual

J-P PREFERENCE

Relates to how you deal with your outer world

Check one after reading descriptions ...

Judging Description

People who prefer to use their Judging process in the outer world like to live in a planned, orderly way, seeking to regulate and manage their lives. They want to make decisions, come to closure and move on. Their lives tend to be structured and organized and they like to have things settled. Sticking to a plan and schedule is very important to them and they are energized by getting things done.

Perceiving Description

People who prefer to use their Perceiving process in the outer world like to live in a flexible, spontaneous way. They seek to experience and understand life rather than control it. Detailed plans and final decisions feel confining to them and they prefer to stay open to new information and last minute options. They are energized by their resourcefulness in adapting to the demands of the moment.

Check each one that applies after reading characteristics ...

Judging	Perceiving
<input type="checkbox"/> Scheduled	<input type="checkbox"/> Spontaneous
<input type="checkbox"/> Organize their lives	<input type="checkbox"/> Flexible approach to life
<input type="checkbox"/> Systematic	<input type="checkbox"/> Casual
<input type="checkbox"/> Make short-term and long-term plans	<input type="checkbox"/> Adapt, change course
<input type="checkbox"/> Try to avoid last minute stresses	<input type="checkbox"/> Feel energized by last-minute pressures

SELF-ESTIMATE OF YOUR TYPE

Please take a moment to record your best guess of what you think your type preferences are based upon reading and reviewing the information listed above. Pick one letter from each of the four dichotomies (E-I; S-N; T-F; J-P) and write it in the space provided below:

Example: E N F J (one letter from each dichotomy)

Note: Some of the names of preferences are familiar words, but the MBTI meaning is somewhat different from everyday use. Jung used words as “titles” for the opposite preferences so remember that:

Extravert does NOT mean “talkative” or “loud”

Introvert does NOT mean “shy” or “inhibited”

Feeling does NOT mean “emotional”

Judging does NOT mean “judgmental”

Perceiving does NOT mean “perceptive”

Source: Myers, Isabel Briggs, “Introduction to Type” 1998, CPP, Inc. Mountain View, CA.

Also, as a reminder, the information provided here is NOT the actual MBTI instrument, but rather descriptions and characteristics of the different type preferences. This is a simple way for you to decide which you think is your natural preference. If you’ve taken the MBTI before, please refer to your results report and compare it to this self-estimate. If you’d like to take the actual MBTI instrument after going through this program, please reach out to me at pburkecoaching@gmail.com.

Your next step is to go to the **Sixteen Types at a Glance** handout and find your type preference. Read the characteristics frequently associated with your type and see what you think. On a scale of 1-10 (1 being not even close to 10 being spot on), how close does the description fit? Of course, no description can completely capture anyone - individuals are a lot more complex than their type! However, if the description makes you feel comfortably understood, it is probably a good fit. If it doesn’t fit, you may need to explore more. Is there a description that is one letter off (i.e. ENFP v. INFP) that feels like a better fit? Determining your best type can be a process of self-discovery. Narrow down your type as much as you can and then observe yourself for a few days through a type lens and see what you learn.

THE SIXTEEN TYPES AT A GLANCE

INFJ

For INFJs the dominant quality in their lives is their attention to the inner world of possibilities, ideas, and symbols. Knowing by way of insight is paramount for them, and they often manifest a deep concern for people and relationships as well. INFJs often have deep interests in creative expression as well as issues of spirituality and human development. While their energy and attention are naturally drawn to the inner world of ideas and insights, what people often first encounter with INFJs is their drive for closure and for the application of their ideas to people's concerns.

INFP

For INFPs the dominant quality in their lives is a deep-felt caring and idealism about people. They experience this intense caring most often in their relationships with others, but they may also experience it around ideas, projects, or any involvement they see as important. INFPs are often skilled communicators, and they are naturally drawn to ideas that embody a concern for human potential. INFPs live in the inner world of values and ideals, but what people often first encounter with them in the outer world is their adaptability and concern for possibilities.

ENFP

For ENFPs the dominant quality in their lives is their attention to the outer world of possibilities; they are excited by continuous involvement in anything new, whether it be new ideas, new people, or new activities. Though ENFPs thrive on what is possible and what is new, they also experience a deep concern for people as well. Thus, they are especially interested in possibilities for people. ENFPs are typically energetic, enthusiastic people who lead spontaneous and adaptable lives.

ENFJ

For ENFJs the dominant quality in their lives is an active and intense caring about people and a strong desire to bring harmony into their relationships. ENFJs are openly expressive and empathic people who bring an aura of warmth to all that they do. Intuition orients their feeling to the new and to the possible, thus they often enjoy working to manifest a humanitarian vision, or helping others develop their potential. ENFJs naturally and conscientiously move into action to care for others, to organize the world around them, and to get things done.

INTJ

For INTJs the dominant force in their lives is their attention to the inner world of possibilities, symbols, abstractions, images, and thoughts. Insight in conjunction with logical analysis is the essence of their approach to the world; they think systemically. Ideas are the substance of life for INTJs and they have a driving need to understand, to know, and to demonstrate competence in their areas of interest. INTJs inherently trust their insights, and with their task-orientation will work intensely to make their visions into realities.

INTP

For INTPs the driving force in their lives is to understand whatever phenomenon is the focus of their attention. They want to make sense of the world—as a concept—and they often enjoy opportunities to be creative. INTPs are logical, analytical, and detached in their approach to the world; they naturally question and critique ideas and events as they strive for understanding. INTPs usually have little need to control the outer world, or to bring order to it, and they often appear very flexible and adaptable in their lifestyle.

ENTP

For ENTPs the dominant quality in their lives is their attention to the outer world of possibilities; they are excited by continuous involvement in anything new, whether it be new ideas, new people, or new activities. They look for patterns and meaning in the world, and they often have a deep need to analyze, to understand, and to know the nature of things. ENTPs are typically energetic, enthusiastic people who lead spontaneous and adaptable lives.

ENTJ

For ENTJs the driving force in their lives is their need to analyze and bring into logical order the outer world of events, people, and things. ENTJs are natural leaders who build conceptual models that serve as plans for strategic action. Intuition orients their thinking to the future, and gives their thinking an abstract quality. ENTJs will actively pursue and direct others in the pursuit of goals they have set, and they prefer a world that is structured and organized.

THE SIXTEEN TYPES AT A GLANCE

ISTJ

For ISTJs the dominant quality in their lives is an abiding sense of responsibility for doing what needs to be done in the here-and-now. Their realism, organizing abilities, and command of the facts lead to their completing tasks thoroughly and with great attention to detail. Logical pragmatists at heart, ISTJs make decisions based on their experience and with an eye to efficiency in all things. ISTJs are intensely committed to people and to the organizations of which they are a part; they take their work seriously and believe others should do so as well.

ISTP

For ISTPs the driving force in their lives is to understand how things and phenomena in the real world work so they can make the best and most effective use of them. They are logical and realistic people, and they are natural troubleshooters. When not actively solving a problem, ISTPs are quiet and analytical observers of their environment, and they naturally look for the underlying sense to any facts they have gathered. ISTPs often pursue variety and even excitement in their hands-on experiences. Although they do have a spontaneous, even playful side, what people often first encounter with them is their detached pragmatism.

ESTP

For ESTPs the dominant quality in their lives is their enthusiastic attention to the outer world of hands-on and real-life experiences. ESTPs are excited by continuous involvement in new activities and in the pursuit of new challenges. They tend to be logical and analytical in their approach to life, and they have an acute sense of how objects, events, and people in the world work. ESTPs are typically energetic and adaptable realists, who prefer to experience and accept life rather than to judge or organize it.

ESTJ

For ESTJs the driving force in their lives is their need to analyze and bring into logical order the outer world of events, people, and things. ESTJs like to organize anything that comes into their domain, and they will work energetically to complete tasks so they can quickly move from one to the next. Sensing orients their thinking to current facts and realities, and thus gives their thinking a pragmatic quality. ESTJs take their responsibilities seriously and believe others should do so as well.

ISFJ

For ISFJs the dominant quality in their lives is an abiding respect and sense of personal responsibility for doing what needs to be done in the here-and-now. Actions that are of practical help to others are of particular importance to ISFJs. Their realism, organizing abilities, and command of the facts lead to their thorough attention in completing tasks. ISFJs bring an aura of quiet warmth, caring, and dependability to all that they do; they take their work seriously and believe others should do so as well.

ISFP

For ISFPs the dominant quality in their lives is a deep-felt caring for living things, combined with a quietly playful and sometimes adventurous approach to life and all its experiences. ISFPs typically show their caring in very practical ways, since they often prefer action to words. Their warmth and concern are generally not expressed openly, and what people often first encounter with ISFPs is their quiet adaptability, realism, and "free spirit" spontaneity.

ESFP

For ESFPs the dominant quality in their lives is their enthusiastic attention to the outer world of hands-on and real-life experiences. ESFPs are excited by continuous involvement in new activities and new relationships. They also have a deep concern for people, and they show their caring in warm and pragmatic gestures of helping. ESFPs are typically energetic and adaptable realists, who prefer to experience and accept life rather than to judge or organize it.

ESFJ

For ESFJs the dominant quality in their lives is an active and intense caring about people and a strong desire to bring harmony into their relationships. ESFJs bring an aura of warmth to all that they do, and they naturally move into action to help others, to organize the world around them, and to get things done. Sensing orients their feeling to current facts and realities, and thus gives their feeling a hands-on pragmatic quality. ESFJs take their work seriously and believe others should do so as well.