

Type Theory

Type theory considers four different areas of personality: 1) where you focus your attention and get your energy; 2) perception; 3) judgment-decision making; and 4) management of the outer world. For each category there are two sides (E-I, S-N, T-F, J-P), or dichotomies. There is no right or wrong; neither side of any dichotomy is better or worse than the other. All people demonstrate and possess traits from both sides of the dichotomies, but typically have a natural preference for one side. Knowledge of any one dichotomy is helpful in explaining aspects of personality, but personality is most dynamic when all four letters of a Type are known. There are 16 Types total. Whereas persons can be assessed a Type based on similar traits, Type does not explain all aspects of a person, and individuals within the same Type will have unique qualities as well. The following categories list common traits associated with each letter. A brief description of each Type can be found on the backside of this handout. For further information, recommended books include Introduction to Type and Gifts Differing, or contact a certified professional.

1.) Where do you focus your attention, get your energy? E - I

Extraversion

Outer world
People & action
Sociable & expressive
Talk through ideas
Readily take initiative

Introversion

Inner world
Ideas & experiences
Private & contained
Reflect on ideas
Initiative when very important to them

2.) How do you prefer to take in information (perception)? S - N

Sensing

Factual & concrete
Specifics
Real & tangible
Present realities
Trust experience

Intuition

Connections & big picture
Patterns
Imaginative & creative
Future possibilities
Trust inspiration

3.) How do you make decisions (judgment)? T - F

Thinking

Analytical
Cause-and-effect reasoning
Uses logic to make decisions
Strive for objective standard of truth
Reasonable - "tough-minded"

Feeling

Empathetic
Guided by personal values
Assess impacts of decisions on people
Strive for harmony/positive interactions
Compassionate - "tenderhearted"

4.) How do you manage the outer world? J - P

Judging

Planned & orderly
Systematic
Methodical
Like to have things decided
Avoid last-minute stresses

Perceiving

Flexible & spontaneous
Open-ended
Casual
Like things loose/open to change
Energized by last-minute pressures