



AdvisorTeam®

The CLASSIC TEMPERAMENT REPORT™



Your Temperament Type: Rational - Architect (INTP)

3227

Your Scale Scores

Rational - Architect (INTP)

Introduction

In a world filled with unique individuals, when it comes to personality there are only four different temperaments and 16 types of people. Understanding these personality types and mastering your own can be the keys to achieving your goals.

Your temperament is the Rational. Rationals (NTs) are rare, making up no more than 5 to 10 percent of the population. But because of their drive to unlock the secrets of nature and to develop new technologies, they have done much to shape the world. Your particular personality type, the Architect (INTP), is even scarcer. Individuals of your type make up little more than 1-2 percent of the total population.

About Your Rational Temperament

There are four types of Rationals (NTs): Field Marshals, Masterminds, Inventors, and Architects. These four personality types share several core characteristics. Firstly, Rationals are pragmatic people who tend to excel in problem-solving and analytical thinking. [MORE >>](#)

Being An Architect (INTP)

Architects like you should not be

Your Temperament Sorter II Results



(E)=Extraversion	(I)=Introversion
(S)=Sensation	(N)=Intuition
(F)=Feeling	(T)=Thinking
(J)=Judgment	(P)=Perception

The above graph represents your score for each letter preference, on a scale of 0 to 10. A "10" means that you answered all questions in favor of a particular preference, while a "0" means that you answered no questions in favor of that preference.

Love and Relationships

In love, your intelligence and eccentricities can act as filters for prospective partners, greatly decreasing the footwork you need to do in order to weed out inappropriate mates. Although this pattern may leave you with some slow times in your romantic life, but consider it a blessing. [MORE >>](#)

Famous Architects

Find out which well-known individuals are INTPs just like you. [MORE >>](#)

What Each Letter Means

The letter names of the sixteen

thought of only as individuals interested in drawing blueprints for buildings or bridges. Your type can be master designers of all kinds of theoretical systems, including school curricula, corporate strategies, and new technologies. In your own life, you may find that you look at the world primarily as something to be analyzed, understood, explained, and redesigned. [MORE >>](#)

Work and Career

Because you can be curious and imaginative, you're usually happy when work allows you the opportunity to explore the universe of ideas. You're not usually one to seek out leadership positions in an organization and often prefer independent work to teamwork. [MORE >>](#)

personality types (INTP, for example) are based on four letter pairings that represent the Jung-Myers dimensions of personality. Each pair of letters defines a different aspect of personality. Together they create a detailed picture of a unique type of individual. [MORE >>](#)

Frequently Asked Questions

[What is temperament...?](#)

[How can the Temperament Sorter help me...?](#)

About Your Rational Temperament

Rationals are ingenious, independent people who can be both strong-willed and skeptical. Typically focused on the world of ideas, Rationals spend much of their time and energy understanding how things work. Known for being strategic leaders and skilled thinkers, Rationals are generally even-tempered, goal-oriented individuals who yearn for achievement and accomplishment. People of this temperament can make both reasonable mates and effective parents. Indeed they can be the kinds of mentors that can help their children gain confidence and independence. Valuing logic and pragmatism above almost all else, Rationals can sometimes seem cold and distant to others. It's not that they don't care about the people around them. It's simply that they're more oriented toward ingenuity and results, than toward interpersonal exploration.

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Being an Architect (INTP)

Generally, what is important for Architects like you is to grasp fundamental principles and natural laws. In fact, you'll often use external reality as a kind of raw material that you organize into structural models, be they literal or imagined. Your type shows the greatest precision of thought and speech of all sixteen. As a result, whether it comes to identifying particular distinctions between things or noticing inconsistencies, you're just the person for the task.

Also, when you put your considerable design and organizational skills to use - even when you're just cleaning out the garage - the results are often elegant, efficient, and coherent.

Being an Architect, you can be a ruthless pragmatist when it comes to ideas. You're also insatiably curious compared to most other people. Because you're one who is often driven to find the most efficient means to any ends, you can keep a lifelong focus on learning. This constant influx of new ideas allows you to always employ the best methods. Architects prize intelligence and may sometimes show impatience with others who have less ability, or are less driven.

But for the most part, you're no snob when it comes to seeking out new knowledge. As a result, you'll gladly listen to amateurs if their ideas prove useful; you'll also ignore experts if theirs are not. Authority derived from office, credential, or celebrity doesn't typically impress you. You're much more compelled by what make sense. So no matter who speaks the words, only consistent, coherent statements carry real weight with you.

It can be difficult for an Architect like you to listen to nonsense without pointing out a speaker's error, even in a casual conversation. As for serious discussions or debates, your skill in framing arguments can be devastating to opponents. This gives you a particular advantage in all kinds of professional and personal situations. The discussions you prefer to engage in are most often about a search for understanding. As a result, you may feel it's your mission to eliminate any inconsistencies put forth by others. Don't be surprised if this "fact policing" makes some people you speak with uncomfortable.

As individuals, Architects often seem difficult to know. Ordinarily you'll be quite shy except with close friends, and this reserve can be difficult to penetrate. In work situations, you may also prefer to work quietly and alone, rather than spending much time gathered with others around the office water cooler. Your strong ability to concentrate usually keeps you on task. In fact, depending on the assignment, Architects like you may even shut others out. There are times when you may become obsessed with analysis or get caught up in your thought processes to the exclusion of the outside world. Your type is known for this ability to close off and persevere until you've comprehended an issue in all its complexity.

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Work and Career

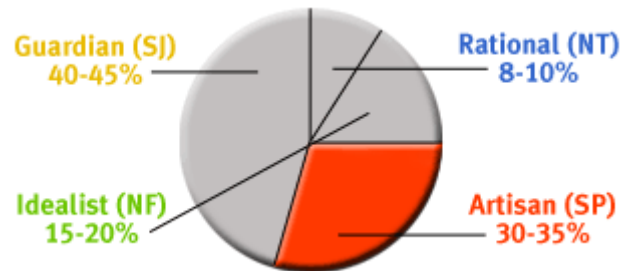
In your ideal work environment, your superiors would create a structure, provide you with resources, set some general expectations and then let you loose. Like other "creatives" (scientists, computer engineers and even writers and designers), you're apt to do your best work in situations where you can work autonomously and deliver finished products, rather having to constantly check in or collaborate with others.

Like other Rationals, you are wired to acquire competence and intelligence. As a

result, you tend to thrive in intellectually stimulating, innovative work environments where you can be recognized for your expertise.

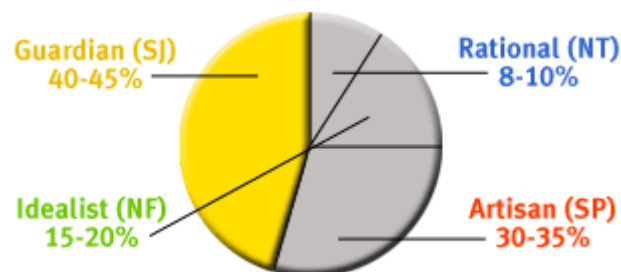
At Work with the Four Temperaments

At Work with Artisans: Artisans (SPs) are wired to seize freedom and spontaneity. They hunger for the liberty to act on their impulses, to play, and to create. They make up about 35% of the population.



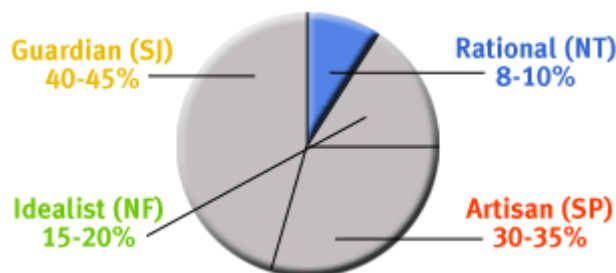
In business, Artisans are crisis managers and troubleshooters. They can be expert at solving problems and doing what is necessary, whether they are expressly permitted to or not. They are practical, resourceful, flexible, and risk-taking individuals. Coworkers are apt to enjoy their creativity and verbal wit, but may perceive Artisans as indecisive or even as troublemakers.

At Work with Guardians: Guardians (SJs) are wired to seek belonging to a group or community. They often stabilize relationships and institutions through their responsible, conventional behavior. They make up about 40-45% of the population.



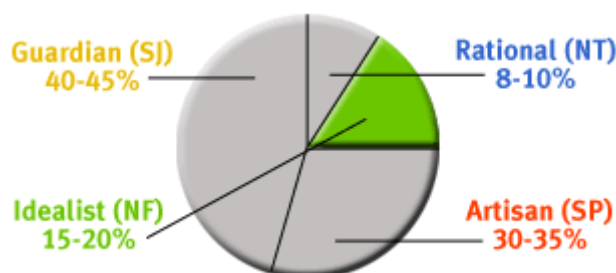
At work, Guardians tend to be administrators and managers. They can be expert at doing what needs to be done, and in the manner it must be done. They are dependable, accountable, realistic, and service-oriented. Coworkers likely appreciate their desire to belong and contribute, but may perceive Guardians as being either slave drivers or sticks-in-the-mud.

At Work with Rationals: Rationals (NTs) are wired to acquire competence and intelligence. Ordinarily, they strive to learn, know, predict, and control the resources and ideas in their environment. They make up less than 10% of the population.



In the workplace, Rationals are often the researchers and strategists. They can be expert at conceptualizing and seeing the big picture, as well as architecting and implementing the necessary systems. They are logical, precise independent individuals who usually are responsive to new ideas. Coworkers often appreciate their ingenuity and competence, but may perceive Rationals as being impersonal and not good with follow-through.

[At Work with Idealists:](#) Idealists (NFs) are wired to pursue personal growth, authenticity, and integrity. They can yearn both to develop fully as individuals and to facilitate growth in others. Idealists make up little more than 15% of the population.



In work environments, Idealists are usually positive, helpful, and people-oriented. They can be expert at dealing with the human resource concerns of an organization, whether these issues are part of their job description or not. Idealists are warm, idealistic, caring individuals. Coworkers are apt to appreciate their authenticity and loyalty to the human side of the business, but may perceive Idealists as not being effective enough or even of being flaky.

Tips to Help You Find the Right Workplace

- Seek out a place where you can exercise your intellectual freedom.
- Be wary of positions that reward obedience to procedures and policies rather than competence.
- Consider getting formal training, certification, or education that would make you marketable doing what you already know.

Rationals tend to be about as satisfied in their work as their intuitive counterparts the Idealists. About 75% are satisfied in their present jobs. However in contrast to the Idealists, Rationals seem to base a great deal of their satisfaction on being provided both challenging work and flexible hours. In

addition, their satisfaction was driven by like company-sponsored beer on Fridays, pets allowed in the workplace, and stock options. Rationals tend to have a wide set of interests. So although they appreciate, and even demand, a challenge at work, most Rationals also need time to play at their own outside interests.

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[Love and Relationships](#)

Like most people, you know that you want and need emotional connection, love, and family. Unlike most people, however, traditional displays of romance can leave you cold. In fact, romantic love's grand gestures and drawn out explorations of emotion can often seem pointless to you. Many times, you may simply fail to see what the big deal is about love. Because of your vivid inner life, you tend to be more excited by what's going on in your own mind than in the soul-searching or adventure any mate may plan for the two of you. As a result, your relationships flourish most when you are allowed a good deal of independence. You are likely to appreciate someone who can draw you out without being a nag.

[About You](#)

Architects are among the most likely of types to want a lot of solitude, even more than the other Rationals. You are likely to be even less interested in romance than other Rationals as well.

In a relationship, it is very important to you to be admired and looked up to. You reject pity in any form. If your partner does not actively admire you, you are likely to be unhappy although you may not know why. You are also likely to be too proud to discuss the issue with your partner or anyone else. One way to jumpstart flagging expressed admiration is to tell your partner how much you've appreciated their specific instances of praise in the past.

A potential problem in your relationship surrounds the issue of privacy. Few other types have the same desire for privacy. It is easy for you to see your partner as betraying you by sharing with a friend or by seeking advice on the relationship, even though they mean no disrespect. You and your mate will need to carefully set up boundaries so you don't feel everyone knows your business and so your partner gets the opportunity to get the feedback they need.

While you tend to be fairly independent of emotional "warm fuzzies", your partner probably isn't. To keep your relationship running smoothly, regularly praise and affectionately touch your partner. Books on how to romance can be fun as you test different ideas and see how they work.

[About Your Partner](#)

[If Your Partner is an Artisan](#)

Rational (NT)/Artisan (SP): Rational/Artisan pairings are likely to be irreverent and action-packed as both types are usually equally willing to ignore convention and be focused on results. Rationals can be fascinated by Artisans' aptitude for fun, improvisation, and spontaneity. Artisans are often impressed by Rationals' theoretical approach to problems, because it is so different from their own view of things. However if Artisan mates push their Rationals too hard, the Artisans' fun and games can come to seem frivolous and illogical to Rationals, and the Rationals' more calm, detached ways may clash with Artisans' typical focus on excitement and worldly pleasure. For the relationship to succeed, both must find separate arenas to express themselves: Artisans in their need for excitement and Rationals in their need for intellectual stimulation.

What Artisans find romantic on a date: There are two kinds of dates Artisans tend to like. One is an extravagant meal at a place with a fantastic view. Another is doing some sort of physical activity, such as a sport, hiking, or a board game that includes some competition and physical contact.

What Artisans look for when dating: When Artisans are dating, they tend to look for a calm, practical person to provide them stability. Sexual chemistry is very important as well. Once the relationship becomes established, they want their partner to liven up and quit being so serious.

What makes Artisans jealous: Infidelity, such as touching someone else inappropriately will make them very jealous. Another thing that makes Artisans jealous is if the partner gives gifts to others or makes an extravagant gesture for someone else.

How Artisans show jealousy: Artisans are the mostly likely temperament to react physically, such as throwing the partner's belongings out, etc. If their partner starts cheating, they may cheat too. They may either compete to win their mate back or give their partner the cold shoulder.

How Artisans like to be romantic: Artisans like to be romantic with "Big Gestures" - something unexpected and high style. Other ways they are romantic is with teasing and active flirting involving physical contact. They love sensual or exciting times, such as fine dining, gaming, or risky adventures.

How Artisans show their love: Artisans show their love with regular physical affection including kisses, back rubs, and hugs. They also like to give gifts. They give gifts at all times of the year, and the gifts tend to be things that are not necessary but add spice to life. They like to give loved ones nicknames.

How Artisans like to be loved: One thing Artisans often appreciate is a surprise, such as leaving for a weekend getaway on a moment's notice. They like to know that their partner has been thinking about them, so gifts (even small ones) at non-traditional times are usually appreciated. They are generally very sensual and enjoy touching games.

If Your Partner is a Guardian

Rational (NT)/Guardian (SJ): Rational/Guardian pairings are often close

partnerships focused on stability, reliability, and a satisfying home life. Rationals can enjoy the Guardians' ability to keep things on an even keel and tend to the everyday details of living. Guardians can be impressed by Rationals' intellectual dexterity, future-thinking, and problem-solving tendencies. However, if Guardian mates tire of listening to Rationals' ideas and theories, they may cease to be the stimulant that Rationals desire; and if Rationals mates become too wrapped up in their ideas and fail to honor the Guardians' needs for preserving traditions and keeping to some sort of normal standard, the relationship may have difficulties. For the relationship to succeed, both partners need to have a separate arena to demonstrate their best skills which are not encroached on by the other.

What Guardians find romantic on a date: Guardians like to be able to see that the other person has planned ahead to make the event special. They usually like to dress up for a formal event and enjoy traditions, particularly traditions that have been created together as a couple, such as 'our song.'

What Guardians look for when dating: When Guardians are dating, they tend to look for a person who can provide fun, games, and spontaneity to balance their serious, hard-working nature. They like when their date takes risks on their behalf. After the relationship has become established, they want their partner to settle down and grow up.

What makes Guardians jealous: What is most likely to make Guardians jealous is infidelity, especially if it is done publicly so they lose face. Another thing that can make them jealous is a partner who spends what they consider to be an unacceptably large amount of money on someone or something else.

How Guardians show jealousy: A Guardian's first response is usually to try to guilt their partner into toeing the line. Other tactics include a constant monitoring of the partner's behavior, tearful pleadings, and loud demands. They may involve others to try to coerce the partner into right behavior.

How Guardians like to be romantic: Guardians typically like traditional romantic gestures, such as flowers, chocolates, lingerie, jewelry, and mild flirting. They are especially likely to keep mementos of the times with the loved one, such as programs, ticket stubs, and pressed flowers.

How Guardians show their love: Guardians show love by taking care of annoying details, planning for the future security of loved ones, organizing things to make them easier to use, and buying gifts. They also often like to give loved ones nicknames. They are the most likely temperament to show love by serving their partner.

How Guardians like to be loved: Guardians feel loved when their partner does a task they've been avoiding. They love gifts, but the amount of money spent is very important. It needs to be enough to show that they are valued highly but not so much that they feel resources are being wasted. Guardians feel loved when their partner willingly participates in traditions.

[If Your Partner is an Idealist](#)

Rational (NT)/Idealist (NF): Rational/Idealist pairings can be highly satisfying relationships based on exploring the world of ideas. Imagining possibilities - whether romantic or pragmatic -- and creating dreams for the future can represent the epitome of quality time for this pair. Rationals can be fascinated by Idealists' sensitivity and empathy for others. Idealists can enjoy the intellectual gymnastics of their Rational partners. However, conflicts can occur if either partner's closely held ideals don't match those of the other. When Rationals refuse to participate with Idealists' social needs, or if Idealists denigrate or ignore their Rational partner's need for intellectual stimulation, the relationship deteriorates. For the relationship to succeed, each partner needs stimulation from other people to continue to bring new ideas and foster self-development.

What Idealists find romantic on a date: Romantic settings, romantic foods, romantic things to do are all fun, but they aren't the main thing for Idealists. Idealists want the total attention of their partner and lots of eye contact. They want reciprocity in sharing.

What Idealists look for when dating: Idealists often look for someone who seems stable emotionally. Once the relationship is established, they want their partner to become more sensitive. Idealists view dating as a time to explore the compatibility of each other's view and to see if the lightning bolt hits saying, "This is THE ONE."

What makes Idealists jealous: Emotional infidelity makes Idealists jealous. Emotional infidelity can be seen as an emotional withdrawal, or it can be when the partner becomes emotionally attached to another person, idea or activity.

How Idealists show jealousy: The most common way Idealists show jealousy is with pleading and tears. They may beat themselves up and try to be the perfect partner so their mate won't stray. If that doesn't work, they will withdraw emotionally and turn to others.

How Idealists like to be romantic: Idealists are generally the most romantic of the temperaments. They attach romantic meaning to all kinds of ordinary events and things. What they find the most romantic is the exploration of each other's souls.

How Idealists show their love: Idealists show their love by listening and being a cheerleader for their partner. They will regularly affirm their belief in the other person, their abilities, and their innate goodness. Idealists are likely to write encouraging notes and give affection, such as squeezing hands, kisses, hugs, and back rubs.

How Idealists like to be loved: What Idealists want the most is someone to listen to what they have to say and sympathize or empathize without passing judgment or offering advice unless they ask for it. They also feel loved when a partner shares a vulnerability that the partner has which demonstrates that they have earned trust.

[If Your Partner is a Rational](#)

[Rational \(NT\)/Rational \(NT\)](#): Rational/Rational pairings are almost always highly intellectually stimulating couplings. In the best of situations this leads to engaging conversations and mutual exploration. However, problems can occur if each partner becomes too wrapped up in their own world to give adequate time and energy to the other person. If both are Rationals, they are likely to have fairly similar views on romance, showing love, and asking for demonstrations of that love. However, one thing that can cause concerns is if one partner becomes an acknowledged expert. The other partner may fear that the expert will feel that they've 'outgrown' the relationship intellectually. For the relationship to succeed, each partner needs to select arenas in which they can develop a separate expertise and not try to shove that expertise down their partner's throats.

What Rationals find romantic on a date: Although some Rationals find a lovely setting and good food to be romantic, what they really desire is a date in which two people spend hours sharing ideas and dreams. Rationals also like a battle of wits and word play, such as double entendres.

What Rationals look for when dating: When Rationals are looking for a partner, they are likely to look for one who can encourage and tame their hidden emotional side. After they have settled in a relationship, they are likely to want their partner to develop a thicker skin and be more emotionally stable.

What makes Rationals jealous: In general, it is very difficult to provoke a Rational to jealousy. They allow their partners a lot of freedom and expect them to justify that trust. However, if the partner looks for intellectual stimulation from others, that may cause jealousy.

How Rationals show jealousy: Rationals are the least likely of the temperaments to show jealousy. They tend to dislike emotional scenes. Often, they can deny jealousy and even be unaware of it. Their reaction is usually to withdraw or show distaste for the person's company without explanation.

How Rationals like to be romantic: Many people see Rationals as being unromantic. Some Rationals see themselves that way as well. However, most of them have a sometimes deeply hidden sentimental or romantic side. They usually need training to express themselves appropriately.

How Rationals show their love: Rationals show love by not holding onto to their partner too tightly. They give their partner lots of freedom to pursue their own ideas and dreams. Another way they show love is by treating their mate as an expert and asking them for advice on something the Rational needs for their latest big idea.

How Rationals like to be loved: Rationals love to be seen as experts and approached for advice. They appreciate partners who listen to their ideas and ask intelligent questions. They want partners who can encourage them and their ideas without being condescending. Rationals also like for their partners to be sensitive to their moods and respond accordingly.

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Famous Architects

Did you know that Albert Einstein and Marie Curie were both INTPs too? It's not so surprising when you think about it. Einstein's theory of relativity provided a blueprint that still shapes modern physics. Einstein also demonstrated an Architect's absent-minded nature. By staying focusing on the world of ideas he was often out of touch with his immediate surroundings. Scientist Marie Curie showed herself to be an Architect by making the world aware of the phenomena of radioactivity. Curie stayed devoted to her intellectual pursuits despite science not yet being an acceptable field for women. Also in the true manner of an Architect, Curie was known to faint from hunger because in her the midst of her studies she would often forget to eat.

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What Each Letter Means

The pair of letters are E-I, S-N, T-F, and J-P. No single letter should be taken as naming a type of person. For example, there are no "Extraverts" or "Thinkers," as such. A personality is a complex union of traits. These letters merely suggest stronger or weaker tendencies in a person's overall makeup. The pairs of letters stand for the following qualities:

E = Extraversion	I = Introversion
S = Sensation	N = Intuition
T = Thinking	F = Feeling
P = Perception	J = Judgment

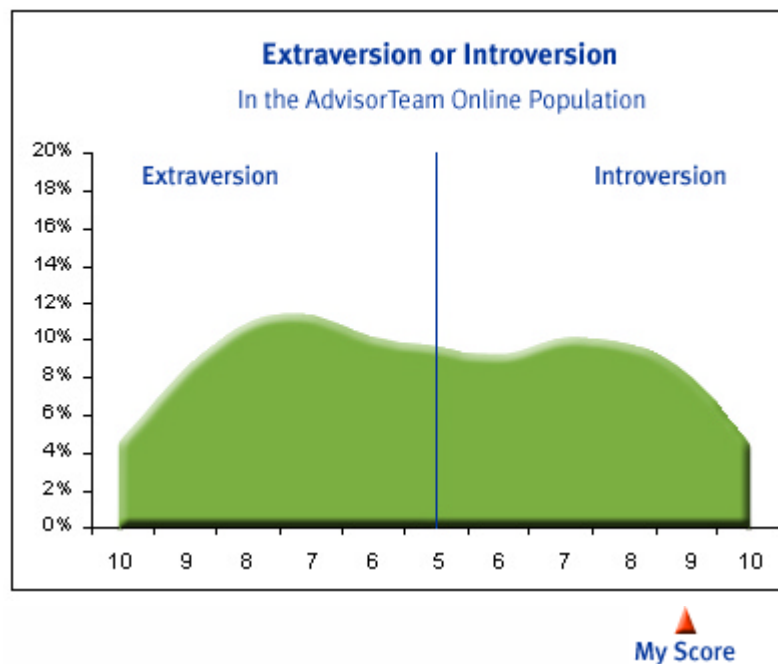
The terms Extraversion (E) and Introversion (I) describe two vastly different social styles. People who score high in Extraversion on the Temperament Sorter tend to be gregarious and expressive; those scoring high on Introversion tend to be private and reserved.

People strong in Extraversion are typically more comfortable socializing with groups than being alone. They often report that they're energized by contact with other people. These individuals usually have a large circle of friends and are happy to approach others, even strangers, to talk. For people high in Extraversion, social banter is usually an easy and pleasant thing. Interaction is something that makes them feel alive. As a result, too much quiet and seclusion can actually exhaust such persons. They tend to report feelings of loneliness or power drain when not in contact with others.

On the other hand, people prone to Introversion often seem more comfortable alone than in a crowd. They tend to draw energy from private, solitary activities, including reading, listening to music, and working by themselves on their latest

project or favorite hobby. Introverts usually have a few, long-time friends, and can remain in contact with larger groups only so long before their energies are depleted. If their job, family, or social responsibilities require them to be outgoing or take center stage, they can soon become exhausted and need down time in quiet places to rest and recharge their batteries.

Remember, however, that no one is simply an "Extravert" or an "Introvert." These terms are merely end points on the E-I scale, with most everyone falling somewhere in between. Most individuals embody a mixture of these two social styles. Also, different tasks or roles at work or in the family can bring out more Extraversion or Introversion in a person. This dimension of personality, more than the other three, is fluid and situational.

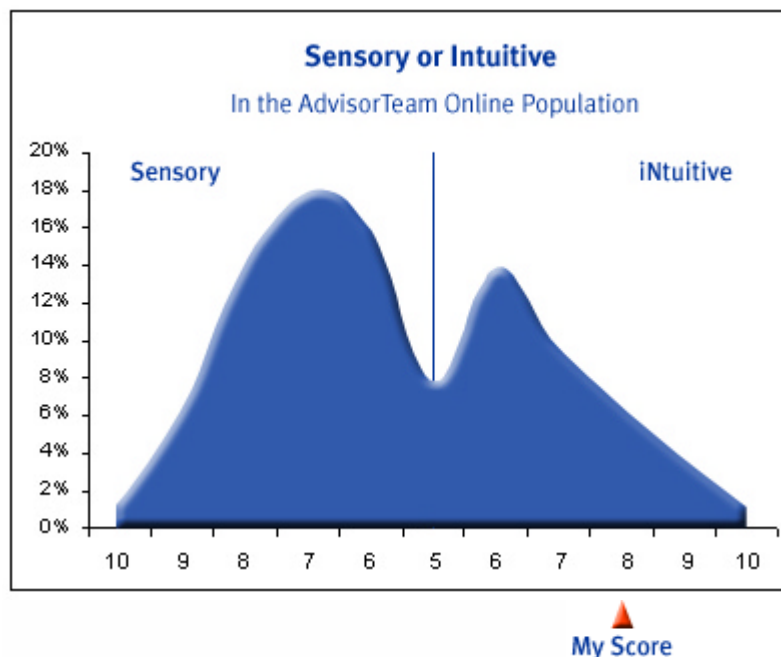


The **Sensory/Intuitive (S-N)** scale on the Temperament Sorter differentiates between two distinct kinds of human focus. People with high Sensory scores pay more attention to what is going on outside themselves in the world of concrete things; people with high Intuitive scores pay more attention to what is going on inside themselves in the abstract world of ideas.

Sensory people make up the vast majority of the population -- upwards of 85%. These people seem more at home in the material world, where they spend their time looking after the business of everyday living: food and clothing, transportation and shelter, job and family, recreation and social life. With their eye on physical realities, they tend to see all the particulars of what is right in front of them. They typically focus on what's happening in the here-and-now, or what has happened in the past, rather than speculating about future possibilities. These are practical, down-to-earth people who want facts, trust facts, and remember facts. They believe in common sense and usually trust that experience is the best teacher.

In contrast, people who are strongly Intuitive seem more at home in the abstract, conceptual world of ideas. Intuitive types deal in inferences, theories, daydreams, musings, speculations, and symbols -- things that can only be seen with the mind's eye. In fact, because they're so often focused on their internal world, these individuals can sometimes miss a great deal of what's going on around them. For highly Intuitive people, reality is not a solid, present thing, but is more a mental image or a stage of development toward some future ideal. The possible almost always looms large for Intuitive people: whatever "is" can be better. They can be fascinated by hypotheses and potentials. They are also often absorbed by their vivid and complex imaginations. The S-N scale measures the most fundamental of the four dimensions of personality. It's the first cut, so to speak, in evaluating one's type.

However, this delineation doesn't mean that being Intuitive or Sensory is an "either-or" proposition. Intuitive individuals certainly turn outward at times and pay attention to the world at large; they're just far more inclined to become preoccupied with their own ideas. So too, Sensory people do sometimes look inward to ponder and to dream. However, for the most part their flights of imagination lag well behind their real-world observations. Neither type can occupy both worlds at once, and each will usually show a clear preference for one over the other.

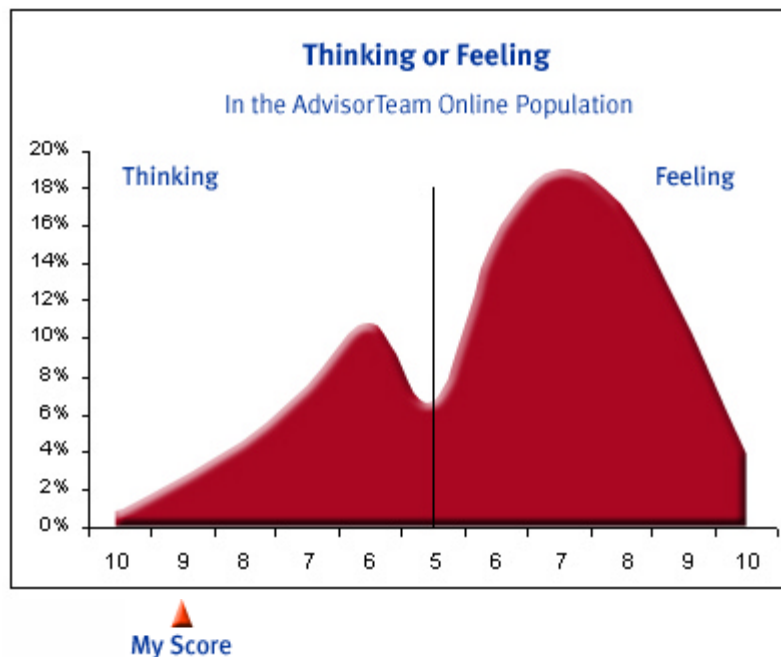


The Thinking/Feeling (T-F) scale assesses how people govern themselves and make decisions. Everyone has both thoughts and feelings. However those who score high on Thinking tend to use their head more when making choices, while those scoring high on Feeling tend to follow their hearts.

People falling on the Thinking end of the scale tend to be more comfortable basing their actions on impersonal, objective factors. Thinking people can be critical and exacting, both with themselves and others. They're often convinced only by hard data and sound reasoning. Individuals who scored highly in

Thinking tend to be frank and straightforward. They are the kind of people who are usually willing to speak their minds and stick to their guns, even if it causes conflict with others. They're known for being tough-minded in their decisions, preferring to keep emotions and desires out of the process as much as possible. Thinking types do have powerful feelings, but a strong show of emotion can embarrasses them. As a result, they'll usually keep their feelings in check rather than appearing to lose self-control, even at the risk of seeming hard-nosed or cold.

In contrast, people on the Feeling end of the scale are typically more comfortable basing their actions on personal, emotional factors. When considering their course, this type will consult their feelings first and will almost always show concern for others. For the most part, these individuals are sympathetic and sentimental. As a result, many times they can be swayed by powerful desire or a touching appeal. Feeling people tend to be softhearted when making decisions. They don't like to hurt anyone's feelings. It's not that Feeling individuals necessarily have more or deeper emotions than those on the Thinking end of the scale. They simply let their feelings show more easily. This tendency makes them seem warmer and friendlier, which in turn can give them an easier time getting along with others.

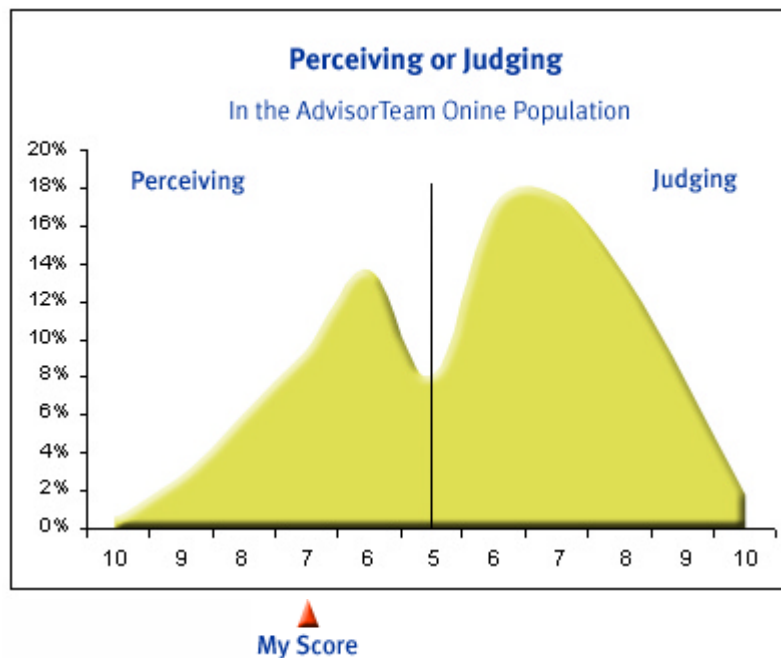


The Judgment/Perception (J-P) scale measures how people process information and arrange their lives. Those who score high on Judgment tend to make up their mind quickly and commit to schedules, while those scoring high on Perception prefer to keep their options open and their timetables flexible.

People strong in Judgment waste no time forming opinions or drawing conclusions. They often report feeling a sense of urgency until a decision is made, and can rest only after everything is settled. Closure and finality are important to these individuals, as is orderly procedure. As a result, they can be quick to make schedules, agendas, or timetables for themselves and others to

follow. People strong in Judgment will establish deadlines and take them seriously, expecting others will do the same. They're usually comfortable with routines and can be willing to do all sorts of maintenance and cleaning up after a task, feeling that these are necessary steps for a job's completion. For this type, neatness counts. They usually feel unhappy or unsettled when their personal space is a mess. Straightening things up is often near the top of their list.

For their part, people given to Perception keep their eyes open to what's around them, gathering information and looking for opportunities and alternatives that might be available. They usually feel no hurry to nail things down or settle on a finished product. Instead, they tend to prefer exploring possibilities. These individuals are often playful and spontaneous in action. Schedules can make them feel hurried and over-controlled; they tend to look upon deadlines as mere reminders to get on with the job. Also, People high in Perception prefer their work to be enjoyable and meaningful. If a task of routine maintenance or clean up falls to them, they may balk at doing it, or may leave it to someone else. Easy-going, even somewhat impulsive, these people are usually quite tolerant of mess. Their personal spaces are often cluttered with an assortment of things they've picked up, used, then dropped and forgotten about.



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Frequently Asked Questions

What is temperament?

There are two sides to personality: One is temperament and the other is character. Temperament is a set of inclinations we are born with, while character is a set of habits we acquire as we grow and mature. Character is disposition, developed over a lifetime; temperament is predisposition, hardwired

in from birth. Thus, those of the Artisan temperament are predisposed to impulsive action, those of the Guardian temperament to responsible service, those of the Idealist temperament to personal development, and those of the Rational temperament to objective analysis. Each type of person, unless blocked or deflected by an unfavorable environment, will develop the habits of character appropriate to his or her temperament.

Put another way, our brain is a sort of computer that has temperament for its hardware and character for its software. Our hardware is the physical base of our personality, placing on each of us an unmistakable temperament signature, some facets of which can be observed from a very early age. Our software on the other hand, is made up of our individual experience and social environment -- the forces around us that, with time and occasion, give shape to our individual character.

Thus temperament is the inborn form of human nature and character is the emergent form that develops through the interaction of temperament and environment. Personality, your unique personal style, is a combination of the two.

How can the Temperament Sorter help me?

Fundamentally, the Temperament Sorter helps you to do two things: Understand your own temperament, and gain insight to other peoples'. Possessing this valuable knowledge of human nature can have a variety of far-reaching effects on your life.

In the work world, being savvy about your temperament can lead you to a clearer understanding of your natural role and functions within an organization. It can also help you better capitalize on your personal strengths to build your success. By comprehending your coworkers' temperaments and how each temperament relates, you can begin to master your interactions with supervisors and staff. In addition, being able to interpret others' innate styles can help you to meet their implicit expectations, as well as increasing your own leadership abilities.

In your personal life, being knowledgeable about temperament can help you build strong, lasting ties with others. This is true because it aids you in anticipating your loved ones' needs and respecting their different ways of dealing with life. When you are responsive to others, you will naturally be looked upon as dependable, responsible, helpful, and empathetic. These are all wonderful qualities to bring to your personal relationships. In addition, coming to terms with your own temperament and innate tendencies can bring new levels of wisdom and self-knowledge to all of your interactions, as well as identifying how your particular temperament impacts and influences others.

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