



AdvisorTeam®

The CLASSIC TEMPERAMENT REPORT™



Your Temperament Type: Idealist - Teacher (ENFJ)

3235

Your Scale Scores

Idealist - Teacher (ENFJ)

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 Idealist (NF). Idealists are relatively rare, making up no more than 15 to 20 percent of the population. Yet their ability to inspire people with their enthusiasm and idealism has given them influence far beyond their numbers. Your particular personality type, the Teacher (ENFJ), is even scarcer. Individuals of your type make up little more than 3 - 4 percent of the total population.

About Your Idealist Temperament

There are four types of Idealists (NFs): Healers, Counselors, Champions, and Teachers. These four personality types share several core characteristics. Firstly, Idealists are seekers focused on both personal journeys and human potentials. [MORE](#) >>

Being A Teacher (ENFJ)

Even more than the other Idealists, Teachers like you have a natural talent

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

Because so much of your life is spent in service to others, in love you value the kind of partner who can nurture you and recharge your energy. Whether this means finding someone who is a gourmet cook or gives an excellent back rub, you'll truly appreciate the TLC that a mate can offer. [MORE](#) >>

Famous Teachers

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

What Each Letter Means

The letter names of the sixteen personality types (ENFJ, for example)

for leading others toward learning, whether you're helping to mentor students, direct trainees, or simply counsel the people close to you. In part, your talent may be due to an almost endless ability to dream up fascinating activities for others to engage in. [MORE](#) >>

Work and Career

Your attention is naturally drawn to the individual and collective needs, desires, and experiences of people in your environment. Indeed, once you identify those people's core issues, you often feel driven to address them in some way. [MORE](#) >>

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 Idealist Temperament

Idealists are spiritual, intuitive people who can enjoy spending a great deal of time and energy working toward a better understanding of who they are. The ultimate hope of this group is to attain true wisdom. For the most part, Idealists are enthusiastic individuals who can find joy meaningful relationships as well as the world around them. People of this temperament can pride themselves on being loving, kindhearted, and authentic. Other fine traits include being more giving and trusting than many around them. An often-passionate temperament that yearns for romance, Idealists can make intense mates, nurturing parents, and inspirational leaders.

[<return to top of page>](#)

Being a Teacher (ENFJ)

If you're like most Teachers, firing others' imaginations is a skill you take pride in. You likely enjoy helping people dream up new potentials for themselves and the world around them. However even more than this ability, perhaps your greatest strength may lie in believing in those whom you teach. Just like classroom teachers look for the best in their students, individuals like you tend to tease out the best from the people you surround yourself with. By clearly communicating your faith that each "student" has untold potential, your confidence can inspire people to grow and develop more than they ever thought possible.

In whatever roles you take on, you'll likely consider people to be your highest priority. Teachers like you often instinctively communicate your personal

concern for others and your willingness to become involved where needed. This warm, outgoing nature can make you the most expressive of all the types, as can your knack for using language. This is especially true when communicating face to face.

Teachers like you rarely hesitate to let your feelings be known. In fact, there are times when you may absolutely bubble with enthusiasm. Because you're able to imbue the things you say with a dramatic flourish, you can become a charismatic public speaker. This verbal ability can also afford you a good deal of influence in groups. You may even be asked to take on a leadership role.

In most aspects of your life, you tend to like things settled and organized. As a result, you probably schedule work and social engagements well ahead of time. That way you can make certain to honor your commitments. However if others aren't quite as steadfast, you're likely to be quite generous and forgiving. Interpersonal cooperation and harmonious relations are often more important to you than holding others to their word. You can be extraordinarily tolerant in this way - a trait that is sure to make you both easy to get along with and quite popular.

Another trait Teachers like you are often prized for is your well-developed sense of intuition. It allows you to be highly sensitive to others and mindful of your own needs and desires. However, because you can identify with other people so easily, there are times when you may find yourself picking up the characteristics, emotions, or beliefs of those around you. Connecting with people is great, but be mindful of when you're taking on qualities that may not be true or advantageous to you. You can be yourself and still show a sincere interest in others joys, concerns, and pains.

[<return to top of page>](#)

Work and Career

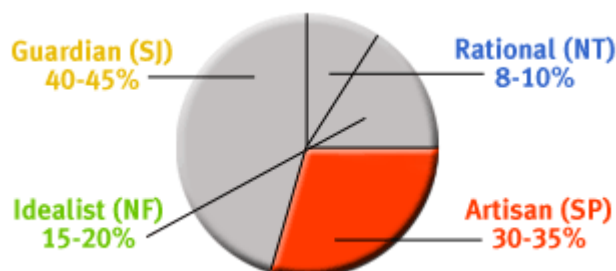
In your ideal job, you would likely be able to use your inner beliefs as a guide for empowering others. Perhaps you would do this by teaching individuals to better meet their own needs through self-knowledge and mutual understanding. Your sense of reward usually comes from seeing how your efforts have resulted in others' growth, healing, or progress. Though you are comfortable with leadership, you don't like arbitrary hierarchies. You care deeply about people as people, and often feel that maintaining official role boundaries interferes unnecessarily with both communication and progress.

Like other Idealists, you are wired to pursue personal growth, authenticity, and integrity. You yearn to develop yourself fully as an individual and to facilitate that growth in others. You tend to thrive when you can turn your attention to the personal concerns of your coworkers, clients, and customers - as well as to your own personal growth.

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.



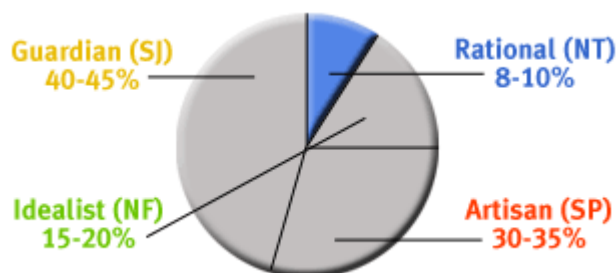
In business, Artisans are crisis managers and troubleshooters. They can be expert at solving problems and doing what is necessary, whether they are expressly permitted to or not. They are practical, resourceful, flexible, and risk-taking individuals. Coworkers are apt to enjoy their creativity and verbal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



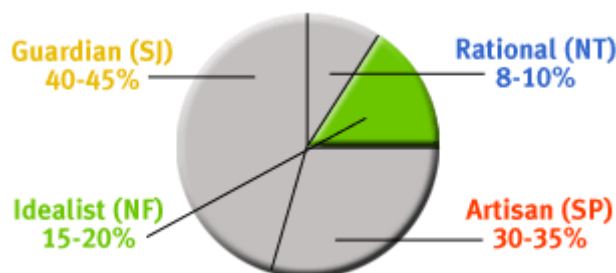
At work, Guardians tend to be administrators and managers. They can be expert at doing what needs to be done, and in the manner it must be done. They are dependable, accountable, realistic, and service-oriented. Coworkers likely appreciate their desire to belong and contribute, but may perceive Guardians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

- Try to seek out an aesthetically pleasing, personal, and democratic environment in which you and your co-workers are free to be yourselves and to build friendships.
- Be wary of career moves that take you away from the core of what you love or compromise your strong ideals.
- Don't underestimate the value of life experience you picked up outside the parameters of formal schooling or paid work. Give yourself credit for all of your talents.
- Consider creating your own job.

In general, as an Idealist, you're part of a pretty satisfied bunch when it comes to work. About 75% of Idealists are either extremely or somewhat satisfied in their current positions. This contentment doesn't appear to be related to flexible schedules, lucrative stock options, altruistic practices, allowing pets in the workplace, or even company-sponsored parties on Fridays. Having challenging work seems to tip the scales a little bit. However overall, Idealists like you simply seem to like what they do. With this statistic in mind, it appears that career choice in itself will be the key to your workplace happiness and success.

[<return to top of page>](#)

Love and Relationships

For your love life to be its most successful, you'll want to achieve an equal balance of give and take. When it comes to finding a mate, you're apt to be drawn to the very qualities in others that you feel you lack yourself. As a result, types who are more happy-go-lucky and content with the status quo can be very attractive to you. Chances are you admire the way this kind of person is able to make their way through life without the weight of the world on their shoulders. You probably also appreciate their carefree sense of optimism. During the early stages of relationships, the differences between you and your mate are likely to be especially endearing and fun.

About You

You are especially likely to be constantly touching your partner, affirming your love for them. Your type is generally seen as one of the most romantic types, and you are likely to lavish your partner with admiration, a sympathetic ear, and constant reminders of your love. You may leave love notes where your partner is sure to find them and bring them treats that you know they will enjoy.

You probably enjoyed dating. The romance of meeting someone new and getting to know them is exciting. Adding an extra fillip is the possibility that this new person is your soul mate. Even if the person isn't, you have learned more about people and may have a new friend.

One difficulty that you may have in a relationship is your tendency to idealize your partner. When you fall in love, you are likely to see only good in them. No one can live up to this kind of ideal. As you start to realize that they have true flaws and not just cute idiosyncrasies, you may experience a backlash of feeling. Fortunately, you are likely to have a practical side to you. Once you get over the disappointment, you can work to create a stronger relationship based on a true evaluation of each other.

One aspect about you that may cause your partner problems is that they may feel they can't live up to your beliefs about them. They may fear that as you look to plumb the depths of their soul that you won't see much depth. Also some types can feel smothered by constant reminders of the relationship. They may feel comfortable with a little more distance between you.

About Your Partner

If Your Partner is an Artisan

[Idealist \(NF\)/Artisan \(SP\)](#): Idealist/Artisan pairings are likely to be imaginative romps, marked by freedom, spontaneity, and sensual pleasures. The Idealists can find that the Artisans' need for action stimulates them to participate more fully in the "now." The Artisans can enjoy the Idealists' sensitivity and empathy for others and their deep interest in their partner's success. Idealists may focus on the self-realization of themselves and their partners to the extent that they cease to participate in the Artisans spontaneous adventures, while the Artisans, who have little patience for exploring their inner lives, push more and more towards having adrenaline highs. For the relationship to succeed, both will need to find areas that don't involve each other: Idealists in areas for self-development and Artisans in areas to express their freedom.

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

[Idealist \(NF\)/Guardian \(SJ\)](#): Idealist/Guardian pairings can be true-blue partnerships focused on comfort, stability, and mutual dependability. Because Guardians and Idealists are usually law-abiding types who believe in following the rules, they can make a good match. Idealists can appreciate the practicality and ability to deal with day-to-day matters that may interrupt the Idealists' dreams for the future. Guardians may appreciate the Idealists' sensitivity for others and their desire to help their partners succeed. Problems may arise at times because Idealists' morals and values tend to have a wider range than their Guardian mates'. For the relationship to succeed, both will need to understand the differences in how each shows caring for the other and appreciate those efforts.

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](#)

[Idealist \(NF\)/Idealist \(NF\)](#): Idealist/Idealist pairings can result in deep and meaningful love because Idealists often find tremendous satisfaction in sharing each other's inner world and exploring their mutual personal development. In essence, each partner helps the other along the road to self-knowledge. However, if the couple is too much alike the relationship risks becoming narrowly focused or even boring. If one partner has a strongly held value that is in conflict with the other's, either partner may become deeply hurt and begin to withdraw. Loss of deep caring is particularly painful for Idealists. For the relationship to succeed, each person must allow the other some differences of opinions, be willing to allow the other personal space and be willing to agree to disagree without rancor.

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](#)

[Idealist \(NF\)/Rational \(NT\)](#): Idealist/Rational 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. Idealists can enjoy the intellectual gymnastics of their Rational partners. Rationals can be fascinated by Idealists' sensitivity and empathy for others. However, conflicts can occur if either partner's closely held ideals don't match those of the other. If Idealists denigrate or ignore their Rational partner's need for intellectual stimulation, or if Rationals refuse to participate with Idealists' social needs, the relationship deteriorates. For the relationship to succeed, each partner needs stimulation from other people to foster self-development and to continue to bring new ideas.

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.

[<return to top of page>](#)

[<return to top of page>](#)

Famous Teachers

Did you know that Mikhael Gorbachev and Oprah Winfrey are both ENFJs too? It's not so surprising when you think about it. As the leader of the Soviet Union, Mikhael Gorbachev was concerned with human values and used his considerable diplomatic skills to create good will for his country. He also made great strides teaching his people about freedom. Talkshow host Oprah Winfrey has made her successful and long-running program the ultimate Teacher's pulpit. Each day her influential ideas about self-improvement, caring for the soul, and being good to others are broadcast to millions worldwide.

[<return to top of page>](#)

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 |

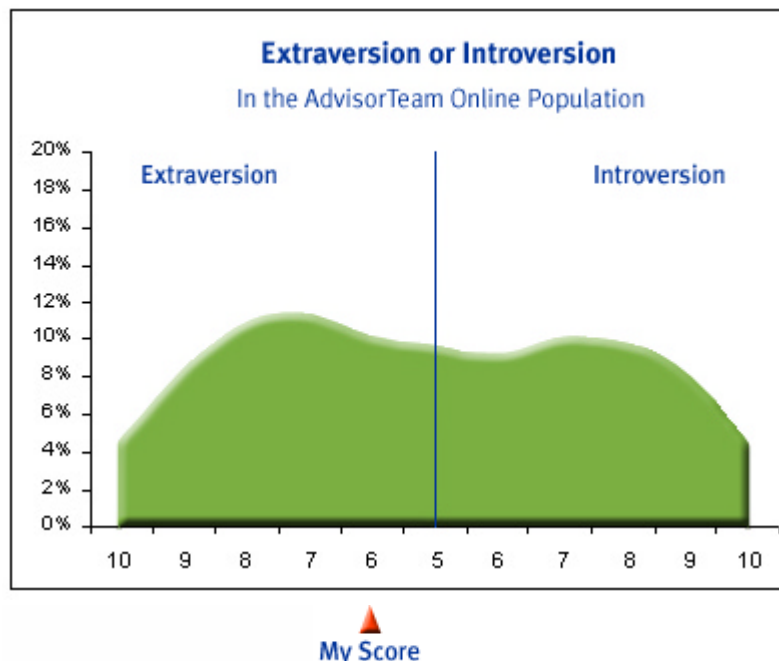
The terms Extraversion (E) and Introversion (I) describe two vastly different social styles. People who score high in Extraversion on the Temperament Sorter tend to be gregarious and expressive; those scoring high on Introversion tend to be private and reserved.

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.



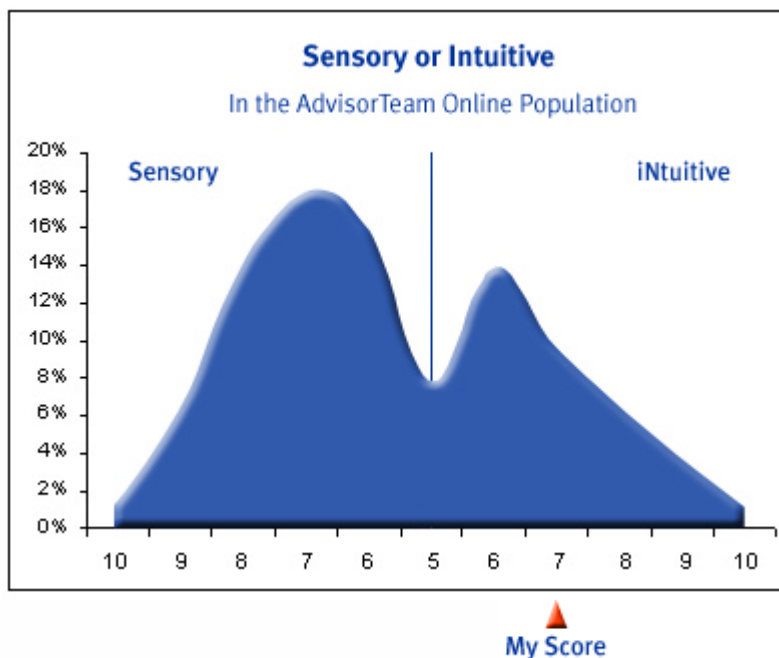
The **Sensory/Intuitive (S-N)** scale on the Temperament Sorter differentiates between two distinct kinds of human focus. People with high Sensory scores pay more attention to what is going on outside themselves in the world of concrete things; people with high Intuitive scores pay more attention to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

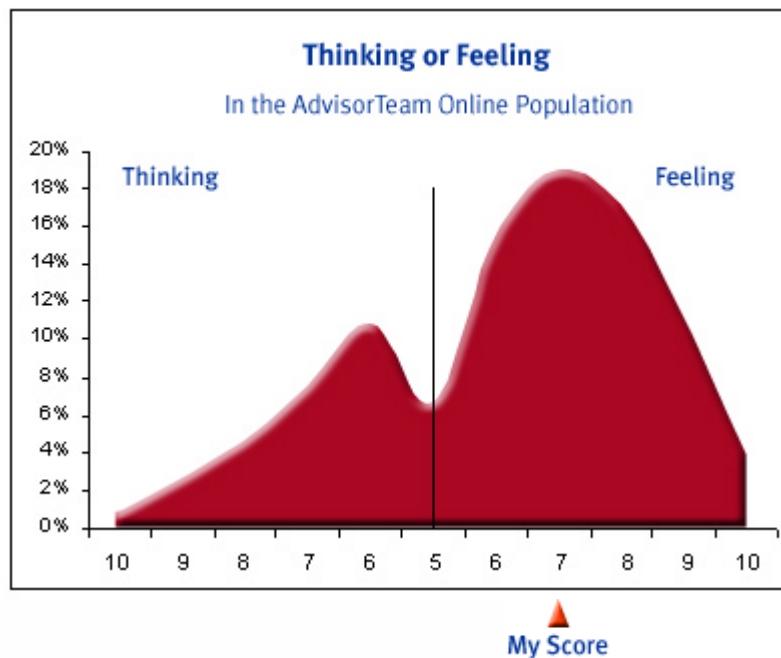


The Thinking/Feeling (T-F) scale assesses how people govern themselves and make decisions. Everyone has both thoughts and feelings. However those who score high on Thinking tend to use their head more when making choices, while those scoring high on Feeling tend to follow their hearts.

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.

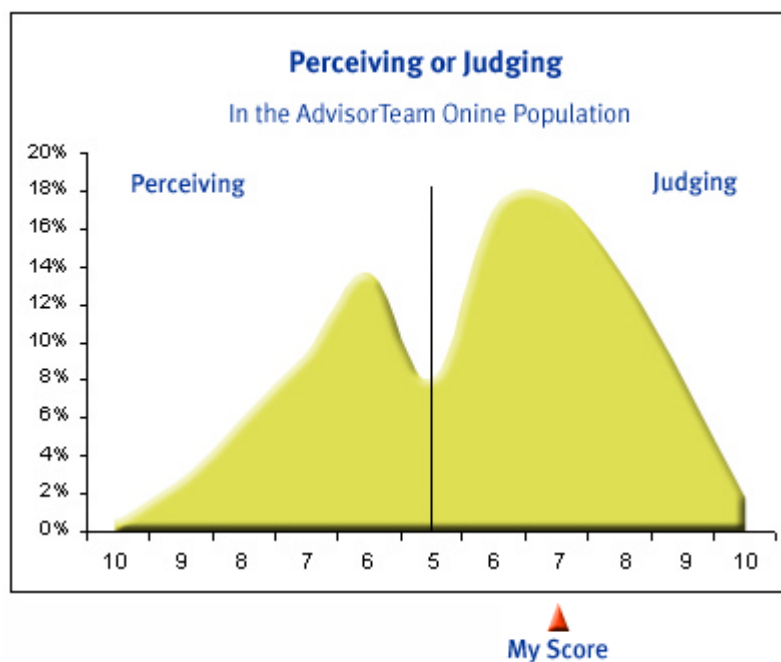


The Judgment/Perception (J-P) scale measures how people process information and arrange their lives. Those who score high on Judgment tend to make up their mind quickly and commit to schedules, while those scoring high on Perception prefer to keep their options open and their timetables flexible.

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.



[<return to top of page>](#)

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.

[<return to top of page>](#)
