

Myers-Briggs Type Indicator (MBTI)

The Sixteen Personality Types

The two preferences for each of the four independent scales give 16 unique combinations (2x2x2x2), each combination being designated a personality type. The commonly accepted order for describing each combination is given as:

- Energizing
- Attending
- Deciding
- Living

For each of these 16 types, quite detailed personality profiles have been assembled from many years of application and analysis on large populations of normal people, as well as theoretical analysis of how the preference scales interact with each other. It is VERY important to realize that these personality profile descriptions (which could also be referred to as archetypes) are derived from large populations, and some variation from the archetype is expected to occur from individual to individual. One major source of variation, but not the only one, is the possible presence of mental illness/trauma (most often low self-image), which is not measured nor even considered by the personality typing model. It is plausible that the observable behavior from some forms of mental illness may be strongly influenced by innate personality type (assuming there is such a thing as an innate personality type).

There seems to be widespread agreement among those who study personality typing that these personality profiles closely describe the real personality of *most* people once their four-scale preferences have been determined, either by taking a test such as the MBTI and/or by a qualitative assessment such as studying the previous sections of this Summary and the materials listed in the Resource Materials section at the end of this Summary.

Anecdotal statements such as the description was so right on the money that I fell out of my chair, and the profile was so much like me it was eerie!, and similar anecdotes, are commonly expressed by many people after reading their personality profile for the first time. I myself had a similar reaction when I first read the profile for the INFJ personality type; subsequent study of the other 15 types confirmed that indeed the personality described in the INFJ profile fits me much, much better than any of the others.

Though anecdotes do not form proper scientific proof, nor should they, the sheer number of such anecdotes have alone led many personality typing researchers to privately conclude that personality typing is a sufficiently accurate and useful model of normal human personality.

On the next page is a very brief overview of the summary profiles for each of the 16 types. Included for each type is the approximate percentage of the general population being that type, using the 1964 Keirsey-Bates percentages and assuming scale orthogonality. In addition, as mentioned above, more comprehensive and accurate profiles exist.

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• **ENFJ** – The Pedagogue

Outstanding leader of groups. Can be aggressive at helping others to be the best that they can be. (5% of the total population)

• **ENFP** – The Journalist

Uncanny sense of the motivations of others. Life is an exciting drama; emotionally warm; empathic. (5% of the total population)

• **ENTJ** – The Field Marshal.

The basic driving force and need is to lead. Tends to seek a position of responsibility and enjoys being an executive (5% of the total population)

• **ENTP** – The Inventor.

Enthusiastic interest in everything and always sensitive to possibilities. Non-conformist and innovative. (5% of the total population)

• **ESFJ** – The Seller.

Most sociable of all types. Nurturer of harmony. Outstanding host or hostesses. (13% of the total population)

• **ESFP** – The Entertainer.

Radiates attractive warmth and optimism. Smooth, witty, charming, clever. Fun to be with. Very generous. (13% of the total population)

• **ESTJ** – The Administrator.

Much in touch with the external environment. Very responsible. Pillar of strength. (13% of the total population)

• **ESTP** – The Promoter.

Action! When present, things begin to happen. Fiercely competitive. Entrepreneur. Often uses shock effect to get attention. Negotiator par excellence. (13% of the total population)

• **INFJ** – The Author.

Motivated and fulfilled by helping others. Complex personality. (1% of the total population)

• **INFP** – The Questor.

High capacity for caring. Calm and pleasant face to the world. High sense of honor derived from internal values. (1% of the total population)

• **INTJ** – The Scientist.

Most self-confident and pragmatic of all the types. Decisions come very easily. A builder of systems and the applier of theoretical models. (1% of the total population)

• **INTP** – The Architect.

Greatest precision in thought and language. Can readily discern contradictions and inconsistencies. The world exists primarily to be understood. (1% of the total population)

• **ISFJ** – The Conservator.

Desires to be of service and to minister to individual needs - very loyal. (6% of the total population)

• **ISFP** – The Artist.

Interested in the fine arts. Expression primarily through action or art form. The senses are keener than in other types. (5% of the total population)

• **ISTJ** – The Trustee.

Decisiveness in practical affairs. Guardian of time-honored institutions. Dependable. (6% of the total population)

• **ISTP** – The Artisan.

Impulsive action. Life should be of impulse rather than of purpose. Action is an end to itself. Fearless, craves excitement, master of tools. (5% of the total population)