

• *Are you E or I?*

*E* likes action and variety

*E* likes to do mental work by talking to people

*E* acts quickly, sometimes without much reflection

*E* likes to see how other people do job, and to see results

*E* want to know what other people expect of him or her

*I* likes quiet and time to consider things

*I* like to do mental work privately before taking action

*I* may be slow to try something without understanding it first

*I* likes to understand the idea of a job and to work alone or with just a few people

• *Are you S or N?*

*S* pays attention to experience as it is

*S* likes to use eyes and ears and other senses to find out what's happening

*S* dislikes new problems unless prior experience show how to solve them

*S* enjoys using skills already learned more than learning new ones

*S* is patient with details but impatient when the details get complicated

*N* pays most attention to the meanings of facts and how they fit together

*N* likes to use imagination to come up with new ways to do things, new possibilities

*N* likes solving new problems, and dislikes doing the same thing over and over

*N* likes learning new skills more than practicing old ones

*N* is impatient with details but doesn't mind complicated situations

• *Are you T or F?*

*T* likes to decide things using logic

*T* want to be treated with justice and fair play

*T* may neglect and hurt other people's feelings without knowing it

*T* gives more attention to ideas or things than to human relationships

*T* can get along with little harmony

*F* likes to decide things using personal feelings and human values

*F* likes praise, and likes to please people, even in small matters

*F* is usually very aware of other people's feelings

*F* can predict how others will feel

*F* values harmony; feels unsettled by arguments and conflicts

• *Are you J or P?*

*J* likes to make a plan, to have things settled and decided ahead

*J* tries to make things come out the way they "ought to be"

*J* likes to finish one project before starting another

*J* usually has mind made up; wants to be right

*J* may decide things too quickly

*J* finds standards and schedules difficult to change

*P* likes to stay flexible and avoid fixed plans

*P* deals easily with unplanned and unexpected happenings

*P* likes to start many projects but may have trouble finishing them all

*P* usually is looking for new information

*P* may decide things too slowly

*P* wants to miss nothing

*P* lives by making changes to deal with problems that come