Going Further 4 PERSONALITY TYPE

Included in this resource are:

1. The Keirsey Questionnaire
2. The scoring sheet
3. A sample scoring sheet
4. An overview of the temperament types.

Further information can be found at http://www.personalitypage.com.
If you want to explore further search for ‘MBTI type’.
1. **The Keirsey Temperament Sorter**

   Read the following statements and choose reaction (a) or (b) depending on which is closest to your normal way of responding

1. **At a party do you**
   (a) interact with many, including strangers
   (b) interact with a few, known to you

2. **Are you more**
   (a) realistic than speculative
   (b) speculative than realistic

3. **Is it worse to**
   (a) have your "head in the clouds"
   (b) be "in a rut"

4. **Are you more impressed by**
   (a) principles
   (b) emotions

5. **Are you more drawn towards the**
   (a) convincing
   (b) touching

6. **Do you prefer to work**
   (a) to deadlines
   (b) just "whenever"

7. **Do you tend to choose**
   (a) rather carefully
   (b) somewhat impulsively

8. **At parties do you**
   (a) stay late, with increasing energy
   (b) leave early, with decreased energy

9. **Are you more attracted to**
   (a) sensible people
   (b) imaginative people

10. **Are you more interested in**
    (a) what is actual
    (b) what is possible

11. **In judging others are you more swayed by**
    (a) laws than circumstances
    (b) circumstances than laws

12. **In approaching others is your inclination to be somewhat**
    (a) objective
    (b) personal

13. **Are you more**
    (a) punctual
    (b) leisurely

14. **Does it bother you more having things**
    (a) incomplete
    (b) completed

15. **In your social groups do you**
    (a) keep abreast of other’s happenings
    (b) get behind on the news

16. **In doing ordinary things are you more likely to**
    (a) do it the usual way
    (b) do it your own way

17. **Writers should**
    (a) “say what they mean and mean what they say”
    (b) express things more by use of analogy

18. **Which appeals to you more**
    (a) consistency of thought
    (b) harmonious human relationships

19. **Are you more comfortable in making**
    (a) logical judgements
    (b) value judgements

20. **Do you want things**
    (a) settled and decided
    (b) unsettled and undecided

21. **Would you say you are more**
    (a) serious and determined
    (b) easy-going

22. **In phoning do you**
    (a) rarely question what will be said
    (b) rehearse what you’ll say
23. **Facts**  
   (a) “speak for themselves”  
   (b) illustrate principles

24. **Are visionaries**  
   (a) somewhat annoying  
   (b) rather fascinating

25. **Are you more often**  
   (a) a cool-headed person  
   (b) a warm-hearted person

26. **Is it worse to be**  
   (a) unjust  
   (b) merciless

27. **Should one usually let events occur**  
   (a) by careful selection and choice  
   (b) randomly and by chance

28. **Do you feel better about**  
   (a) having purchased  
   (b) having the option to buy

29. **In company do you**  
   (a) initiate conversation  
   (b) wait to be approached

30. **Common sense is**  
   (a) rarely questionable  
   (b) frequently questionable

31. **Children often do not**  
   (a) make themselves useful enough  
   (b) exercise their fantasy enough

32. **In making decisions do you feel more comfortable with**  
   (a) standards  
   (b) feelings

33. **Are you more**  
   (a) firm than gentle  
   (b) gentle than firm

34. **Which is more admirable**  
   (a) the ability to organise and be methodical  
   (b) the ability to adapt and make do

35. **Do you put more value on the**  
   (a) definite  
   (b) open-ended

36. **Does new and non-routine interaction with others**  
   (a) stimulate and energize you  
   (b) tax your nerves

37. **Are you more frequently**  
   (a) a practical sort of person  
   (b) a fanciful sort of person

38. **Are you more likely to**  
   (a) see how others are useful  
   (b) see how others see

39. **Which is more satisfying**  
   (a) to discuss an issue thoroughly  
   (b) to arrive at agreement on an issue

40. **Which rules you more**  
   (a) your head  
   (b) your heart

41. **Are you more comfortable with work that is**  
   (a) contracted  
   (b) done on a casual basis

42. **Do you tend to look for**  
   (a) the orderly  
   (b) whatever turns up

43. **Do you prefer**  
   (a) many friends with brief contact  
   (b) a few friends with more lengthy contact

44. **Do you go more by**  
   (a) facts  
   (b) principles

45. **Are you more interested in**  
   (a) production and distribution  
   (b) design and research

46. **Which is more of a compliment**  
   (a) “There is a very logical person.”  
   (b) “There is a very sentimental person.”
47. Do you value in yourself more that you are 
   (a) unwavering  (b) devoted

48. Do you more often prefer the 
   (a) final and unalterable statement 
   (b) tentative and preliminary statement

49. Are you more comfortable 
   (a) after a decision  (b) before a decision

50. Do you 
   (a) speak easily and at length with strangers 
   (b) find little to say to strangers

51. Are you more likely to trust your 
   (a) experience   (b) hunch

52. Do you feel 
   (a) more practical than ingenious 
   (b) more ingenious than practical

53. Which person is more to be complimented: one of 
   (a) clear reason   (b) strong feeling

54. Are you inclined more to be 
   (a) fair-minded  (b) sympathetic

55. Is it preferable mostly to 
   (a) make sure things are arranged 
   (b) just let things happen

56. In relationships should most things be 
   (a) negotiable 
   (b) random and circumstantial

57. When the phone rings do you 
   (a) hasten to get to it first 
   (b) hope someone else will answer

58. Do you prize more in yourself 
   (a) a strong sense of reality 
   (b) a vivid imagination

59. Are you drawn more to 
   (a) fundamentals   (b) overtones

60. Which seems the greater error 
   (a) to be too passionate  (b) to be too objective

61. Do you see yourself as basically 
   (a) hard-hearted   (b) soft-hearted

62. Which situation appeals to you more 
   (a) the structured and scheduled 
   (b) the unstructured and unscheduled

63. Are you a person that is more 
   (a) routine than whimsical 
   (b) whimsical than routine

64. Are you more inclined to be 
   (a) easy to approach  (b) somewhat reserved

65. In writings do you prefer 
   (a) the more literal      (b) the more figurative

66. Is it harder for you to 
   (a) identify with others  (b) utilize others

67. Which do you wish more for yourself 
   (a) clarity of reason   (b) strength of compassion

68. Which is the greater fault 
   (a) being discriminate  (b) being critical

69. Do you prefer the 
   (a) planned event  (b) unplanned event

70. Do you tend to be more 
   (a) deliberate than spontaneous 
   (b) spontaneous than deliberate
2. The Keirsey Temperament Sorter: Scoring Sheet

Enter a √ for each answer in column a or b

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Directions for Scoring

1. Add down so that the total number of ‘a’ answers is written in the box at the bottom of each column. Do the same for the ‘b’ answers that you have ticked.
2. Transfer the number in Box 1 of the answer sheet to Box 1 below the answer sheet. Repeat for Box 2. For Boxes 3 to 8 follow the arrows so that the score from columns 2, 4 and 6 are placed in the boxes below the scores for columns 3, 5 and 7. Then add the two rows together and put in the box below.
3. You now have four pairs of numbers. Circle the letter below the larger number. If both numbers are equal put an X below them (this means you have a mixed type).

You have now identified your personality type which will be one of the following:

<table>
<thead>
<tr>
<th>INFJ</th>
<th>ISFJ</th>
<th>INTJ</th>
<th>ISTJ</th>
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<tbody>
<tr>
<td>ENFJ</td>
<td>ESFJ</td>
<td>ENTJ</td>
<td>ESTJ</td>
</tr>
</tbody>
</table>

A brief overview of each personality type is given on the page after the scoring sheet.
You can find out more from the book ‘Please Understand Me’ by David Keirsey and Marilyn Bates.
Information based on a similar test, which uses the same letter groupings, can also be found at www.personaltypage.co
3. The Keirsey Temperament Sorter: Scoring Sheet

Sample scoring sheet:

|   | a | b |   | a | b |   | a | b |   | a | B |   | a | b |   |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | ✓ |   | 2 | ✓ |   | 3 | ✓ |   | 4 | ✓ |   | 5 | ✓ |   |
| 6 |   |   | 7 |   |   | 8 | ✓ |   | 9 | ✓ |   | 10| ✓ |   |
| 11| ✓ |   | 12| ✓ |   | 13| ✓ |   | 14| ✓ |   | 15| ✓ |   |
| 16| ✓ |   | 17| ✓ |   | 18| ✓ |   | 19| ✓ |   | 20| ✓ |   |
| 21| ✓ |   | 22| ✓ |   | 23| ✓ |   | 24| ✓ |   | 25| ✓ |   |
| 26| ✓ |   | 27| ✓ |   | 28| ✓ |   | 29| ✓ |   | 30| ✓ |   |
| 31| ✓ |   | 32| ✓ |   | 33| ✓ |   | 34| ✓ |   | 35| ✓ |   |
| 36| ✓ |   | 37| ✓ |   | 38| ✓ |   | 39| ✓ |   | 40| ✓ |   |
| 41| ✓ |   | 42| ✓ |   | 43| ✓ |   | 44| ✓ |   | 45| ✓ |   |
| 46| ✓ |   | 47| ✓ |   | 48| ✓ |   | 49| ✓ |   | 50| ✓ |   |
| 51| ✓ |   | 52| ✓ |   | 53| ✓ |   | 54| ✓ |   | 55| ✓ |   |
| 56| ✓ |   | 57| ✓ |   | 58| ✓ |   | 59| ✓ |   | 60| ✓ |   |
| 61| ✓ |   | 62| ✓ |   | 63| ✓ |   | 64| ✓ |   | 65| ✓ |   |
| 66| ✓ |   | 67| ✓ |   | 68| ✓ |   | 69| ✓ |   | 70| ✓ |   |

Personality Type shown in sample score sheet is ESFJ.
## Characteristics Frequently Associated with Each Type

<table>
<thead>
<tr>
<th>Sensing Types</th>
<th>Intuitive Types</th>
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<tbody>
<tr>
<td><strong>ISTJ</strong></td>
<td><strong>INTJ</strong></td>
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<tr>
<td>Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</td>
<td>Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.</td>
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<tr>
<td><strong>ISFP</strong></td>
<td><strong>INFP</strong></td>
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<tr>
<td>Cool cricketers—quiet, reserved, observant and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in causes and effects; how and why mechanical things work; and in organizing facts using logical principles.</td>
<td>Full of enthusiasm and loyalties, but seldom talk of these until you know them. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.</td>
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<td><strong>ESTP</strong></td>
<td><strong>ENTP</strong></td>
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<td>Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</td>
<td>Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun or either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Adept to turn to one new interest after another. Skillful in finding logical reasons for what they want.</td>
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<tr>
<td><strong>ESFJ</strong></td>
<td><strong>ENFJ</strong></td>
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<tr>
<td>Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for; but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others’ feelings and points of view.</td>
<td>Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person’s feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.</td>
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<tr>
<td><strong>ESTJ</strong></td>
<td><strong>ENTJ</strong></td>
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<tr>
<td>Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people’s lives.</td>
<td>Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</td>
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</table>