

## Finding Your Personality Type:

This exercise is the fourth, in this S.H.A.P.E. series of five allowing us to continue focusing on our unique individual make-up. This process of discovery has been centered on the idea that it is God who gives us special gifts, abilities and a passion to serve Him with all the energy we have to offer. It is God who has a plan for us – one that he has known before we were even born – and our job is to discover all the wonders and challenges He has in store for us. This brings us to the realization that we are compelled to a process of self-discovery; God wants us to discover the gifts and abilities He has instilled in each of us, using our heart to direct us as the Spirit commands.

This exercise is devoted to finding your personality type. Every person has a different way of expressing themselves, understanding the world around them, making decisions, organizing their day, and dealing with people. There is still a great deal of uncertainty over what personality is and to what extent innate contributions make, as opposed to environmental factors. The goal over the past hundred years, since the beginning of psychoanalysis, has been to gather a better understanding of the foundational qualities in human beings that underlie the ultimate behavior we see. We all have different attitudes, temperaments, preferences, and values; however, there is considerable commonality in human behavior. Therefore, the description of broad personality types allows us to be grouped meaningfully in a way that accurately describes some important behavior patterns.

Many different psychologists have defined personality as “The set of characteristics of a person or people that account for consistent patterns of response to situations.” This exercise owes credit to many different psychologists that have spent years researching and developing psychological inventories and the countless millions of people that have participated in these studies. This exercise has gathered information from “Edwards Personal Preference Schedule”, “California Psychological Inventory”, “NEO Five-Factor Inventory”, “Riso-Hudson Enneagram Type Indicator”, “Sixteen Personality Factor Questionnaire”, and “Myers-Briggs Type Indicator (MBTI)”. Interestingly, the MBTI has surfaced as the most popular and useful comprehensive inventory when compared to the others. The exercise you are about to complete owes most of its weight to the MBTI.

This modest self-scoring inventory exercise is not a substitute for taking the real MBTI, or any other personality tests. It is simply an introduction to your personality type. This exercise will allow you to choose between twelve different personality styles, grouped into six preference scales. The six scales are bipolar in nature, meaning one personality style lies at one end of the scale and an opposite personality style lies at the other end. There are no right or wrong answers, nor is one choice better than another. This exercise is designed to describe common styles in your behavior that are consistent over a wide variety of situations. In doing this, you may gain a better understanding of yourself and everyone you interact with. While this is a valuable tool to get you thinking about the way you connect with your environment, results provide only a partial description of your behavior complex.

## PERSONALITY STYLES INVENTORY:

This is a forced choice personality exercise, which requires you to choose one of two statements for each question. Select the statement that best describes the way you are most of the time, and have been for most of your life so far. Do not skip any questions, even when you have a hard time choosing between the alternatives. **For each question, place an “X” in the box beside the statement you most agree with and leave the other box blank.** Try to be spontaneous, choosing the first answer that comes to your mind.

### Example:

1. I am the type of person that:
  - A.  Likes to be involved in activities just for fun.
  - B.  Likes to work hard to accomplish a goal.

By placing an “X” in the “A” box selected above, this person indicated a preference for being involved in fun activities over working to accomplish a goal. This is an example of a difficult question to answer. Most people have a hard time choosing between these alternatives. Not all the questions will be this difficult; however, when you do face a tough choice do your best to select the best alternative.

### Let's Begin:

1. I have a natural tendency to direct my attention towards:
  - A.  Meeting new people, maintaining friendships, and social activities
  - B.  Spending time alone, focused thinking, and uninterrupted quiet time
2. I have a natural tendency to understand information through:
  - A.  Using my hands, trial and error, and past experience
  - B.  Using my imagination, comparing one concept to another, and using theory
3. I have a natural tendency to make decisions or choices through:
  - A.  The use of logic, in a detached, unbiased, rational manner
  - B.  The use of feelings, in an attached, personal, passionate manner
4. I have a natural tendency to choose an environment that is:
  - A.  Planned, ordered, and structured
  - B.  Spontaneous, flexible, and changing
5. I have a natural tendency to act toward others by:
  - A.  Helping and supporting them, treating them with kindness and dignity
  - B.  Leading and directing them, to fulfill a personal or organizational vision

6. I have a natural tendency to respond to daily challenges with:
  - A.  Calm, cool, and collected emotions
  - B.  A wide range of varying degrees of emotion
7. After working hard during the week, most often I prefer to:
  - A.  Get together with a group of people and have a good time
  - B.  Spend my leisure time alone, or with a select few people, relaxing quietly
8. When talking to significant others or thinking on my own, most often:
  - A.  I am concerned with what needs to be done today, here and now
  - B.  I am concerned with making future plans, things to look forward to
9. If I were a Judge, when sentencing I would generally lean toward being more:
  - A.  Strict, upholding the law to serve justice, keeping the world free of crime
  - B.  Compassionate, realizing people are generally good, opting for community service
10. When I have to complete a project by a certain deadline I usually:
  - A.  Get started early, make a plan of action, and complete it with time to spare
  - B.  Wait until the last minute, throw myself into it, and occasionally ask for more time
11. When I play a game against someone, and I am far in the lead, I usually:
  - A.  Try to let the other person catch up a bit without them knowing it
  - B.  Finish the game to the best of my ability, feeling confident and successful
12. If someone told me they thought I was selfish or lazy, I probably would:
  - A.  Assess the situation, decide if the comment was valid, and move on gracefully
  - B.  Take offence to the rude approach, feel angry or upset, and think poorly of the person
13. When among a group of people typically I tend to:
  - A.  Speak more than listen, act first then think, have a lot of energy
  - B.  Listen more than speak, think first then act, get drained of energy
14. When I start a new relationship, or think about the prospect of one:
  - A.  I tend to be very practical, realistic, and careful
  - B.  I tend to be very passionate, romantic, and exploratory
15. When I am in a situation where two people are fighting in front of me:

- A.  I bluntly tell them to stop fighting, to be fair, and to respect each other
- B.  I feel unsettled and try tactfully and diplomatically to calm them down
16. Over the course of an entire year, my bedroom is usually:
- A.  Clean, tidy, organized with every valuable thing in its proper place
- B.  Not in order, comfortable, a place to come and go from more important things
17. Whenever I see someone begging for money, I think to myself:
- A.  How could I help that person, or can I spare any change?
- B.  That person needs to get a job, make some money, and support himself
18. I am the type of person that:
- A.  Is relaxed, trusting, patient, and easy to be around for long periods of time
- B.  Embraces life to the fullest, opening myself up to pure joy and anger or depression
19. In a situation when I am the center of attention:
- A.  I am comfortable, enthusiastic, and I feel important
- B.  I feel uneasy, nervous, and try to shift the attention to someone else
20. When traveling from my home to school, work, or a friend's house:
- A.  I rely on familiar, well-known, and conventional routes
- B.  I experiment with unconventional routes, creating an adventurous journey
21. When something bad happens to me at work or in school, I tend to need to:
- A.  Put my feelings aside to get my work done
- B.  Sort through my feelings first, then I am able to concentrate on work
22. Other people see me as the type of person they can:
- A.  Come to with big responsibilities, trust with serious matters, and expect results from
- B.  Feel unrestricted by, learn interesting things from, and have fun with
23. My primary desires and fears are:
- A.  I desire to be loved and fear being unwanted
- B.  I desire to be respected and fear being useless

24. If I become angry, afraid, or depressed it is most often with:
- A.  The right person, to the right degree, at the right time
  - B.  A thoughtless person, who has hit a sore spot in me at a bad time
25. When describing how my day went to someone who asks:
- A.  I am expressive, go into many details, and I am glad they asked
  - B.  I am brief and to the point, and I search for the most interesting highlights
26. I have spent the majority of my life:
- A.  Doing what is expected of me and fulfilling what I expect of myself
  - B.  Dreaming of what I might do and creating new opportunities for myself
27. I am much more inclined toward and excel at:
- A.  Math, science, business and intellectual thinking
  - B.  Teaching, counseling, assisting, and giving sensitive advice
28. I really do not like:
- A.  Big life changes, people being late, unclear communication, and crisis situations
  - B.  Big life commitments, tedious work, a lack of variety, and too many rules
29. I would say that I am most like someone who is:
- A.  Generous, caring, nurturing, empathetic, sincere, friendly, and self-sacrificing
  - B.  Powerful, strong, assertive, protective, proud, in control, and self-confident
30. I would most describe myself as being:
- A.  Healthy, able to sleep well, optimistic, and satisfied
  - B.  Emotional, lacking perfect sleep, high stress, and restless

## PERSONALITY STYLES ANALYSIS:

Below, the six tables represent six bipolar preference scales. The numbers in the left-hand columns correspond to the questions you just answered. Place an "X" under either box "A" or "B" matching the box you selected while answering questions 1-30. Total the number of "X's" for both columns. Then circle your primary style, under the column with the most "X's" in it. If you circled "E", for example, column "A" had more "X's" than column "B". Once you have circled one of each of the six letter pairs, mark an "X" in the boxes below the tables that correspond to the letters you circled in the tables. Then circle the number of "X's" on the sliding scale, for your primary style, to indicate the strength of your primary style. You should only have one number circled on the sliding scale, only for your primary style.

	A	B
1		
7		
13		
19		
25		
Total		
Style	<b>E</b>	<b>I</b>

	A	B
2		
8		
14		
20		
26		
Total		
Style	<b>C</b>	<b>P</b>

	A	B
3		
9		
15		
21		
27		
Total		
Style	<b>T</b>	<b>F</b>

	A	B
4		
10		
16		
22		
28		
Total		
Style	<b>S</b>	<b>A</b>

	A	B
5		
11		
17		
23		
29		
Total		
Style	<b>H</b>	<b>L</b>

	A	B
6		
12		
18		
24		
30		
Total		
Style	<b>ES</b>	<b>ER</b>

- E = Extrovert
- C = Concrete
- T = Thinker
- S = Systematic
- H = Helper
- ES = Stable

5----4----3----0----3----4----5  
 5----4----3----0----3----4----5  
 5----4----3----0----3----4----5  
 5----4----3----0----3----4----5  
 5----4----3----0----3----4----5  
 5----4----3----0----3----4----5

- I = Introvert
- P = Perceptive
- F = Feeler
- A = Adaptable
- L = Leader
- ER = Reactive

## PERSONALITY STYLES DESCRIPTIONS:

*“For who among men knows the thoughts of a man except the man’s spirit within him? In the same way no one knows the thoughts of God except the Spirit of God. We have not received the spirit of the world but the Spirit who is from God, that we may understand what God has freely given us.” (1 Corinthians 2:11-12 NIV)*

### **(E) Extrovert / (I) Introvert:**

*People have a natural tendency to direct their energy and orient themselves, either towards interaction with other people, or by spending time alone.*

**Extroverts** are primarily oriented to the outside world. They meet people easily and don’t mind having an open door policy for most of the day. They make friends quickly and like to be involved in many activities. They have a high level of energy when talking to others. They have a tendency to act first then think out loud, are generally enthusiastic about whatever they are doing with others, and they feel deprived when cutoff from interaction with others for too long. They tend to become bored and frustrated by silence and solitude. They are more comfortable with public speaking and value the opportunity to be noticed, talk about their lives, and be the center of attention. They are concerned about reputation and work for the approval of others. They are generally seen as friendly people and openly demonstrate positive feelings toward others. They seek excitement and high levels of stimulation.

**Introverts** have a preference for relating to the inner world of ideas and concepts. They like quiet time for concentration and do not like to be interrupted when focused on a task at hand. They like to process information before taking action. They listen more than they speak, feel comfortable being alone for long periods of time, and prefer to focus on one thing at a time. They are generally self-contained and reserved, prefer one-to-one communication, and would rather write a letter to someone than deal with a problem face-to-face. They tend to be low-key and disengaged from the social world; however, they are not necessarily shy or depressed. They simply do not need much stimulation from other people to be content with their life. They may feel drained by too many people and events in a short period of time. They prefer to have a small circle of friends, rather than many acquaintances.

### **(C) Concrete / (P) Perceptive:**

People have a natural tendency to receive and process information, either through their five senses, interacting with the tangible world, or through their imagination, creating new possibilities, meanings, and insights.

**Concrete** people mentally live in the present through sights, sounds, smells and all the sensory details. They are very practical and use common sense to solve problems. They have a preference for working with known facts rather than look for new possibilities. They are realistic, careful, and use past experience to determine a certain future. They do not like new problems or ideas without having standard, known ways to solve or process them. They enjoy using skills already learned and perfected, rather than learning new ones. They try to make as few errors as possible and are patient with routine details. They value knowing what is expected of them, are most comfortable around down to earth people, and are clear and concrete with giving information. They have a rich memory for past details and facts, and tend to be traditional, conventional, and conservative.

**Perceptive** people have a preference for living in the future, using their imagination for creating new possibilities. They follow their inspirations enthusiastically, but not always realistically. They prefer to understand “The Big Picture” and then will sort through the details if absolutely necessary. They like the novel and the unusual, solving new problems, and are comfortable with ambiguity. They improvise best through theoretical understanding, rather

than actual facts and details, and their memory recall emphasizes patterns, contexts, and connections between things. They are very creative, having fresh perceptions, or contribute important discoveries through improving existing information. They work in short bursts of energy, generally intelligent, often balanced between extroversion and introversion, have a tendency to utilize both masculine and feminine character traits, and are very passionate about the work they are creating. They are often seen as idealistic dreamers.

### **(T) Thinker / (F) Feeler:**

*People have a natural tendency to make decisions or choices, either through logical and objective criteria, or through personal values and feelings.*

**Thinkers** analyze information in a detached, objective fashion. They operate from factual principles, deduce and form conclusions systematically, and are logical in nature. They do not readily show emotion and prefer not to deal with their own, or other's feelings. They tend to be to the point, concise, and tough-minded. Others may see them as impersonal or unfriendly. They can be intellectually critical and work well in unharmonious environments. They weigh the pros and cons and are most convinced by rational arguments. They value honesty and fair play, take few things personally, and tend to look for flaws so that they can eliminate them. They are often good at making difficult decisions, as they are able to analyze problems to reach an unbiased and reasonable solution. They consider conforming to principles to be more important than cultivating harmony. They primarily seek out respect and will work hard to prove the usefulness of their intellectual capabilities.

**Feelers** form conclusions in an attached, subjective manner. They make choices based on likes and dislikes, impact on others feelings, and human values. They include others in their decision-making process, by asking their advice or thinking about the reactions of others. They are sensitive to people's needs and naturally seek popular consensus and opinions. They value compassion and mercy. They are known for their tactfulness and their desire for peace. They are unsettled by conflict between others, especially when they are personally involved in the disagreement, and seek harmony as a high priority. They try to reach a solution that satisfies everyone. They generally are warm, friendly, diplomatic, quick to give compliments, take many things personally, and are primarily motivated by appreciation from others. They will work long and hard to gain approval and admiration from friends, family and coworkers. They may find it hard to criticize others, even when it is necessary.

### **(S) Systematic / (A) Adaptable:**

*People have a natural tendency to be in an environment that is planned, ordered, and structured, or spontaneous, flexible, and changing.*

**Systematic** people approach the outside world with a plan of action. They are consistently and systematically organizing their surroundings, being prepared, and making decisions to reach completion of tasks on their lists or timetables. They make plans before moving into action, divide big tasks into smaller ones, stick to routines, and prioritize jobs to be completed. They compartmentalize things, putting everything in its proper place. They generally make decisions easily, are serious and conventional, prompt and on time, and prefer to work first and play later. They are generally not good with change; they dislike ambiguous lines of communication and are not very flexible with new ideas or approaches to a situation that is already running smoothly. They function at their best in an organization with formal rules and policies, chains of command, and consequences to inappropriate behavior. They value authority and accountability and specific standards and guidelines for acceptable performance. They will usually be a sensory, rather than intuitive type.

**Adaptable** people take the outside world as it comes, adopting and adjusting, being flexible to change, and are receptive to new opportunities and ideas. They love variety and mix work with play. They work best close to deadlines, instinctively avoid commitments that interfere with flexibility, and want the freedom to be spontaneous. They are always taking in information, seeing life as an opportunity to gain experience and learn new and interesting things. They handle crisis situations well and are apt to take risks, but have a tendency toward

disorganization and have a harder time making important decisions. They also tend to start projects, but have difficulty finishing them. They are playful and unconventional, are not time conscious and often running late. They question the need for too many rules. They have a tendency to readily change their mind, and may have different opinions and values for different circumstances. They are very good at understanding different perspectives and will have a higher propensity to seek out different cultures to gain an alternative perspective of their own self. They will usually be an intuitive, rather than a sensory type.

### **(H) Helper / (L) Leader:**

*People have a natural tendency to act toward others by either, helping and supporting them, or leading and directing them.*

**Helpers** act out of empathy and compassion toward others. They are caring and concerned about other people's needs. They help when others are in trouble, assist the less fortunate, and treat others with kindness and dignity. They are forgiving, ready to do favors, generous, and very affectionate. They help people that come to them with problems and desire to have others care deeply for them. Their basic desire is to be loved and feel secure and fear being unwanted or unworthy of being loved. They are natural encouragers and inherently unselfish, humble, and altruistic. They are open and trusting of other people and receptive to ideas not their own. They facilitate open lines of communication and confront sensitive issues and problems. They are apt to accept blame even when not deserved, feel guilty for wrongdoing, and see personal sacrifice as a greater good than personal gain. They tend to avoid conflicts, feeling better by giving in and avoiding a fight, easily gain the trust of others, and have a tendency towards depression when not able to help others. At their best, they become self-affirming, trusting of self and others, and dedicated to others. At their worst, they become very dependent, highly defensive, and self-destructive. They usually have a feeling style, rather than a thinking style for making decisions.

**Leaders** act out of confidence in their own experience and capability, believing in themselves and their own value. They are naturally inclined to lead others through persuasion and influence. They desire to direct the actions of others to fulfill their visions and goals. They are skilled at exercising their authority and seek out positions of control. They have strong ambition, desiring to be successful at whatever they do. Achievement is of high priority; they want to be recognized, respected, and accomplish something of great significance. They feel best when a difficult job is well done and tend to maintain high standards. They are unwilling to settle for mediocrity, they can hold their own in the real world, and confront others when necessary to accomplish their dreams. They motivate others to be like them in some positive way and have the basic desires to feel valuable and respected. At their worst, they are ruthless, immoral, violent, exploitative, devious, jealous, and vindictive. At their best, they are courageous, decisive, honorable, competent, ambitious, and extremely valuable. They usually have a thinking style, rather than a feeling style for making decisions.

### **(ES) Emotionally Stable / (ER) Emotionally Reactive:**

*People have a natural tendency to respond to daily challenges with calm, cool, and collected emotions, or with a wide range of strong emotions.*

**Emotionally Stable** people have the ability to manage their thinking and feelings, with stability and a sense of ease. Others describe them as calm, cool, and collected. They are relaxed and assertive individuals, who know their own minds and are comfortable dealing with life's daily challenges. They seek out activities that excite them and challenge themselves to see the world as it is, exposing their point of view to the weight of reality. At their best, when they become anxious, angry, or depressed, it is with the right person, to the right degree, at the right time, for the right purpose, and in the right way. They have the capacity for reception, selfless actions, trusting of self and others, patience, optimism, a healing and calming influence, and the ability to enjoy life, being fully connected to others. At their worst, they are too relaxed, uncaring, unmotivated, uninterested, and an obstacle to effective and expressive communication.

**Emotionally Reactive** people have the tendency to experience and express a wide range of strong feelings. They may embrace life to the fullest and take on tasks with passionate fervor, or have the tendency to experience negative feelings, such as anxiety, anger, or depression. It can be exciting to be around them; there is never a dull moment when their positive emotions have been triggered. Or, it may be stressful and draining to be near to them when they are in mental distress. They experience the highs and lows of life with greater intensity and for longer periods of time after reacting to stressful situations. They may worry about things outside of their control, interpret situations as threatening, or find life hopelessly frustrating. Their reserved ability to regulate emotional control can diminish their ability to think clearly, make decisions, and cope effectively with stress. On the other hand, they also have the capacity to experience positive feelings, such as excitement, anticipation, elation, and on occasion an all-embracing feeling of being able to take on the world. They are extremely good at external communication, expressing themselves through their thoughts, body and facial expressions, and the energy they display.

## **FORMING YOUR PERSONALITY TYPE:**

You have chosen between twelve different personality styles, grouped into six bipolar preference scales. You have discovered you are more extroverted or introverted, concrete or perceptive, and so on. Now we will look at these styles grouped together, forming a personality type. In order to do this, you will need to group the first four of your chosen styles together. So, for this next part of the exercise we will only be grouping E/I, C/P, T/F, and S/A. (1) Go back and look at what style you were more dominant in: Extrovert or Introvert, Concrete or Perceptive, Thinker or Feeler, Systematic or Adaptable. (2) Take the first letter from each of your four styles and write them down in order on the blank space below. For example, ECTS is the acronym for Extrovert, Concrete, Thinker, and Systematic.

**My personality type is:** \_\_\_\_\_

There are sixteen personality types in total, grouped into four core skill sets. Find your skill set and personality type below. The skill set incorporates two of your four personality type letters. Find your letters and discover how you relate to others with your skill set and how you differ from others in a different skill set. Then find your individual personality type.

## **FOUR SKILL SETS:**

### **P/F: The Diplomatic Skill Set**

You are a “Perceptive Feeler”. You are an idealist to the core! Your core needs are for the meaning and significance that comes from having a sense of purpose and working toward a greater good. You need to have a sense of unique identity. You have tried to prove yourself different from everyone else in the past and seek greater independence for the future. You value the ability to make yourself reach your full inner potential, and are also naturally gifted at helping others unify and work cooperatively as a team to build a better future. You look for others that also share your sense of fairness, faith, and truth. You are interested in other cultures and may love traveling, to meet new and interesting people. You are a bridge builder for people to share, communicate, and empathize with each other. You clarify deeper issues and form close relationships with your inner self and others.

### **P/T: The Strategic Skill Set**

You are a “Perceptive Thinker”. You are a rationalist to the core! Your core needs are for mastery of concepts, knowledge, and competence. You want to understand the operating principles of all things, learn and develop theories for everything, and use your intellect to make a great wave in the future of the Universe. You value your own level of expertise and other people being logically consistent. You constantly strive for progress, seeking better ideas and spreading greater understanding. You abstractly analyze a situation and consider ideas not yet discovered. Your operating field is in research, searching for patterns, developing hypotheses, and writing reports based on your findings.

### **C/S: The Logistical Skill Set**

You are a “Concrete Systematic”. You are a protector to the core! Your core needs are for group membership and you have the utmost understanding of what it means to be responsible. You consistently act to be in charge, gaining a position of trust, dependability, and stability. You value keeping things in order and do not like sudden changes that may affect the security of your position of status and the safety of the community or organization you are protecting. You highly value hierarchy and authority, and dislike when others challenge well-established routines, protocol, administration, laws, and rules. You are firmly planted in the way things have always been done and can detect slight changes in a system or anticipate and pinpoint where things might go wrong.

### **C/A: The Artistic Skill Set**

You are a “Concrete Adaptable”. You are an artist to the core! Your core needs are to have the freedom to act without hindrance from others, and to see a marked result from your actions. You highly value aesthetics, whether in nature, society, or as a means of expression. Your energies are constantly focused on skillful performance, variety, and stimulation. You are gifted at employing whatever available means to accomplish and end. Your creativity is revealed by the variety of solutions you are able to come up with for different questions or problems to be worked through. You are talented with tools, whether your tools are language, objects, or theories. You really love to start new projects and see the results that your hard work and creative efforts produce.

## **INDIVIDUAL PERSONALITY TYPES:**

### **1. Four Types of “Idealists”:**

#### **EPFS “Envisioned Mentor”**

They are popular and sensitive, with outstanding people skills. They are externally focused, with real concern for how others think and feel. They usually dislike being alone. They see everything from the human angle, and dislike impersonal analysis. They are very effective at managing people issues, and leading group discussions. They are interested in serving others, and generally place the needs of others over their own needs. They are good communicators and share their values. They realize their own dreams and help others realize theirs. They heed the call to a life work or mission, with a talent for seeing the potential in others. They reconcile past with future, but have a hard time living in the present.

#### **IPFS “Intuitive Developer”**

They are quietly forceful, original, and sensitive. They tend to stick to things until they are done. They are extremely intuitive about people, and concerned for their feelings. They have well-developed value systems which they strictly adhere to. They are respected for their perseverance in doing the right thing. They are likely to be individualistic. They focus on personal growth and sustain a personal vision. They honor the gifts of others and take a creative approach to life. They have a talent for foreseeing and exploring issues, bridging differences and connecting people. They are practical problem solvers and live with a sense of purpose. They live an idealistic life, which often presents a great deal of stress and have a need to withdraw when exposed to people or events for a long period of time.

#### **EPFA “Passionate Supporter”**

They are enthusiastic, idealistic, and creative. They are able to do almost anything that interests them. They have great people skills, need to live life in accordance with their inner values and are excited by new ideas, but bored with details. They are open-minded and flexible, with a broad range of interests and abilities. They are inspiring and good at facilitating others. Exploring perceptions, they have a talent for seeing what's not being said and voicing unspoken meanings. They seek to have ideal relationships, recognize happiness, and live out romantic ideas and desires. They want to authentically live alongside others. They have a restless hunger for discovering a creative direction for their unique personality.

### **IPFA “Harmonizing Believer”**

They are quiet, reflective, and idealistic. They are interested in serving humanity and have a strong value system, which they strive to live in accordance with. They are extremely loyal. They are adaptable and laid-back, unless a strongly held value is threatened. They are usually talented writers and able to see possibilities. They are interested in understanding and helping people. They are good at uncovering mysteries, exploring moral questions, and have a talent for facilitative listening. They relate through stories and metaphors. They effectively balance opposites. They are interested in getting reacquainted with themselves. They have a way of knowing what is believable, but struggle with structure and getting their lives in order.

## **2. Four Types of “Rationalists”:**

### **EPTS “Mobilizing Strategist”**

They are assertive, outspoken, and driven to lead. They have an excellent ability to understand difficult organizational problems and create solid solutions. They are intelligent, knowledgeable, and usually excel at public speaking. They highly value competence and usually have little patience with inefficiency or disorganization. They maximize their talents and marshal resources toward progress. They make intuitive explorations, forge partnerships, mentoring and empowering for success. They have a talent for coordinating multiple projects, but are often overwhelmed by managing all the details of time and resources. They have a tendency to take on too much work to handle alone, without a great deal of stress.

### **IPTS “Conceptual Director”**

They are independent, original, analytical, and determined. They have an exceptional ability to turn theories into solid plans of action. They highly value knowledge, competence, and structure. They are driven to derive meaning from their visions, are long-range thinkers, and have very high standards for their performance and the performance of others. They can make great leaders, but will follow if they trust existing leaders. They maximize achievements, drive for self-mastery, and progress toward completion of goals. They have a talent for seeing the reasons behind system flaws. They love to be on the leading edge and maintain independence, but find it difficult to be completely at ease when interacting with others. They need sufficient time alone to regain their energy and restructure their thoughts and motivations after prolonged exposure to many people and stressful situations.

### **EPTA “Exploring Inventor”**

They are creative, resourceful, and intellectually quick. They are good at a broad range of things, enjoy debating issues, and they get very excited about new ideas and projects. They are generally outspoken and assertive. They enjoy people and are stimulating company. They have an excellent ability to understand concepts and apply logic to find solutions. They are talented at building prototypes and getting projects launched. They are lifelong learners, enjoy the creative process, and desire to share their insights about life's possibilities. They are inviting hosts, like the drama of give and take, and try to be diplomatic. On the other hand, by neglecting the routine and sensible aspects of life, their strategizing of relationships and personal success may become problematic and unrealized. They have a tendency to get caught up with their projects and neglect the people that matter to them most.

### **IPTA “Theoretical Designer”**

They are logical, original, and creative thinkers. They can become very excited about theories and ideas. They are exceptionally capable and driven to turn theories into clear understandings. They highly value knowledge, competence and logic, are quiet and reserved, and hard to get to know well. They are individualistic, having no interest in leading or following others. They vision themselves as becoming an expert. They have the ability to see new patterns and clever connections. They have a talent for design or redesign, crossing the artificial boundaries of thought. They have an active imagination, make discoveries, clarify and define theories, and pass on ingenious ideas. They reflect on the process of thinking itself, detach to analyze, and struggle with attending to the needs of the physical world. They can become extremely withdrawn, while deeply involved in a project.

### 3. Four Types of “Protectors”:

#### **ECTS “Implementing Supervisor”**

They are practical, traditional, and organized. They are likely to be athletic. They are not interested in theory or abstraction unless they see the practical application. They have clear visions of the way things should be, are loyal and hard working, and like to be in charge. They are exceptionally capable in organizing and running activities. They value social standing, security, and family activities. They have a talent for bringing order to chaotic situations. They are capable of educating themselves. They have an industrious attitude. They value hierarchical structure, structured steps to success, and keeping up traditions. They may be disappointed when their uncompromising standards for economy and quality are not met. They tend to place high expectations on people they are involved with.

#### **ICTS “Planning Inspector”**

They are serious, quiet, and interested in security and peaceful living. They are extremely thorough, responsible, and dependable. They have well developed powers of concentration. They are usually interested in supporting and promoting traditions and establishments. They are very organized and hard working. They work steadily towards identified goals. They can usually accomplish any task once they have set their mind to it. They Draw up plans and follow through with commitments. They get work done first then actively participate in the community. They are very loyal to their roles and doing the right thing. They are the bearers of life's burdens and overcome adversity. They do not have strong insight and may experience pain by learning valuable lessons through hindsight.

#### **ECFS “Facilitating Caretaker”**

They are warm-hearted, popular, and conscientious. They tend to put the needs of others over their own needs, feel a strong sense of responsibility and duty, and value traditions and security. They are interested in serving others. They need positive reinforcement to feel good about themselves, and will consistently seek out attention and affirmation. They have a well-developed sense of space and function. They are accepting of others, good at managing people, and maintaining a sense of continuity. They voice their concerns and accommodate the needs of others. They are proud of their own success and admire expertise in others. They are known for remembering what's important. They are aware of the costs involved when weighing financial considerations with human needs. They often become disappointed by the entrepreneurial role, which may lack positive affirmation from others, in a less than helping/feeling environment.

#### **ICFS “Protecting Supporter”**

They are quiet, kind, and conscientious. They can be depended on to follow through with commitments. They usually put the needs of others above their own needs. They are stable and practical, they value security and traditions, and they have a well-developed sense of space and function. They have a rich inner world of observations about people. They are extremely perceptive of other's feelings, are interested in serving others, and noticing what people need. They have a talent for organization and are safety conscious. They work hard for their family and friends. They work to protect the future of the one's they love. They are good at listening and remembering. Others see them as nice and agreeable. They are unselfish and willing to volunteer. They have a need for feeling a sense of accomplishment. They become exasperated when people ignore rules and don't get along.

### 4. Four Types of “Artists”:

#### **ECTA “Promoting Consultant”**

They are friendly, adaptable, and action-oriented. They are strong achievers, who are focused on immediate results. They live in the here-and-now; they're risk-takers who live fast-paced lifestyles. They are impatient, but tend to have detailed explanations. They are extremely loyal to their peers, but will find loopholes around laws and rules if they get in the way of getting things done. They have great people skills and use their experience with people to make changes and accomplish goals quickly. They will take charge of situations when there is a need

for order and efficiency. They are tactical in prioritizing tasks, have a talent for negotiating, and want a measure of their success. They keep their options open, are good at winning people over and are disappointed when others don't show respect.

#### **ICTA “Analyzing Operator”**

They are quiet and reserved, interested in how and why things work, and have excellent skills with mechanical things. They are risk-takers who they live for the moment. They are usually interested in and talented at extreme sports. They are uncomplicated in their desires. They are loyal to their peers and to their internal value systems, but not overly concerned with respecting laws and rules if they get in the way of getting something done. They are detached and analytical and they excel at finding solutions to practical problems. They solve problems in the moment, are always observing how things work, and have a talent for using the right tool for the best approach. They have a strong need to be independent, act on their hunches or intuitions, and are good at understanding a situation. They have always taken things apart and put them back together. They enjoy making and sharing discoveries; however, they are unsettled by powerful emotional experiences.

#### **ECFA “Motivated Presenter”**

They are people-oriented, fun loving, and they make things more fun for others through their zest for life. They live for the moment, love new experiences, and dislike theory and impersonal analysis. They are interested in serving others. They are likely to be the center of attention in social situations, or desire to be. They have good common sense and practical ability. They seek out stimulating action, have a sense of style, and a talent for presenting things in a useful way. They are natural actors; they are good at engaging others and performing heart-felt routines. They easily open up to people and possibilities, desire freedom, and take risks to gain advantage or experience. They have a love of learning, especially about people, are genuinely caring, but sometimes misperceive others' intentions.

#### **ICFA “Nurturing Loyalist”**

They are quiet, serious, sensitive and kind. They do not like conflict and avoid doing things that may generate conflict. They are loyal and faithful. They have extremely well developed senses and aesthetic appreciation for beauty. They are not interested in leading or controlling others. They are flexible and open-minded. They enjoy the present moment and take advantage of opportunities. They are committed to what's important to them and others they love. They have a talent for pulling together what is just right. They build relationships by attracting the loyalties of others. The most important thing to them is feeling peaceful and harmonious with the people and places that matter most to them. They are sensitive to criticism and easily hurt; they are gentle; adaptable, responsive, curious, realistic and down to earth. They tend not to see the implications of their actions and can be easily hurt and feel rejected. They may take on too much and feel overwhelmed.