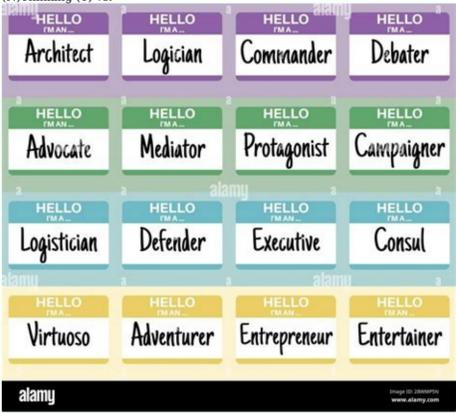


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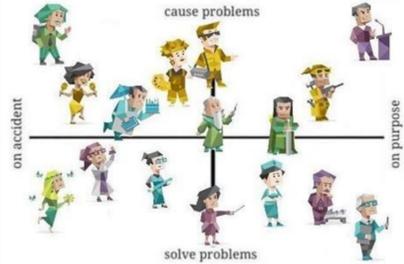
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What are the 16 personality types called

Quick Navigation: The Myers-Briggs Type Indicator (MBTI) is the most used personality test in the world. Learning your personality type can help you to better understand your strengths and minimize your weaknesses in the workplace. It can also help you to communicate better with your colleagues and supervisors and hone your leadership skills. This article will explain the 16 personality types and how results from the personality test can help you advance in the workplace. The Myers-Briggs test asks a series of questions to determine character, behavior and traits, then matches a person to one of 16 types. These types are useful reference points to help understand what makes up the way you think. Employers sometimes use MBTI results to help them hire the right people for a particular job. Knowing your personality type can also help you find work that suits you best. The 16 personality types are defined by a combination of these four sets of traits, each with two options: Extraversion (E) vs. Introversion (I)Sensing (S) vs. Intuition (N)Thinking (T) vs.



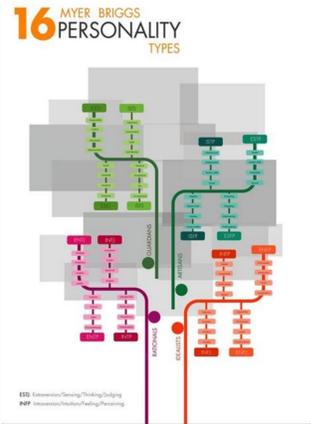
Feeling (F)Judgment (J) vs. Perception (P) Putting all four of your traits together gives you one of the personality types identified by the Myers-Briggs. Here is a summary of each of these, their general characteristics and relevant jobs for each personality type: INFP - 'The Healer'INTJ - 'The Mastermind'INFJ - 'The Counselor'INTP - 'The Architect'ENFP - 'The Champion'ENTJ - 'The Commander'ENTP - 'The Visionary'ENFJ - 'The Teacher'ISFJ - 'The Protector'ISFP - 'The Composer'ISTJ - 'The Inspector'ISTP - 'The Craftsperson'ESFJ - 'The Provider'ESFP - 'The Performer'ESTJ - 'The Supervisor'ESTP - 'The Dynamo' Characteristics: INFPs are known for their idealism and imagination.



They spend time thinking about how to make the future better. Healers thrive in careers that offer them the chance to use their values, take care of others or work creatively. Best careers: fine artists, film or television editor, occupational therapist Characteristics: INTJs are logical and analytical and are naturally drawn to problem-solving. Masterminds tend to be ambitious, big thinkers who work toward well-established goals, which they use as motivation to work hard. Best careers: biochemists, attorneys, surgeons Characteristics: INFJs are creative and nurturing, with a strong sense of integrity. They are naturals at understanding human behavior and interactions. Counselors aspire to make the world around them better and are interested in their own mental and physical well-being, as well as those around them. Best careers: clinical psychologist, book editor, pediatrician Characteristics: INTPs are logical innovators. They are good at thinking about systems design and how things work. Architects are good at discovering underlying patterns that others cannot easily discern. Best careers: archivists, geographers, computer systems administrators Characteristics: ENFPs are people-focused creators. They love helping others explore their creative talents and potential. Best careers: bartenders, psychiatrists, reporters or news correspondents Characteristics: ENTJs are strategic leaders who are skilled at engaging people and activities. They are good at seeing underlying relationships and patterns and excel at long-range planning. Best careers: aerospace engineers, chefs, pharmacists Characteristics: ENTPs enjoy constructive conversations and understanding people. They relish intellectual challenges. Visionaries are always looking for ways to further their future ambitions. Best careers: economists, insurance adjusters, human resources managers Characteristics: ENFJs are charismatic organizers who are driven by their vision. They enjoy working to bring out the best qualities of the people around them. Best careers: childcare workers, clergy members, loan counselors Characteristics: ISFJs are loyal caretakers who are driven by a concern for tradition. They are good at prioritizing tasks without getting distracted. Protectors are known for being steadfast and compassionate. Best careers: court clerks, vocational nurses, payroll clerks Characteristics: ISFPs are empathetic, tender and compassionate. Spontaneous and flexible, they prefer to go with the flow. They bring passion and zeal to their work. Best careers: accountants, nursing assistants, procurement clerks Characteristics: ISTJs are reliable workhorses, known for their diligence and dependability. They tend to be methodical and have a procedure for everything that they do. Best careers: air traffic controllers, nuclear power reactor operators, security guards Characteristics: ISTPs are artisans, but they are also methodical and highly organized. They are systematic, empirical and efficient. Craftspersons are good at carefully considering information without emotion. Best careers: civil engineering technicians, forest and conservation workers, mobile heavy equipment mechanics Characteristics: ESFJs are both pragmatic and devoted. They are attuned to their responsibilities and enjoy having deep relationships with those around them. Best careers: hotel clerks, event planners, kindergarten teachers Characteristics: ESFPs are passionate, vivacious entertainers who enjoy the stage and being the center of attention. They are spirited but also perceptive and attentive to those around them. They enjoy new experiences and live for the moment. Best careers: dental hygienist, nannies, surgical technologists Characteristics: ESTJs are traditional and hard workers. They are talented at finding solutions and eager to take charge of groups of people. Best careers: auditors, commercial pilots, home health aides Characteristics: ESTPs are energetic, outgoing and enthusiastic. They are thrill-seekers who enjoy solving problems and taking risks. Best careers: construction workers, firefighters, loan officers You can use your MBTI test results to help you in these areas of your career: Each of the 16 personality traits comes with its own strengths and weaknesses. This can help you decide where you are likely to thrive or which skills you might need to work on, as well as help you to set or revise your career goals. It could also help you learn how to better manage your time, make decisions and deal with stress. For example, if you are an intuition type who tends to make decisions based solely on the facts, you could be more mindful of applying empathy and values when you make decisions. However, if you are a sensing type, it might be helpful for you to be more mindful of hard facts and empirical data. Understanding your personality type can help you to better communicate with your coworkers. For example, if you are an extravert, you could be more intentional about engaging in social activities and even organize events like work lunches that could give you more energy and help you relate to your team. Learning which of the 16 personality types best applies to you can help you understand your leadership style. Being an effective leader can help demonstrate your unique interpersonal skills to management. This, in turn, may make it more likely for you to get promoted and recognized for your accomplishments. Many companies use personality inventories to build stronger teams and make their employees happier and more productive. You can consider using the tests with your teams and apply the results to improve workflow and communication. The individual results can help you to understand how you can collaborate most effectively and ensure that each member's strengths and weaknesses work well together. For example, if you are an extravert but someone you work closely with is an introvert, your colleague may work better independently and probably will not do well in frequent meetings. Have you ever heard someone describe themselves as an INTJ or an ESTP and wondered what those cryptic-sounding letters could mean? What these people are referring to is their personality type based on the Myers-Briggs Type Indicator (MBTI). The Myers-Briggs Personality Type Indicator is a self-report inventory designed to identify a person's personality type, strengths, and preferences. The questionnaire was developed by Isabel Myers and her mother Katherine Briggs based on their work with Carl Jung's theory of personality types. Today, the MBTI inventory is one of the world's most widely used psychological instruments. This article discusses how the Myers-Briggs types were created, what the 16 different MBTI types are, and how this personality typing system works. Both Myers and Briggs were fascinated by Jung's theory of psychological types and recognized that the theory could have real-world applications. During World War II, they began researching and developing an indicator that could be utilized to help understand individual differences. By helping people understand themselves, Myers and Briggs believed that they could help people select occupations that were best suited to their personality types and lead healthier, happier lives. Myers created the first pen-and-pencil version of the inventory during the 1940s, and the two women began testing the assessment on friends and family. They continued to fully develop the instrument over the next two decades. Based on the answers to the questions on the inventory, people are identified as having one of 16 personality types. The goal of the MBTI is to allow respondents to further explore and understand their own personalities including their likes, dislikes, strengths, weaknesses, possible career preferences, and compatibility with other people. No one personality type is "best" or "better" than another. It isn't a tool designed to look for dysfunction or abnormality. Instead, its goal is simply to help you learn more about yourself. The questionnaire itself is made up of four different scales. The extraversion-introversion dichotomy was first explored by Jung in his theory of personality types as a way to describe how people respond and interact with the world around them. While these terms are familiar to most people, the way in which they are used in the MBTI differs somewhat from their popular usage. Extraverts (also often spelled extroverts) are "outward-turning" and tend to be action-oriented, enjoy more frequent social interaction, and feel energized after spending time with other people. Introverts are "inward-turning" and tend to be thought-oriented, enjoy deep and meaningful social interactions, and feel recharged after spending time alone. We all exhibit extraversion and introversion to some degree, but most of us tend to have an overall preference for one or the other. This scale involves looking at how people gather information from the world around them. Just like with extraversion and introversion, all people spend some time sensing and intuiting depending on the situation. According to the MBTI, people tend to be dominant in one area or the other. People who prefer sensing tend to pay a great deal of attention to reality, particularly to what they can learn from their own senses. They tend to focus on facts and details and enjoy getting hands-on experience. Those who prefer intuition pay more attention to things like patterns and impressions. They enjoy thinking about possibilities, imagining the future, and abstract theories. This scale focuses on how people make decisions based on the information that they gathered from their sensing or intuition functions. People who prefer thinking place a greater emphasis on facts and objective data. They tend to be consistent, logical, and impersonal when weighing a decision. Those who prefer feeling are more likely to consider people and emotions when arriving at a conclusion. The final scale involves how people tend to deal with the outside world. Those who lean toward judging prefer structure and firm decisions. People who lean toward perceiving are more open, flexible, and adaptable. These two tendencies interact with the other scales. Remember, all people at least spend some time engaged in extraverted activities. The judging-perceiving scale helps describe whether you behave like an extravert when you are taking in new information (sensing and intuiting) or when you are making decisions (thinking and feeling). Each type is then listed by its four-letter code: ISTJ - The Inspector: Reserved and practical, they tend to be loyal, orderly, and traditional. ISTP - The Crafter: Highly independent, they enjoy new experiences that provide first-hand learning. ISFJ - The Protector: Warm-hearted and dedicated, they are always ready to protect the people they care about. ISFP - The Artist: Easy-going and flexible, they tend to be reserved and artistic. INFJ - The Advocate: Creative and analytical, they are considered one of the rarest Myers-Briggs types. INFP - The Mediator: Idealistic with high values, they strive to make the world a better place. INTJ - The Architect: High logical, they are both very creative and analytical. INTP - The Thinker: Quiet and introverted, they are known for having a rich inner world. ESTP - The Persuader: Out-going and dramatic, they enjoy spending time with others and focusing on the here-and-now. ESTJ - The Director: Assertive and rule-oriented, they have high principles and a tendency to take charge. ESFP - The Performer: Outgoing and spontaneous, they enjoy taking center stage. ESFJ - The Caregiver: Soft-hearted and outgoing, they tend to believe the best about other people. ENFP - The Champion: Charismatic and energetic, they enjoy situations where they can put their creativity to work. ENFJ - The Giver: Loyal and sensitive, they are known for being understanding and generous.



ENTP - The Debater: Highly inventive, they love being surrounded by ideas and tend to start many projects (but may struggle to finish them). ENTJ - The Commander: Outspoken and confident, they are great at making plans and organizing projects. Taking the Myers-Briggs Type Indicator can provide a lot of insight into your personality, which is probably why the instrument has become so popular. Even without taking the formal questionnaire, you can probably immediately recognize some of these tendencies in yourself. According to the Myers & Briggs Foundation, it is important to remember that all types are equal and that every type has value. When working in group situations in school or at work, for example, recognizing your own strengths and understanding the strengths of others can be very helpful. When you are working toward completing a project with other members of a group, you might realize that certain members of the group are skilled and talented at performing particular actions. By recognizing these differences, the group can better assign tasks and work together on achieving their goals.



The MBTI is just one approach to personality typing. Personality typing refers to systems that categorize people based on their traits, tendencies, and other characteristics. Other popular types of personality tests include: However, the Myers-Briggs types differ in some important ways. First, the MBTI is not really a "test." There are no right or wrong answers, and one type is not better than any other type. The purpose of the indicator is not to evaluate mental health or offer any type of diagnosis. Also, unlike many other psychological evaluations, your results are not compared against any norms. Instead of looking at your score in comparison to other people's results, the instrument's goal is to simply offer further information about your unique personality. According to the Myers & Briggs Foundation, the MBTI meets accepted standards of reliability and validity.



The official website for the test suggests that it has a 90% accuracy and test-retest reliability rating. One study found that while the scale showed strong internal consistency and test-retest reliability, variations were observed. Other studies indicate that the reliability and validity of the instrument have not been adequately demonstrated. For example, some research suggests that around many people get differing results when they later retake the test and the test is not a good predictor of success in different careers. While the MBTI remains a popular assessment, there is not enough evidence for its scientific validity to recommend using it as a personality or career guidance tool. Because the Myers-Briggs Personality Type Indicator is relatively easy to use, it has become one of the most

popular psychological instruments currently in use today. Approximately two million U.S. adults complete the inventory each year. While there are many versions of the MBTI available online, it should be noted that any of the informal questionnaires that you may find on the Internet are only approximations of the real thing. The real MBTI must be administered by a trained and qualified practitioner that includes a follow-up of the results. Today, the questionnaire can be administered online via the instrument publisher, CPP, Inc., and includes receiving a professional interpretation of your results. The current version of the Myers-Briggs Type Indicator includes 93 forced-choice questions in the North American version and 88 forced-choice questions in the European version. For each question, there are two different options from which the respondent must choose.