

2. What's My Jungian 16-Type Personality?

Instrument

For each item, select either a or b. If you feel both a and b are true, decide which one is more like you, even if it is only slightly more true.

1. I would rather
 - a. Solve a new and complicated problem.
 - b. Work on something I have done before.
2. I like to
 - a. Work alone in a quiet place.
 - b. Be where the action is.
3. I want a boss who
 - a. Establishes and applies criteria in decisions.
 - b. Considers individual needs and makes exceptions.
4. When I work on a project, I
 - a. Like to finish it and get some closure.
 - b. Often leave it open for possible changes.
5. When making a decision, the most important considerations are
 - a. Rational thoughts, ideas, and data.
 - b. People's feelings and values.
6. On a project, I tend to
 - a. Think it over and over before deciding how to proceed.
 - b. Start working on it right away, thinking about it as I go along.
7. When working on a project, I
 - a. Maintain as much control as possible.
 - b. Explore various options.
8. In my work, I prefer to
 - a. Work on several projects at a time, and learn as much as possible about each one.
 - b. Have one project that is challenging and keeps me busy.
9. I often
 - a. Make lists and plans whenever I start something and may hate to seriously alter my plans.
 - b. Avoid plans and just let things progress as I work on them.
10. When discussing a problem with colleagues, it is easy for me to
 - a. See "the big picture."
 - b. Grasp the specifics of the situation.
11. When the phone rings in my office or at home, I usually
 - a. Consider it an interruption.
 - b. Do not mind answering it.
12. Which word describes you better?
 - a. Analytical.
 - b. Empathetic.
13. When I am working on an assignment, I tend to
 - a. Work steadily and consistently.
 - b. Work in bursts of energy with "down time" in between.

14. When I listen to someone talk on a subject, I usually try to
 - a. Relate it to my own experience and see if it fits.
 - b. Assess and analyze the message.
15. When I come up with new ideas, I generally
 - a. "Go for it."
 - b. Like to contemplate the ideas some more
16. When working on a project, I prefer to
 - a. Narrow the scope so it is clearly defined.
 - b. Broaden the scope to include related aspects.
17. When I read something, I usually
 - a. Confine my thoughts to what is written there.
 - b. Read between the lines and relate the words to other ideas.
18. When I have to make a decision in a hurry, I often
 - a. Feel uncomfortable and wish I had more information.
 - b. Am able to do so with available data.
19. In a meeting, I tend to
 - a. Continue formulating my ideas as I talk about them.
 - b. Only speak out after I have carefully thought the issue through.
20. In work, I prefer spending a great deal of time on issues of
 - a. Ideas.
 - b. People.
21. In meetings, I am most often annoyed with people who
 - a. Come up with many sketchy ideas.
 - b. Lengthen meetings with many practical details.
22. I am a
 - a. Morning person.
 - b. Night owl.
23. What is your style in preparing for a meeting?
 - a. I am willing to go in and be responsive.
 - b. I like to be fully prepared and usually sketch an outline of the meeting.
24. In a meeting, I would prefer for people to
 - a. Display a fuller range of emotions.
 - b. Be more task oriented.
25. I would rather work for an organization where
 - a. My job was intellectually stimulating.
 - b. I was committed to its goals and mission.
26. On weekends, I tend to
 - a. Plan what I will do.
 - b. Just see what happens and decide as I go along.
27. I am more
 - a. Outgoing.
 - b. Contemplative.
28. I would rather work for a boss who is
 - a. Full of new ideas.
 - b. Practical

In the following, choose the word in each pair that appeals to you more:

29. a. Social.
b. Theoretical.
30. a. Ingenuity.
b. Practicality.
31. a. Organized.
b. Adaptable.
32. a. Active.
b. Concentration.

Source: D. Marcic and P. Nutt, "Personality Inventory," in D. Marcic, ed., *Organizational Behavior: Experiences and Cases* (St. Paul, MN: West, 1989).

Scoring Key

Score this test as follows: Count one point for each item listed below that you have marked in the inventory.

<u>Score for I</u>	<u>Score for E</u>	<u>Score for S</u>	<u>Score for N</u>
2a	2b	1b	1a
6a	6b	10b	10a
11a	11b	13a	13b
15b	15a	16a	16b
19b	19a	17a	17b
22a	22b	21a	21b
27b	27a	28b	28a
32b	32a	30b	30a
_____	_____	_____	_____
Total			
Identify the one with the more points--I or E.		Identify the one with the more points--S or N.	

<u>Score for T</u>	<u>Score for F</u>	<u>Score for J</u>	<u>Score for P</u>
3a	3b	4a	4b
5a	5b	7a	7b
12a	12b	8b	8a
14b	14a	9a	9b
20a	20b	18b	18a
24b	24a	23b	23a
25a	25b	26a	26b
29b	29a	31a	31b
_____	_____	_____	_____
Total			
Identify the one with the more points--T or F.		Identify the one with the more points--J or P.	

Now combine your score into a four-letter personality classification.

Analysis and Interpretation

This questionnaire classifies people as extroverted or introverted (E or I), sensing or intuitive (S or N), thinking or feeling (T or F), and perceiving or judging (P or J). These classifications can then be combined into 16 personality types (for example, INTJ, ENTP).

Find your personality, interpretation, and possible career choices* from the following:

ISTJ. You're organized, compulsive, private, trustworthy, and practical. Possible career as office manager, accountant, business manager, tax agent, public servant.

ISFJ. You're loyal, amiable, and willing to make sacrifices for the greater good. Possible career as masseur, vet, painter, mechanic, clerical supervisor.

INFJ. You're reflective, introspective, creative, and contemplative. Possible career as psychologist, librarian, drama teacher, novelist, human resources manager.

INTJ. You're skeptical, critical, independent, determined, and often stubborn. Possible career as a business analyst, environmental planner, lawyer, reporter, engineer, scientist.

ISTP. You're observant, cool, unpretentious, and highly pragmatic. Possible career as a commercial artist, racing-car driver, chiropractor, firefighter, pilot.

ISFP. You're warm, sensitive, unassuming, and artistic. Possible career as landscape architect, botanist, science teacher, fashion designer, interior designer.

INFP. You're reserved, creative, and highly idealistic. Possible career as architect, journalist, educational consultant, missionary, actor, artist, poet.

INTP. You're socially cautious, enjoy problem solving, and highly conceptual. Possible career as plastic surgeon, software designer, psychoanalyst, private investigator, financial analyst, mathematician, photographer.

ESTP. You're outgoing, live for the moment, unconventional, and spontaneous. Possible career as stockbroker, insurance or car salesperson, bartender, sports coach, entertainment promoter.

ESFP. You're sociable, fun-loving, spontaneous, and very generous. Possible career as a events coordinator, musician, ER nurse, fund-raiser, comedian.

ENFP. You're people-oriented, creative, and highly optimistic. Possible career as publicist, research assistant, playwright, restaurateur, columnist, conflict mediator.

ENTP. You're innovative, individualistic, versatile, and entrepreneurial. Possible career as politician, strategic planner, literary agent, publicist, entrepreneur, investment broker, computer analyst, ad executive.

ESTJ. You're realistic, logical, analytical, decisive, and have a natural head for business or mechanics. You like to organize and run things. Possible career as corporate executive, medical technologist, curator, health-care administrator, teacher, dentist.

ESFJ. You're gracious, have good interpersonal skills, and are eager to please. Possible career as social worker, optometrist, childcare worker, nun.

ENFJ. You're charismatic, compassionate, and highly persuasive. Possible career as a TV producer, fundraiser, drama teacher, health adviser.

ENTJ. You're outgoing, visionary, argumentative, have a low tolerance for incompetence, and often seen as a natural leader. Possible career as a manager, management trainer, stockbroker, lawyer, chemical engineer, police officer.

*Career suggestions offered by M. Eggert, *The Best Job-Hunt Book in the World* (New York: Random House, 2000).