

APPENDIX D: MBTI Summarised

(Adapted from De Beer J & Van Rooyen J, 1995)

SENSING TYPES

<p>ISTJ 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 up responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</p>
<p>ISTP Cool, onlookers-quiet, reserved, observing and analysing life with detached curiosity and unexpected flashes of original humour. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles. Excel at getting to the core of a practical problem and finding the solution.</p>
<p>ESTP Good at on-the-top problem solving. Like action, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable tolerant, pragmatic; focused on getting results. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</p>
<p>ESTJ Practical realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in abstract theories; want learning to have direct and immediate application. Like to organize and run activities. Often make good administrators; are decisive, quickly move to implement decisions; take care of routine details.</p>

INTUITIVES TYPES

<p>ISFJ Quiet, friendly, responsible and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honoured and followed for their clear visions as to how best to serve the common good</p>	<p>INTJ Have original minds and great drive for their own ideas and purposes. Have long-range vision and quickly find meaningful patterns in external events. In fields that appeal to them they find power to organize a job and carry it through. Sceptical, critical, independent, determined, have high standards of competence & performance</p>
<p>ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>INFP Quiet observers, idealistic, loyal. Important that outer life be congruent with inner values. Curious, quick to see possibilities, often serve as catalysts to implement ideas. Adaptable, flexible, and accepting unless a value is threatened. Want to understand people and ways of fulfilling human potential. Little concern with possessions or surroundings.</p>	<p>INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.</p>
<p>ESFP Outgoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like action and make-in things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people.</p>	<p>ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.</p>	<p>ENTP Quick, ingenious, good at many things, Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignment. Are to turn to one new interest after another. Skilful in finding logical reasons for what they want.</p>
<p>ESFJ Warm-hearted, talkative, popular, conscientious, born co-operators, 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.</p>	<p>ENFJ Responsive and responsible. Feel real concern for what others think or want, and Try to handle things with due regard for the other's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism. Like to facilitate others and enable people to achieve their potential.</p>	<p>ENTJ Frank, decisive, leaders in activities. Develop and implement comprehensive systems to solve organizational problems. Good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed enjoy adding to their fund of knowledge.</p>

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Characteristics of different personality types			
ISTJ	ISFJ	INFJ	INTJ
Factual Systematic Dependable Steadfast Practical Organized Realistic Duty bound Sensible Painstaking Reliable	Detailed Traditional Loyal Patient Practical Organized Service minded Devoted Protective Meticulous Responsible	Committed Loyal Creative Intense Deep Determined Conceptual Sensitive Reserved Holistic Idealistic	Independent Logical Critical Original Firm Visionary Demanding Private Global Autonomous Systems-minded
ISTP	ISFP	INFP	INTP
Logical Expedient Practical Realistic Factual Analytical Applied Independent Adventurous Spontaneous Adaptable	Caring Gentle Modest Adaptable Observant Loyal Trusting Spontaneous Cooperative Harmonious Understanding	Compassionate Gentle Virtuous Adaptable Committed Curious Creative Loyal Devoted Deep Emphatic	Logical Skeptical Cognitive Detached Theoretical Reserved Precise Independent Speculative Original Autonomous
ESTP	ESFP	ENFP	ENFJ
Logical Skeptical Cognitive Detached Theoretical Reserved Precise Independent Original Autonomous Self-determined	Enthusiastic Adaptable Playful Friendly Vivacious Sociable Talkative Cooperative Easygoing Pleasant Tolerant	Creative Curious Enthusiastic Versatile Spontaneous Expressive Friendly Perceptive Energetic Restless Imaginative	Loyal Idealistic Personable Verbal Responsible Expressive Enthusiastic Energetic Systematic Concerned Supportive
ENTP	ESTJ	ESFJ	ENTJ
Enterprising Independent Outspoken Strategic Creative Adaptive Challenging Clever Resourceful Questioning Theoretical	Logical Decisive Systematic Objective Efficient Direct Practical Organized Impersonal Responsible Structured	Loyal Conscientious Sociable Personable Responsible Harmonious Cooperative Tactful Thorough Responsive Traditional	Logical Decisive Planful Tough Strategic Critical Controlled Challenging Objective Fair Theoretical