

Kiersey Temperament Sorter

- 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 toward 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 that it will all 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

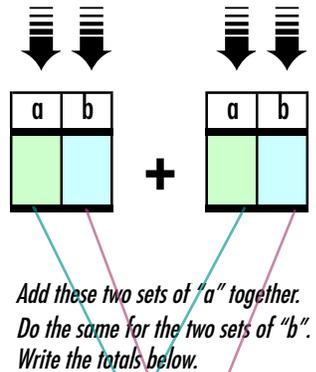
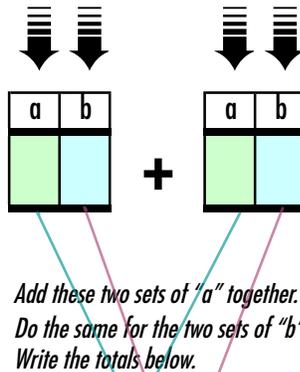
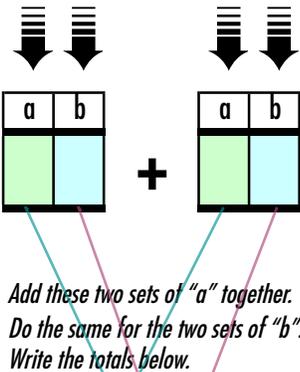
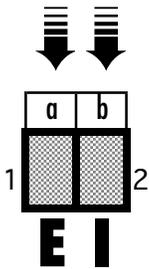
- 29. In company do you**
 - a. Initiate conversation
 - b. Wait to be approached
- 30. Common sense is**
 - a. Rarely questionable
 - b. Frequently questionable
- 31. Children often do not**
 - a. Make themselves useful enough
 - b. Exercise their fantasy enough
- 32. In making decisions do you feel 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 organize and be methodical
 - b. The ability to adapt and make do
- 35. Do you put more value on the**
 - a. Definite
 - b. Open-ended

Kiersey Temperament Sorter

- 36. Does new and non-routine interaction with others**
a. Stimulate and energize you
b. Tax your reserves
- 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. Renegotiable
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-headed
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. Routinized than whimsical
b. Whimsical than routinized
- 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 indiscriminate
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

Keirsey Temperament Sorter

C1		C2		C3		C4		C5		C6		C7	
1	a b	2	a b	3	a b	4	a b	5	a b	6	a b	7	a b
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	



Directions for Scoring...

- 1 Add up the total number of "a" answers for Column 1 ("C1"), and write the total in the "a" box at the bottom of the column. Do the same for the "b" answers you have checked. Then, complete this same process for columns C2–C7.
- 2 You are now finished with column C1. However, the following three pairs of columns are not yet complete. Add up the total number of "a" answers from C2 and C3 . . . and write the total in the "a" box below these two columns. Do the same for the "b" answers you have checked. Now complete this same process for C4 and C5 — and then C6 and C7.
- 3 Now you have four pairs of numbers. Circle the letter below the LARGER number of each pair. If the two numbers of any pair are equal, then circle BOTH letters, and put a large "X" below them.

INTROVERTS		INTUITIVES		EXTROVERTS	
SENSERS		FEELERS		THINKERS	
THINKERS		FEELERS		THINKERS	
JUDGERS	<p>ISTJ Doing what should be done 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.</p>	<p>ISFJ A high sense of duty Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. May need time to master technical subjects, as their interest are usually not technical. Patient with detail and routine. Loyal, considerate concerned with how other people feel.</p>	<p>INFJ An inspiration to others 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 honored and followed for their clear convictions as to how best to serve the common good.</p>	<p>INTJ Everything has room for improvement 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, often stubborn. Must learn to yield less important points in order to win the most important.</p>	JUDGERS
PERCEIVERS	<p>ISTP Ready to try anything once Cool onlookers — quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in impersonal principles, cause and effect, how and why mechanical things work. Exert themselves no more than they think necessary, because any waste of energy would be inefficient.</p>	<p>ISFP Sees much but shares little 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 Noble service to aid society Full of enthusiasm and loyalty, but seldom talk of these until they know you well. 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.</p>	<p>INTP A love of problem-solving Quiet, reserved, impersonal. Enjoy especially theoretical or scientific subjects. Logical to the point of hair-splitting. Usually 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>	PERCEIVERS
PERCEIVERS	<p>ESTP The ultimate realists Matter-of-fact, do not worry or hurry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. May be a bit blunt or insensitive. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart or put together.</p>	<p>ESFP You only go around once in life Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things. Know what's going on & join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.</p>	<p>ENFP Giving life an extra squeeze 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 One exciting challenge after another 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 assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</p>	PERCEIVERS
JUDGERS	<p>ESTJ Life's administrators 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 other's feelings and points of view.</p>	<p>ESFJ Hosts & Hostesses of the world Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony & may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Little interest in abstract thinking or technical subjects. Main interest is in things that directly and visibly affect people's lives.</p>	<p>ENFJ Smooth-talking persuaders Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for 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.</p>	<p>ENTJ Life's natural leaders 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 be more positive and confident than their experience in an area warrants.</p>	JUDGERS
SENSERS		FEELERS		THINKERS	
INTUITIVES		FEELERS		THINKERS	

1. Your Source of Energy.

Extroverts

Introverts

Energy	Directed outward toward people and things	Directed inward toward concepts and ideas
Focus	Wants to change the world Civilizing genius	Wants to understand the world Cultural genius
Attitude	Relaxed and confident Understandable and accessible	Reserved and questioning Subtle and impenetrable
Orientation	After thinkers	Fore thinkers
Work Environment	Varied and action-oriented Prefers to be around and with others Interests have breadth	Quiet and concentrated Prefers to be alone Interests have depth
General	Communicate energy and enthusiasm Respond quickly without long pauses to think Focus of talk is on people and things in the external environment Carries it out Need to moderate expression Seek opportunities to communicate in groups Prefer face-to-face over written communication In meetings, like talking out loud before coming to conclusions	Keep energy and enthusiasm inside Like to think before responding Focus is on internal ideas and thoughts Thinks it up Need to be drawn out Seek opportunities to communicate one-to-one Prefer written over face-to-face communication In meetings, verbalize already well thought out conclusions
Vocational	An E probably means you relate more easily to the outer world of people and things than to the inner world of ideas. E's like variety and action; are often good at greeting people; are often impatient with long slow jobs; often act quickly, sometimes without thinking; like to have people around; usually communicate freely.	An I probably means you relate more easily to the inner world of ideas than to the outer world of people and things. I's like quiet for concentration; tend to be careful with details, dislike sweeping statements; have trouble remembering names and faces; dislike telephone intrusions and interruptions; work contentedly alone; have some problems communicating.

2. How You Gather Information.

Sensors

iNtuitives

Mode of Perception Focus	Five senses (experience) Details Practicality Reality present enjoyment	"Sixth sense" (possibilities, hunches & intuition) Patterns Innovation Expectation Future achievement
Orientation	Live life as it is	Change, rearrange life
Work Environment	Prefers using learned skills Pays attention to details Patient with details and makes few factual errors	Prefers adding new skills Looks at the "big picture" Patient with complexity
General	Like evidence (facts, details, examples) presented first Want practical and realistic applications shown Rely on direct experience to provide anecdotes Use an orderly step-by-step approach in presentations Like suggestions to be straight-forward and feasible In meetings, are inclined to follow the agenda Refer to a specific example	Like global schemes, with broad issues presented first Want possible future challenges discussed Rely on insights and imagination to provoke discussion Use a round-about approach in presentations Like suggestions to be novel and unusual In meetings, are inclined to bypass the agenda Refer to a general concept
Vocational	An S probably means you would rather work with known facts than look for new possibilities and relationships. S's dislike new problems unless there are standard ways to solve them; like an established way of doing things; enjoy using skills already learned more than learning new ones; seldom make errors of fact; often good at precise work; patient with routine details.	An N probably means you would rather look for possibilities and relationships than work with known facts. N's like solving new problems; dislike doing the same thing repeatedly; enjoy learning a new skill more than using it; work in bursts of energy powered by enthusiasm, with slack periods in between; reach a conclusion quickly; are impatient with routine details.

3. How You Make Decisions.

Thinkers

Feelers

Focus	Logic of a situation Things Truth Principles	Human values and needs People Tact Harmony
Work Environment	Brief and businesslike Impersonal Treats others fairly	Naturally friendly Personal Treats others as they need to be treated
Contribution to Society	Intellectual criticism Exposure of wrongs Solutions to problems	Loyal support Care and concern for others Zest and enthusiasm
General	Prefer to be brief and concise Want the pros and cons of each alternative to be listed Can be intellectually critical and objective Convinced by cool, impersonal reasoning Present goals and objective first Consider emotions and feelings as data to weigh In meetings, seek involvement with tasks	Prefer to be sociable and friendly Want to know why an alternative is valuable and how it affects people Can be interpersonal appreciative Convinced by personal information, enthusiastically delivered Present points of agreement first Consider logic and objectivity as data to value In meetings, seek involvement with people
Vocational	A T probably means you base your judgments more on impersonal analysis and logic than on personal values. T's do not show emotion readily and are often uncomfortable dealing with people's feelings; many hurt people's feelings without knowing it; like analysis and putting things into logical order; tend to decide impersonally, sometimes paying insufficient attention to people's wishes; are able to reprimand people or fire them when necessary.	An F probably means you base your judgments more on personal values than on impersonal analysis and logic. F's tend to be very aware of other people and their feelings; enjoy pleasing people even to unimportant things; dislike telling people unpleasant things; tend to be sympathetic; like harmony.

4. Your Need for Closure.

(That is, do you prefer *Gathering Information* or *Making Decisions*?)

Judgers

Perceivers

Attitude	Decisive—seeks closure Cautious planner Be right Self-regimented Purposeful Exacting	Curious—seeks more data Spontaneous Miss nothing Flexible Adaptable Tolerant
Work Environment	Focus on completing task Makes decisions quickly Wants only the essentials of job	Focus on starting task Postpones decisions Want to find out all about the job
General	Want to discuss schedules and timetables with tight deadlines Dislike surprises and want advance warning Expect others to follow through, and count on it State their positions and decisions clearly Communicate results and achievements Talk of purpose and direction Has few inputs In meetings, focus on the task to be done	Willing to discuss schedule but uncomfortable with tight deadlines Enjoy surprises and like adapting to last-minute changes Expect others to adapt to situational requirements Present their views as tentative and modifiable Communicate options and opportunities Talk of autonomy and flexibility Has many inputs In meetings, focus on the process to be appreciated
Vocational	A J probably means you like a planned, decided, orderly way of life better than a flexible, spontaneous way. J's work best when they can plan their work and follow their plan; like to get things settled and finished; may decide things too quickly; may dislike to interrupt the project they are on for a more urgent one.	A P probably means you like a flexible, spontaneous way of life better than a planned, decided, orderly way. P's adapt well to changing situations; do not mind leaving things open for alterations; may have trouble making decisions; may start too many projects and have difficulty in finishing them.