



# PSYCHOLOGICAL TYPE SORTER

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***For many of these items you will find that both responses apply at different times—but you must choose which response is “most like you”, most of the time. . . which comes the most naturally to you and takes the least energy to perform. (If you find it impossible to identify a preference, leave the item blank)***

1. While waiting in line, I more often use my time to
  - a) strike up conversations
  - b) reflect on personal matters
2. I am usually better at
  - a) thinking through all the details
  - b) coming up with new possibilities
3. With other people, I tend to be more
  - a) cool and analytical
  - b) warm and empathetic
4. Clutter and disorder is something I
  - a) must take time to tidy up
  - b) manage to tolerate pretty well
5. At a party or social event, I prefer to interact with
  - a) many people, even if I don't know them well yet
  - b) a few people I already know well
6. My greater strength is my
  - a) down-to-earth common sense
  - b) good imagination
7. If I have to pass bad news on to someone, I tend to be
  - a) direct and straightforward
  - b) diplomatic and tactful
8. When facing a decision, most of the time I
  - a) make up my mind quickly
  - b) take a while to consider all the possibilities
9. I generally prefer to
  - a) do several things at once
  - b) focus on one thing at a time

10. In resolving a problem, I am more inclined to
  - a) follow familiar step-by-step approaches
  - b) experiment with a new approach
11. In a heated discussion, I begin by
  - a) clearly defending my position
  - b) trying to seek out common ground
12. At work, I prefer most of my days to be
  - a) structured and fairly routine
  - b) flexible with room for improvisation
13. I identify more easily with the kind of person who hates to be
  - a) alone
  - b) in a crowd
14. I am more likely to make a decision based on my
  - a) past experience
  - b) gut feelings
15. While working as a supervisor, it is more natural for me to
  - a) point out errors and inconsistencies
  - b) compliment positive achievements
16. For most appointments, I
  - a) arrive on time
  - b) run late or arrive at the last minute
17. Interacting with new people
  - a) usually energizes me
  - b) often drains me
18. I sometimes tend to
  - a) get busy with the details and lose sight of the "Big Picture"
  - b) focus on the "Big Picture" and ignore the details
19. I would prefer to work for someone who was consistently
  - a) fair
  - b) kind
20. I would say that I tend to be more
  - a) serious and determined
  - b) easy-going and playful
21. I would likely be better known for my
  - a) active social life
  - b) rich inner life
22. I tend to learn best through
  - a) hands-on experience
  - b) visualizing or imagining

23. In relationships with children, I more often tend to be
  - a) strict
  - b) permissive
24. When finishing a job, I prefer to
  - a) tie up all the loose ends myself
  - b) move on to something new and let someone else finalize things
25. I see myself as more of a
  - a) sociable, outgoing person
  - b) private, reserved person
26. I am more likely to find myself
  - a) stuck in a rut
  - b) with my head in the clouds
27. I can more easily be persuaded by a
  - a) rational and convincing argument
  - b) sincere and moving appeal
28. When given an assignment that is due in a week, I generally
  - a) begin early and complete it in lots of time
  - b) complete it in a last-minute burst of energy
29. At work, I tend to prefer a
  - a) public role
  - b) "behind-the-scenes" role
30. If I were a teacher, I would prefer to teach
  - a) practical courses
  - b) theoretical courses
31. I pay more attention to other people's
  - a) rights
  - b) feelings
32. Before leaving on vacation, I prefer for my itinerary to be
  - a) settled and decided in advance
  - b) just sketched in, with room for surprises
33. I can best "recharge my batteries" by
  - a) surrounding myself with other people
  - b) doing some activity on my own
34. Generally, I get along better with people who
  - a) are realistic
  - b) have a good imagination

35. In a conflict situation, I see myself as pretty  
a) thick-skinned  
b) sensitive
36. I feel more excited about  
a) coming to closure  
b) opening up new possibilities
37. I tend to  
a) talk more than I listen  
b) listen more than I talk
38. I would consider it a greater compliment to be considered  
a) grounded  
b) original
39. I would consider it a greater flaw to be overly  
a) sympathetic  
b) sceptical
40. Following most routines and conforming to a schedule  
a) appeals to me; I find it relaxing  
b) annoys me; I find it boring

***Which word or phrase of each of the following pairs describes you better?***

41. a) active  
b) reflective
42. a) practical and sensible  
b) imaginative and creative
43. a) structured  
b) open-ended
44. a) firm  
b) gentle
45. a) expressive  
b) introspective
46. a) focused on the here and now  
b) focused on new possibilities
47. a) systematic  
b) spontaneous
48. a) motivated by achievement  
b) motivated by appreciation

- 49. a) energized by activities and people  
b) energized by thoughts and ideas
- 50. a) pragmatic  
b) inventive
- 51. a) methodical and deliberate  
b) loose and flexible
- 52. a) idea-oriented  
b) relationship-oriented
- 53. a) lots of friends  
b) a few close friends
- 54. a) notice details  
b) perceive underlying principles
- 55. a) work first, then play  
b) play first, then work
- 56. a) "judge"  
b) "mediator"
- 57. a) lively  
b) calm
- 58. a) concrete  
b) abstract
- 59. a) punctual  
b) easy-going
- 60. a) level-headed  
b) warm-hearted

Date: (day)\_\_\_\_(month)\_\_\_\_(year)\_\_\_\_

**PSYCHOLOGICAL TYPE SORTER** Name: \_\_\_\_\_

	<b>E</b>	<b>I</b>		<b>S</b>	<b>N</b>		<b>T</b>	<b>F</b>		<b>J</b>	<b>P</b>
	a)	b)		a)	b)		a)	b)		a)	b)
1			2			3			4		
5			6			7			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		
<b>Totals:</b>											

<b>Circle High Score</b>	<b>E</b>	<b>I</b>		<b>S</b>	<b>N</b>		<b>T</b>	<b>F</b>		<b>J</b>	<b>P</b>
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TWO WAYS I **ENERGIZE**:  
 BY OUTWARD-FOCUSING (**E = Extroverting**)  
 AND BY INWARD-FOCUSING (**I = Introverting**)

TWO WAYS I **COLLECT DATA**:  
 BY OBSERVING WITH MY SENSES (**S = Sensing**)  
 AND BY SYNTHESIZING WITH MY MIND (**N = Intuiting**)

TWO WAYS I **PROCESS DATA**:  
 BY OBJECTIVE REASONING (**T = Thinking**)  
 AND BY SUBJECTIVE REASONING (**F = Feeling**)

TWO WAYS I **INTERFACE WITH THE WORLD**:  
 BY PROCESSING DATA (**J = Judging**)  
 AND BY COLLECTING DATA (**P = Perceiving**)