

Understanding Your Jung Personality Typing Results

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Introduction

The Jung personality type test is the most used professional personality test, and has been for decades. There are many versions, though, and interpreting the results correctly is key. A test is no good, and possibly detrimental, if its results are misinterpreted. This short guide, with some materials from the Internet, is meant to help with understanding the Jung personality type results, yours and other people's. While the test gives you your results, the test's greatest value could easily be argued to be found in the results of others with whom you associate, to help everyone better understand each other. What you will read about yourself in your results may not be all that surprising as you may know yourself well. What you read about others may be!

Tendency, not Identity

The biggest mistake I see with the presentation of Jung personality type results is that they are spoken of in absolute terms, when they should be discussed as tendencies.

What do I mean by that? I mean that your results is not your identity, as if you were like that all the time. It is what you are like more times than not. Even *most* of the time may be too strong a description because you could exhibit certain traits barely more than half the time, rather than something like 70% or whatever percent you associate with *most*. That is why your results from the test I compiled include a percentage score, which I will discuss in more detail later.

While it may more convenient, less convoluted and more convincing to discuss your results in absolute terms, like "I'm this type and you're that type", it is not true. Types, if you truly mean it, are for prejudice. Tendencies are for accurate descriptions. Always keep that in mind when discussing Jung personality type results, whichever words you choose to use. People are very complex and there's no magical way of "dumbing them down" to understand them better. All that does is create misunderstandings and cynicism in the results. Unfortunately, a lot of the supporting materials compiled here and available elsewhere uses "type" quite a lot, so I may seem to be a hypocrite in advising this. However, I just don't have the time to rewrite everything. Just try not to typecast people because of Jung personality type.

Use the Results as a Starting Point, not an End Point

Jung personality type results are generalized, so they can be used as prejudice if you use them as an end point to judge others. This is true if you use the results to judge individuals and condemn them to certain behaviours *all* of the time, when you know it is only true more times than not. It is also unfair to expect all people of a certain personality type to all behave the same way given a certain situation, as each has freedom to behave any way in any certain situations.

Humans are not preprogrammed machines. We do not behave with absolute consistency. We just have tendencies. We are creatures of habit, not logic. As a result, use the Jung personality type results as a starting point to understand each other, not an end point to condemn each other.

Interpreting Your Jung personality type Results

	A	B	C	D	E	F	G	H	I	J	K	L				
1	Your personality assessment results show these dominant preferences															
2																
3	<table border="1"> <tr> <td style="background-color: #90EE90; text-align: center; font-size: 2em;">E</td> <td style="background-color: #FFDAB9; text-align: center; font-size: 2em;">S</td> <td style="background-color: #ADD8E6; text-align: center; font-size: 2em;">T</td> <td style="background-color: #FFB6C1; text-align: center; font-size: 2em;">J</td> </tr> </table>				E	S	T	J	<p><i>Since a very rare few are 100% of any preference (not ideal), some of what you'll read describing your personality will not be true. Think of your % as the % of descriptions that would be true, because you are the opposite the remainder of the time!</i></p>							
E	S	T	J													
4																
5	Extravert			Sensing			Thinking			Judging						
6	100%			100%			100%			100%						
7																
8	You prefer to spend time and re-energize in the outer world of people and things															
9	You see the world with more emphasis on information that comes in through your five senses															
10	You make decisions mostly based on objective principles and impersonal facts															
11	You lead a generally structured and decided lifestyle															
12																
13	You are a Guardian by nature (your Keirsej Temperament)															
14																
15	40% to 45% of population has your Temperament															
16																
17	Your personality assessment results															
18	have the symbolic name of the Supervisor															
19	(This is just a name, not a career recommendation)															
20																
21	This is a summary description of your personality assessment results															
22																
23																
24	<i>Practical, traditional, and organized. Not interested in theory or abstraction unless you see the practical application. Have clear visions of the way things should be. Loyal and hard-working. Like to be in charge. Exceptionally capable in organizing and running activities. "Good citizens" who value security and peaceful living.</i>															
25																
26																
27																
28																
29																
30	Your natural personality type matches are				<i>ISTP</i>				<i>Crafter</i>							
31					<i>INTP</i>				<i>Architect</i>							
32																

Your Four Preferences

Jung personality type results are most commonly shown by four Preferences, each represented by a letter, and they are the first things shown on your results sheet:

1. Extraversion or Introversion (E or I)
2. Sensing or iNtuition (S or N, N because I is used above)
3. Thinking or Feeling (T or F)
4. Judging or Perceiving (J or P)

Each Preference has two opposing traits, but which make up the whole like two pieces of a pie. What the Personality Assessment tells you is which trait of each Preference is greater in you. To use an analogy, if each Preference were a pie, the Personality Assessment tells you how each pie is cut to represent your personality. The larger piece is your Preference or your Dominant Trait. However, never forget you have some portion of the opposing trait in you so if you behave in an extraverted manner 70% of the time, you would be introverted 30% of the time. More on the percentages later, but it is important to realize right away that everybody has both traits in each Preference pair, and not just the one shown in the letters of their results. First, though, let's learn what the Preferences mean and the types of behavior they represent.

Extraversion and Introversion (how you recharge and interact with others)

When we talk about Extraversion & Introversion, we are distinguishing between the two worlds in which all of us live. There is a world inside ourselves, and a world outside ourselves. When we are dealing with the world outside of ourselves, we are engaging in Extravert activities. When we are inside our own minds, we are engaging in Introvert activities.

Extravert activities include:

- Talking to other people
- Listening to what someone is saying
- Cooking dinner, or making a cup of coffee
- Working on a car, even if by yourself

Introvert activities include:

- Read a book
- Think about what we want to say or do
- Are aware of how we feel
- Think through a problem so that we understand it

Within the context of personality typing, the important distinction is which world we live in more often. Do we define our life's direction externally or internally? Which world gives us our energy, and which do we perhaps find draining?

This preference also tells how people "charge their batteries." Introverts find energy in the inner world of ideas, concepts, and abstractions. They can be sociable but need quiet to recharge their

batteries. Introverts want to understand the world, and are concentrators & reflective thinkers. Their motto is: *Ready, Aim, Aim*. For the introvert, there is no impression without reflection.

Extraverts find energy in things and people. They prefer interaction with others, and are action oriented. Extraverts are interactors and “on-the-fly” thinkers. Their motto is: *Ready, Fire, Aim*. For the extravert, there is no impression without expression.

Sensing and iNtuitive (how you see the world)

The S or N preference refers to how we gather information. The letter N represents iNtuitive because the letter I had already been used for Introversion. We all need data on which to base our decisions. We gather data through our 5 senses. Jung contended that there are two distinct ways of perceiving the data that we gather. The Sensing preference absorbs data in a literal, concrete fashion. The iNtuitive preference generates abstract possibilities from information gathered, and is thus about the future where things can be different. We all use both Sensing and iNtuitive preferences in our lives, but to different degrees of effectiveness & with different levels of comfort.

We are *Sensing* when we:

- Taste food
- Notice a stoplight has changed
- Memorize a speech
- Follow steps in a plan

We are *iNtuitive* when we:

- Come up with a new way of doing things
- Think about future implications for a current action
- Perceive underlying meaning in what people say or do
- See the big picture

Within the context of personality typing, the important distinction is which method of gathering information do we trust the most? Do we rely on our five senses and want concrete, practical data to work with? Or do we trust our intuitions without necessarily building upon a solid foundation of facts?

Another way to think of Sensing and iNtuitive types is that some of us choose to rely on our five senses, while some prefer taking in information through our “sixth” sense. Sensing people are detail oriented, want facts and trust them. Joe Friday from the TV show *Dragnet* epitomizes the extreme sensing detective. All he ever wanted was “just the facts”.

Meanwhile, iNtuitive people seek out patterns & relationships among facts they have gathered. They trust hunches & their intuition and look for the “big picture.” The quintessential iNtuitive was Albert Einstein, whose fanciful thought experiments revolutionized the 20th century. He could see patterns where others saw randomness or chaos.

Thinking and Feeling (how you make decisions)

When Jung studied human behavior, he noticed that people have the capability to make decisions based on two very different sets of criteria: Thinking and Feeling. When someone makes a decision that is based on logic and reason, they are operating in Thinking mode. When someone makes a decision that is based on their value system, or what they believe to be right, they are operating in Feeling mode. We all use both modes for making decisions, but we put more trust into one mode or the other. A Thinker makes decisions in a rational, logical, impartial manner, based on what they believe to be fair and correct by pre-defined rules of behavior. A Feeler makes decisions on the individual case, in a subjective manner based on what they believe to be right within their own value systems.

We are making decisions in the *Thinking* mode when we:

- Research a product via consumer reports, and buy the best one to meet our needs
- Do “The Right Thing”, whether or not we like it
- Choose not to buy a blue shirt which we like, because we have two blue shirts
- Establish guidelines to follow for performing tasks

We are making decisions in the *Feeling* mode when we:

- Decide to buy something because we like it
- Refrain from telling someone something which we feel may upset them
- Decide not to take a job because we don’t like the work environment
- Decide to move somewhere to be close to someone we care about

Some of us choose to decide things impersonally on analysis, logic, and principle. Some of us make decisions by focusing on human values. Thinkers value fairness. What could be fairer than focusing on the situation’s logic & placing great weight on objective criteria in making a decision. Mr. Spock, science officer on the TV show Star Trek, had an extreme preference for Thinking.

Feelers, meanwhile, value harmony. They focus on human values & needs as they make decisions or arrive at judgments. They tend to be good at persuasion and facilitating differences among group members. Dr. McCoy, Spock’s colleague aboard the Enterprise on Star Trek, demonstrated a strong, though not extreme, preference for Feeling.

Some decisions are made entirely by just the Thinking or Feeling process. However, most decisions involve some Thinking and some Feeling. Decisions that we find most difficult are those in which we have conflicts between our Thinking and Feeling sides. In these situations, our dominant preference will take over. Decisions which we find easy to make and feel good about are usually a result of being in sync with both our Feeling and Thinking sides.

Judging and Perceiving (how you live life)

Judging and Perceiving preferences, within the context of personality types, refers to our attitude towards the external world, and how we live our lives on a day-to-day basis. People with the Judging preference believes there’s a way things should be, and that’s why they want things

to be neat, orderly and established. This does *not* mean they are judgmental, though, because there are consequences that come from that. Judging types could just have the opinion and that is that, or that it doesn't matter enough to care, but they've at least decided that. The Perceiving preference wants things to be flexible and spontaneous, or may not care about certain things. Judgers want things settled, Perceivers want things open-ended.

We are *Judging* when we:

- Make a list of things to do
- Schedule things in advance
- Form and express judgments
- Bring closure to an issue so that we can move on

We are *Perceiving* when we:

- Postpone decisions to see what other options are available
- Act spontaneously
- Decide what to do as we do it, rather than forming a plan ahead of time
- Do things at the last minute

Some of us like to postpone action and seek more data. Others like to make quick decisions. Judging people are decisive, planners and self-regimented. They focus on completing the task, only want to know the essentials, and take action quickly, sometimes too quickly. They plan their work and work their plan. Deadlines are sacred. Their motto is *just do it!*

Perceptive people, on the other hand, are curious, adaptable, and spontaneous. They start many tasks, want to know everything about each task, and often find it difficult to complete a task. Deadlines are meant to be stretched. Their motto is *on the other hand*.

We all use both Judging and Perceiving as we live our day-to-day life. Within the context of personality type, the important distinction is which way of life do we lean towards, and are more comfortable with.

The differences between Judging and Perceiving are probably the most marked differences of all the four preferences. People with strong Judging preferences might have a hard time accepting people with strong Perceiving preferences, and vice-versa. On the other hand, a "mixed" couple (one Perceiving and one Judging) can complement each other very well, if they have developed themselves enough to be able to accept each other's differences.

Percentage Scores of Your Preferences

This is something often left out of Jung personality type analyses, but which is very important, though the *exact* percentages aren't important. What the percentages give you is an idea of how dominant your dominant trait is for each Preference. That is, how much do you prefer it? Recall that you have a little bit of each of the two traits in each Preference. So is your dominant trait in a Preference barely dominant in you, if your percentages are in the 50s or 60s? Is it moderately so, if the percentages are in the 70s? Or is it very dominant with percentages in the 80s and 90s?

The exact percentage is not important because the test you took only has a limited number of questions from which the percentages are calculated. The degree of dominance is something you should keep in mind when reading about your personality's descriptions, found on the [Digital Citizen](#) website. The greater your percentages, the more those descriptions will be right. That is, if your percentages were 90%, then about 90% of the descriptions will be right. If your percentages of dominance were only 55%, then you shouldn't be surprised that a lot of the descriptions are wrong. Without these percentages, a lot of people end up skeptical about Jung personality type assessments. They see many errors in the descriptions and don't know why.

Of course, if you weren't honest in answering the questions, answering in the vision of what or how you would like to be in life, rather than how you are, you will also run into these erroneous descriptions. However, that's a much larger problem to solve, to change how you need to see yourself as you truly are, and one beyond my scope to help. I would only recommend taking the test again if you think you weren't being completely honest to start, or get a friend or someone who knows you well to do it with you, and debate each answer you don't agree on. I must state now, though, that I am not responsible for consequences arising from disputes you have! That's not a joke as attacking people's self-perceived *identity* is touchy stuff! Be careful how you do it!

Don't compare percentage scores of your Preferences

This is a very important point to understand and to always keep in mind!

Your percentage score applies only to you. It tells you how you split the two traits of each Preference. If the two traits make up two pieces of a pie, to use an analogy, your percentage tells you how your pie was divided. What your percentage does *not* tell you is the size of your pie compared to someone else's pie. For example, you may be 55% Thinking (and 45% Feeling) in how you make decisions. However, someone with a 85% Thinking score could be way less logical and deliberate than you in his decision-making process. You could have far more Thinking capacity and more intense Feelings than him, and put a ton of each in your decision-making process, but not end up dominant with either one so you come out with a 55% to 45% ratio. The guy with the 85% score only uses Thinking very dominantly, and not much of his Feelings, in his decision-making. That is, he uses a big chunk of a smaller pie so that 85% of his pie may be smaller than 55% of yours. That's why you can't compare percentages.

There is no way to determine relative "pie sizes" with the Jung personality type score, in the analogy used, but just keep this in mind because it is very tempting to compare numbers from the same sources like the percentages here are from the same test and same number of questions.

Brief Description of Preferences

What the Preferences are named and what they represent have already been presented in this document. The four statements following the percentage scores on your Jung personality type results from my test give you descriptions that are much more "portable". They're not as good as the full descriptions, of course, but they have their own value in being compact. The four statements are in order of the Preferences, and colour coded to match the letters.

The Four Temperaments

Now that you have learned about the four Preferences, what you need to know is that like people around each other, these Preferences influence, and are influenced by, each other. The different personality types are not just different because of the different traits they possess, but also because of the influence these traits have on each other. Furthermore, stronger Preferences, shown by larger percentage scores, will have more influence. That's the pure theory, and one which can make for very complex analysis, if only the tests were so accurate and fine in details.

Fortunately, of all the possible influences among dominant traits of Preferences, four stand out. They are called *Temperaments*, by David Keirsey, creator of the Keirsey Temperament Sorter version of the Jung personality type test upon which the test you took was heavily based. Understanding, or at least being aware and appreciative of, these four Temperaments will give you a higher level of order of how some of the specific 16 personality types are alike and different. This higher level understanding of the Jung personality type system is extremely helpful toward understanding the individual 16 personality types which will be discussed later, and for which extensive information is available on the [Digital Citizen](#) website.

Some of the most important recent work done in the field on Personality Typing has been done by David Keirsey. In his research, he has made observations that have allowed him to combine two of the four sets of preferences into four distinct Temperaments.

The four Temperaments are based on how people see the world via the Sensing or iNtuitive Temperaments. The Sensing types, being those who care more for things the way they sense them, just react to it. They can react to keep things the way they are (Judging so SJ) or be neutral and experience it (Perceiving, so SP). Meanwhile, the iNtuitive types are about possibilities and the future, which means things can be changed. Change means decisions on what gets changed and how, so they invoke their decision making Preferences (Thinking or Feeling, so NT or NF).

Four of the 16 possible Jung personality type types fit into each one of these Temperaments. What follows are brief descriptions of each of the Temperaments. More information about the Temperaments can be found on the [Digital Citizen](#) website, in files named by the Temperaments.

SJ – Guardians

Keirsey combines those Jung personality types with the Sensing & Judging (S and J) preferences into a Temperament called the *Guardians*. Keirsey describes the SJ group's primary objective as "security seeking". They tend to be very traditional because they prefer (Judging) the way things are (Sensing), with changing being a source of discomfort unless it increases the security which they seek. The SJ Temperament includes these types and their symbolic names:

- ESTJ – Supervisors
- ISTJ – Inspectors
- ESFJ – Providers
- ISFJ – Protectors

About 40-45% of the general population are of the Guardian Temperament.

SP – Artisans

Keirsey combines those Jung personality types with the Sensing and Perceiving (S and P) preferences into a Temperament called the *Artisans*. Keirsey describes the SP group's primary objective as "sensation seeking" and can be thought of as thrill seekers, with "thrill" being relative rather than just extreme thrills. The SP types tend to be "SPontaneous" in that sense. The SP Temperament includes these types and their symbolic names:

- ESTP – Promoters
- ISTP – Crafters
- ESFP – Performers
- ISFP – Composers

About 30-35% of the general population are of the Artisan Temperament.

NT – Rationals

Keirsey combines those Jung personality types with the iNtuitive and Thinking (N and T) preferences into a Temperament called the *Rationals*. He describes the NT group's primary objective as "knowledge seeking". They are rational true to their name. They believe the future to have options, but rational options they can rationalize to be possible. The NT Temperament includes these types and their symbolic names:

- ENTJ – Field Marshals
- INTJ – Masterminds
- ENTP – Inventors
- INTP – Architects

Only 5-10% of the general population are of the Rational Temperament.

NF – Idealists

Keirsey combines those Jung personality types with the iNtuitive and Feeling (N and F) preferences into a Temperament called the *Idealists*. He describes the NF group's primary objective as "identity seeking" since they use their Feelings, which is about as personal to each person's identity as anything gets, to determine the possibilities and changes they see as being necessary in the world. The NF Temperament includes these types and their symbolic names:

- ENFJ – Teachers
- INFJ – Counselors
- ENFP – Champions
- INFP – Healers

Only 15-20% of the general population are of the Idealist Temperament.

Much more about each Keirsey Temperament can be found on the [Digital Citizen](#) website.

High Level Summaries of the Sixteen Personality Types

A Jung personality type is a combination of four letters each representing a dominant trait in a Preference. However, that's not all that personal for a personality analysis system. As a result, symbolic names were given to these personalities. In some cases, these names are of reputations people have. In other cases, it is of roles someone may have, possibly professional jobs. It makes Jung personality types a lot more appealing, in a nut shell. However, as a word of caution, these names are just names, not necessarily career suggestions or ways someone has to be or may be truly like. They are generalities, which, if taken too far, leads more to prejudice or grouping rather than individualism, which is the idea behind personalities in that each is unique when you look at all the fine details. Still, it is human nature to generalize and get a gist of groups when things are overly complex. So following is a general short summary of the 16 Jung personality type types, which also appear on your results chart.

For more information on each of the 16 personality types, please visit the [Digital Citizen](#) website

ISTJ (Inspectors)

Serious and quiet, interested in security and peaceful living. Extremely thorough, responsible, and dependable. Well-developed powers of concentration. Usually interested in supporting and promoting traditions and establishments. Well-organized and hard working, they work steadily towards identified goals. They can usually accomplish any task once they have set their mind to it.

ISTP (Crafters)

Quiet & reserved, interested in how & why things work. Excellent skills with mechanical things. Risk-takers who they live for the moment. Usually interested in extreme sports. Uncomplicated in their desires. Loyal to their peers & to their internal value systems, but not overly concerned with respecting laws and rules if they get in the way of getting something done. Detached & analytical, they excel at finding solutions to practical problems.

ISFJ (Protectors)

Quiet, kind, and conscientious. Can be depended on to follow through. Usually puts the needs of others above their own needs. Stable and practical, they value security and traditions. Well-developed sense of space & function. Rich inner world of observations about people. Extremely perceptive of other's feelings. Interested in serving others.

ISFP (Composers)

Quiet, serious, sensitive and kind. Do not like conflict, and not likely to do things which may generate conflict. Loyal & faithful. Extremely well-developed senses, and aesthetic appreciation for beauty. Not interested in leading or controlling others. Flexible and open-minded. Likely to be original and creative. Enjoy the present moment.

INFJ (Counselors)

Quietly forceful, original, and sensitive. Tend to stick to things until they are done. Extremely intuitive about people, and concerned for their feelings. Well-developed value systems which they strictly adhere to. Well-respected for their perseverance in doing the right thing. Likely to be individualistic, rather than leading or following.

INFP (Healers)

Quiet, reflective, and idealistic. Interested in serving humanity. Well-developed value system, which they strive to live in accordance with. Extremely loyal. Adaptable and laid-back unless a strongly-held value is threatened. Usually talented writers. Mentally quick, and able to see possibilities. Interested in understanding and helping people.

INTJ (Masterminds)

Independent, original, analytical, and determined. Have an exceptional ability to turn theories into solid plans of action. Highly value knowledge, competence, and structure. Driven to derive meaning from their visions. Long-range thinkers. Have very high standards for their performance and that of others. Natural leaders, but will follow if they trust existing leaders.

INTP (Architects)

Logical, original, creative thinkers. Can become very excited about theories & ideas. Exceptionally capable & driven to turn theories into clear understandings. Value knowledge, competence and logic highly. Quiet and reserved, hard to get to know well. Individualistic, having no interest in leading or following others.

ESTP (Promoters)

Friendly, adaptable, action-oriented. "Doers" who are focused on immediate results. Living in the here-and-now, they're risk-takers who live fast-paced lifestyles. Impatient with long explanations. Extremely loyal to their peers, but not usually respectful of laws and rules if they get in the way of getting things done. Great people skills.

ESTJ (Supervisors)

Practical, traditional, and organized. Not interested in theory or abstraction unless they see the practical application. Have clear visions of the way things should be. Loyal and hard-working. Like to be in charge. Exceptionally capable in organizing and running activities. "Good citizens" who value security and peaceful living.

ESFP (Performers)

People-oriented and fun-loving, they make things more fun for others by their enjoyment. Living for the moment, they love new experiences. They dislike theory and impersonal analysis. Interested in serving others. Likely to be the center of attention in social situations. Well-developed common sense and practical ability.

ESFJ (Providers)

Warm-hearted, popular, and conscientious. Tend to put the needs of others over their own needs. Feel strong sense of responsibility and duty. Value traditions and security. Interested in serving others. Need positive reinforcement to feel good about themselves. Well-developed sense of space and function.

ENFP (Champions)

Enthusiastic, idealistic, and creative. Able to do almost anything that interests them. Great people skills. Need to live life in accordance with their inner values. Excited by new ideas, but bored with details. Open-minded and flexible, with a broad range of interests and abilities.

ENFJ (Teachers)

Popular and sensitive, with outstanding people skills. Externally focused, with real concern for how others think & feel. Usually dislike being alone. They see everything from the human angle, and dislike impersonal analysis. Very effective at managing people issues, and leading group discussions. Interested in serving others & often place the needs of others over their own needs.

ENTP (Inventors)

Creative, resourceful, and intellectually quick. Good at a broad range of things. Enjoy debating issues, and may be into “one-up-manship”. They get very excited about new ideas and projects, but may neglect the more routine aspects of life. Generally outspoken and assertive. They enjoy people and are stimulating company. Excellent ability to understand concepts and apply logic to find solutions.

ENTJ (Field Marshals)

Assertive and outspoken, they are driven to lead. Excellent ability to understand difficult organizational problems and create solid solutions. Intelligent and well-informed, they usually excel at public speaking. They value knowledge and competence, and usually have little patience with inefficiency or disorganization.

As a final note to the 16 Jung personality types and their symbolic names, there are other sets of names. Another set is used in the presentations of each Jung personality type found on the [Digital Citizen](#) website. However, they were omitted here to avoid clutter and confusion.

Natural Matches

With every Jung personality type type, a few others theoretically get along better with it than others for reasons of what they have in common and what they have in contrast to each other but which complement each other. That’s in theory, at least. Unfortunately, life is a bit more complex than that & this natural matching of personalities is only one of many factors which will ultimately determine how well two people will get along with each other. There are competing factors like different interests, life goals, mutual competition like for a common promotion two or more people desire, and so on, which can easily override what natural matching may bring to a harmonious relationship. That said, statistically, if you looked some really large sampling of personalities to see how well the 16 Jung personality type types got along with each other, you’d find that the natural matches get along best. That’s because for individual relationships, other factors in life are strong enough to override what the natural matching factors’ influence on how well two people might get along with each other. In a large sample, though, those other factors, some helping relationships and others making them worse, average out to be equal, like in a theoretical “all things being equal” scenario, That’s when the Jung personality type natural matching theory proves itself.

Think of it in another way. In any given relationship, natural matching of personalities may not be influential enough to make the two people get along. However, it is strong enough a factor for the masses that it is used as the core basis for love partner matching by love matching sites like *chemistry.com* or *e-harmony*. However, those sites all recognize Jung personality type matching

theory was not sufficient to match well enough that their business models could survive on it, so they also ask for a lot of other questions about jobs, personal interests, life goals, among others, to boost the likelihood of good matches. That's how you should also interpret the Jung personality type natural matching theory results.

So in short, any two Jung personality types can get along well with each other. However, for the masses, the natural matches tend to get along best. That is, you have a better chance of getting along with those who are your natural matches in Jung personality types, than with other Jung personality types. But in the end, it's still just a chance... though a better chance.

How to Find your Natural Match

Well, you don't. At least by my opinion, you don't. As unnatural as that may seem given it's in a lot of us to try to find our matches, whether for love or for tennis, you shouldn't think of Jung personality type natural matches as someone you should try and find. Remember, lots of other factors in life can override the impact a natural personality match may have on a relationship. Besides, it's not like you can get everybody you know to answer do the Jung personality type assessment honestly and share their results with you.

Using Jung Personality Types to Understand Others (generally)

So what good is knowing your natural match if you can't use it go find them? In my opinion, one should look at Jung personality typing passively, not actively. Use it to understand and appreciate all the personality types and their tendencies so conflicts can be minimized. Don't use it to attribute actions when they could for something else and personalizing them when you shouldn't. Don't use Jung personality typing to close doors on people, like selecting someone for a job, or to eliminate others from something mostly based on Jung personality typing results. Lots of Human Resource professionals, therapists and others do use Jung personality typing for that purpose, but they're professionals so *some* they *may* be better qualified to do it. I say that very tentatively, still, as I haven't generally been impressed by the HR cadre using Jung personality typing in those ways. I also believe there are way too many other factors in life that are more important than to let Jung personality typing be the decisive factor in any people selection. You, though, would not generally have been well-trained in it if you are getting to know about it here so I don't advise making decisions on Jung personality typing even as a key factor. I don't, and I'm quite comfortable with the theories.

So use Jung personality typing to help you understand something, after the fact, rather than use it to justify a decision you made or will be making. For example, every now and then, I get to see some people I know, like at work or other groups, take the Jung personality type assessment and share their results. From their results, I like to see if the people I get along with best among them are of my naturally matching Jung personality types, or not and why. The latter is actually quite a fun dilemma to try and figure out. However, I will never try to be better friends with someone I saw was my natural Jung personality type match, or distance myself from others I got along with well if their results were not close to my Jung personality type match. That's silly!

There are times I can use Jung personality type results as a way of framing why I would pick someone for something, or not, or why we had trouble getting along, but it would only be a convenient way to frame the explanation. It would not be the reason why I did what I did. I could explain and prove it with other words, examples and means. For example, I could tell you I don't have a lot of friends who are SJ or Guardian Temperament because they are very traditional and I'm generally all about the future and new options. However, I only know that from having seen enough people of the Sj Temperament test and come out with that result, not because I had stayed away from them because they were of the SJ Temperament. I also don't distant myself, nor change the natural development of my relationship with anyone because I know they are an SJ. I'd have lost on a few great friends over the years were I foolish enough to do such things! I believe in giving everyone a chance. Things will work themselves out and I might use Jung personality types to understand why they did or did not, as part of a greater understanding combining other factors like if we had competing and mutual interests, life schedules and priorities, *etc.* but Jung personality type would not be worth much on its own.

In the end, keep your mind open with Jung personality types! It's what it's meant to do even though it seems to box people off and close off things. That's a natural tendency it may create, but that's not how it's supposed to work and how it isn't best used.

Using Jung Personality Types to "Figure Out" Others

For most people who encounter Jung personality typing, it is at work where they do it in groups with people they know & share their results. That's a nice luxury because you get to see what everyone else gets as a result and you can work with the theory knowing others' results (praying everyone answered the questions honestly!). However, that isn't a luxury you have in real life where you can get to know the Jung personality types of many of the people you deal with. So how can you apply Jung personality type then?

Very carefully, and very temporarily.

Jung personality typing has done a great deal to help me understand people by giving me a system within which I could interpret them. Note I said *interpret* & not *classify* or something more concrete and permanent. That's a choice word for accurately describing what I do, not for political correctness, professionalism or any other ulterior motive.

I used the word *interpret* to describe how I use Jung personality typing to figure out people because it's an art and not something I think of as "fact", nor do I stick to it as if it applied at all times. I look at my interpretation of what I interpret someone to be, via the Jung personality type system, as how they are in the capacity I know them, not necessarily how they truly are. I might only know them at work where they have to be a certain way to be professional or to be good at their job, which may or may not be the most natural thing for them to be doing in terms of using their strengths. I can tell you I am not a lot of the things I am, in Jung personality type terms, at work because I can't be or because I don't get the chance to show it, like my love for doing a hundred things at once while being patient for certain things to resolve themselves at various stages of their development. That doesn't mean I'm not efficient or happy at my work, just that it isn't the right place for it.

I look at others through the Jung personality typing lens in a very temporary basis because I also realize they could snap out of their behavioural trends at any given time. Recall the percentage scores you got with your results also indicate you are the opposite way for each Preference some percentage of the time (the difference between 100% and your percentage score, very roughly). If I am going to use Jung personality typing best, I have to use it appropriately. Sticking to one personality I might have assigned someone when they are behaving differently will only get me in trouble. So I use Jung personality typing as a starting point for default behavior which I might expect of someone, but I am not entrenched in it.

So how does one “figure out” what someone else’s Jung personality type? There’s no easy way except to learn the theory, which is basically what each of the Preferences stand for, and try to guess based on as much as you know about someone’s tendencies. ***Just try not to get stuck on it as if you know it for certain, or that they would always behave this way.*** This advice, in fact, is most applicable in those group settings where you do the Jung personality typing with a group of others so you feel you have evidence you know what they are given you have seen their test results. Having been through about a half a dozen of those sessions by now, I never come away feeling enough warning is given to avoid such things, or to use it to justify actions of others when things go badly, like *what did you expect given s/he is this or that type?*

Avoid stereotyping with Jung personality types is advice I can’t stress strongly enough!

Now, I don’t go around “figuring out” everybody’s Jung personality type, just so you know in case you want to try applying Jung personality typing like I do. I do it rather selectively, usually for when I get along well with someone, or having trouble getting along with someone (at the early stages), and am curious as to why. That is, I use Jung personality typing when I get a chance to think about my relationship with someone, because it is the best tool I have ever found for doing this. The more I have done this, the better I have gotten at it and the more trends I have begun to see about the people with whom I get along with well and those I don’t. I also have figured out reasons why I get along well with some and not others, and the reasons are not just why someone might be a problem. In fact, I usually put it on me to change first, if that’s what I think could work, because I feel I have a good analysis of the situation. If I didn’t think that were effective, or that someone else were truly the problem, then I think very carefully about how I could talk to them about it based on what I interpret their Jung personality type to be and how to best approach those types. Profiles with lots of details about each Jung personality type, and how they communicate or take things, are available on the [Digital Citizen](#) website if you want to consult them. Regardless what type I think the people I talk to are, though, I am very sensitive to try and talk to them without being accusatory, intentionally or not, as that’s bad communications any way you look at it. I also don’t reference Jung personality typing because they probably don’t talk it as fluently as I do!

That’s how I go about using Jung personality typing to “figure out” others. You will have to find your own way based not only on your personality type, but also on what else is going on in your life and how much or little you value Jung personality typing. There is a Learning Styles section which follow where you can learn more about your preferred learning styles, no matter how well you think you know it as it is rather detailed and extensive.

Using Jung Personality Typing for Yourself (in general)

Whether or not you like to use Jung personality typing to “figure out” others, given it’s an art, at best, one thing you can certainly do with it is to help yourself. With the detailed analyses you will find on your Temperament and personality type on the [Digital Citizen](#) website, you should have plenty to think about and work on for yourself, should you decide you want to. How you want to do it is up to you, and that will vary pending your personality type, of course, but may I suggest this simplified Strengths & Weaknesses approach as a starting point.

There are books and theories about living life and optimizing oneself by building on one’s strengths. After all, if it’s natural to you and/or you’re good at it, what could be better and/or easier for you? Or maybe what could take you further or give you such a good head start? It is an excellent theory, but not the only one. There are also situations where it is great advice and others where it is not. Like anything else in life, it has its place and there is no one solution that fits the bill for everything.

In reading the various Jung personality typing Temperament and personality profiles on the [Digital Citizen](#) website, you will find strengths listed for all the Temperament and personality types, in various capacities like careers and relationships, along with learning styles later in this document. You can then decide on which you might like to work on to develop even more, or where you could use them, or what you could do to change something in your life so as to employ them or employ them more. That’s the Capitalizing on your Strengths approach you may want to consider for some situations.

Conversely, there are books and theories about covering for your weaknesses because they are the biggest threats to making your life worse, or biggest obstacles to you being able to fulfill your potential. There are sayings about people and things being only as strong as their weakest link, or the “law” of diminishing returns that states continual improvements tend to incur greater “costs” so taking on weaknesses will yield far greater returns for less effort, also while covering for your weakest links. As with working on strengths, there are also times and places for this.

The various Temperament and Jung personality profiles on the [Digital Citizen](#) website also contains weaknesses of each in various capacities like work and relationships, with learning styles covered in the next section of this document. From these lists, you can decide which is weakest or most impacting for you and work on them. How is a question far too broad to answer here, but that’s the Covering your Weaknesses approach you may want to consider for some situations, quite possibly while you also work on some of your strengths. There is nothing to say you can’t do both at once, though you may want to focus on one if you’re the type to prefer and are most effective doing so. Your profiles will also tell you that if you don’t already know!

Learning Styles

Different personality types prefer to learn differently. That should not be a surprise to anyone. However, learning styles are best classified according to the Preferences you had previously read about, not by the individual personality types themselves. As a result, the learning styles

are presented here and not among the individual Jung personality type profiles, although each touches upon the topic briefly. The guide here is much more detailed on the matter and should be useful whether you are on the teaching or learning end of the learning equation. It should also be useful for groups and individuals. Among groups, with all kinds of personalities present, a “best compromise” sort of solution would have to be arrived at, but it would still be better than a completely random approach. Figuring out the general traits of a group could be similar to doing it for individuals, but with the group as a whole. However, instead of trying to figure out all four Preferences of a group, perhaps a better approach may be to ask oneself what kind of Preference might be key to teaching a certain subject, like iNtuition for theoretical physics (abstract, finding order out of chaos, *etc.*) and looking at the learning styles for iNtuitive types via teaching techniques most effective to iNtuitives, and focusing mostly, though not solely, on characteristic of that style. Learning styles suggestions for the different Preferences from Georgia State University are provided following, framed as teaching techniques. Fortunately, most techniques accommodate for students of opposing traits of Preferences, leaning towards one, just like how people carry both traits in a Preference in different quantities. Apparently, GSU think highly enough of Jung personality typing and learning styles to provide a guide for their faculty! It’s a good sign you might also want to apply this to your life, whether yourself or some group to which you belong, regardless what you think of Jung personality typing.

Teaching *Extraverted* Students

Extraverted students learn by explaining to others. They do not know if they understand the subject until they try to explain it to themselves or others. Extraverted students have told us that they thought they knew the material until they tried to explain it to a fellow student. Only then did they realize they did not understand the subject.

Extraverted students enjoy working in groups. Consider in-class or outside-of-class group exercises and projects. We recommend the Thinking Aloud Paired Problem Solving (TAPPS) method and Nominal Group Method. Both support learning through explaining, but provide quiet time for introverted students.

TAPPS

- Teacher poses question and provides quiet time for students.
- Teacher designates the explainer and listener within each dyad.
- Explainers explains ideas to listeners. Listeners can
 - (1) ask questions of clarification
 - (2) disagree, or
 - (3) provide hints when explainers becomes lost
- Teacher critiques some explainers’ answers and provides closure

Nominal Group Method

- Teachers pose question and provide quiet time for students.
- Each team member shares ideas with others in a round-robin fashion.
- Teams discusses ideas and reaches closure.
- Teacher critiques some team’s answers and provide closure.

Teaching *Introverted* Students

In a seminal study, George Miller noted that people can hold 5-9 chunks of knowledge in their minds at any given time. If each knowledge chunk contains a specific fact, then the amount of knowledge possessed is limited. But if each chunk contains many interconnected facts, a network or framework of facts, then the amount of knowledge is almost unlimited.

Introverted students want to develop frameworks that integrate or connect the subject matter. To an introvert, disconnected chunks are not knowledge, merely information. Knowledge means interconnecting material and seeing the “big picture.”

Faculty should teach their students how to chunk, or group and interconnect, knowledge. Introverted students will appreciate it, extraverted students may not. Nevertheless, cognitive psychologists tell us that through chunking, students master the material. We recommend that faculty teach students how to build a compare/ contrast table, flowchart, or concept map.

Teaching *Sensing* Students

Sensing students prefer organized, linear, and structured lectures. We recommend three methods for organizing a lecture:

- (1) the *what must be known (WMBK)* organizing strategy
- (2) the *application – theory – application (A-T-A)* organizing strategy and
- (3) the advance organizer.

In the *WMBK* method:

- We first ask: *What is (are) the topic’s most essential general principle(s) or goals?*
Place the answer in a goal box.
- We then ask: *What topic(s) must be known such that students could achieve the goal?*
Place these secondary goal boxes below the goal box and show an arrow leading from each secondary goal box to the goal box.
- Continue to ask *WMBK* questions until you interface with material previously covered. You would then present the lecture by starting at the bottom of the diagram and work up towards the goal box.

In the *A-T-A* method:

- The teacher starts by presenting an (A)pplication (problem or mini-case) to the class.
- The students attempt to analyze and solve the case or problem without the benefit of the upcoming chapter’s theory or ideas. Applications motivate sensing students to learn the material. Applications answer the question that sensing students often ask, “why am I learning this material?”

- After the class has struggled with the problem (and sometimes emerged victoriously), the teacher presents the chapter's (T)heory or ideas, and then applies it to the original application.
- Afterwards the teacher presents additional (A)pplications and has the students apply the theory.

An opening application problem or mini-case should (1) be familiar to students, (2) engage their curiosity, (3) be almost solvable from previous text material or student experiences, and (4) be baffling, or counter-intuitive, if possible. A familiar problem assures sensing students that their experiences have prepared them to address the problem. The third attribute minimizes students' frustrations. The application should be "just beyond a student's reach". However, previously learned material or experiences should help students make a reasonable solution attempt. An application that is too significant a leap will cause frustration, and the feeling that the teacher is playing games with the students.

The Advanced Organizer by David Ausubel:

- This is a brief lecture or demonstration during the introduction of the lecture that provides a mental scaffolding to anchor the new material. The advance organizer provides a set of highly general concepts that subsume the material about to be learned. An advance organizer taps into students' existing knowledge structures. It helps cross-list new information with already existing information and thus aids learning and knowledge retrieval. It makes the unfamiliar more familiar; it makes the abstract more concrete.
- Note how the following advance organizer taps into existing knowledge that the students should have already acquired.
Subject ----- Gandhi's march to the sea
Organizer ----- King's march on Washington mini-lecture
Audience ----- African-American high-school students
Goal ----- Connects Indian history to an existing civil rights knowledge base.
- The advance organizer is not an overview. An overview would have introduced the students to the lecture's key ideas: Gandhi, salt monopoly, British policy, boiling sea water, etc.
- The advance organizer provides a familiar setting to anchor new, and potentially strange, material. The organizer works because at a very general level, the marches of King and Gandhi dealt with charismatic leaders in a struggle against oppressive forces. For an African-American audience, the MLK organizer transformed an abstract lecture into a familiar and more concrete setting.
- Faculty can develop advance organizers by answering the following questions:
 1. *What do students know that at a very general level is similar to the subject matter about to be taught?*
 2. *How can I demonstrate the connections between what is known and what is to be learned?*

Teaching *iNtuitive* Students

iNtuitive students must have the big picture, or an integrating framework, to understand a subject. The big picture shows how the subject matter is interrelated. iNtuitive students can develop reasonably correct concept maps or compare and contrast tables. Fortunately, Sensing students can be taught to do the same.

Intuitive students prefer either the traditional *Theory-Application-Theory (T-A-T)* approach or the previously discussed *A-T-A* approach using *discovery learning* or the *why* method:

- We illustrate the A-T-A approach using discovery learning in teaching the central limit theorem in a basic statistics course.
- The teacher selects 50 numbers from a random numbers table, and develops a frequency histogram. The data are not bell-shaped.
- The teacher then selects 30 samples of size eight numbers (replacing each number after it is drawn) from the 50 numbers, computes the 30 means & develops a frequency histogram for the means. The histogram is now roughly bell-shaped.
- The teacher concludes the demonstration by asking *why* is the histogram of means nearly bell-shaped. Using the discovery method, students hopefully will discover the reasons underlying the central limit theorem.
- This *discovery* or *why* method, will appeal to iNtuitive students and will teach Sensing students how to uncover general principles. In using this method, Sensing and iNtuitive students should be combined in learning groups. The iNtuitive student can help the Sensing student to discover the theory. Meanwhile, the Sensing student can help identify and marshal the facts of the exercise.

Teaching *Thinking* Students

Thinking students like clear course and topic objectives. Clear course or topic objectives avoid vague words or expressions as “students will appreciate or be exposed to.” Rather, objectives are precise and action-oriented. By precise we mean that teachers can write objectives at three meta-levels of learning: rote, meaningful and integrated, and critical thinking. By action oriented we mean that the verbs describe what students must do, not what faculty will do. The Bloom *et al.* taxonomy provides guidelines for writing clear and meaningful objectives.

Teaching *Feeling* Students

Feeling students like working in groups, especially harmonious groups. They enjoy small group exercises such as TAPPS and the Nominal Group Method. To promote harmonious groups, we sometimes provide students with the following guidelines on how to facilitate small group meetings inside or outside of class

1. Make process suggestions to regain session focus.
2. Keep individuals from personally attacking one another.

3. Monitor time remaining within a session and gently remind members.
4. Encourage equal participation among members in discussion phase.
5. Demonstrate collaborative-seeking (WIN-WIN) behaviors.
6. Assure that recorder writes legibly.
7. Respond to group member's questions to you by restating the question and asking other group members to respond (the boomerang method).
8. Recognize that all the objectives and goals within a session may not be completed. Get group to do the possible given the time constraints.
9. Use light-hearted (or self-deprecating) humor to break tension.
10. Keep group enthusiasm high and sell ideas to members.

Teaching *Judging* Students

Judging students often reach too-quick closure when analyzing cases so we recommend a *second-look* meeting. After completing the case, the group reviews their analysis and a student plays a gentle Devil's Advocate (DA) to challenge the group's conclusions. The DA should be prepared to recommend an alternative solution. This will force the group to consider the pros and cons of both approaches. The DA can also ask team members to state assumptions about stakeholders (those who are affected by or will affect the case solution) which must be true for the group's solution to be effective. The DA can then challenge the group to provide evidence that the assumptions are true. Guidelines for a second-look meeting should be included in the case preparation hints provided to students.

We have found that the following hints on note taking and test taking help Judging students learn more effectively.

Speedwriting

Most students can learn speedwriting in several minutes. Just omit all (or most) vowels. Or develop your own shorthand method. For example: *mst stdnts cn lrn spdwrtnng in svrl mnths*.

Split Page

Draw a line down center of a notebook page. On one side, record the lecture (use speedwriting or your own shorthand notation). After class, write a commentary on the other side. Include restating ideas in your own words, finding sources of confusion, identifying key points, looking for links to earlier learned material, and asking what does this mean to me (the student).

Color Coding

Use different colors to record ideas presented in class and found in the text or readings. For example, use blue to code major ideas and green to code links to previously learned material.

AOR Model (Analyze, Organize, Respond)

In answering an essay question, first *Analyze* the question and jot down key ideas, then *Organize* the ideas into a logical sequence, and only then *Respond* by writing the essay.

Reverse Question

To review an essay question, first read your answer. Then construct a essay question based on your answer. Now compare your question to the teacher's question. If different, revise your answer. This strategy ensures that students answer the teacher's question.

Treating Objective Questions as Essay Question

Read the question's stem (the portion that contains the question) and write a brief answer. Then compare your answer to the 4 or 5 choices and select the answer most similar to your mini-essay.

Your universities' learning resource center is an especially good source for additional hints on note and test taking. Include several hints in each course syllabus. Explain these hints in the first class period. Occasionally remind the students of the hints (especially before the first exam).

Teaching *Perceiving* Students

Perceiving students often postpone doing an assignment until the very last minute. They are not lazy. Quite to the contrary, they seek information to the very last minute (and sometimes beyond). Decompose a complex project or paper into a series of sub-assignments and provide deadlines for each sub-assignment. The deadlines may keep the perceiving students on target.

Decomposing a major project into sub-assignments provides the opportunity for continuous feedback to the student. Have students hand-in an audio tape with their sub-assignments. The teacher can then provide detailed audio (we speak faster than we can write) comments on content and grammar. When we have used the audio feedback approach, final papers are clear and readable, and thus less aggravation to read. Moreover, without the teacher's interim feedback, students lose an opportunity to improve their writing skills during the semester.

Conclusion

Whatever you make of Jung personality typing, and however you use it or not, I hope you will enjoy learning about it and that it will become useful to you in some way or another in your life. I have found it a very powerful and enlightening tool, which is why I have taken the time to compile all the information on the [Digital Citizen](#) website to be able to share with others in a more complete and organized way than I have otherwise found on the Internet. I just hope you will find and share some of the same admiration and respect I have for Jung personality typing through your experience with it. Or, if nothing else, found it an interesting experience that will have left you with something to think about!

References

- [Personalitypage.com](#)
- [Keirse.com](#)
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