

E vs. I: How do you direct and receive energy?

- **Extraversion:**
 - Natural focus is the external world of people and action
 - Energized by action and interacting with people
- **Introversion:**
 - Natural focus is the internal world of thoughts and feelings
 - Energized by reflection
- *Which do you think is your natural home base? What is your "preference"?*

S vs. N: How do you take in and present information?

- **Sensing:**
 - Take in and present information in a sequential, step-by-step way
 - Like to take in information that is real and tangible
 - Pay close attention to what's around them
 - Especially attuned to practical realities
 - They gather sensory information from the world around them and try to decide practically what to do with it – more focused on **information**
- **Intuition:**
 - Take in and present information in a snapshot or big-picture way
 - Like to take in information by seeing the big picture
 - Focus on connections between facts and look for patterns
 - Especially attuned to seeing new possibilities
 - They are conceptual, future-oriented, and more focused on what "could" or "will" be than what is happening right now – more focused on **ideas**
- *Which do you think is your natural home base? What is your "preference"?*

T vs. F: How do you decide and come to conclusions?

- **Thinking:**
 - Make decisions by stepping back from the situation, taking an objective view
 - Like to decide things by looking at the logical consequences
 - Want to mentally remove themselves from the situation so as to be objective
 - Enjoy finding flaws
- **Feeling:**
 - Make decisions by stepping into the situation, taking an empathetic view
 - Like to decide things based on values of their own and other people
 - Put themselves into the situation to identify with others
 - Enjoy appreciating and supporting others and look for qualities to praise
- *Which do you think is your natural home base? What is your "preference"?*

J vs. P: How do you approach the outside world?

- **Judging:**
 - Prefer a planned approach to meeting the deadline in a scheduled way
 - Like to live in a planned, orderly way (sticking to a plan and schedule is very important to them)
 - Want to make decisions, come to closure, and move on
 - Enjoy getting things done
- **Perceivers:**
 - Prefer an adaptable approach to meeting deadlines in a flexible way
 - Like to live in a flexible, spontaneous way and want to experience and understand life rather than control it
 - Prefer to stay open to new information and last-minute options
 - Enjoy being resourceful in adapting to the opportunities and demands of the moment
- *Which do you think is your natural home base? What is your "preference"?*

Extravert -> Introvert: Make space in conversation.

1. Slow the pace of your conversation down.
2. Make room for the introvert to share their thoughts, rather than filling the silence.

Introvert -> Extravert: Honor your Introvert thought process.

1. Have a visual cue that indicates you have something to say.
2. Ask for time outside the conversation to think and process so you can bring quality thoughts back.

Sensor -> Intuitive: Tie the details to the big picture.

1. Understand that too many details too early can be exhausting for Intuitives – start with the big picture.
2. Don't be overly concrete or literal throughout the conversation.

Intuitive -> Sensor: Paint the big picture, but then make time for the details.

1. Connect the dots – leave a "bread crumb" trail for the Sensor as you're sharing the big picture so they don't get lost.
2. Don't get frustrated by the bottom-line, bullet-point, "in the weeds" questions after you paint your beautiful big picture.

Thinker -> Feeler: Honor relationship and values.

1. Make space for relationship – don't be all business and objective-based all the time.
2. Be tactful and understanding – make space for values, not just logic.

Feeler -> Thinker: Be direct and be clear.

1. Keep the "fluff" to a minimum.
2. Don't beat around the bush or be indirect.

Judger -> Perceiver: Honor their process.

1. Give clear deadlines and don't hound them along the way!
2. Understand that Perceivers have a different way of getting to the goal than you do – they're not lazy or procrastinating.

Perceiver -> Judger: Honor their process.

1. Hit your deadline!
2. Understand that last-minute changes, an unclear plan, or an ambiguous deadline are stressful for a Judger.