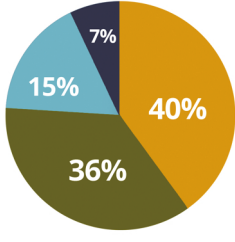


# TEMPERAMENTS

Percentages Found in the General Population

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TRADITIONALISTS

EXPERIENCERS

IDEALISTS

CONCEPTUALIZERS

## TRADITIONALISTS PRINCIPLES

### ISTJ

#### The Inspector

- The ones who clarify goals in specific, concrete terms, and look for established standards by which to measure the team's outcomes.
- Stressed by being too extroverted for too long, or a need to be too exacting under time pressure.

ISTJs on My Team:

### ESTJ

#### The Supervisor

- The take-charge types who bring order and industrious energy to a team, focusing on opportunities to implement structure and take decisive action.
- Stressed by lack of acknowledgement of efforts, continued disrespect or overly emotional responses.

ESTJs on My Team:

### ESFJ

#### The Provider

- The ones who enjoy the process of teamwork and engage with others to create an environment of caring and support.
- Stressed by perceived lack of trust, too much pressure to conform to disagreeable standards, and interpersonal conflict.

ESFJs on My Team:

### ISFJ

#### The Protector

- The ones who attend to the needs of the people around them and follow procedures to get things done.
- Stressed by too great of an overload or having to face too many new experiences at once or within condensed period of time.

ISFJs on My Team:

### HOW TRADITIONALISTS MAKE DECISIONS

DATA TAKEN IN THROUGH SENSES

KNOWN PRINCIPLES

TRIED AND TRUE SOLUTIONS

ROLE OR RESPONSIBILITY

## EXPERIENCERS FREEDOM

### ISTP

#### The Crafter

- The practical, task-oriented team members who are usually more focused on the problem at hand than the people involved.
- Stressed by being forced in, faced with high emotion, or not having the freedom to be alone and independent.

ISTPs on My Team:

### ESTP

#### The Promoter

- The enthusiastic participants who enjoy identifying resources and moving dynamically through problems to find practical solutions.
- Stressed by being forced to focus excessively on the future or work in a very structured environment where flexibility is lost and options get cut off.

ESTPs on My Team:

### ESFP

#### The Performer

- The fun-loving team members who bring a sense of humor to the process.
- Stressed by things around them becoming constricted or too sour.

ESFPs on My Team:

### ISFP

#### The Composer

- The sensitive, helpful team members who look for opportunities to contribute in an immediate, practical way.
- Stressed by negativity and excessive criticism, values conflicts, and threats of doom (i.e. layoffs).

ISFPs on My Team:

### HOW EXPERIENCERS MAKE DECISIONS

DATA TAKEN IN THROUGH SENSES

FREEDOM OR FLEXIBILITY

PRAGMATIC SOLUTIONS HERE & NOW

"GUT" IMPULSE

## IDEALISTS VALUES

### ENFJ

#### The Teacher

- The collaborative, inspirational team members who are interested in working together to implement plans for progress.
- Stressed by things continuing to go badly, perceived absence of trust, being forced to conform to disagreeable standards, or interpersonal conflict.

ENFJs on My Team:

### INFJ

#### The Counselor

- The creative solvers of people problems and bringers of innovative ideas for fostering human potential.
- Stressed by things continuing to go badly, too many unexpected events, being too extroverted for too long, or continually doing very detailed work.

INFJs on My Team:

### INFP

#### The Healer

- The supportive and imaginative team members who contribute by understanding the ideals of their teammates and working to bring unity to the group's mission.
- Stressed by things continuing to go badly, negative environments, divisions within the team, or values being violated.

INFPs on My Team:

### ENFP

#### The Champion

- The enthusiastic, involved team members who are interested in exploring the possibilities for innovation.
- Stressed by things continuing to go badly, being overloaded with work, values being violated, or seeing others hurt by policies.

ENFPs on My Team:

### HOW IDEALISTS MAKE DECISIONS

INTERPRET DATA & ADD MEANING

PERSONAL VALUES (SELF & OTHERS)

FUTURE GOALS

OPPORTUNITY FOR GROWTH AND DEVELOPMENT

## CONCEPTUALIZERS LOGIC

### ENTJ

#### The Fieldmarshal

- The commanding team members who have an intuitive sense of what needs to get done and how everyone can contribute.
- Stressed by knowledge, competence or truth being blocked, high emotionalism from others, or rumblings of disrespect.

ENTJs on My Team:

### INTJ

#### The Mastermind

- The analytical team members who focus on strategy.
- Stressed by knowledge, competence or truth being blocked, lack of support for new solutions, lack of implementation of ideas for improvement, too many unexpected events, or being too extroverted for too long.

INTJs on My Team:

### ENTP

#### The Inventor

- The ingenious, entrepreneurial team members who want to explore new and creative ideas.
- Stressed by knowledge, competence or truth being blocked, excessive negativity, or physical exhaustion.

ENTPs on My Team:

### INTP

#### The Architect

- The thoughtful, analytical team members who contribute a deep understanding of complex problems.
- Stressed by knowledge, competence or truth being blocked, high emotion directed at them, or being denied the alone time they need.

INTPs on My Team:

### HOW CONCEPTUALIZERS MAKE DECISIONS

INTERPRET DATA & ADD MEANING

LOGIC

FUTURE GOALS

OPPORTUNITY FOR IMPROVEMENT

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