

## **ISTJ**

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.

### **How to Spot ISTJs:**

- ☆ Quiet, careful and private
- ☆ Cautious, focused and hardworking
- ☆ Neat, conservative, modest dressers

### **Tips for Communicating with ISTJs:**

- ☆ Be prepared and present ideas sequentially
- ☆ Give them plenty of time to adapt to changes
- ☆ Stress the practical benefits

### **Leadership Style:**

- ☆ Traditional and analytical
- ☆ Adding an efficient and factual perspective to leadership
- ☆ Selected by others to lead because of straightforward approach

### **Potential Difficult Areas:**

- ☆ Becoming rules minded and overlooking exceptional needs
- ☆ Seeking to know all the nitty-gritty and in the process missing the “big picture”
- ☆ Doubting they are “fearfully and wonderfully made,” being too aware of areas for self-improvement

### **Possible Spiritual Helps:**

- ☆ Traditional Bible Study
- ☆ Daily devotions, contemplation and prayer
- ☆ Reading or Hearing about tangible and concrete examples of God’s grace in action

## **ISTP**

Quiet and reserved, interested in how and why things work. Excellent skills with mechanical things. Risk takers who live for the moment. Usually interested in and talented at extreme sports. Uncomplicated in their desires. Loyal to their peers and 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 and analytical, they excel at finding solutions to practical problems.

### **How to Spot ISTPs:**

- ☆ Quiet, independent, and active
- ☆ Detached, calm, analytical
- ☆ Comfortable, functional dressers

### **Tips for Communicating with ISTPs:**

- ☆ Avoid emotional appeals – use clear logic
- ☆ Respect their privacy and never force intimacy
- ☆ Listen carefully and give them time to think things through

### **Leadership Style:**

- ☆ Crisp, practical, efficient, as-needed leadership
- ☆ Hands-off style unless situation or people call for more
- ☆ Perseverance, technical orientation, matched with flexibility and calmness

### **Potential Difficult Areas:**

- ☆ Allowing spiritual life to be more incidental than accidental
- ☆ Finding worship or emotional expression of others awkward or even intimidating
- ☆ Not factoring the needs of others into daily life

### **Possible Spiritual Helps:**

- ☆ Disciplined quiet study and prayer
- ☆ One-on-one spiritual direction with a trusted, like-minded other
- ☆ Reading and reflecting about biblical facts and details essential to one’s faith

Resources: The Art of Speed Reading People by Paul D. Tieger and Barbara Barron-Tieger; Lifekeys by Kise, Stark & Hirsch; Soul Types by Hirsch & Kise; Various websites – search Myers Briggs Personality Inventory

## **ISFJ**

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 and function. Rich inner world of observations about people. Extremely perceptive of other's feelings. Interested in serving others.

### **How to Spot ISFJs:**

- ☆ Quiet, private, modest, gentle, thoughtful
- ☆ Hard working, conscientious and serious
- ☆ Careful dressers with an eye for color and comfort

### **Tips for Communicating with ISFJs:**

- ☆ Speak clearly and slowly; respect their privacy
- ☆ Be explicit and map out the steps and details of your ideas
- ☆ Honor your commitments and be prompt and thoughtful

### **Leadership Style:**

- ☆ Encourage the best from others
- ☆ Conscientiously organizing behind the scenes to accomplish tasks
- ☆ Willing to lead if asked

### **Potential Difficult Areas:**

- ☆ Not seeing how all the details add up to become the overall plan
- ☆ Retreating from calling attention to selves or claiming their just due
- ☆ Filling time with "all that needs to be done", sometimes neglecting their own spiritual needs

### **Possible Spiritual Helps:**

- ☆ Spiritual direction for insights as to how God is at work in their lives
- ☆ Being in nature to contemplate and sense God's creation
- ☆ Structured traditional daily devotions and prayer

## **ISFP**

Quiet, serious, sensitive and kind. Do not like conflict, and not likely to do things which may generate conflict. Loyal and 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. Enjoys the present moment.

### **How to Spot ISFPs:**

- ☆ Gentle, soft-spoken and modest
- ☆ Relaxed, easy going and accommodating
- ☆ Fun loving, caring and sensitive

### **Tips for Communicating with ISFPs:**

- ☆ Avoid confrontations! Be cooperative and gentle
- ☆ Stress the practical ways they can be of assistance to others
- ☆ Make projects fun – enjoy the moment with them

### **Leadership Style:**

- ☆ Leading directly only when they have crucial knowledge or when no one else will
- ☆ Taking responsibility by doing needed detail and follow-through
- ☆ Considerate, compassionate tolerant and forgiving

### **Potential Difficult Areas:**

- ☆ May not take credit that is due, and may be too modest for their own good
- ☆ Sacrificing self to greater welfare
- ☆ Avoiding firm stand until values are crossed – then watch out!

### **Possible Spiritual Helps:**

- ☆ Selecting role models for the kind of spiritual life sought
- ☆ Being in nature, meditating on God in natural things, experiencing true leisure
- ☆ Joining a small group to add structure to spiritual journey

## **INFJ**

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.

### **How to Spot INFJs:**

- ★ Reserved, proper and cautious at first
- ★ Creative, visionary and complex
- ★ Decisive with strong convictions and values

### **Tips for Communicating with INFJs:**

- ★ Present your idea in terms of your vision with an emphasis on the larger goals
- ★ Appeal to their creativity
- ★ Expect a careful consideration and then an in-depth discussion of ideas

### **Leadership Style:**

- ★ Developing an atmosphere of mutual trust
- ★ Working for cooperation rather than demanding it
- ★ Inspiring others with their goals and plans for attaining them

### **Potential Difficult Areas:**

- ★ Finding it difficult to ask others for help
- ★ Reluctantly advocating for their ideas or talents
- ★ Withholding needed criticism to maintain harmony

### **Possible Spiritual Helps:**

- ★ Journaling and poetic writing
- ★ Finding an “encourager”, someone who will listen to ideas and suggest taking action
- ★ Time alone to reflect, meditate and pray

## **INFP**

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.

### **How to Spot INFPs:**

- ★ Creative and imaginative
- ★ Initially hesitant and cautious
- ★ Original, even funky dressers

### **Tips for Communicating with INFPs:**

- ★ Share genuine beliefs and values to establish rapport
- ★ Respect their slower warm time and need for privacy
- ★ Emphasize the ways ideas will benefit others

### **Leadership Style:**

- ★ Persuading through their convictions and inspiring others to do what is right
- ★ Working with individuals to reach their fullest potential
- ★ Holding people and organizations accountable to values; providing integrity

### **Potential Difficult Areas:**

- ★ Taking negative feedback personally, needing too much positive support
- ★ Believing that others do not care enough
- ★ Coming across to others as too idealistic and impractical

### **Possible Spiritual Helps:**

- ★ Reading and identifying with the compassionate “giants” of faith
- ★ Prayer partners and prayer circles
- ★ Inspirational music, books and symbols

## **INTJ**

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 the performance of others. Natural leaders, but will follow if they trust existing leaders.

### **How to Spot INTJs:**

- ☆ Cool, formal and independent
- ☆ Intellectual, logical and skeptical
- ☆ Conservative dressers with an individual look

### **Tips for Communicating with INTJs:**

- ☆ Appeal to their creativity and innovation
- ☆ Base your arguments on logical reasoning
- ☆ Be organized and avoid errors that undermine your competence

### **Leadership Style:**

- ☆ Being a force for change by virtue of the power of their ideas
- ☆ Challenging self and others to work toward a compelling future
- ☆ Developing conceptual designs and models

### **Potential Difficult Areas:**

- ☆ Reluctant to share real self with others
- ☆ Not feeling as competent as they'd like
- ☆ Expecting others to "see" the future as they do

### **Possible Spiritual Helps:**

- ☆ Spiritual direction to address specific issues
- ☆ Intellectual study, dialogue or debate on matters of faith
- ☆ Contemplation, reflection and meditation

## **INTP**

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

### **How to Spot INTPs:**

- ☆ Private, selective and reserved
- ☆ Logical, intellectual and analytical
- ☆ Casual, calm and adaptable

### **Tips for Communicating with INTPs:**

- ☆ Challenge their creativity to solve complex problems
- ☆ Respect their competence and expertise
- ☆ Give them plenty of time to think about things in new ways

### **Leadership Style:**

- ☆ Winning respect through depth of knowledge
- ☆ Influencing through theoretical ideas
- ☆ Making decisions from a sound logical foundation

### **Potential Difficult Areas:**

- ☆ Getting too caught up in skepticism
- ☆ Attempting to intellectualize faith to the exclusion of the heart
- ☆ Ignoring physical and other tangible needs until problems arise

### **Possible Spiritual Helps:**

- ☆ Intellectually demanding and challenging Bible study
- ☆ Reflection, prayer and meditation
- ☆ Spiritual direction with accountability for continuing their Christian growth

## **ESTP**

Friendly, adaptable, action oriented. “Doers” who are focused on immediate results. Living in the here and now. They are 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.

### **How to Spot ESTPs:**

- ☆ Gregarious, talkative and energetic
- ☆ Spontaneous, impulsive and loves to laugh
- ☆ Curious, active, and quickly bored with inactivity

### **Tips for Communicating with ESTPs:**

- ☆ Have fun! Keep things moving and don't get too serious
- ☆ Offer the practical and pragmatic outcome of projects
- ☆ Be specific and direct; don't take their jokes personally

### **Leadership Style:**

- ☆ Bringing order out of chaos, managing distractions well
- ☆ Finding the fastest and most direct way to move a task along
- ☆ Using an uncanny and exquisite sense of timing when taking charge

### **Potential Difficult Areas:**

- ☆ Questioning reality of religion – hard to take things on faith
- ☆ Overlooking spiritual life because of focus on real life
- ☆ Finding it hard to be patient in dry periods of faith

### **Possible Spiritual Helps:**

- ☆ In-depth Bible study, focusing on the logical and practical applications of faith
- ☆ Quiet time for meditation and rest
- ☆ Being in nature

## **ESTJ**

Practical, traditional and organized. Like to be athletic. 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.

### **How to Spot ESTJs:**

- ☆ Hearty, business-like energy
- ☆ Direct, no nonsense and practical
- ☆ Conservative, functional dressers

### **Tips for Communicating with ESTJs:**

- ☆ Be assertive and to the point (bottom line it!)
- ☆ Be prepared to support your ideas with logical reasons
- ☆ Appeal to their innate sense of fairness

### **Leadership Style:**

- ☆ Traditional, hierarchical style
- ☆ Modeling preparedness and efficiency
- ☆ Defining and focusing efforts to meet goals

### **Potential Difficult Areas:**

- ☆ Staying stuck with the tried and true
- ☆ Becoming overly rules-bound/legalistic
- ☆ Skeptical – needing proof first

### **Possible Spiritual Helps:**

- ☆ Introspection and meditation
- ☆ Developing empathy through serving others face-to-face
- ☆ Allowing Bible study to influence personal values

## **ESFP**

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.

### **How to Spot ESFPs:**

- ☆ Friendly, approachable and easygoing
- ☆ Energetic, talkative and playful
- ☆ Curious, excitable and spontaneous

### **Tips for Communicating with ESFPs:**

- ☆ Be friendly and yet straightforward
- ☆ Take action! Respond immediately to requests
- ☆ Appeal to their common sense

### **Leadership Style:**

- ☆ Attracting others by enthusiasm, optimism and zest
- ☆ Energizing people to start a task
- ☆ Seeking input from all involved before making a binding decision

### **Potential Difficult Areas:**

- ☆ Neglecting to make time for God and Spirit-filled matters
- ☆ Being too generous or giving too much of self to others
- ☆ Not wanting to act alone

### **Possible Spiritual Helps:**

- ☆ Group devotions or study time
- ☆ Looking for concrete experiences of God in daily life
- ☆ Biblical study for applications to one's life

## **ESFJ**

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.

### **How to Spot ESFJs:**

- ☆ Friendly, talkative and concerned about others, even strangers
- ☆ Expressive voices, faces and eyes
- ☆ Speak with great conviction, using plenty of personal value words

### **Tips for Communicating with ESFJs:**

- ☆ Respect their feelings! Look them in the eye and respond to what they say
- ☆ Mention points of agreement first
- ☆ Be clear and specific. Lay out the steps whenever possible

### **Leadership Style:**

- ☆ Traditional take-charge yet take-care style
- ☆ Including others' opinions and inviting them into direct service
- ☆ Following a cooperative, consensual and timely plan to get things done

### **Potential Difficult Areas:**

- ☆ Telling others what they ought/should be doing
- ☆ Sweeping conflicts under the rug to maintain harmony
- ☆ Caretaking until others lose interest in providing for their own needs

### **Possible Spiritual Helps:**

- ☆ Group Bible study with applications to daily life
- ☆ Evangelism and other outreach programs
- ☆ Retreats with others where emphasis is on Christian fellowship

## **ENFP**

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.

### **How to Spot ENFPs:**

- ☆ High energy, friendly and good natured
- ☆ Curious, discussions shift quickly from one topic to another
- ☆ Warm, concerned and eager to help solve problems

### **Tips for Communicating with ENFPs:**

- ☆ Focus on interesting and innovative possibilities and new ways of solving problems
- ☆ Don't overwhelm them with facts and details
- ☆ Keep things relaxed, warm and flexible

### **Leadership Style:**

- ☆ Motivating and encouraging people to do their best
- ☆ Advocating for the less fortunate
- ☆ Providing ingenious ideas

### **Potential Difficult Areas:**

- ☆ Over committing – so many needs, so little time
- ☆ Neglecting to give attention to personal, physical and emotional needs
- ☆ Not following through before moving on

### **Possible Spiritual Helps:**

- ☆ Methodical spiritual disciplines (prayer, study, worship, etc.)
- ☆ Singing, acting, dancing
- ☆ Spiritual study, discussion or fellowship with small groups

## **ENFJ**

Popular and sensitive, with outstanding people skills. Externally focused, with real concern for how others think and 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, and probably place the needs of others over their own needs.

### **How to Spot ENFJs:**

- ☆ Friendly, enthusiastic and empathetic
- ☆ Creative, original and articulate communicators
- ☆ Very expressive with strong, sincere value-based opinions

### **Tips for Communicating with ENFJs:**

- ☆ Express appreciation for their contributions
- ☆ Avoid confrontations – be diplomatic and look for points of harmony
- ☆ Respect their feelings and their need to be true to their values

### **Leadership Style:**

- ☆ Large-scale organizing using the best people have to offer
- ☆ Planning for future needs of the group or community
- ☆ Being willing to personally dig in to accomplish the task at hand

### **Potential Difficult Areas:**

- ☆ Becoming too personally involved in the success or failure of endeavors
- ☆ Keeping conflict under wraps in favor of harmony, not wanting to ruffle feathers
- ☆ Taking the weight of the world on their shoulders

### **Possible Spiritual Helps:**

- ☆ Personal quiet time with God
- ☆ Rest and spiritual retreat to remove responsibilities
- ☆ Focus on personal faith

## **ENTP**

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.

### **How to Spot ENTPs:**

- ☆ Energetic, charming and witty
- ☆ Enthusiastic, creative and expressive
- ☆ Image conscious and snappy dressers

### **Tips for Communicating with ENTPs:**

- ☆ Focus on creative possibilities
- ☆ Expect a lot of questions – don’t force decisions too soon
- ☆ Stay flexible and open to suggestions and improvements

### **Leadership Style:**

- ☆ Speaking out for change
- ☆ Organizing, operating and assuming the risk for new ideas and approaches
- ☆ Challenging and encouraging personal and/or organizational achievement

### **Potential Difficult Areas:**

- ☆ Methodical spiritual disciplines
- ☆ Challenging, intellectually vigorous Bible study
- ☆ Corporate worship

### **Possible Spiritual Helps:**

- ☆ Methodical spiritual disciplines
- ☆ Challenging, intellectually vigorous Bible study
- ☆ Corporate worship

## **ENTJ**

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. They are great at bringing order out of chaos; stepping into voids requiring leadership and vision.

### **How to Spot ENTJs:**

- ☆ High energy, take-charge leaders
- ☆ Decisive, organized and productive
- ☆ Move with great purpose and confidence

### **Tips for Communicating with ENTJs:**

- ☆ Get to the point – be organized and assertive
- ☆ Emphasize the innovative and creative aspects of ideas
- ☆ Be prepared to defend your position with logic

### **Leadership Style:**

- ☆ Taking charge when strong leader is needed
- ☆ Exhibiting dedication, concentration, confidence
- ☆ Standing firm on principals against opposition

### **Potential Difficult Areas:**

- ☆ Railroading gentler types
- ☆ Holding to rigorous standards for self and others
- ☆ Being impatient and critical

### **Possible Spiritual Helps:**

- ☆ Intellectually oriented Bible study
- ☆ Discussion/dialogue with a respected spiritual leader
- ☆ Contemplation and prayer to build a more personal relationship with God

Resources: The Art of Speed Reading People by Paul D. Tieger and Barbara Barron-Tieger; Lifekeys by Kise, Stark & Hirsch; Soul Types by Hirsch & Kise; Various websites – search Myers Briggs Personality Inventory