

Questions

	ESTJ	ISTJ
1. What's most energizing for us at work is...	<ul style="list-style-type: none"> Agenda - structure, flexible Open discussion with closure Next steps New things with details and guidelines, due dates Team work Freedom Punctuality 	<ul style="list-style-type: none"> Working alone on a variety of projects Then telling someone what I've accomplished and the interesting (to me) aspects of the tasks
2. What stresses us out at work is...	<ul style="list-style-type: none"> Last minute changes Non productive meetings No closure Lack of communication Micro-management No direction Disorganization No punctuality Undecisiveness 	<ul style="list-style-type: none"> Interruptions when I'm on deadline Sudden demands to do a project & present results in a short time frame Being asked to justify why there is a need for what I do
3. When we're stressed out, we...	<ul style="list-style-type: none"> Open space- area to walk around in Time to cool down Take things personally communicate with emotions address the situation require validation 	<ul style="list-style-type: none"> We get hyper; we think aloud in great detail I get snappish in dealing with people around me
4. To return to normal, we...	<ul style="list-style-type: none"> Exercise Talk it out Reflect Positive reassurance Listen to music 	<ul style="list-style-type: none"> Withdraw for awhile Take a walk Vent to others Talk to NF to gain perspective I am blind to while stressed

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ISFJ	ISFP	ESFP
<p>Working on a meaningful topic one-on-one with small groups competence and expertise, Small class work with "nice" people Making personal connections Working with someone familiar in a team</p>	<p><i>Things to do at home because no time at work</i> Music, singing photography, color limiting contact with others to those who truly nourish me Cooking, finding new recipes</p>	<p>Positive interaction with people</p>
<p>Having to project voice, noise large groups working a booth at a large event, stimulation-action never achieving completion lack of clear goals and expectations feeling unconfident short term deadlines Feeling like you haven't helped client</p>	<p>Added assignments to an already more than full load Groups or individuals who make decisions based on (inaccurate) perceptions and do not ask for more input</p>	<p>Not having people to bounce ideas off or discuss problems</p>
<p>Don't sleep, drained, don't eat, overwhelmed grouchy, short tempered hyper-focused, panicked speed up Shut out others "Lock n' Load" To Do List -super detailed</p>	<p>Feel I will do an inadequate job Lose sleep (wake up with assignment on mind & stay up during night working on it Place phone on DND</p>	<p>Become a little hyper, start talking fast May be slightly irritable</p>
<p>Make lists, walk on beach no noise; quiet time, read sleep, confide & get support from loved one; connect with loved one Be in the dark, Alone Time!</p>	<p>Decrease number of times I volunteer for a project Keep at least <u>one</u> weekend day "open" to evolve as it may</p>	<p>Shut the door & take a few minutes alone Go outside for fresh air Take regular vacations</p>

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ESFJ	ENFJ	ENFP
<p>People, collaborative work, making a difference, upbeat Empowering others</p> <p>Activity, movement</p>	<p>Warm fuzzy feeling that things are good Fable that you helped someone Everyone was part of success Manager++ Being in positive environment</p>	<p>Brainstorming in group, Connecting with people, Information gathering & synthesizing & strategizing, Exploring new & creative possibilities Playing with possibilities</p>
<p>Too much information Lack of appreciation Changing deadlines (i.e., meetings) Having to come up with creative project Not staying on task (agenda)</p>	<p>Drama, Negativity, Team not working together, someone drops out Someone talks about what is WRONG So many students & upper bureaucracy Too much to do, therefore, doesn't get done, Last minute on <u>several</u> due dates</p>	<p>Structure, attention to detail, time constraints and lots of paperwork</p>
<p>"Checking out" Not invested, Scream Vent/"bitch" Create TO DO List</p>	<p>Lose sense of humor, put out negative Become "I" run, write Zero people Become rigid Very detailed, over prepare or re-do, making it worse People are draining</p>	<p>Excess multitasking with attention challenges, Clean & organize, unclutter, simplify Myopic - zero in on detail Stimulants - caffeine, sugar and exercise Find another work environment</p>
<p>Talking it out Checking off TO DO List Resolve, Music Physical outlet, exercise Changing environment</p>	<p>Exercise, music, walk Escape, Get order: clean the room, clean the calendar Be in control again Go to coffee shop, movie, bar (alone but not alone) Do email, start to re-engage with people Pamper self- spa massage</p>	<p>Pull back & look at big picture Talking with friends Take time for self Move to our "Introverted" function, Take time for self-improvement: tapes, books, etc.</p>

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INFP

Bouncing ideas off of trusted co-workers
Forming relationships w/people you work w/often, Having a designated, private, workspace, Having time to develop ideas before sharing & presenting
Setting own schedule
Autonomy

Constant deadlines, Having to hold people responsible for things they should know; constant policing, Conflict in the environment, Unwanted noise/distraction
Never feeling like I've got a handle on things

Get short, curt, Tend to blow things out of proportion (negative, fatalistic - grip)
Cry, Lose focus

Take things off my plate I don't find immediate
Take step back & try to get back to the big picture
Journal, Seek advice & perspective from people I trust, Get physical rest
Make changes when possible (Schedule, structure)

INFJ

Working alone, without interruptions or with one other person
Really like to create new ways of doing stuff.
Brainstorm, Refine, & Return

Coordinating with groups (on committees, etc.)
Too many projects at once. Short term deadlines & last minute changes.
Emotional interpersonal conflict; lack of harmony

Shut down- withdraw- isolate. Can get anxious, overwhelmed
Ruminating and analyzing interactions
Get impatient or defensive, maybe short tempered

Solitary activity, taking care of self. Venting with a trusted colleague or friend. Getting refocused and balanced
Do something completely different. Distraction through humor.

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ENTJ	ENTP	INTJ
<p>Target/freedom; Finishing a task! Collaboration of new ideas; WIN-WIN solutions</p>	<p>Presenting to an audience & they respond with energy Talking with students on a variety of subjects</p>	<p>Busy and "In the Zone." Autonomy & problem solving</p>
<p>Firefighting vs. Holistic approach Unstructured productivity Unprofessional Complements that address my personal life instead of my professionalism</p>	<p>Having to complete a project on someone else's schedule with few parameters Reports and paperwork</p>	<p>All difference regarding deadlines. Conflict Boredom - too little to do Opposite of autonomy & problem solving Supervising others</p>
<p>Withdraw, Get Analytical, Strong internal resistance Articulate</p>	<p>Try to control the details by spending hours on one task My desk becomes even more disorganized</p>	<p>Withdraw</p>
<p>Try to reframe the situation so I can win (new goal) Look for the logic Allow others to be experts too "Let Go"</p>	<p>Try to bounce ideas off of others Ask lots of questions Ask everyone what they think & then do what I want Reframe project so that goals are obtainable</p>	<p>Process, walk-away and Refresh</p>

INTP

Creative problem solving,
variety, reflection & analysis
Vision, understanding depth
Continual learning,

Collaborative expertise

Lack of recognition,
overwhelmed with frivolous
details, Drama, time-wasted,
Unfocused, speculation,
incompetence, routines,
premature commitments

Tell the truth, Shutdown,
Organize, Cranky
Resistant to expressing
emotions

Alone Time, Participating in
something intellectually
stimulating, Simplicity
Music, Keeping physical
distance from stressors (e.g.
speculation, incompetence,
drama)
Returning to energizing
behavior