

## Need Fulfillment Through Free Association

**What's the point?** Understanding and comfort; we're most comfortable around the people who understand us best.

### What are we like?

<b>I</b> ntroverts	Reserved and quiet	Prefer own inner world	More like self when alone	Are you more <b>I</b> or <b>E</b> ?
<b>E</b> xtraverts	Outgoing and talkative	Prefer action and initiative	More like self when with other people	
<b>N</b> tuitioners	Prefer ideas & theories	Focus on potentials & possibilities	Focus on past and future	Are you more <b>N</b> or <b>S</b> ?
<b>S</b> ensors	Prefer physical pleasures	Materialistic, realistic & practical	Live by five senses in the present	
<b>F</b> eelers	Focus on feelings	Interested in how people feel	Considerate & passionate	Are you more <b>F</b> or <b>T</b> ?
<b>T</b> hinkers	Focus on systems & structures	Interested in how people function	Relatively cold & unemotional	
<b>P</b> erceivers	Prefer freedom from obligations	Prefer starting projects	Prefer a flexible & relaxed life	Are you more <b>P</b> or <b>J</b> ?
<b>J</b> udgers	Make plans and stick with them	Prefer finishing projects	Prefer an ordered & structured life	

Your preference e.g. **E S F J** \_\_\_\_\_

### What do we value?

**Sensualists - ISFP (Aesthete) ESFJ (Provider) INTJ (Analyst) ENTP (Inventor)**

Harmony | Simplicity | Positive emotional atmosphere | Talk for pleasure | Imaginative ideas | Direct experience | Intellectual leisure | Short term...

**Dramatists - ESTP (Adventurer) ISTJ (Reliant) INFP (Romantic) ENFJ (Mentor)**

Loyalty | General rules | Hierarchy | Stoicism | Ritual | Commitment | Intense emotional exchange | Dramatic self-expression | Vision | Social concern

**Socialites - ESFP (Joker) ISFJ (Nurturer) ENTJ (Leader) INTP (Observer)**

Solidarity | Useful knowledge | Fact-based theories | One-to-one discourse | Directness | Drivenness | Social maneuvering | Self-sacrifice | Long-term...

**Humanitarians - ISTP (Craftsperson) ESTJ (Administrator) ENFP (Reporter) INFJ (Empath)**

Autonomy | Productive self-expression | Present moment | Insight | Low-key interaction | Decentralized group activity | Outdoors | Hard work

### What can we do?

Roles	Responsibilities
<b>Artisans</b> <b>ISFP</b>   <b>ESTP</b>   <b>ESFP</b>   <b>ISTP</b>	Troubleshoot, manipulate what's available - tools, instruments, and equipment.
<b>Guardians</b> <b>ESFJ</b>   <b>ISTJ</b>   <b>ISFJ</b>   <b>ESTJ</b>	Stabilize, organize, facilitate, check, and support.
<b>Idealists</b> <b>INFP</b>   <b>ENFJ</b>   <b>ENFP</b>   <b>INFJ</b>	Harmonize, envision and inspire.
<b>Rationalists</b> <b>ENTP</b>   <b>INTJ</b>   <b>INTP</b>   <b>ENTJ</b>	Investigate, contextualize and coordinate.

### With whom can we do it?

	Sensualists	Dramatists	Socialites	Humanitarians
<b>Dual partners</b>	ISFP & ENTP INTJ & ESFJ	ESTP & INFP ISTJ & ENFJ	ESFP & INTP ISFJ & ENTJ	ISTP & ENFP ESTJ & INFJ
	Two halves of a whole. Appreciate each other's strengths while strengthening each other's weak points. Not *overly* concerned with each other's weak points. Stimulate and reassure each other in the short term while emphasizing longer-term need fulfillment. Share a sense of consistency, certainty and understanding about the way things are going.			
<b>Activity partners</b>	The two Extraverts in the group calm down with each other. The two Introverts open up more with each other.			
<b>Mirror partners</b>	The Extravert & Introvert partners who are *not* dual partners translate each other's arguments into action.			

Groups can grow from 4, 8, 12...,144, but as the number of people exceeds 240 it becomes difficult for everybody to have their say and be heard.

### What do we need?

<b>Sensualists</b>	<b>ISFP</b> - To understand	<b>ENTP</b> - To be loved	<b>ESFJ</b> - To be perfect	<b>INTJ</b> - To be healthy
<b>Dramatists</b>	<b>ESTP</b> - To be loved	<b>INFP</b> - To understand	<b>ISTJ</b> - To believe	<b>ENFJ</b> - To be wealthy

<b>Socialites</b>	ESFP - To know	INTP - To love	ISFJ - To believe	ENTJ - To be wealthy
<b>Humanitarians</b>	ISTP - To love	ENFP - To know	ESTJ - To be perfect	INFJ - To be healthy

**What's it about?** The best we can do; we do our best when we can agree on what matters.

**Advancement**

Dual Partners (page 1)

ENTP & ISFP Relaxed Ingeniousness    ESTP & INFP Overcoming everything    ESFP & INTP Aptness    ENFP & ISTP Restless Creativity  
 ESFJ & INTJ Objective Correctness    ENFJ & ISTJ Prudence    ENTJ & ISFJ A sense of justice    ESTJ & INFJ Integrity in everything

**Adaption**

Activity Partners (page 1)

**Adjustment**

Mirror Partners (page 1)

**Conciliation**

ENTP & ISTP    ISFP & ENFP    ESFJ & ISTJ    INTJ & ENFJ    ESTP & INTP    INFP & ESFP    ENTJ & INFJ    ISFJ & ESTJ

**Negotiation**

ENTP & ESTP    ISFP & INFP    ESFJ & ESTJ    INTJ & INFJ    ENFJ & ENTJ    ISTJ & ISFJ    ESFP & ENFP    INTP & ISTP

**Expectation**

ENTP & INFP    ISFP & ESTP    ESFJ & INFJ    INTJ & ESTJ    ENFJ & ISFJ    ISTJ & ENTJ    ESFP & ISTP    INTP & ENFP

**Concession**

ENTP & ENFP    ISFP & ISTP    ESFJ & ENFJ    INTJ & ISTJ    ESTP & ESFP    INFP & INTP    ENTJ & ESTJ    ISFJ & INFJ

**Social Order - (Benefactor > Beneficiary)**

ENTP > ENFJ > ESFP > ESTJ > ENTP    ISFP > ISTJ > INTP > INFJ > ISFP    ESFJ > ENFP > ENTJ > ESTP > ESFJ    INTJ > ISTP > ISFJ > INFP > INTJ

**Social Control - (Supervisor > Supervisee)**

ENTP > ISTJ > ESFP > INFJ > ENTP    ISFP > ENFJ > INTP > ESTJ > ISFP    ESFJ > ISTP > ENTJ > INFP > ESFJ    INTJ > ENFP > ISFJ > ESTP > INTJ

**Opposition**

ENTP & INTP    ISFP & ESFP    ESFJ & ISFJ    INTJ & ENTJ    ENFJ & INFJ    ISTJ & ESTJ    ESTP & ISTP    INFP & ENFP

**Assumption**

ENTP & ESFP    ISFP & INTP    ESFJ & ENTJ    INTJ & ISFJ    ENFJ & ESTJ    ISTJ & INFJ    ESTP & ENFP    INFP & ISTP

**Dismission**

ENTP & ENTJ    ISFP & ISFJ    ESFJ & ESFP    INTJ & INTP    ENFJ & ENFP    ISTJ & ISTP    ESTP & ESTJ    INFP & INFJ

**Diversion**

ENTP & ISFJ    ISFP & ENTJ    ESFJ & INTP    INTJ & ESFP    ENFJ & ISTP    ISTJ & ENFP    ESTP & INFJ    INFP & ESTJ

**What matters?**

**Sensualists [Consistency] "to reflect and to delight in"**

- ISFP Aesthete, (Composer, Peacemaker)  
*Live and let live*
- ENTP Inventor, (Explorer, Visionary)  
*Why wouldn't it work?*
- INTJ Analyst, (Scientist, Mastermind)  
*It's all decipherable*
- ESFJ Provider, (Connoisseur, Enthusiast)  
*It's all redeemable*

**Socialites [Pragmatism] "to collaborate and to acquire"**

ESFP Joker, (Politician, Presenter)

**Dramatists [Clarity] "to suffer and to conquer"**

- ESTP Adventurer, (Promoter, Doer)  
*Actions speak louder than words*
- INFP Romantic, (Quester, Clarifier)  
*Leading from the heart*
- ENFJ Mentor, (Enabler, Engager)  
*Fearing our light more than we fear our darkness*
- ISTJ Reliant, (Inspector, Trustee)  
*Where are the torches for these people?*

**Humanitarians [Industriousness] "to protect and to help"**

ISTP Craftsperson, (Mechanic, Operator)

*It's all tangible*

**INTP Observer**, (Architect, Critic)

*It all makes sense*

**ENTJ Leader**, (Entrepreneur, Commandant)

*Don't hate the player, hate the game*

**ISFJ Nurturer**, (Deputy, Defender)

*We have social norm for a reason*

*Performance tuning*

**ENFP Reporter**, (Psychologist, Advocate)

*Advocating objectivity from the perspective of victims*

**INFJ Empath**, (Author, Foreseer)

*Noticing what people don't notice and don't want noticed*

**ESTJ Administrator**, (Director, Enforcer)

*Performance monitoring*

**Why bother?** Because there are limits to what we can compromise without feeling compromised.

Merry		Serious	
Value subjectivity		Value objectivity	
Value informality in all relations		Value some formality in all relations	
Everything is relative		There are such things as "truisms"	
Sensualists	Dramatists	Socialites	Humanitarians

Judicious		Decisive	
Normally in relaxed mode		Normally in ready mode	
Working conditions matter more...		Rewards for work matter more...	
"It's hard to get going"		"It's hard to wind down"	
Sensualists	Humanitarians	Dramatists	Socialites

Democratic		Aristocratic	
Value individualism		Value collectivism	
Inclined to represent themselves as individuals e.g. "I am from America"		Inclined to represent a group or club e.g. "I am an American"	
"We are all individuals in our own right"		"Everyone has characteristics that are typical of a certain group or club"	
Sensualists	Socialites	Dramatists	Humanitarians

Yielding		Obstinate	
Define personal space in terms of resources		Define personal space in terms of ideas and beliefs	
Aware of boundaries between own and other people's ideas and beliefs		Aware of boundaries between own and other people's resources	
Will defend resources more than ideas and beliefs		Will defend ideas and beliefs more than resources	
ENTP ISFP	ENFJ ISTJ	ENTJ ISFJ	ENFP ISTP
ESFJ INTJ	ESTP INFP	ESFP INTP	ESTJ INFJ

Process		Result	
Inclined to define projects in terms of "a process" or "a work in progress"		Inclined to define projects in terms of results	
Inclined towards single-tasking		Inclined towards multi-tasking	
"We followed the right process and then the result came out right"		"If we got the right result then we must have followed the right process"	
ENTP ISFP	ENFJ ISTJ	ESFP INTP	ESTJ INFJ
ESFJ INTJ	ESTP INFP	ENTJ ISFJ	ENFP ISTP

Carefree		Farsighted	
Value improvisation		Value preparation	
Inclined to offer specific solutions to particular problems		Inclined to offer general solutions to particular problems	
"You cannot prepare for everything"		"You cannot be over-prepared"	
ENTP ISFP	ENFJ ISTJ	ENTJ ISFJ	ENFP ISTP
ESFJ INTJ	ESTP INFP	ESFP INTP	ESTJ INFJ

Means		Ends	
Value having options in life		Value having a purpose in life	
Combine a strategic approach with a tactical view		Combine a strategic view with a tactical approach	
The means justify the end		The end justifies the means	
ENTP ESFJ	INFP ISTJ	INTP ISFJ	ENFP ESTJ
ISFP INTJ	ESTP ENFJ	ESFP ENTJ	ISTP INFJ

Constructive		Emotive	
Value the old and known		Value the new and novel	
Value workable solutions		Value sympathy	
Focus on "the business" of interactions		Focus on "the spirit" of interactions	
ENTP ESFJ	ESTP ENFJ	INTP ISFJ	ISTP INFJ
ISFP INTJ	INFP ISTJ	ENTJ ESFP	ENFP ESTJ

Positive		Negative	
The glass is half full		The glass is half empty	
Prioritize making things "even better"		Prioritize dealing with the worst	
Proceed with optimism		Proceed with caution	
ENTP ESFJ	INFP ISTJ	ESFP ENTJ	ISTP INFJ
ISFP INTJ	ESTP ENFJ	INTP ISFJ	ENFP ESTJ

Static		Dynamic	
Perceive events as individual states – like photographs		Perceive events as a continuous flow – like video	
Describe events in general terms		Describe events in specific terms	
Describe "the dots"		Describe "the curve"	
ENTP INTJ	ESTP ISTJ	ESFP ISFJ	ENFP INFJ
ISFP INTJ	INFP ISTJ	ENTJ INTP	ESTJ ISTP

Asking		Declaring	
Prefer dialogue		Prefer monologue	
Do not mind being interrupted		Dislike being interrupted	
Inclined to interrupt		Inclined to wait for others to finish	
ENTP ESFJ	ESTP ISTJ	ESFP ENTJ	ENFP ESTJ
ISFP INTJ	INFP ISTJ	ENTJ INTP	ESTJ ISTP

**Dual relations:** Free each other from self-monitoring while creating conditions for fulfilment beyond reproductive needs.  
**Quadra relations:** Despite having different life rhythms, when two dual pairs from the same "Quadra" form a group they experience a sense of elation beyond what each dual pair regards as happiness. As a group, they gradually develop capacities to consider people, things and events beyond their own lifetime.



**When do we cooperate?** When we close the gap between our own attitude to a situation and someone else's.

<b>"Aggressors"</b>				<b>"Victims"</b>			
Value "toughness" over "tenderness"				Appreciate being brought "down to earth" to focus on immediate reality			
Not prone to hesitation or self-doubt				Prone to self-doubt			
Good at shaking others out of doubts				Value initiative-taking in others			
Value devotion				Concerned about "constancy" in the attitudes of others			
Need others to "keep up"				Appreciate "power-play" without ever "submitting"			
<b>ESTP</b>	<b>ISTJ</b>	<b>ESFP</b>	<b>ISFJ</b>	<b>INFP</b>	<b>ENFJ</b>	<b>INTP</b>	<b>ENTJ</b>

<b>"Caregivers"</b>				<b>"Infantiles"</b>			
Value "tenderness" over "toughness"				Tend to focus on the funny, odd and weird side of things			
Turned off by "too aggressive" behaviour				Good at seeing things from the point of view of others			
Value others who can awaken them out of a sense of "sleepiness"				Focus on possibilities and alternatives to present reality			
Focus on needs and physical comfort of others				Appreciate help with regard to own physical well-being			
Easily identify when others need help in daily practical matters				Childlike			
<b>ISFP</b>	<b>ESFJ</b>	<b>ISTP</b>	<b>ESTJ</b>	<b>ENTP</b>	<b>INTJ</b>	<b>ENFP</b>	<b>INFJ</b>

## How does it work?

### 1. Base Function

Most conscious. Self-identity. Standing up for oneself. Leading others. Sense of competence. Can take criticism.

### 2. Creative Function

Second most conscious. Tools to achieve goals. Concerned with means, not ends. Personal skill. Needs appreciation.

### 3. Role Function

Third most conscious. Desire to meet accepted standards. Prone to self-fantasy. Sensitive to criticism. Needs respect.

### 4. Vulnerable Function

Fourth most conscious. Fear of being judged. Sweeping generalisations and stereotypes. Self-pity. Brooding over criticism.

### 5. Suggestive Function

Fifth most conscious. Childish. Helplessness and neediness. Resentment if neglected. Need someone else to take a lead.

### 6. Mobilizing Function

Sixth most conscious. Needs praise and appreciates flattery. "Either help me or butt out".

### 7. Ignoring Function

Seventh most conscious. Strict adherence to accepted behaviour. Aggression and arrogance. No creativity whatsoever.

### 8. Demonstrative Function

Eighth most conscious. Can use it to help others but not oneself. Inate but intangible artistic skill.

**Aesthete | Composer | Peacemaker**

1. Base Function	"...order from the apparent chaos..."
2. Creative Function	"...living in harmony..."
3. Role Function	"...fighting chaos with chaos..."
4. Vulnerable Function	"...weakness for practical logic..."
5. Suggestive Function	"...desire to contemplate the possibilities..."
6. Mobilizing Function	"...reflecting on life..."
7. Ignoring Function	"...living life for the moment..."
8. Demonstrative Function	"...a zest for harmony"

**Inventor | Explorer | Visionary**

1. Leading Function	"...continuously welcome the unknown..."
2. Creative Function	"...making sense of the unknown..."
3. Role Function	"...a directive to enjoy life..."
4. Vulnerable Function	"...disorganized diplomacy..."
5. Suggestive Function	"...retire to what is known..."
6. Mobilizing Function	"...value a life with people..."
7. Ignoring Function	"...just know what will happen..."
8. Demonstrative Function	"...a zest for business logic"

**Analyst | Scientist | Mastermind**

1. Leading Function	"...conceptual understanding..."
2. Creative Function	"...the world is my oyster..."
3. Role Function	"...desire to do the right thing ..."
4. Vulnerable Function	"...the true late-starter..."
5. Suggestive Function	"...concerned for other's welfare..."
6. Mobilizing Function	"...a sense of direction..."
7. Ignoring Function	"...desire to do something practical..."
8. Demonstrative Function	"...a zest for the naked truth"

**Provider | Enthusiast | Bon vivant**

1. Leading Function	"...life is with people..."
2. Creative Function	"...anchored to the known..."
3. Role Function	"...considering the predictable results..."
4. Vulnerable Function	"...a fear of the unknown..."
5. Suggestive Function	"...inner desire to understand..."
6. Mobilizing Function	"...new experiences and sensations..."
7. Ignoring Function	"...bottled up emotions..."
8. Demonstrative Function	"...a zest for life"



**Promoter | Adventurer | Doer**

1. Leading Function	"...everything is readily apparent..."
2. Creative Function	"...surface understanding..."
3. Role Function	"...perseverance for opportunities..."
4. Vulnerable Function	"...potential to offend..."
5. Suggestive Function	"...help noticing through the distortions..."
6. Mobilizing Function	"...getting more symbolically involved..."
7. Ignoring Function	"...choosing known tactics..."
8. Demonstrative Function	"...a zest for business logic"

**Clarifier | Quester | Romantic**

1. Leading Function	"...expected interpretations..."
2. Creative Function	"...accept the depth of character in others..."
3. Role Function	"...the stability of routine as comfy..."
4. Vulnerable Function	"...keep things simple..."
5. Suggestive Function	"...accepting the distortions of reality..."
6. Mobilizing Function	"...understand the distortions of reality..."
7. Ignoring Function	"...noticing the possibilities..."
8. Demonstrative Function	"...a zest for ideology"

**Mentor | Enabler | Engager**

1. Leading Function	"...life is with people..."
2. Creative Function	"...the romantic idealist..."
3. Role Function	"...considering the predictable results..."
4. Vulnerable Function	"...idealism is preferred..."
5. Suggestive Function	"...inner desire to understand..."
6. Mobilizing Function	"...live and let learn"
7. Ignoring Function	"...bottled up emotions..."
8. Demonstrative Function	"...a zest for idealistic opportunities"

**Trustee | Inspector | Reliant**

1. Leading Function	"...realistic understanding..."
2. Creative Function	"...live and let learn!"
3. Role Function	"...an honest living..."
4. Vulnerable Function	"...usually realists not prophets..."
5. Suggestive Function	"...concerned for other's welfare..."
6. Mobilizing Function	"...just knowing ways to express..."
7. Ignoring Function	"...desire to do something practical..."

8. Demonstrative Function "…a zest for pragmatism"

### Presenter | Joker | Politician

1. Leading Function "...just do it..."

2. Creative Function "...attitude to bring harmony..."

3. Role Function "...opportunities for bringing harmony..."

4. Vulnerable Function "...a weak desire to contemplate..."

5. Suggestive Function "...seeing through the distortions..."

6. Mobilizing Function "...consider the predictability of reality..."

7. Ignoring Function "...anchoring to the known..."

8. Demonstrative Function "...a zest for socialism"

### Observer | Architect | Critic

1. Leading Function "...a gift for just knowing..."

2. Creative Function "...create order from the chaos..."

3. Role Function "...develop ideas that are known to work..."

4. Vulnerable Function "...a weak desire to accept roles we play..."

5. Suggestive Function "...concentrate on reality as is apparent..."

6. Mobilizing Function "...consider the harmony..."

7. Ignoring Function "...noticing the possibilities..."

8. Demonstrative Function "...a zest for deep understanding"

### Leader | Entrepreneur | Commandant

1. Leading Function "...decisions that get predictable results"

2. Creative Function "...the inspired reasoning for taking those risks..."

3. Role Function "...role as a business leader..."

4. Vulnerable Function "...a detrimental drive for results..."

5. Suggestive Function "...inner desire to be doing the right thing..."

6. Mobilizing Function "...consider the observable facts..."

7. Ignoring Function "...an inner desire to understand..."

8. Demonstrative Function "...a zest for new opportunities"

### Nurturer | Deputy | Defender

1. Leading Function "...the expression of a soul..."

2. Creative Function "...to fully be themselves..."

3. Role Function "...a self-absorbed focus..."

4. Vulnerable Function "...a weak desire to seize opportunities..."

5. Suggestive Function "...the inner desire for results..."

6. Mobilizing Function "...a hidden potential..."

7. Ignoring Function "...a desire for symbolism..."

8. Demonstrative Function "…a zest for stability"

### Crafter | Mechanic | Operator

- |                           |   |
|---------------------------|---|
| 1. Leading Function       | "…live in a here-and-now reality…"        |
| 2. Creative Function      | "…to make something…"                     |
| 3. Role Function          | "…internal creative ideas…"               |
| 4. Vulnerable Function    | "…weak desire to socially relate…"        |
| 5. Suggestive Function    | "…how observations fit a greater whole …" |
| 6. Mobilizing Function    | "…consider the harmony…"                  |
| 7. Ignoring Function      | "…living in the outside world…"           |
| 8. Demonstrative Function | "…a zest for logical appreciation"        |

### Reporter | Psychologist | Advocate

- |                           |                                     |
|---------------------------|-------------------------------------|
| 1. Leading Function       | "…a world of endless possibilities" |
| 2. Creative Function      | "…putting emphasis on harmony…"     |
| 3. Role Function          | "…living life in the moment…"       |
| 4. Vulnerable Function    | "…a weak desire to conceptualise …" |
| 5. Suggestive Function    | "…a map of direction…"              |
| 6. Mobilizing Function    | "…realise practical results…"       |
| 7. Ignoring Function      | "…seeing through the distortions…"  |
| 8. Demonstrative Function | "…a zest for social acceptance"     |

### Empath | Author | Foreseer

- |                           |   |
|---------------------------|---|
| 1. Leading Function       | "…the expression of a soul…"              |
| 2. Creative Function      | "…understanding the minds of others…"     |
| 3. Role Function          | "…a self-absorbed focus…"                 |
| 4. Vulnerable Function    | "…a late developer in life…"              |
| 5. Suggestive Function    | "…concerned with practical results…"      |
| 6. Mobilizing Function    | "…the boundaries of what is known…"       |
| 7. Ignoring Function      | "…being part of a socially shared world…" |
| 8. Demonstrative Function | "…a zest for soul searching"              |

### Enforcer | Administrator | Director

- |                        |  |
|------------------------|--|
| 1. Leading Function    | "…decisions that get predictable results"    |
| 2. Creative Function   | "…to align them with what is known…"         |
| 3. Role Function       | "…roles we play in a socially shared world…" |
| 4. Vulnerable Function | "…seeing through the distortions…"           |
| 5. Suggestive Function | "…seldom wonder about the ethics…"           |
| 6. Mobilizing Function | "…noticing the unknown possibilities…"       |

7. Ignoring Function	"...theoretical understandings..."
8. Demonstrative Function	"...a zest for relaxation"

## Sensualists

### ISFP

- ☞ ...You Know The Difference Between A '2' And A '2B' Pencil
- ☞ ...Others Are Debating A Topic And You Find Yourself Joining In - But Only In Your Own Head
- ☞ ...You Procrastinate And Procastinate, And Then Get (Almost) All The Work Done On Time
- ☞ ...You're Already Late For An Appointment And Find Yourself Still Looking For All The Right Lids For Your Tubberware
- ☞ ...You Tell Someone You Agree With Them And Realise Later When You're Alone That You Don't Agree With Them At All
- ☞ ...You Stubbornly Dig In Your Heels Whenever You're Pressed For A Decision On Some Important Matter
- ☞ ...You Know What Other People Might Like Far More Than What You Might Like
- ☞ ...You Are Supposed To Be Doing Your Assignment For Tomorrow But You're Reading This Because It's Much More Interesting
- ☞ ...All Your Copybooks Are Covered In Doodles
- ☞ ...You Are Listening To A Song And You Are Paying Little Or No Attention At All To The Lyrics

### ENTP

- ☞ ...Successfully Cheating On Tests Is, In Your View, A Sign Of Your Own Cleverness, Not Something so-called "Morally" Wrong
- ☞ ...80% Of Your Time You're Talking Nonsense And It Turns Out You've Created Something That's Actually Very Clever
- ☞ ...You Are Utterly Convinced Of Your Innate Charm And Ability To Talk Yourself Out Of Anything
- ☞ ...You Know You Are Wrong, You Debate Someone Who Happens To Be Right, And You Win
- ☞ ...People Actually Get Angry At You For Getting Great Results With Little Or No Effort
- ☞ ...You Are Utterly Obsessed With Some Idea One Day And The Next Day, poof - its gone
- ☞ ...You Manage Other People's Business Affairs Better Than You Manage Your Own
- ☞ ...You Are Not Afraid To Walk Into Any New Situation You Know You Can B\*\*\*\*\*t Your Way Out Of
- ☞ ...Someone Insults You And You Take It As A Complement
- ☞ ...Your Teacher Tells You That You Are Wiser Than Your Years, And Then 10 Minutes Later She Tells You To Grow Up

### INTJ

- ☞ ...Improving Your Sexual Performance Is A Matter Of Finding The Correct Medical Anatomy Website And Mastering The Pictures
- ☞ ...People Want To Give You Hugs And You Hate Hugs

- ☞ ...You Are Sitting In A Work Seminar And You Are Imagining All Your Family And Friends Deaths, And How They Might Impact You
- ☞ ...You Turn Your Attention To Something And Focus On It So Completely That You Master It
- ☞ ...You Regard People As Foolish Because They Do Not Recognise The Ripple Effect Of Their Actions
- ☞ ...You Regard World Domination, By You, As A Noble Aim And Within Your Capacities
- ☞ ...You Know What You Don't Know Because You Just Know
- ☞ ...The People Around You Think You Are Probably A Serial Killer
- ☞ ...You Are Planning On Replanning The Plans You Have Already Planned
- ☞ ...You Say Everyday Things Using Exceedingly Excessive Verbage

## ESFJ

- ☞ ...You Say What You Think And You Don't Give A Crap How People Feel About It
- ☞ ...The People Around You Take Up Your Suggestion And Run With It To Extremes
- ☞ ...All You Want For Others Is To Be A Better Friend To Them And Win Their Affection
- ☞ ...Positive Affirmation, For You, Is As Necessary As Fresh Air
- ☞ ...An Article Or Column You Read Can Make You Question Your Entire Worth As A Person
- ☞ ...The Most Rewarding Experience You Can Think Of Is To Truly Help Someone Either Emotionally Or Practically
- ☞ ...You Ask Someone If You Look OK In Your New Outfit While Not Actually Caring At All What They Think About Your New Outfit
- ☞ ...Watching A Film You're Asking "Who Is That?", "Is He The Bad Guy?", "What Did She Say?", "Wow, Her Hair Is So Pretty."
- ☞ ...Living Life One Day At A Time Is The Most Natural Thing In The World For You
- ☞ ...You See That The Only Thing People Have In Common Is Being Misunderstood

## Dramatists

### ESTP

- ☞ ...You Are Convinced That You Can, Literally, Charm The Pants Off Anyone
- ☞ ...Someone Tells You To Do Something A Certain Way, You Say 'OK', And Keep Doing It Your Way
- ☞ ...People Call You On Your BS And You Win Them Over Anyway
- ☞ ...Stress Slides Off You Like You Are Coated In Teflon
- ☞ ...You Detest Mind Games But You'll Play Them As A Defensive Tactic
- ☞ ...You Rarely Mess Up, But When You Do, It's Really Bad
- ☞ ...Although You Are Nice, Funny And Kind, It Is Practically Impossible To Manipulate You
- ☞ ...You Know No Strangers
- ☞ ...You Happen To Get Angry, You Don't Argue, You Stare
- ☞ ...Other People Are Actually Convinced That They Would Like To Be You

### INFP

- ☞ ...You Hold Up Traffic While Contemplating What Life Would Be Without Traffic Lights
- ☞ ...You Forget What Lettuce Is And Go Home And Look It Up

- ☞ ...Doing Math You Try To *Feel* The Answer
- ☞ ...Almost Everything Looks Like Or Reminds You Of - Something Else
- ☞ ...You Laugh Out Loud In Public At Your Own Thoughts And Then Wonder Why Everyone Looks At You
- ☞ ...You Delete Your Ex-Partner's Number From Your Phone But Write It Somewhere And Hide It - Just In Case
- ☞ ...You Feel Guilty When You Win
- ☞ ...You Pray For Your Enemies
- ☞ ...You Have More Intense Reactions To Your Own Imaginary Constructs Than To Anything Going On Around You
- ☞ ...You Forget To Replace The Gas Cap On Your Car Because You Were Trying To Remember More Completely What Happened 12 Years Ago

## ENFJ

- ☞ ...It Makes You Confused When People Doubt Your Love For Them
- ☞ ...The People Around You Forget How To Do Things On Their Own - Without You
- ☞ ...Life Gives You Lemons And You Paint Them Gold
- ☞ ...Just Thinking About Negative Things That Might Happen To People Makes You Want To Curl Up In A Ball And Die
- ☞ ...You Appear To Have A Cult Following
- ☞ ...You Are Outspoken And Charming, Genuinely Don't Want To Lead, But Get Voted Class President Anyway
- ☞ ...You Lose All Fear When You Get In Motion About Something You Feel Passionate About And It Puzzles You Others Don't Do The Same
- ☞ ...You Make Waves Without Even Trying And You Sometimes Envy Those Who Can Just Sit There - Unnoticed
- ☞ ...You Tone Down Your Passion For Something For Fear Of Appearing Insane
- ☞ ...You Are Aware That People Can Quite Possibly Take Your Kindness As Weakness, But They Only Ever Do It ONCE!

## ISTJ

- ☞ ...You Prefer To Do Things By The Book - Literally!
- ☞ ...You HATE Owing Anything To Anybody
- ☞ ...Spontaneous Means Planning Something Really Quickly In A Tiny Amount Of Time
- ☞ ...You Either Correctly Or Incorrectly Regard People Who Are Less Smart Than You As Completely Stupid
- ☞ ...You Find Errors In Books, Restaurant Signs And Normal Conversation
- ☞ ...You Say Something Heartfelt And Passionate, And People Think You Are 'Yeah, like - Joking!'
- ☞ ...You Offer A Co-worker A Ride Home And They Are Afraid To Talk To You, And You Don't Know What To Say To Them
- ☞ ...People Laugh At Something And You Regard Their Laughter, Not As Offensive Or Anything, Just 'Incorrect'
- ☞ ...You Make A Spreadsheet Detailing The Pros And Cons Of Every Purchase

☞ ...You Know The Difference Between Listening And Really Listening

## Socialites

### ESFP

- ☞ ...You Talk To Thin Air When There Is Nobody There To Listen
- ☞ ...You Make Snap Judgements About Things You Barely Know Anything About
- ☞ ...You Realise You Are Too Trusting When Others Turn Out \*Not\* To Be The Person They Seemed To Be
- ☞ ...You Know There Is No Excuse For Not Looking Good
- ☞ ...You Treat Others As Equals, No Matter What Age Or Ethnicity They Are, Or No Matter What Beliefs They Hold
- ☞ ...You Get Hyper-excited About Seeing Someone New
- ☞ ...You Have The Right Conversation In Your Head, And Then Blurt Out Something Completely Different
- ☞ ...You Apologise For A Mistake, Repeat It, And Then Apologise Again - Over And Over
- ☞ ...You Think You're A Good Liar But You Always Get Caught
- ☞ ...Things Usually End Up In Self-pity

### INTP

- ☞ ...You Go To Look Up One Thing And You Spend Hours Just Reading About Wherever...
- ☞ ...You Know More Inside Your Head Than You Do Outside
- ☞ ...You Make Completely Random Yet Incredibly Accurate Observations
- ☞ ...You Keep A Journal Of Observations On People You Care About To Better Understand Them
- ☞ ...Relativists Make You Giggle Unless You're Trying To Debate One, In Which Case You Get Frustrated
- ☞ ...Blind Faith And Unquestionable Obedience? *Belch!*
- ☞ ...You Buy Loads Of Books That You Will Never Have The Time To Read
- ☞ ...Someone Asks "How Do You Study" And The Answer Is So Complex That You Don't Give It... Because You Want To Do Something Else!
- ☞ ...You Like To Prove People Wrong, Even When They're Not Wrong
- ☞ ...You Are Proud Of \*Not\* Being 'With It', Emotionally. Then Something Big Happens And You Don't Know What To Do With Your Emotions

**ENTJ**

- ☞ ...You View Everything Through The Cost-Benefit Prism
- ☞ ...You Can't Or Won't Lose A Debate
- ☞ ...You Discuss Things In A Calm Manner And People Remind You Of The Fierce Debate You Had
- ☞ ...You Feel \*Badass\* When Defeating Your Five Year Old Son In Air-Hockey
- ☞ ...You Are Overtly Critical About Some People's Parenting Style, Although You Don't Have Children
- ☞ ...Anyone Or Anything Between You And Your Objective Is An Enemy
- ☞ ...You Appreciate People Who Make Sense
- ☞ ...You Regard Emotions As Either Useful Or Unuseful
- ☞ ...You Highly Respect People Who Can Beat You At Your Own Game, Which Also Makes You Less Alone In Life
- ☞ ...You Are A Romantic At Heart But Writing Gushy Thank-you And Apology Letters To Relatives Is Torture For You

**ISFJ**

- ☞ ...Constructive Criticism Hurts!
- ☞ ...If Someone Gives You A Complement You Replay It In Your Head, If Someone Criticises You, You Do The Same
- ☞ ...You Know Exactly What You Are Going To Do Tomorrow
- ☞ ...The Worst Thing In The World Is To Be Accused Of Breaking The Rules
- ☞ ...You Send An Email With Secret Information And Check Constantly If You Sent It To The Right Person - Like Super Paranoid!
- ☞ ...You \*Actually\* Want Everything To Be Just Perfect
- ☞ ...You Wonder Why Everything Wasn't As Awesome As It Was Three Years Ago
- ☞ ...You Tell Your Family At Christmas Dinner That Your Sense Of Humour Is Maturing, And Then Laugh Out Loud At An Anonymous Fart
- ☞ ...You Get Attached To The Car Behind You On The Highway And Then Feel A Sense Of Loss When It Turns Off
- ☞ ...You Meet Someone You Haven't Met Since School And Retort With A Brilliant Argument In Response To The Last Argument You Had With Them

**Humanitarians****ISTP**

- ☞ ...You Fix Something And People Look Astonished
- ☞ ...You Say Something Clever And People Look Astonished
- ☞ ...You Don't Need To Be Looking At Someone, You Can \*Hear\* Them
- ☞ ...You'd Like To Join Some Hobby Forum On The Internet, But Decide Not To Because Introducing Yourself Is Too Much Hassle
- ☞ ...You Look For The Most Energy-Saving Solution, Not The Most Time-Saving Solution
- ☞ ...When At A Party Your Friends Are Explaining To The People Around You That You Don't Hate Them



- ☞ ...Marriage To You Is A Wonder; How Someone Could Spend Almost ALL Their Time With The Same Person Is Beyond You
- ☞ ...When Someone Asks You To Help Them With Something Your Response Is “Just Give It To Me.”
- ☞ ...You Enjoy Listening To Other People’s Problems, But Only When They’re Not Talking To YOU
- ☞ ...You Think That Someone Is Probably A Murderer And You Don’t Really Care If They Are

## **ENFP**

- ☞ ...You Are Convinced That World Peace Is Attainable, If Only Everyone Could Realise That Everyone Is Different
- ☞ ...You Get An ‘A’, Not A ‘B’, For Putting A Smiley Face At The End Of Your Assignment
- ☞ ...You Think You Were The First To Think Of Everything
- ☞ ...You’re In A Store And People Come Over Because They Think There’s Something Happening, But It’s Just You Talking With Friends
- ☞ ...You Tell A Story And People Are Utterly Enthralled
- ☞ ...People Thought You Fancied Them Because Of The Way You Smiled At Them
- ☞ ...You Feel Trapped By Responsibility
- ☞ ...You’re Convinced That Everyone Sees Right Through You
- ☞ ...You Cry When You See Elderly People Struggling To Carry Things Up The Street
- ☞ ...You Would Go Out Of Your Way To Make Someone \*Not\* Feel Upset With You

## **INFJ**

- ☞ ...You Keep Forgiving People Who Betray You
- ☞ ...You Find It Hard To Mention Just One Personal Idiosyncrasy
- ☞ ...When You Slam The Door On Someone For Whom You Lose Respect, You Slam It For Good
- ☞ ...Everything You Do Is Wrong Despite Your Good Intentions
- ☞ ...You Are Genuinely Too Different To Be Loved
- ☞ ...You Tell Someone What You Really Think Of Them, And It Scares The Crap Out Of Them
- ☞ ...You Try To Bend Other People Into What You Want Them To Be
- ☞ ...It’s Hard To Stand Up For Yourself But Easy To Stand Up For Someone Else
- ☞ ...You Alternate Between Being Totally Secretive And Completely Revealing
- ☞ ...You Wish You Had A Pause Button On The World So You Could Think Things Through Before You Say Them

## **ESTJ**

- ☞ ...Nobody Can Find Anything About You On Internet Forums Because You Don’t Go There

## Our Other-half - How We Help One Another

### ENTP - Inventor AND ISFP - Peacemaker

ENTP	Other People	ISFP	Other People
1. Expresses vague interest in many and varied ideas, which have practical merit.	1. Cannot often follow the train of thought and lose interest in ENTP.	2. Does not reject, but picks up on ideas that might be useful or have some practical merit.	2. Respond To ISFP's considered interpretation of ENTP's ideas, and may offer some practical support.
3. Expresses interest in impractical ideas and fighting wind-mills.	3. Reject ENTP outright and may go on offensive.	4. Calms the ENTP down by sharing the passion and by expressing appreciation for original thinking.	4. Become more forgiving towards the 'unfocused' ENTP.
5. Expresses disregard for sacred traditions and everything done before.	5. May agree, but only to a certain point.	6. Softens the hard edges of the ENTP while lightening the atmosphere for everyone.	6. Offer support the ENTP is trying to stir up.
7. Becomes focused on a worthwhile, realistic and practical project.	7. Become frustrated with the ENTP's haphazard way of working.	8. If certain about the project, strives for completion of the project and ties up loose ends.	8. May appreciate the completed project and be more responsive in the future.
9. Bravely repulses enemies of the project, but loses sense of limits and may begin quarrelling with everyone.	9. Drawn into potentially project-defeating quarrels with ENTP.	10. Extinguishes quarrels with jokes and ability to understand the feelings of others.	10. Relations with supporters of the project do not reach breaking point.
11. May be too kind to people who are jealous.	11. Enemies of the project may engage with the ENTP with the view to sabotaging the project.	12. Keeps the ENTP engaged with the business aspect of the work, while taking care of the diplomacy.	12. Those who want to sabotage the project do not get a chance to engage the ENTP, who is too busy at work.

ISFP	Other People	ENTP	Other People
13. Despite being overtly optimistic, experiences fear of the future.	13. View ISFP as preoccupied and a bit 'scattered'.	14. Makes forecasts, predictions and takes strategic protective measures.	14. Witness the project on track despite temporary withdrawal of ISFP.
15. Falls into laziness, sometimes.	15. Wonder whether investment, support and interest is reciprocated.	16. Does not judge but continues working hard.	16. Reassured by continual sense of improvement in project prospects.

**ESFJ - Enthusiast AND INTJ - Analyst**

<b>ESFJ</b>	<b>Other People</b>	<b>INTJ</b>	<b>Other People</b>
1. Experiences wild emotions that often collide with objectivity.	1. Wonder whether what actually needs to be done on a project will get done.	2. Draws strict, logical *conclusions* about every stage of the project.	2. Appreciate a view to the final outcome, and more forgiving of the emotional drama in the meantime.
3. Go out of the way to do too much for people.	3. Use up the time and energy, which the project needs.	4. With conclusions in mind, suggests what is and what is not worth time, effort and energy.	4. Appreciate the more exacting and purposeful use of time, energy and effort.
5. Experiences nervousness when necessary to consider complex information clearly and objectively.	5. Increase demands for clear strategy and schedule for the project.	6. Draws up detailed plans for all stages of the project, allowing ESFJ to make schedules with others.	6. Appreciate the on-timeliness of everything, flowing from well thought-out plans.
7. Mistakes made tend to be large ones due to lack of foresight and strategic planning.	7. May question the level of technical competence on the project.	8. Able to predict, forecast and plan on a big scale, without influence of petty emotions.	8. Appreciate the global picture with many Plan Bs throughout the project.

<b>INTJ</b>	<b>Other People</b>	<b>ESFJ</b>	<b>Other People</b>
9. Sometimes lack tact with people unused to cold-minded analysis.	9. May withhold support for a project out of dislike for the INTJ.	10. Mix of closeness and tact in relations, and a strong sense of the ridiculous.	10. Regain a sense of focus on the benefits of the project.
11. Lack ability to defend own material interests outside of intellectual principles.	11. May be put-off by neglect for appearance and other superficialities.	12. Take care of mundane practical matters - caring for physical needs of INTJ and handle all the meetings and greetings with others...	12. Compensated by a going out of your way approach, and attention to the nitty-gritty reality.
13. Often defend principles *more* than they will defend themselves.	13. May use the analyst for their own projects.	14. Rebuff fair-weather friends.	14. Only those with good intentions towards the project get to avail of the INTJ's skills.
15. May be correct in analysis of a moral principle but unwilling or unable to communicate it.	15. Regard the INTJ as haughty, stand-offish and over-proud.	16. If in agreement with the INTJ, will abandon all doubts and come crashing in like a whirl-wind.	16. Realize, a little late, that actions speak louder than words re: moral judgements.

**ESTP - Adventurer AND INFP - Romantic**

<b>ESTP</b>	<b>Other People</b>	<b>INFP</b>	<b>Other People</b>
1. Bold, brave and initiative-taking.	1. May be frightened by the intensity of the ESTP.	2. Watches the reactions of others to the ESTP, and suggests a more effective approach.	2. Appreciate the ESTP's tenacity and straightforwardness combined with a deeper consideration of their needs.
3. Can be overly manipulative without considering the reactions of others.	3. Turn against the ESTP first, and then the project.	4. Turns the ESTP towards a warmer approach with jokes and kind words.	4. Respond better to being treated more tactfully.
5. Can be insulting to close friends in public without understanding what the problem is with other people.	5. May be put off by personal expressions of wrath towards others on the project.	6. Remains aloof and polite.	6. Pay less attention to what they view as just superficial encounters between friends.
7. Can become overly suspicious of the motives of others, becoming isolated and disengaged.	7. May abandon support for the project due to the unavailability of the ESTP	8. Expresses loyalty to the ESTP in a trusting and kind way, neutralizing mistrust on the part of the ESTP.	8. Experience a more reciprocated feeling of trust, and a deeper commitment to the project
9. Can become overly focused on worst case scenarios, believing them to be realistic.	9. May experience depressed interest in the project.	10. Looks forward and plans in advance for a bright future, and can communicate that optimism to others.	10. Inspired by a trusting, and positive commitment to the successful outcome of the project, despite setbacks.

<b>INFP</b>	<b>Other People</b>	<b>ESTP</b>	<b>Other People</b>
11. Tendency to blame others when project hits a skid or loses momentum.	11. May resent being blamed and withdraw support.	12. Calms the INFP down with moral support and perhaps by threatening to punish those who have caused the upset.	12. Are not made to feel like failures, and continue supporting the project.
13. Can feel persecuted by a lack of decisiveness and willfulness.	13. May view the INFP as dithering and incompetent.	14. Teaches the INFP how to be brave in the face of uncertainty, giving the INFP a sense of being able to overcome anything.	14. Inspired by a new expression of vigour and commitment from the INFP.

**ISTJ - Trustee AND ENFJ - Mentor**

ENFJ	Other People	ISTJ	Other People
1. Experiences storm-tossed emotions, resulting in self-doubt re: practical reality.	1. Tend to pick up on the uncertainty, and may be reticent about supporting the project.	2. Thinks through every short-term schedule and action in advance, and draw up plans for short-term actions.	2. Reassured by the forethought, stability and order of the project.
3. May lose faith in the project mid-stream due to some deeply-held belief or other.	3. May be put-off by the sense of catastrophe, coming as if out of nowhere.	4. Stoically committed to follow-through at a steady pace, and can shake the ENFJ out of doubts in a crisis.	4. Impressed with the capacity to keep the project on track, and the ability to mobilize in critical situations.
5. Often takes too much on board.	5. May be unconvinced by the ENFJ's ability to finish the project.	6. Gladly shares all the burdens the ENFJ has taken on.	6. Find inspiration to push the limits of endurance for work towards a goal.
7. Unsure about the best way to use material things such as money.	7. May regard the ENFJ as profligate and lacking a sense of priority.	8. Good at evaluating what is available and how best to use it, given the reality of the economy and so on...	8. Benefit from the prudent use of limited resources for the project.
9. Can expect too little of people, sending them on small errands and so on...	9. May become lazy on the project or else feel patronised by the ENFJ.	10. Demand a lot of themselves and others, while organizing the process and defining expected results.	10. Everyone gets more work done than originally expected.

ISTJ	Other People	ENFJ	Other People
11. May be over-scrupulous re: the details, allowing little or no room for flexibility.	11. May regard the ISTJ as nit-picky and narrow-minded, and lose a sense of pleasure in the project.	12. Focuses the ISTJ on the general rules and the final goal of the project.	12. Better placed to view the larger-whole with room for flexibility re: details.
13. Can grow mistrustful of the feelings of others, may withdraw into a negative, stoney silence.	13. May feel extremely uncomfortable - wondering why the ISTJ is angry with them.	14. Expresses emotions ardently, leaving no space for doubts in the ISTJ as to their veracity.	14. Appreciate the commitment to see the project through, despite human emotions.
15. Experiences difficulty with reading people's motives, resulting in a naive expectation of "common sense" from others.	15. May regard the ISTJ as dogmatic, overly conservative and somewhat out-of-touch.	16. Keeps the project going through deeds not words, while describing potential outcomes to the ISTJ.	16. Encouraged by the uncommon common sense approach to the project.
17. Can fall into a rut when everything is so well ordered, planned and unchanging.	17. May lose interest in the project.	18. Always striving for self-development.	18. The project, while remaining in order, never suffers from complacency.

**ESFJ - Presenter AND INTP - Critic**

<b>ESFP</b>	<b>Other People</b>	<b>INTP</b>	<b>Other People</b>
1. Tends towards impulsivity, experiencing difficulty imagining outcomes.	1. May like the ESFP's approach while wondering whether or not the project actually has a point.	2. Describes expected developments in detail and provides detailed strategies for proceeding with cautionary confidence.	2. View the project as having a clear beginning, middle and end.
2. May experience disappointment and exhaustion on projects without realizing the futility of them in advance.	2. May regard the ESFP as running on their own adrenaline with no particular purpose in mind.	3. Studies closely projects that make the the best use of time and energy, while being highly critical of waste.	3. Become motivated by the high energy and emotional commitment to a clear and focused project.
4. Tendancy to do the opposite in the face of dictats and crude orders.	4. May regard the ESFP as flighty, undisciplined and uncommitted.	5. Capable of ignoring excessive pressures while concentrating on the business of the project.	5. Maintain their sense of enjoyment on the project, appreciating the capacity to get around barriers towards goals.
6. Dislikes regulation and often does not know what the rules and instructions are.	6. While enjoying the project, may become disheartend regarding the potential objective success.	7. Draws up schedules that help others distribute their energy effectively, without feeling over-burdened.	7. Under stress, become better able to consider the project philisophically in the context of the wider world.

<b>INTP</b>	<b>Other People</b>	<b>ESFP</b>	<b>Other People</b>
8. Tends to drone-on, sometimes, repeating things already said, and stating the obvious as if no-one noticed before.	8. May become less motivated by the project than if the INTP said nothing at all.	9. Listens to the INTP only when there is something interesting and relevant to be gained from listening.	9. INTP makes more of an effort to be relevant, and the project remains interesting without suffering complacency.
10. Experiences a nagging sense of never achieving all that could be achieved.	10. May begin to view their support for the project as hopeless, wondering if the project is worth it.	11. Allow themselves to be used as a high-energy sounding-board but only for the best and most interesting strategies.	11. Appreciate the quality of work, time and thoroughness on the project, and stick with it despite setbacks.
12. Can alienate others through a lack of diplomacy and flexibility, without understanding why, and then becoming sad.	12. May view the INTP as a too broody and self-absorbed to help the project towards success.	13. Easily makes light of minor fall-outs with the use of jokes, diverting the attention of others from dangerous topics that might damage the project.	13. Reassured that the project will not suffer because of minor-trifles and inter-personal stumbling blocks.
14. Will not accept a challenge or fight.	14. May become concerned about the capacity of the project to hold its own in relation to competitors.	15. Becomes awakened to the idea that diplomacy is necessary, not an aggressively direct attack.	15. Benefit from a well-wishing, democratic and trustful atmosphere.

**ENTJ - Leader AND ISFJ - Deputy**

ENTJ	Other People	ISFJ	Other People
1. Likes to spearhead projects that bring material profit, but can be extravagant, reckless and easily distracted.	1. May regard the ENTJ as well capable but somewhat “out there” in relation to step-through processes.	2. Takes on responsibility to accomplish all that is expected as standard, while conserving material resources.	2. More inspired to work hard towards more realistic possibilities by a better-grounded ENTJ.
3. May be time-wasting on “interesting conversations” with people.	3. May come to enjoy the moment more than the necessary work on the project.	4. Rationally calculates time and energy requirements, and then applies them carefully.	4. Enjoy a more even combination of work and play on the project.
5. May offend people with jokes and wit.	5. May take ENTJ’s humour personally and withdraw support for the project.	6. Easily picks up nuances in the way people are perceiving the ENTJ, and corrects the situation AND the ENTJ.	6. Experience a sense of fairness and justice-done in relation to how they are treated on the project.
7. Can invest too much in trying to release tensions with people.	7. Enemies of the project may take the ENTJ unawares in those ‘relaxed’ moments.	8. Notices exactly what people are after, and can cut enemies down to size, with only a biting remark.	8. Reassured that the project is save from false friends.
9. Can be focused too much on *future* prospects for the project.	9. Are limited in how much *hope* they can hold out for success.	10. Easily identifies what people need right now i.e. routine day-to-day maintenance.	10. Experience a sense of short to medium term “nourishment”, while working towards longer term goals.
11. Can waste time and energy mid-stream on a project, going off in all sorts of new, unusual and wasteful directions.	11. May suffer from a lack of focus trying to get with all the new ideas and endless possibilities.	12. Can stick with the task at hand for long periods, even through illness and personal difficulty.	12. Experience a sense of the project staying grounded while remaining open to potentials and possibilities.

ISFJ	Other People	ENTJ	Other People
13. Is painstaking and thorough, but can become indecisive, weighing up the pros and cons of every minor decision.	13. May regard the ISFJ as a fuss-pot, and lose the bigger picture of the project.	14. Sees trends and takes calculated risks with good humour, while bringing decision-making to a definitive head.	14. Become more focused on the project as a whole, stimulated by a sense of urgency, and suitably distracted from less significant details.
15. Without something to get fired-up about, can feel like life has become a monotonous bore.	15. Can feel like going through the motions of the project without any particular spirit or incentive in mind.	16. Never loses heart, but rather gets up and starts again, even if things end in complete failure.	16. Despite possibility of failure, become less afraid to do their best; knowing that there will always be another challenge for betterment.

**ENFP - Psychologist AND ISTP - Craftsman**

<b>ENFP</b>	<b>Other People</b>	<b>ISTP</b>	<b>Other People</b>
1. May neglect work on the project out of fear of becoming trapped by the responsibilities.	1. Although enjoying the ENFP's up-beat and positive demeanour, may continually reconsider their own commitment to the project.	2. Often finds the ENFP's weaknesses as a source of amusement, but continually strives to improve and fine-tune all aspects of practical work.	2. Benefit from the freeing-up of the ENFP who then goes out of the way to inspire belief in their capabilities and talents, even hidden ones.
3. Tendancy not to take rules and norms at all seriously.	3. Those with a more conventional approach to work may become alarmed by the lack of consideration for 'the normal way' of doing things.	4. Undertakes ordinary everyday practical tasks, but always with a view to doing them better.	4. Come to realise that the spirit of the project is, in fact, to do things differently or at least better than the norm.
5. Often lacks ability to handle own stress, which can turn into to unfocused aggressive outbursts.	5. May withdraw support for the project in an instant.	6. Often enjoys and indulges the off-beat nature of the ENFP, and continues with the task at hand without feeling encroached upon.	6. Become more forgiving of the natural human rhythms of stress-release while remaining focused on the business of the project.
7. Become inspired to work hard only at critical moments, while neglecting the mundane, boring, non-creative routine.	7. May in turn neglect the nitty-gritty of the project, imagining that the ENFP is not pulling own weight.	8. Can compartmentalize essential from inessential tasks, preferring to have the ENFP on-hand as an assistant.	8. Benefit from the ENFP's sincerity, warmth and encouragement in relation to their own routine tasks.
9. Can seem somewhat "out-of-it" in relation to practical reality.	9. May experience a sense of disorientation regarding the actual material purpose of the project.	10. Plans in detail all stages of work in advance and acquires all the necessary tools and equipment in advance.	10. Can work quickly and efficiently on the project while appreciating the sense of novelty the ENFP introduces.

<b>ISTP</b>	<b>Other People</b>	<b>ENFP</b>	<b>Other People</b>
11. May lack self-confidence due to excessive self-criticism arising from perfectionism.	11. May feel demotivated and unappreciated.	12. Readily gives sincere compliments that inspire others to their best.	12. Become better able to appreciate their work in relation to *themselves*.
13. Can feel depressed when necessary to address complex matters that are external to the task at hand but which involve other people.	13. May regard the ISTP as unwilling to address 'genuine problems'.	14. Thoroughly enjoys solving complex matters, especially those requiring tact and ingenuity, such as complex interpersonal matters.	14. Benefit from the subtle approach of the ENFP and remain focused on the work.
15. Can become excessively mistrustful, putting distance in communication with others.	15. May regard the ISTP as non-social and even arrogant.	16. "Calculates" everything in advance, knows which problems require caution, and which problems are exaggerated.	16. Appreciate the project remaining on an even keel re: emotions.



**ESTJ - Enforcer AND INFJ - Empath**

<b>ESTJ</b>	<b>Other People</b>	<b>INFJ</b>	<b>Other People</b>
1. Hard working, practical and economical, but can take on too many responsibilities.	1. May feel let down by one who appears so rational but cannot get all that must be done, done.	2. Can suggest which actions are most promising, willing helps with the work, completing it to a high standard.	2. Impressed by the attention to quality and detail, despite the heavy work load.
3. Painfully accepts that important matters will not be fulfilled in due time.	3. May be unsympathetic towards the ESTJ ability to plan, given the usual intolerance for inferior quality.	4. Can process vast quantities of information, drawing general conclusions and scheduling tasks.	4. See clearly in advance what must be done and organise accordingly.
5. Has well-developed aesthetic taste and aims to create comfort for others as a whole, but with too much to do, may not have the time.	5. Can experience a sense of being promised the good things in life and may not be ready for disappointment.	6. Possesses clever hands in relation to culinary, medical and technological matters. Works diligently to perfect all the details.	6. Appreciate not just the fulfillment of promises but also the high quality with which they are delivered.
7. Can become blunt and irritated by lack of focus on the project.	7. Get a sense that the ESTJ is only interest in their output - as if cogs in a machine.	8. Reserved and polite, appeals to the ESTJ's innate nobility, magnanimity and conscience	8. The circle of supporters stay close and committed to the project.
9. Can be a wishful thinker in relation to own health and relations with others.	9. View whatever wishful thoughts the ESTJ may have about them or the project as irrelevant.	10. Foresees the outcome of undertakings and relations, recognises veracity in new theories or technology and struggles for their implementation.	10. Appreciate the commitment to implement the best of what is available, with relatively few mistakes during the process.
11. Can be aggressive but hardly notices similar aggression in others.	11. Enemies of the project can easily catch the ESTJ unawares, and strike a lethal blow against the project	12. Able to read the motives and intentions of others from one moment to the next.	12. Benefit from the INFJ's insight into false friends of the project.

<b>INFJ</b>	<b>Other People</b>	<b>ESTJ</b>	<b>Other People</b>
13. Can become distracted by too much attention to trivial matters.	13. While recognising the INFJ's attention to detail, may lose focus on the broader purpose of the project.	14. Continually strives for higher quality and better outcomes - in the large.	14. Benefit from the INFJ's more efficient use of time and attention to the project as a whole.
15. Soft-hearted and kind, may prioritize solving problems for individual project members instead of focusing on the work.	15. May misuse the INFJ for their own personal agendas, drawing the INFJ away from the project.	16. Does not tolerate time-wasting on individual and personal matters unrelated to the project.	16. Appreciate the overall commitment to the project AND consideration of individual traits of the supporters.

## Small Groups and Quadras

Club	Members	Communication	Attributes
Researchers	<b>E*T*</b>	Firm	<ul style="list-style-type: none"> <li>• Rescue others from their troubles</li> <li>• Emotions directed towards work</li> <li>• Actively anticipate expression of feelings in others</li> <li>• “Dialogue” is about business cooperation</li> <li>• Priorities:               <ul style="list-style-type: none"> <li>○ Structural Logic</li> <li>○ Business Logic</li> </ul> </li> </ul>
Socials	<b>E*F*</b>	Passionate	<ul style="list-style-type: none"> <li>• Relatively confident in approaching others</li> <li>• Confident expression of likes and dislikes</li> <li>• “Dialogue” is an exchange of emotions</li> <li>• Priorities:               <ul style="list-style-type: none"> <li>○ Ethics of Emotions</li> <li>○ Ethics of Relations</li> </ul> </li> </ul>
Manuals	<b>I*T*</b>	Cold-blooded	<ul style="list-style-type: none"> <li>• Relatively unsociable</li> <li>• Confident in feelings, without displaying feelings</li> <li>• “Dialogue” is an exchange of missing information</li> <li>• Seek information that *explains*</li> <li>• Priorities:               <ul style="list-style-type: none"> <li>○ Structural Logic</li> <li>○ Business Logic</li> </ul> </li> </ul>
Altruists	<b>I*F*</b>	Sincere	<ul style="list-style-type: none"> <li>• Passive search of feelings</li> <li>• Communication using indirect signalling</li> <li>• Value traditional roles</li> <li>• “Dialogue” is an exchange of deep, personal attachment</li> <li>• Priorities:               <ul style="list-style-type: none"> <li>○ Ethics of Emotions</li> <li>○ Ethics of Relations</li> </ul> </li> </ul>

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