

## **Understanding Temperament\***

Your 4 letter preference code also links with your temperament pattern. Temperament refers to the broader patterns of personality and examines themes and core values expressed through behaviors. These patterns of behavior have been observed over the last twenty-five centuries and are briefly summarized here.

Some of the most important recent work done in the field on Personality Typing has been done by David Keirsey, who has created the theory of temperament associated with type. In his research, he has made observations that have allowed him to combine two of the four sets of preferences, into four distinct temperament categories.

**IMPORTANT** – This is only an indication of what your preferences are. An important part of this process or any assessment process is self-discovery. Continue to explore your preferences and read more extensive descriptions until you feel comfortable with your best-fit personality type!

### **What do Idealists and Rationals have in common?**

Abstract/Idealistic-Symbolic Awareness--The mind's eye.

### **What do Guardians and Artisans have in common?**

Concrete/Realistic, Experiential awareness--The body's eye.

### **What do Rationalists and Artisans have in common?**

Autonomy/Pragmatism – Want to control own actions to meet goals.

### **What do Idealists and Guardians have in common?**

Affiliation/Sanction – Want everyone to work within the norms or values of the group.

\*Information derived from The Myers-Briggs Type Indicator (MBTI) with the four temperament patterns and <http://www.personalitypage.com/four-temps.html>

## NF - "The Idealists"

Keirsey describes the NF group's primary objective as "Identity Seeking". The NF grouping includes the types:

- [ENFJ](#) - "The Teachers"
- [INFJ](#) - "The Counselors"
- [ENFP](#) - "The Champions"
- [INFP](#) - "The Healers"

Want to be authentic, benevolent and empathetic. Search for identity, meaning and significance. Relationship oriented, particularly valuing meaningful relationships. Romantic, idealistic, wanting to make the world a better place. Look to the future. Trust their intuition, imagination, impressions. Focus on developing potential, fostering and facilitating growth through coaching teaching, counseling, communicating. Generally enthusiastic. Think in terms of integration and similarities and look for universals. Gifted in the use of metaphors to bridge different perspectives. Diplomatic. Frequently drawn to work that inspires and develops people and relationships.

## SJ - "The Guardians"

Keirsey describes the SJ group's primary objective as "Security Seeking". The SJ grouping includes the types:

- [ESTJ](#) - "The Supervisors"
- [ISTJ](#) - "The Inspectors"
- [ESFJ](#) - "The Providers"
- [ISFJ](#) - "The Protectors"

Want to fit in, to have membership. Hunger for responsibility, accountability and predictability. Tend to be generous, to serve and to do their duty. Establish and maintain institutions and standard operating procedures. Tend to protect and preserve, to stand guard and warn. Look to the past and tradition. Trust contracts and authority. Want security and stability. Think in terms of what is conventional, comparisons, associations and discrete elements. Generally serious and concerned, fatalistic. Skilled at ensuring that things, information and people are in the right place, in the right amounts the right quality, at the right time. Frequently gravitate towards business and commerce.

## NT - "The Rationals"

Keirsey describes the NT group's primary objective as "Knowledge Seeking". The NT grouping includes the types:

- [ENTJ](#) - "The Fieldmarshals"
- [INTJ](#) - "The Masterminds"
- [ENTP](#) - "The Inventors"
- [INTP](#) - "The Architects"

Want knowledge and to be competent, to achieve. Seek to understand how the world and things in it work. Theory oriented. Everything is conditional and relative. Oriented to the infinite. Trust logic and reason. Want to have a rationale for everything. Skeptical. Think in terms of differences delineating categories, definitions, structures and functions. Hunger for precision, especially in thought and language. Skilled at long-range planning inventing, designing and defining. Generally calm. Foster individualism. Frequently gravitate toward technology and sciences. Well suited for engineering and devising strategy, whether in the social of physical sciences.

## SP - "The Artisans"

Keirsey describes the SP group's primary objective as "Sensation Seeking". The SP grouping includes the types:

- [ESTP](#) - "The Promoters"
- [ISTP](#) - "The Crafters"
- [ESFP](#) - "The Performers"
- [ISFP](#) - "The Composers"

Want the freedom to choose the next act. Seek to have impact, to get results. Want to be graceful, bold and impressive. Generally excited and optimistic. Absorbed in the action of the moment. Oriented toward the present. Seek adventure and stimulation. Hunger for spontaneity. Trust impulses, luck and their ability to solve any problem they run into. Ability to notice and describe rich detail, constantly seeking relevant information. Like freedom to move, festivities and games. Natural negotiators. Seize opportunities. Gifted tacticians, deciding the best move to make in the moment, the expedient thing to do. Frequently drawn to all kinds of work that requires variation on a theme.