

# KEIRSEY TEMPERAMENT SORTER

A Measurement of Psychologist C. G. Jung's  
Personality Types

Read and complete all statements. Then fill out the answer sheet. Do not dwell on your answers. On this survey your first impressions are usually the most accurate. There are no right or wrong answers, and no personality type is better than others. As you will see from your results we are all differing combinations of introversion, extraversion, intuition, sensation, thinking, feeling, perception and judgment.

*Different Drums and Different Drummers*

## The Keirsey Temperament Sorter

1. At a party do you
  - (a) interact with many, including strangers
  - (b) interact with a few, known to you
2. Are you more
  - (a) realistic than speculative
  - (b) speculative than realistic
3. Is it worse to
  - (a) have your "head in the clouds"
  - (b) be "in a rut"
4. Are you more impressed by
  - (a) principles
  - (b) emotions
5. Are you more drawn toward the
  - (a) convincing
  - (b) touching
6. Do you prefer to work
  - (a) to deadlines
  - (b) just "whenever"
7. Do you tend to choose
  - (a) rather carefully
  - (b) somewhat impulsively
8. At parties do you
  - (a) stay late, with increasing energy
  - (b) leave early, with decreased energy
9. Are you more attracted to
  - (a) sensible people
  - (b) imaginative people
10. Are you more interested in
  - (a) what is actual
  - (b) what is possible
11. In judging others are you more swayed by
  - (a) laws than circumstances
  - (b) circumstances than laws

12. In approaching others is your inclination to be somewhat  
 (a) objective (b) personal
13. Are you more  
 (a) punctual (b) leisurely
14. Does it bother you more having things  
 (a) incomplete (b) completed
15. In your social groups do you  
 (a) keep abreast of other's happenings (b) get behind on the news
16. In doing ordinary things are you more likely to  
 (a) do it the usual way (b) do it your own way
17. Writers should  
 (a) "say what they mean and mean what they say"  
 (b) express things more by use of analogy
18. Which appeals to you more  
 (a) consistency of thought (b) harmonious human relationships
19. Are you more comfortable in making  
 (a) logical judgments (b) value judgments
20. Do you want things  
 (a) settled and decided (b) unsettled and undecided
21. Would you say you are more  
 (a) serious and determined (b) easy-going
22. In phoning do you  
 (a) rarely question that it will all be said  
 (b) rehearse what you'll say
23. Facts  
 (a) "speak for themselves"  
 (b) illustrate principles
24. Are visionaries  
 (a) somewhat annoying (b) rather fascinating
25. Are you more often  
 (a) a cool-headed person (b) a warm-hearted person
26. Is it worse to be  
 (a) unjust (b) merciless
27. Should one usually let events occur  
 (a) by careful selection and choice (b) randomly and by chance
28. Do you feel better about  
 (a) having purchased (b) having the option to buy
29. In company do you  
 (a) initiate conversation (b) wait to be approached
30. Common sense is  
 (a) rarely questionable (b) frequently questionable
31. Children often do not  
 (a) make themselves useful enough (b) exercise their fantasy enough
32. In making decisions do you feel more comfortable with  
 (a) standards (b) feelings
33. Are you more  
 (a) firm than gentle (b) gentle than firm
34. Which is more admirable:  
 (a) the ability to organize and be methodical  
 (b) the ability to adapt and make do
35. Do you put more value on the  
 (a) definite (b) open-ended

36. Does new and non-routine interaction with others  
 (a) stimulate and energize you  
 (b) tax your reserves
37. Are you more frequently  
 (a) a practical sort of person  
 (b) a fanciful sort of person
38. Are you more likely to  
 (a) see how others are useful  
 (b) see how others see
39. Which is more satisfying:  
 (a) to discuss an issue thoroughly  
 (b) to arrive at agreement on an issue
40. Which rules you more:  
 (a) your head  
 (b) your heart
41. Are you more comfortable with work that is  
 (a) contracted  
 (b) done on a casual basis
42. Do you tend to look for  
 (a) the orderly  
 (b) whatever turns up
43. Do you prefer  
 (a) many friends with brief contact  
 (b) a few friends with more lengthy contact
44. Do you go more by  
 (a) facts  
 (b) principles
45. Are you more interested in  
 (a) production and distribution  
 (b) design and research
46. Which is more of a compliment:  
 (a) "There is a very logical person."  
 (b) "There is a very sentimental person."
47. Do you value in yourself more that you are  
 (a) unwavering  
 (b) devoted
48. Do you more often prefer the  
 (a) final and unalterable statement  
 (b) tentative and preliminary statement
49. Are you more comfortable  
 (a) after a decision  
 (b) before a decision
50. Do you  
 (a) speak easily and at length with strangers  
 (b) find little to say to strangers
51. Are you more likely to trust your  
 (a) experience  
 (b) hunch
52. Do you feel  
 (a) more practical than ingenious  
 (b) more ingenious than practical
53. Which person is more to be complimented: one of  
 (a) clear reason  
 (b) strong feeling
54. Are you inclined more to be  
 (a) fair-minded  
 (b) sympathetic
55. Is it preferable mostly to  
 (a) make sure things are arranged  
 (b) just let things happen
56. In relationships should most things be  
 (a) renegotiable  
 (b) random and circumstantial
57. When the phone rings do you  
 (a) hasten to get to it first  
 (b) hope someone else will answer
58. Do you prize more in yourself  
 (a) a strong sense of reality  
 (b) a vivid imagination

59. Are you drawn more to  
(a) fundamentals (b) overtones
60. Which seems the greater error:  
(a) to be too passionate (b) to be too objective
61. Do you see yourself as basically  
(a) hard-headed (b) soft-hearted
62. Which situation appeals to you more:  
(a) the structured and scheduled  
(b) the unstructured and unscheduled
63. Are you a person that is more  
(a) routinized than whimsical  
(b) whimsical than routinized
64. Are you more inclined to be  
(a) easy to approach (b) somewhat reserved
65. In writings do you prefer  
(a) the more literal (b) the more figurative
66. Is it harder for you to  
(a) identify with others (b) utilize others
67. Which do you wish more for yourself:  
(a) clarity of reason (b) strength of compassion
68. Which is the greater fault:  
(a) being indiscriminate (b) being critical
69. Do you prefer the  
(a) planned event (b) unplanned event
70. Do you tend to be more  
(a) deliberate than spontaneous  
(b) spontaneous than deliberate

# Answer Sheet

Enter a check for each answer in the column for a or b

a		b		a		b		a		b		a		b	
1				2				3				4			
5				9				13				17			
11				15				19				23			
13				17				21				25			
15				19				23				27			
17				21				25				29			
19				23				27				31			
21				25				29				33			
23				27				31				35			
25				29				33				37			
27				31				35				39			
29				33				37				41			
31				35				39				43			
33				37				41				45			
35				39				43				47			
37				41				45				49			
39				43				47				51			
41				45				49				53			
43				47				51				55			
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59				63				67				70			
61				65				69							
63				67				70							
65				69											
67				70											

  

1	2	3	4	5	6	7	8
↓		↓		↓		↓	
1	2	3	4	5	6	7	8
E	I	S	N	T	F	J	P

## Directions for Scoring

1. Add down so that the total number of "a" answers is written in the box at the bottom of each column (see next page for illustration). Do the same for the "b" answers you have checked. Each of the 14 boxes should have a number in it.

2. Transfer the number in box No. 1 of the answer sheet to box No. 1 below the answer sheet. Do this for box No. 2 as well. Note, however, that you have two numbers for boxes 3 through 8. Bring down the first number for each box beneath the second, as indicated by the arrows. Now add all the pairs of numbers and enter the total in the boxes below the answer sheet, so each box has only one number.

## Characteristics Frequently Associated with Each Type

### Sensing Types

#### ISTJ

Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic, and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized—their work, their home, their life. Value traditions and loyalty.

#### ISTP

Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

#### ESTP

Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them—they want to act energetically to solve the problem. Focus on the here-and-now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.

#### ESTJ

Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize projects and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.

#### ISFJ

Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking, and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.

#### ISFP

Quiet, friendly, sensitive, and kind. Enjoy the present moment, what's going on around them. Like to have their own space and to work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, do not force their opinions or values on others.

#### ESFP

Outgoing, friendly, and accepting. Exuberant lovers of life, people, and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

#### ESFJ

Warmhearted, conscientious, and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.

### Intuitive Types

#### INTJ

Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organizes a job and carry it through. Skeptical and independent, have high standards of competence and performance—for themselves and others.

#### INTP

Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.

#### ENTP

Quick, ingenious, stimulating, alert, and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

#### ENTJ

Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy long-term planning and goal setting. Usually well informed, well read, enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

Introverts

Extraverts