

Score Sheet – Insights Game

On each of the following pairs of items, select the one which sounds most like you. Your first impulse is almost always the best choice. You may not skip an item, even if you have a hard time making up your mind. Tally your score at the end of each section to see which letter represents your preference. Choose E or I, S or N, T or F, P or J to identify your four-letter type code, e.g., ENTP.

MY FOUR LETTER CODE IS _ _ _ _

Extroverted or Introverted

No	E	I	Circle
1	I speak without thinking and have to tell people close to me I didn't mean what I said.	People close to me have to ask: "What are you thinking? What's on your mind?"	E I
2	My energy level is boosted by meeting new people in a party-type atmosphere.	I feel personally drained by meeting new people in a party-type atmosphere.	E I
3	I think things through by talking about them or make up my mind in the course of conversation.	I think things through by myself, in advance, before I express an opinion.	E I
4	I prefer to work on projects in a team or group setting.	I prefer to work on projects by myself or with one other person.	E I
5	My motto is: "What you see is what you get!" I am open with people about who I am, what I think and where I stand.	My motto is: "Still waters run deep!" I generally keep my personal life, ideas and opinions to myself.	E I
6	I often leave a meeting or gathering wishing I hadn't talked so much.	I often leave a meeting or gathering wishing I had expressed my viewpoint.	E I
7	I find it lonely, boring or difficult to work in isolation for long periods of time.	I work by myself for long periods of time without feeling lonely or bored by the lack of human interaction.	E I
8	I don't mind some level of noise and activity in my working environment. In fact, I often enjoy the stimulation.	I need peace and quiet to work at my best. I cannot work well in a noisy environment.	E I
9	I meet people easily and introduce myself to others. People probably describe me as outgoing.	I am not comfortable "mixing" with people I don't know. People probably describe me as quiet.	E I
	Total your selections	E__ I__	

I am talkative, open and relatively easy to read. I need interactions with people every day to keep my "personal batteries" charged. I seem to speak without thinking sometimes. I am an Extravert, E.

I am quiet, reserved and – even though I do have a social side – I need more peace and privacy than most people. I am likely to think without speaking. I am an Introvert, I.

Sensor or iNtuitive

No	Sensor	iNtuitive	Circle
1	People see me as practical.	People see me as creative.	S N
2	I count on lessons of experience to guide my actions.	I rely on ideas and intuition to inspire my actions.	S N
3	I am best at observing the facts in any situation to work out practical solutions to problems.	I am best at seeing creative possibilities in any situation to discover innovation solutions to problems.	S N
4	I do.	I create.	S N
5	I don't miss details. I am better than most people at reconstructing events: who, what, when and where.	I am a concept person. I don't lose sight of the big picture.	S N
6	People with no common sense are hard for me to understand.	People with no sense of vision are hard for me to understand.	S N
7	My motto is: "When in doubt, do what you did before; tried and true ways are usually best".	My motto is: "When in doubt, try a new way of doing it; invent something."	S N
8	I am a concrete thinker, a real-world person.	I am an abstract thinker, someone who deals in the world of ideas.	S N
9	Producing, building, making, running and doing are the key words of my life.	Designing, creating, inspiring, inventing and imagining are the key words of my life.	S N
	Total your selections	S__ N__	

I am practical and realistic. I am most comfortable dealing in the here-and-now, the real world. I keep both feet on the ground and use my senses to tell me what's real. I am a Sensor, S.

I am imaginative and creative. I am always looking toward future possibilities, asking myself what things mean on a larger scale. I'm a "big picture," idea person – a natural innovator. I am an iNtuitive, N.

Thinker or Feeler

No	T	F	Circle
1	People see me as analytical.	People see me as sensitive.	T F
2	It is important to be objective.	It is important to be compassionate.	T F
3	I make decisions logically and unemotionally.	I make decisions keeping personal concerns and needs sharply in focus.	T F
4	Reason and logic guide my actions.	My personal value system and feelings guide my actions.	T F
5	Treat people fairly.	Treat people kindly.	T F
6	My head rules my heart, more often than not.	My heart rules my head, more often than not.	T F
7	If asked for my opinion, I am likely to offer constructive criticism of things I see people doing.	If asked for my opinion, I am likely to compliment people for what they do.	T F
8	If I have a natural gift, it is for figuring out the way things work – cause and effect relationships.	If I have a natural gift, it is for understanding people's feelings, needs and motivations.	T F
9	I know that some people may see me as cold because I don't let personal feelings govern my behavior.	I know that some people may see me as soft because I don't make decisions based on facts and logic alone.	T F
	Total your selections	T__ F__	

I am logical, and almost always make decisions on a rational, impersonal basis – or, at least, I like to think I do. Reason runs my life. I am a Thinker, T.

I am sensitive, and I believe it's important to consider the personal element in everything I say and do. I try to be sympathetic and understanding with others. I am a Feeler, F.

Perceptive or Judging

No	P	J	Circle
1	In making decisions, I may change my mind or wonder if I've made the right choice, once I'm committed.	I rarely change my mind after it is made up, and I am usually satisfied with my decisions.	P J
2	I dislike too much structure and scheduling in my life, and I often meet deadlines and accomplish my goals by working extra hard and long at the last minute.	I tend to organize my life in advance, as much as possible, so I can meet deadlines and accomplish my goals on schedule. I try to avoid having to work frantically at the last minute.	P J
3	I tend to spend too much time coming to decisions – exploring too many factors and inputs.	I tend to make snap judgments and jump to conclusions before considering all sides of an issue.	P J
4	Given the choice, I prefer to decide what to do and where to go without advance planning – whenever the spirit moves me.	Given the choice, I prefer to live a well-planned life, knowing when and where things will happen.	P J
5	I have a tendency to start projects by just jumping in and figuring things out as I go along.	Before I start a project, I have a tendency to make up lists, schedules and plans – or have a timetable clearly in mind.	P J
6	Being systematic, punctual and organized are not my strong points.	My strong points include being systematic, punctual and organized.	P J
7	People may criticize me for being too casual and not following through on what I start.	People may criticize me for being a stickler for schedules and commitments, someone who always finishes what they starts, on time.	P J
8	“Spontaneous” is my middle name.	“Organized” is my middle name.	P J
9	I prefer watching and waiting – taking in information and observing – rather than making decisions or drawing conclusions.	I prefer “getting to the bottom line” – making decisions and drawing conclusions – or working in clear-cut situations.	P J
	Total your selections	P__ J__	

I am flexible, and I can always see the other person's viewpoint in a controversy. I am more comfortable observing, listening, taking in information, than I am making decisions and judgments. I am open-minded. I am a Perceptive type, P.

I like to be organized in whatever I do. I like to get to the bottom line, make decisions, know where I'm going, know where I stand, in all areas of my life. Schedules, order, plans, structure and responsibility matter to me. I am a Judging type, J.