

## Effects of Preferences in Work Situations

### Extraversion

Like variety and action  
Often impatient with long, slow jobs

Are interested in the activities of their work and in how other people do it  
Often act quickly, sometimes without thinking  
When working on a task, find phone calls a welcome diversion  
Develop ideas by discussion Like having people around

### Sensing

Like using experience and standard ways to solve problems  
Enjoy applying what they have already learned  
May distrust and ignore their inspirations  
Seldom make errors of fact  
Like to do things with a practical bent  
Like to present the details of their work first  
Prefer continuation of what is, with fine tuning  
Usually proceed step-by-step

### Thinking

Use logical analysis to reach conclusions  
Can work without harmony  
May hurt people's feelings without knowing it  
Tend to decide impersonally, sometimes paying insufficient attention to people's wishes  
Tend to be firm-minded and can give criticism when appropriate  
Look at the principles involved in the situation  
Feel rewarded when job is done well

### Judging

Work best when they can plan their work and follow their plan  
Like to get things settled and finished May not notice new things that need to be done  
Tend to be satisfied once they reach a decision on a thing, situation, or person . Reach closure by deciding quickly  
Seek structure and schedules  
Use lists to prompt action on specific tasks

### Introversion

Like quiet for concentration  
Tend not to mind working on one project for a long time uninterrupted  
Are interested in the facts/ideas behind their work  
Like to think a lot before they act, sometimes without acting  
When concentrating on a task, find phone calls intrusive  
Develop ideas by reflection  
Like working alone

### Intuition

Like solving new complex problems  
Enjoy learning a new skill more than using it  
May follow their inspirations, good or bad  
May make errors of fact  
Like to do things with an innovative bent  
Like to present an overview of their work first  
Prefer change, sometimes radical, to continuation of what is  
Usually proceed in bursts of energy

### Feeling

Use values to reach conclusions  
Work best in harmony with others  
Enjoy pleasing people, even in unimportant things Often let decisions be influenced by their own and other people's likes and dislikes  
Tend to be sympathetic and dislike, even avoid, telling people unpleasant things  
Look at the underlying values in the situation  
Feel rewarded when people's needs are met

### Perceiving

Enjoy flexibility in their work  
Like to leave things open for last-minute changes May postpone unpleasant tasks that need to be done Tend to be curious and welcome a new light on a thing, situation, or person  
Postpone decisions while searching for options Adapt well to changing situations and feel restricted without change  
Use lists to remind them of all the things they have to do someday

Adapted from *Introduction to Type* by Isabel Briggs Myers.  
Consulting Psychologists Press, Inc .1987.