

# Keirseey Overview



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21<sup>ST</sup> CENTURY SKILLS SERIES

# Self-Awareness in the Work World: 4 Primary Attributes (Traits)

- ▶ Knows own personality, strengths, and areas of knowledge, skills, or habits that can be improved.
- ▶ Looks for work opportunities that would be a good match for personal strengths and skills.
- ▶ **Maintains self-discipline, tries to do the right thing, and takes personal responsibility in social or work situations.**
- ▶ **Improves professional manner by learning guidelines or rules of the work setting, such as appropriate clothing and ways of communicating.**

# Goal of Self-Assessments:

- ▶ To increase your self-awareness
- ▶ Use the understanding of personality types to improve your social awareness and adjust your behaviors when needed
- ▶ Match your results with possible careers you'd be suited to, research the details of those careers

# How is the Keirsey used?

- ▶ Self-Awareness
- ▶ Personal Development
- ▶ Team Development
- ▶ Leadership Development
- ▶ Improved Communication
- ▶ Counseling

## What it is

- ▶ Non-judgemental
- ▶ Indicates preference
- ▶ Innate
- ▶ Well researched
- ▶ Can be influenced
  - ▶ Family/socialization/education
- ▶ Observable
- ▶ About appreciating differences

## What it is not

- ▶ A box
- ▶ An excuse
- ▶ Competence related
- ▶ Judgmental
- ▶ Right/Wrong

# The Four Keirsey Temperaments

## Guardian ESTJ, ISTJ, ESFJ, ISFJ

- dependable, helpful, and hard-working.
- loyal mates, responsible parents, and stabilizing leaders.
- dutiful, cautious, humble
- focused on credentials and traditions.
- concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice.

## Artisan ESFP, ISFP, ESTP, ISTP

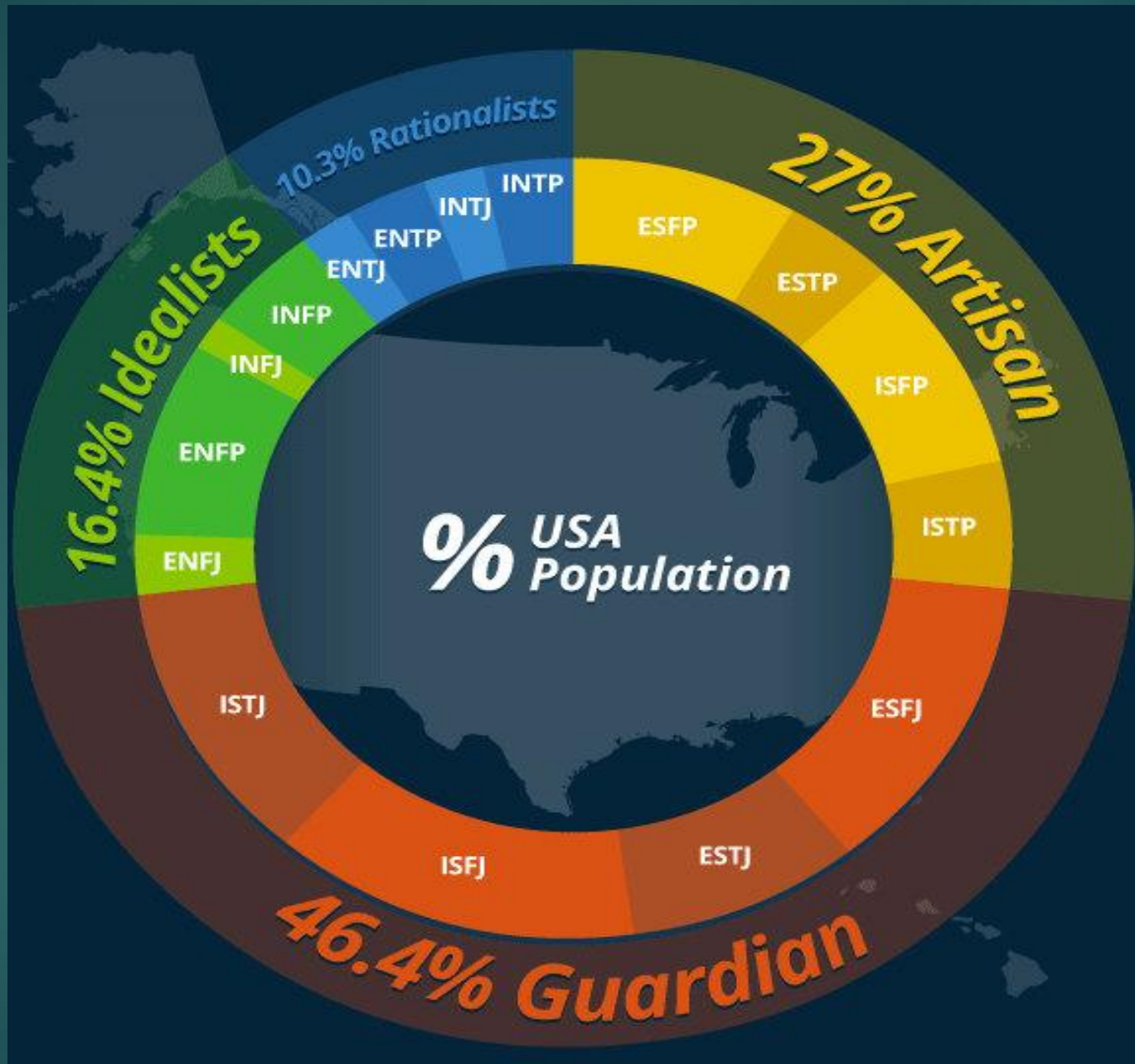
- fun-loving, optimistic, realistic
- focused on the here and now.
- unconventional, bold, and spontaneous.
- make playful mates, creative parents, and troubleshooting leaders.
- excitable, trust their impulses, want to make a splash, seek stimulation, prize freedom, and dream of mastering action skills.

## Idealist ENFJ, INFJ, ENFP, INFP

- enthusiastic, they trust their intuition, yearn for romance
- seek their true self, prize meaningful relationships
- dream of attaining wisdom.
- loving, kindhearted, and authentic.
- giving, trusting, spiritual, focused on personal journeys and human potentials.
- intense mates, nurturing parents, and inspirational leaders.

## Rational ENTJ, INTJ, ENTP, INTP

- pragmatic, skeptical, self-contained
- focused on problem-solving and systems analysis.
- ingenious, independent, strong willed.
- make reasonable mates, individualizing parents, strategic leaders.
- even-tempered, trust logic, yearn for achievement, seek knowledge, prize technology
- dream of understanding how the world works.



# GUARDIAN

- ▶ Prefer to maintain social order to ensure everyone is taken care of
- ▶ Comfortable with routine, will work hard and often do the tasks that no one else wants to do
- ▶ Appreciate cooperation, common goals, and sharing resources
- ▶ Use sensible language to communicate
- ▶ Feel the ethics and morals behind an action are more important than the outcome
- ▶ Great organizers

Working with Guardians:

1. They should be given clear plans/complete information before a project begins
2. They need routines without many unexpected changes



# ARTISAN

- ▶ Prefer the tangible and practical, hands on skills
- ▶ Adaptable, even able to adapt own personality to suit different environments
- ▶ Appreciate what is new and different, will seek it out.
- ▶ Bring a sense of fun and adventure to what they do
- ▶ Gifted with the ability to gather and utilize resources-can make a lot out of a little
- ▶ Use concrete language to communicate
- ▶ Great planning skills

## Working with Artisans:

1. They should be made aware of all available resources before a project starts
2. They need communication to be straightforward and practical

# IDEALIST

- ▶ Prefer working with others to bring out the best in one another
- ▶ Believe in human potential, the power of ideas, and intuition
- ▶ Appreciate innovation and diverse ways of looking at the world so will often be “lifelong learners”
- ▶ Gifted at communication and will often use this as a means to connect with others; empathetic
- ▶ Believe the way people feel in a group can be more important than the outcomes of the group

## Working with Idealists:

1. They should be given time to think/discuss before determining the goals of a project
2. They need environments where they feel valued

# RATIONAL

- ▶ Prefer the use of logic to figure out complex systems
- ▶ Problem solvers, curious, often scientifically minded
- ▶ Appreciate what is utilitarian, contemporary, and technologically advanced
- ▶ Gifted at figuring out better ways of doing things-use ingenuity to move forward
- ▶ Use abstract ideas to communicate-what can be perceived
- ▶ Dislike what seems trivial or redundant
- ▶ Even tempered; trust logic

Working with Rationals:

1. They should be given projects requiring reasoning skills rather than anything overly simplistic/repetitive
2. They need environments that are calm and not overly emotional

# Guardians

## Supervisor (ESTJ)

- highly social, community-minded
- many rise to positions of responsibility in their school, church, industry, or civic groups.
- generous with time and energy, often belong to variety of clubs, lodges, associations, supporting through steady attendance, also taking an outspoken leadership role.
- like to take charge of groups, comfortable issuing orders.
- cooperative with their superiors, would like cooperation from the people working under them.
- Rank has its obligations, but it also has its privileges.

## Inspectors (ISTJ)

- Super-dependable
- extraordinarily persevering and dutiful
- keep an eye on people and work they are responsible for
- quietly see to it that rules are followed, laws are respected, standards upheld.
- true guardians of institutions.
- patient with their work, procedures within an institution
- not always patient with behavior of some people at work
- responsible to the core, like it when people know their duties, follow the guidelines, and operate within the rules.

## Provider (ESFJ)

- take it upon themselves to insure health and welfare of those in their care.
- most sociable of all the Guardians
- nurturers of social institutions such as schools, churches, social clubs, and civic groups.
- friendly social service is a key to their nature.
- happily give their time and energy to make sure that the needs of others are met, and that social functions are a success.

## Protectors (ISFJ)

- primary interest is in the safety, security of those they care about .
- extraordinary sense of loyalty and responsibility
- fulfilled in the degree they can shield others from the dirt and dangers of the world.
- Prefer time-honored and time-tested products and procedures rather than change to new.
- protectors value tradition, both in the culture and in their family.

# Artisans

## Promoter (ESTP)

- they are men and women of action.
- In their presence things begin to happen: the lights come on, the music plays, the games begin.
- Clever and full of fun, theatrical flourish making even the most routine events seem exciting.
- demand new activities and new challenges.
- bold and daring at heart, and ever-optimistic that things will go their way
- take tremendous risks to get what they want, and seem exhilarated by walking close to the edge of disaster

## Performer (ESFP)

- special ability, even among the Artisans, to delight those around them with their warmth, their good humor, and with their often extraordinary skills in music, comedy, and drama.
- exciting and full of fun
- Stimulate those around them to take a break from work and worry, to lighten up and enjoy life.
- Born entertainers, love excitement of playing to an audience, and quickly become the center of attention wherever they are.
- Performers aren't comfortable being alone, and seek the company of others whenever possible --

## Crafter (ISTP)

- masterful operation of tools, equipment, machines, and instruments of all kinds.
- become expert at all the crafts requiring tool skills.
- love action, and who know instinctively that their activities are more enjoyable if done impulsively
- spontaneous and like to be subject to no schedules or standards but their own.
- seek fun and games on impulse, looking for any opportunity, and just because they feel like it, to play with their various toys: cars, motorcycles, boats, dune-buggies, hunting rifles, fishing tackle, scuba gear, and on and on.

## Composer (ISFP)

- in tune with their senses, have a sure grasp of what belongs, and what doesn't belong, in all kinds of works of art.
- exceptional ability-seemingly inborn-to work with subtle differences in color, tone, texture, aroma, and flavor.
- just as impulsive as the other Artisans, they act in the here and now, with little or no planning or preparation.
- Composers paint or sculpt, they dance or skate, they write melodies or make recipes-or whatever-simply because they must. They climb the mountain because it is there.

# Idealists

## Teachers (ENFJ)

- natural talent leading others toward learning
- capable of calling forth each learner's potentials
- effortlessly dream up fascinating learning activities for their students to engage in
- ability to fire the imagination, a kind of genius which other types find hard to emulate
- greatest strength lies in their belief in their students
- look for the best in others, communicate clearly each one has untold potential
- confidence can inspire their students to grow and develop more than they ever thought possible.

## Counselors (INFJ)

- exceptionally strong desire to contribute to welfare of others
- find personal fulfillment interacting with people, nurturing personal development, guiding them to realize their potential.
- happy working at jobs that require solitude and close attention, but do well with individuals or groups of people, provided personal interactions are not superficial, that they find some quiet, private time to recharge their batteries.
- kind and positive in their handling of others; great listeners, interested in helping people with their personal problems.
- prefer to work intensely with those close to them, on a one-to-one basis, quietly exerting their influence behind the scenes.

## Champions (ENFP)

- consider intense emotional experiences vital to a full life.
- have wide range and variety of emotions, passion for novelty.
- see life as exciting drama, want to experience meaningful events and fascinating people in the world.
- outgoing, often can't wait to tell others of their extraordinary experiences.
- tireless in talking with others, like fountains that bubble and splash, spilling over their own words to get it all out.
- speak (or write) in hope of revealing truth about human experience, motivating others with their powerful convictions.
- vivacious and inspiring

## Healers (INFP)

- present a calm and serene face to the world, and can seem shy, even distant around others.
- have capacity for personal caring rarely found in the other types.
- care deeply about the inner life of a few special persons, or about a favorite cause in the world at large.
- great passion is to heal the conflicts that trouble individuals, or that divide groups, and thus to bring wholeness, or health, to themselves, their loved ones, and their community.
- have profound sense of idealism that comes from a strong personal sense of right and wrong.

# Rationals

## Fieldmarshals (ENTJ)

- bound to lead others, from an early age can be observed taking command of groups.
- in some cases, simply find themselves in charge of groups, and are mystified as to how this happened.
- have a strong natural urge to give structure and direction wherever they are - to harness people in the field and to direct them to achieve distant goals.
- tendency to establish plans for a task, enterprise, or organization, search more for policy and goals than for regulations and procedures.

## Mastermind (INTJ)

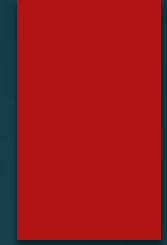
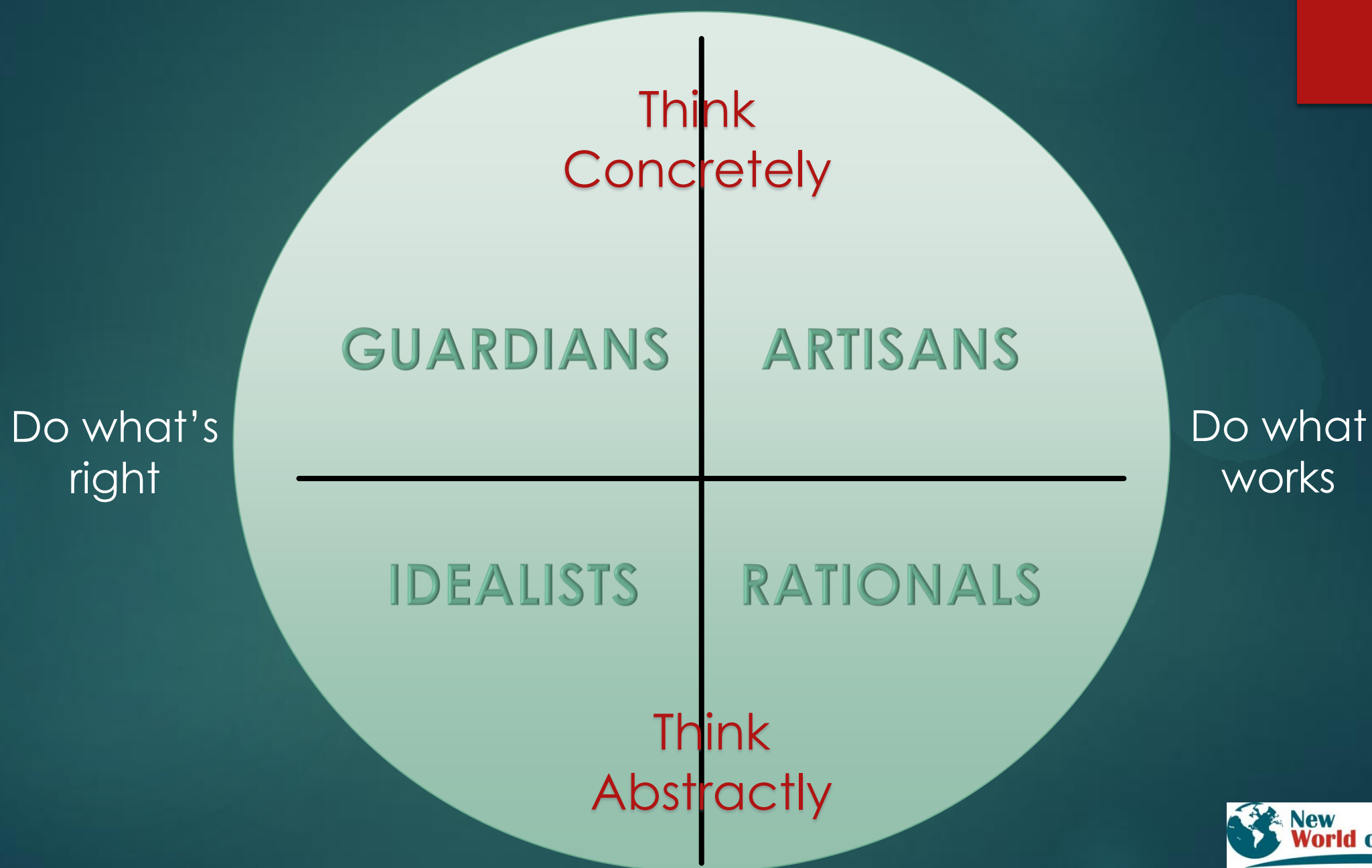
- highly capable leaders, not at all eager to take command, preferring to stay in the background until others demonstrate their inability to lead.
- once they take charge, they're thorough pragmatists.
- certain that efficiency is indispensable in a well-run organization
- do not feel bound by established rules and procedures, and traditional authority does not impress them, nor do slogans or catchwords.
- only ideas that make sense to them are adopted; those that don't, aren't, no matter who thought of them.

## Inventors (ENTP)

- innovative, entrepreneurial spirit, always on the lookout for a better way, always eyeing new projects, new enterprises, new processes.
- pragmatic, often expert at devising the most effective means to accomplish their ends.
- reluctant to do things in a particular manner just because that's the way they have been done.
- bring fresh, new approaches to their work and play.
- intensely curious and continuously probe for possibilities, especially when trying to solve complex problems.

## Architect (INTP)

- great precision in thought and speech.
- tend to see distinctions and inconsistencies instantaneously, detect contradictions.
- Find it difficult to listen to nonsense, even in a casual conversation, without pointing out the speaker's error.
- In discussion or debate are devastating, their skill in framing arguments giving them an enormous advantage.
- regard all discussions as a search for understanding, and believe their function is to eliminate inconsistencies, which can make communication with them an uncomfortable experience for many.





# SELF IMAGE OF THE FOUR TEMPERAMENTS

	ARTISAN	GUARDIAN	IDEALIST	RATIONAL
SELF ESTEEM	ACTION	RELIABILITY	EMPATHY	INGENUITY
SELF RESPECT	AUDACITY	SERVICE	BENEVOLENCE	AUTONOMY
SELF CONFIDENCE	ADAPTABILITY	RESPECTABILITY	AUTHENTICITY	WILLPOWER

# How each temperament learns leadership

- ▶ **Artisans** *need to be put into a position of leadership-immediate action*
- ▶ **Guardians** *tend to prefer learning leadership in a classroom environment*
- ▶ **Idealists** *need to surround themselves with other leaders*
- ▶ **Rationals** *need to read a book on leadership and be self-taught*

# Moving Forward....

- ▶ With your understanding of the different letter codes and your own personal preferences, what does this mean for you in relation to your personal, education, or career goals?
- ▶ How can you use this information to build your self-awareness of your transferable skills? How can you apply this to your awareness when you are working with others?
- ▶ Watch the Self-Awareness Assessment Video from the playlist:  
[www.youtube.com/playlist?list=PLWCjcrQpQiFZn9kWvXIKTnd-DOscOEs6A](https://www.youtube.com/playlist?list=PLWCjcrQpQiFZn9kWvXIKTnd-DOscOEs6A)
- ▶ Use the worksheet to explore three possible career options of interest to you