

The 16 Personality Types

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The 16 Types are the sixteen personality type patterns that are often referred to by a 4-letter type code developed by Isabel Myers based on her understanding of the personality typology of Carl Jung. There are many ways of understanding these type patterns and many scholars have described these patterns from perspectives not based in Jungian typology. David Keirsey developed a model of temperament theory that looks as four core temperaments, each having four varieties thus sixteen types. Bolton and Bolton expanded the social style model from four to sixteen types. Below are capsule themes of the sixteen type patterns when taken as a whole.

Themes of the 16 Personality Type Patterns

Taken, with permission, from [The 16 Personality Types: Descriptions for Self-Discovery](#) (Telos Publications, 1999)

PROMOTER EXECUTOR - ESTP

Taking charge of situations. Tactical prioritizing. Talent for negotiating. Want a measure of their success. Keep their options open. Enjoy acting as a consultant. Winning people over. Caring for family and friends. Enjoy exhilaration at the edge. Disappointed when others don't show respect.

ANALYZER OPERATOR - ISTP

Actively solving problems. Observing how things work. Talent for using tools for the best approach. Need to be independent. Act on their hunches or intuitions. Understanding a situation. Taking things apart. Making discoveries. Sharing those discoveries. Unsettled by powerful emotional experiences.

MOTIVATOR PRESENTER - ESFP

Stimulating action. Have a sense of style. Talent for presenting things in a useful way. Natural actors-engaging others. Opening up people to possibilities. Respect for freedom. Taking risks. A love of learning, especially about people. Genuine caring. Sometimes misperceive others' intentions.

COMPOSER PRODUCER - ISFP

Taking advantage of opportunities. Stick with what's important. Talent for pulling together what is just right. Creative problem solving. Building relationships. Attracting the loyalties of others. Being their own true self. Have their own personal style. Play against expectations. Struggle with nurturing their own self-esteem.

IMPLEMENTOR SUPERVISOR - ESTJ

Talent for bringing order to chaotic situations. Educating themselves. Industrious, work-hard attitude. Balance work with play. Having a philosophy of life. Having the steps to success. Keeping up traditions. Being well balanced. Connecting their wealth of life experiences. Often disappointed when perfectionistic standards for economy and quality are not met.

PLANNER INSPECTOR - ISTJ

Drawing up plans and being prepared. Take responsibility. Getting work done first. Being active in the community. Loyalty to their roles. Cultivating good qualities. Doing the right thing. Bear life's burdens and overcome adversity. Talented at planning, sequencing, and noticing what's missing. Having to learn so much in hindsight is painful at times.

FACILITATOR CARETAKER - ESFJ

Accepting and helping others. Managing people. Hearing people out. Voicing concerns and accommodating needs. Admire the success of others. Remember what's important. Talented at providing others with what they need. Keep things pleasant. Maintaining a sense of continuity. Accounting for the costs. Often disappointed by entrepreneurial projects.

PROTECTOR SUPPORTER - ISFJ

Noticing what's needed and what's valuable. Talent for careful and supportive organization. Know the ins and outs. Enjoy traditions. Work to protect the future. Listening and remembering. Being nice and agreeable. Unselfish willingness to volunteer. Feeling a sense of accomplishment. Exasperated when people ignore rules and don't get along.

STRATEGIST MOBILIZER - ENTJ

Being a leader. Maximize talents. Marshal resources toward progress. Intuitive explorations. Forging

partnerships. Mentoring and empowering. Talent for coordinating multiple projects. Balance peace and conflict. Predictive creativity. Often overwhelmed by managing all the details of time and resources.

CONCEPTUALIZER DIRECTOR - INTJ

Maximizing achievements. Drive for self-mastery. Build a vision. Very long-range strategizing. Realizing progress toward goals. Systems thinking. Talent for seeing the reasons behind things. Being on the leading edge. Maintaining independence. Find it difficult to let go in interacting with others.

EXPLORER INVENTOR - ENTP

Being inventive. Talented at building prototypes and getting projects launched. Lifelong learning. Enjoy the creative process. Share their insights about life's possibilities. Strategically formulate success. An inviting host. Like the drama of the give and take. Trying to be diplomatic. Surprised when their strategizing of relationships becomes problematic.

DESIGNER THEORIZER - INTP

Becoming an expert. Seeing new patterns and elegant connections. Talent for design and redesign. Crossing the artificial boundaries of thought. Activate the imagination. Clarifying and defining. Making discoveries. Reflect on the process of thinking itself. Detach to analyze. Struggle with attending to the physical world.

ENVISIONER MENTOR - ENFJ

Communicate and share values. Succeeding at relationships. Realizing dreams-their own and others. Seek opportunities to grow together. Heeding the call to a life work or mission. Enjoy the creative process. Intuitive intellect. Reconcile the past and the future. Talent for seeing potential in others. Often find living in the present difficult.

FORESEER DEVELOPER - INFJ

Personal growth. Sustain the vision. Honoring the gifts of others. Taking a creative approach to life. Talent for foreseeing. Exploring issues. Bridge differences and connect people. Practical problem solving. Live with a sense of purpose. Living an idealistic life often presents them with a great deal of stress and a need to withdraw.

DISCOVERER ADVOCATE - ENFP

Inspiring and facilitating others. Exploring perceptions. Talent for seeing what's not being said and voicing unspoken meanings. Seek to have ideal relationships. Recognize happiness. Living out stories. Want to authentically live with themselves. Respond to insights in the creative process. Finding the magical situation. Restless hunger for discovering their direction.

HARMONIZER CLARIFIER - INFP

Going with the flow. Knowing what is behind what is said. Uncovering mysteries. Exploring moral questions. Talent for facilitative listening. Relate through stories and metaphors. Balancing opposites. Getting reacquainted with themselves. Have a way of knowing what is believable. Struggling with structure and getting their lives in order.

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About Linda V. Berens

Linda V. Berens, Ph.D., is the director and founder of Temperament Research Institute (TRI), which provides organizational consulting and interventions as well as certification of trainers in The TRI Methodology. TRI is one of seven organizations that provide Qualification Programs for the Myers-Briggs Type Indicator®, the most widely used personality instrument in the world.

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