

# myers-briggs™ types and percentages

**ISTJ IMPLEMENTOR m: 16% f: 7%**

Pragmatic, consistent, and attentive to detail. Serious, quiet, and thorough. Concise, focused, organised, and predictable. Reserved, conscientious, and calm. Make-up their own minds, and work steadily regardless of distractions. Realistic, trusting facts. Wants structure, and makes time to be alone.

Contributes to the team by hard work, effort, and ability to classify ideas. Is organisationally skilled, and systematic. Can be relied on to gather facts and examine their logical consequences.

May irritate team members by being too task focused.

**ISFJ TEAMWORKER m: 8% f: 19%**

Succinct communicator, friendly, and conscientious. Responsible, and strives to meet obligations. Thorough, painstaking, and accurate. Enjoys helping others, careful, and reliable. Loyal and considerate, concerned with others, and enjoys helping them.

Contributes to the team by showing willingness to work, offering clear direction and practical organisational skills. They lend stability to any project or a group. Often good at problem solving, checking viability of plans, and keeping track of projects and discussions.

May irritate team members by being unassertive, too practical, or pedantic.

**INFJ IDEALIST m: 1% f: 2%**

Good problem-solver, original, and decisive. Enjoys generating options, and different points of view, but avoids conflict. Quietly forceful, concerned for others, and conscientious. Establishes enduring friendships. Principled, with clear convictions about the common good.

Contributes to the team by looking at problems from a global perspective, and offering creative and intuitive ideas and insights. Inspires others through the positive, humorous, constructive approach. Assesses group dynamics well and encourages team members.

May irritate team members by stubbornness, ignoring practical details.

**INTJ STRATEGIST m: 3% f: 1%**

Original mind, enjoys challenges. Good at organising and seeing things through without help. Sceptical, critical, independent, determined. Resourceful, relentless about precision, principled.

Contributes to the team by offering new perspectives and answering probing questions Provides strategic insight and vision, maps out ideas and tasks. Systematically schedules and completes tasks.

May irritate team members by being too single-minded in the pursuit of the task, being too independent, and being unappreciative of others. Can be stubborn, unyielding.

**ISTP INSPECTOR m: 9% f: 2%**

Logical cool onlookers, quiet and reserved. Observes and analyses life with detached curiosity, and flashes of original humour. Constantly analysing, focusing on what is relevant in the here and now. Can be seen as detached, sometimes aloof. Practical minded problem-solver, interested in how and why things work. Organises facts well using logical principles, with an interest in cause and effect.

Can contribute to a team by being a source of facts, details and varied perspectives. Uses analytical skills to organise work efficiently, and offering options for action. Is usually reflective, responsive and persevering.

May irritate colleagues by appearing indifferent to them, seeming disorganised, and nit-picking.

**ISFP HARMONIZER m: 7% f: 10%**

Retiring, quietly friendly, sensitive, kind, and modest. Seeks connection with others, disliking disagreements. Usually do not care to lead, but are loyal followers. Can be seen as quiet and introspective. Nurturing and reflective, they are often relaxed about task performance, enjoying the present moment.

Can contribute to a team by getting others to work together, exhibiting a gentle humour, and dedication to the task. They usually work hard, with precision and dedication, not wanting to take glory for themselves. They are sincerely interested in others points of view.

May irritate colleagues by being too nice, over-sensitive and concerned with harmony, and insufficiently assertive.

**INFP CATALYST m: 4% f: 5%**

Intense, passionate, but sometimes reserved. Like to facilitate team discussion, caring about learning and seeking harmony. Friendly, but may be too inner-directed and absorbed to be sociable. Sometimes the social conscience of a group, they enjoy autonomy. Relentless searchers for what is meaningful.

Can contribute to a team by challenging stimulating and provoking. Can convince and encourage others to look at new possibilities, especially when focusing on common ideals and underlying issues. They are supportive team members and create unity and harmony with quiet good humour.

They may be seen as too idealistic and other-worldly, and may become too fiercely attached to values not held by other team members.

**INTP ANALYZER m: 5% f: 2%**

Loves problem-solving, analytical quiet and reserved. Focuses on possibilities, enjoys theoretical problems, logic, and analysis. Strives for objectivity and avoids small talk. Tends to have sharply defined and strong interests.

Can contribute to a team by providing critical vision and intellectual insight, using logic and reasoning well. Is able to outline basic principles, clarify issues, and see solutions. Can have a good overview of complex subjects, and provide a range of options and impartial recommendations.

Can irritate team members by being too intellectual, too logical, and sometimes inconsiderate of feelings.

**ESTP ACTIVIST m: 6% f: 3%**

Energetic seeker of experiences. Unworried, enjoying whatever comes along. Tends to like mechanical things and sports, and good at on-the-spot problem-solving. Meets deadlines just in time, adaptable, and tolerant. Decides by talking, can be seen as forceful and excitable. Often best with real things that can be handled, taken apart, or put together.

Can contribute to a team by establishing goals and direction, solving problems and being optimistic. Often determined to succeed, enthusiastic logical and non-judgmental. Will often take responsibility to overcome obstacles and resolve difficulties.

May irritate colleagues by precipitating crises, acting too quickly, and relying on improvisation. Maybe insufficiently aware of other's feelings.

**ESFP ENTHUSIAST m: 7% f: 10%**

Outgoing easy-going and friendly. Active and resourceful when dealing with people. Curious about social interactions, often acting as a go-between in conflicts. Their enthusiasm is contagious, they are playful and enthusiastic joiners. Best in situations which require practical people skills.

Can contribute to a team by motivating and energising others, and carrying out tasks with enjoyment and style. They're good at breaking the ice in tense situations, and encourage others to produce positive results. They invite others to contribute and participate.

May irritate others in the team are being too personal and to be seen to be having too much fun. May dismiss the abstract and the conceptual.

**ENFP INSPIRER m: 6% f: 10%**

Loves creating ideas, enthusiastic, ingenious and imaginative. Quick with solutions, and ready to help anyone. They trust and take others at face value, and are diplomatic. May have difficulty deciding, and rely on their ability to improvise instead of preparing advance. Trust hunches, exuberant, spontaneous and insightful about people.

Can contribute to a team by exuding enthusiasm, empowering others and contributing creative original ideas. They understand other people, include them, and recognise and validate their contributions.

They may talk and promise too much.

**ENTP INNOVATOR m: 4% f: 2%**

Enthusiastic innovators. Adventurous and enterprising. Quick and ingenious, alert and outspoken. Resourceful in solving problems, but may neglect routine. May flit between one interest and another. Values change, likes to learn, takes risks, eclectic. Can be verbally critical, assertive, but questioning. Quick thinking, loves ideas and intellectual challenge. Analytical, logical, rational, and objective.

Contributes to the team by a creating and clarifying ideas, providing insights, focusing on solving problems, providing analysis and synthesis, and a exuding high energy and humour.

May irritate other team members by proposing too many possibilities, stealing the show.

**ESTJ DRIVER m: 11% f: 6%**

Practical, realistic, and competitive. Wants jobs to be completed properly, and likes to make decisions, organize and run activities. Reliable, outspoken, and matter-of-fact. Pragmatic and results oriented, they may be seen as critical.

Can contribute to the team by providing logical structure and bringing a driving energy to planning and task completion. Focus is clearly and quickly on what needs to be done, and is direct and to the point.

Colleagues may find this too blunt, and too domineering. Can focus too much on outcome and results, at the expense of group process and long-term performance.

**ESFJ TRAINER m: 8% f: 17%**

Warm-hearted, talkative, and popular. An active listener, good at creating harmony. Sympathetic, tactful, radiating sympathy. Realistic and orderly, enjoying doing things that visibly affect people's lives.

Can contribute to a team by encouraging others, and finding practical ways to bring a team to a clear conclusion. Is good at soliciting contributions from others, and adding harmony to a team by enthusiasm humour and good organisation.

May irritate other team members by taking things too personally, being too personal for some people, or being too talkative.

**ENFJ NETWORKER m: 2% f: 3%**

Warm, friendly, approachable and flexible. Wants to be trusted, and sensitive to criticism. Enjoys new ideas and building bridges between people. An effective networker, leading group discussions with ease and tact. Connects people ideas and information.

Can contribute to a team by building consensus through clarification and cooperation, inspiring and empowering others through insight and sensitivity. Energises the team with enthusiasm and humour, encouraging all team members.

May irritate colleagues by appearing bossy and spending too much time on people issues.

**ENTJ EXECUTIVE m: 3% f: 1%**

Future oriented, likes control and organisation. Good at reasoning and public speaking. Seeks variety, curious, motivated by challenges. Frank, decisive, with high expectations. May sometimes appear more positive and confident than their experience warrants.

Can contribute to a team with their logic and dedication. They are goal oriented, organised and good at solving problems, analysing processes and being objectively critical. They bring energy and a focus on delivery.

May irritate colleagues by being bossy, and pushing too hard to get the job done. May seem over controlling and over demanding.