

The Keirsey Temperament Sorter II

Check either (a) or (b) answers and transfer check marks to scoring form when finished.

- 1 When the phone rings do you**
 (a) hurry to get to it first
 (b) hope someone else will answer
- 2 Are you more**
 (a) observant than introspective
 (b) introspective than observant
- 3 Is it worse to**
 (a) have your head in the clouds
 (b) be in a rut
- 4 With people are you usually more**
 (a) firm than gentle
 (b) gentle than firm
- 5 Are you more comfortable in making**
 (a) critical judgments
 (b) value judgments
- 6 Is clutter in the workplace something you**
 (a) take time to straighten up
 (b) tolerate pretty well
- 7 Is it your way to**
 (a) make up your mind quickly
 (b) pick and choose at some length
- 8 Waiting in line, do you often**
 (a) chat with the others
 (b) stick to business
- 9 Are you more**
 (a) sensible than ideational
 (b) ideational than sensible
- 10 Are you more interested in**
 (a) what is actual (b) what is possible
- 11 In making decisions do you go more by**
 (a) data (b) desires
- 12 In sizing up others do you tend to be**
 (a) objective and impersonal
 (b) friendly and personal
- 13 Do you prefer contracts to be**
 (a) signed, sealed, and delivered
 (b) settled on a handshake
- 14 Are you more satisfied having**
 (a) a finished product
 (b) work in progress
- 15 At a party, do you**
 (a) interact with many, even strangers
 (b) interact with a few friends
- 16 Do you tend to be more**
 (a) factual than speculative
 (b) speculative than factual
- 17 Do you like writers who**
 (a) say what they mean
 (b) use metaphors and symbolism
- 18 Which appeals to you more:**
 (a) consistency of thought
 (b) harmonious relationships
- 19 In disappointing someone are you**
 (a) frank and straightforward
 (b) warm and considerate
- 20 On the job do you want your activities**
 (a) scheduled
 (b) unscheduled
- 21 Do you more often prefer**
 (a) final, unalterable statements
 (b) tentative, preliminary statements
- 22 Does interacting with strangers**
 (a) energize you
 (b) tax your reserves
- 23 Facts are more likely to**
 (a) speak for themselves
 (b) illustrate principles
- 24 Do you find visionaries and theorists**
 (a) somewhat annoying
 (b) rather fascinating
- 25 In a heated discussion, do you**
 (a) stick to your guns
 (b) look for common ground
- 26 Is it better to be**
 (a) just
 (b) merciful
- 27 At work, is it more natural for you to**
 (a) point out mistakes (b) try to please
- 28 Are you more comfortable**
 (a) after a decision (b) before a decision
- 29 Do you tend to**
 (a) say right out what's on your mind
 (b) keep your ears open
- 30 Common sense is**
 (a) usually reliable
 (b) frequently questionable
- 31 Children often do not**
 (a) make themselves useful enough
 (b) exercise their fantasy enough
- 32 When in charge of others are you**
 (a) firm and unbending
 (b) forgiving and lenient
- 33 Are you more often**
 (a) a cool-headed person
 (b) a warm-hearted person
- 34 Are you prone to**
 (a) nailing things down
 (b) exploring the possibilities

- 35 In most situations are you more**
 __ (a) deliberate
 __ (b) spontaneous
- 36 Do you think of yourself as**
 __ (a) outgoing __ (b) private
- 37 Are you more frequently**
 __ (a) a practical sort of person
 __ (b) a fanciful sort of person
- 38 Do you speak more in**
 __ (a) particulars than generalities
 __ (b) generalities than particulars
- 39 Which is more of a compliment:**
 __ (a) "There's a logical person"
 __ (b) "There's a sentimental person"
- 40 Which rules you more**
 __ (a) your thoughts
 __ (b) your feelings
- 41 When finishing a job, do you like to**
 __ (a) tie up all the loose ends
 __ (b) move on to something else
- 42 Do you prefer to work**
 __ (a) to deadlines
 __ (b) just whenever
- 43 Are you the kind of person who**
 __ (a) is rather talkative
 __ (b) doesn't miss much
- 44 Are you inclined to take what is said**
 __ (a) more literally
 __ (b) more figuratively
- 45 Do you more often see**
 __ (a) what's right in front of you
 __ (b) what can only be imagined
- 46 Is it worse to be**
 __ (a) a softy __ (b) hard-nosed
- 47 In hard circumstances are you sometimes**
 __ (a) too unsympathetic
 __ (b) too sympathetic
- 48 Do you tend to choose**
 __ (a) rather carefully
 __ (b) somewhat impulsively
- 49 Are you inclined to be more**
 __ (a) hurried than leisurely
 __ (b) leisurely than hurried
- 50 At work do you tend to**
 __ (a) be sociable with your colleagues
 __ (b) keep more to yourself
- 51 Are you more likely to trust**
 __ (a) your experiences
 __ (b) your conceptions
- 52 Are you more inclined to feel**
 __ (a) down to earth
 __ (b) somewhat removed
- 53 Do you think of yourself as a**
 __ (a) tough-minded person
 __ (b) tender-hearted person
- 54 Do you value more in yourself being**
 __ (a) reasonable __ (b) devoted
- 55 Do you usually want things**
 __ (a) settled and decided
 __ (b) just penciled in
- 56 Would you say you are more**
 __ (a) serious and determined
 __ (b) easy going
- 57 Do you consider yourself**
 __ (a) a good conversationalist
 __ (b) a good listener
- 58 Do you prize in yourself**
 __ (a) a strong hold on reality
 __ (b) a vivid imagination
- 59 Are you drawn more to**
 __ (a) fundamentals
 __ (b) overtones
- 60 Which seems the greater fault:**
 __ (a) to be too compassionate
 __ (b) to be too dispassionate
- 61 Are you swayed more by**
 __ (a) convincing evidence
 __ (b) a touching appeal
- 62 Do you feel better about**
 __ (a) coming to closure
 __ (b) keeping your options open
- 63 Is it preferable mostly to**
 __ (a) make sure things are arranged
 __ (b) just let things happen naturally
- 64 Are you inclined to be**
 __ (a) easy to approach __ (b) reserved
- 65 In stories do you prefer**
 __ (a) action and adventure
 __ (b) fantasy and heroism
- 66 Is it easier for you to**
 __ (a) put others to good use
 __ (b) identify with others
- 67 Which do you wish more for yourself**
 __ (a) strength of will
 __ (b) strength of emotion
- 68 Do you see yourself as basically**
 __ (a) thick-skinned
 __ (b) thin-skinned
- 69 Do you tend to notice**
 __ (a) disorderliness
 __ (b) opportunities for change
- 70 Are you more**
 __ (a) routinized than whimsical
 __ (b) whimsical than routinized

Directions for Scoring

1. **Add down** so that the total number of **a** answers is written in the box at the bottom of each column (see above for illustration). Do the same for the **b** answers you have checked. Each of the 14 boxes should have a number in it.

2. **Transfer the number** in box No. 1 of the answer grid to box No. 1 below the answer grid. Do this for box No. 2 as well. Note, however, that you have two numbers for boxes 3 through 8. Bring down the first number for each box beneath the second, as indicated by the arrows. Now add all the pairs of numbers and enter the total in the boxes below the answer grid, so each box has only one number.

3. **Now you have** four pairs of numbers. Circle the letter below the larger numbers of each pair (see sample answer sheet above for illustration). If the two numbers of any pair are equal, then circle neither, but put a large X below them and circle it.

The 16 Combinations

You have now identified your personality type. It should be one of the following:

SP Artisan	SJ Guardian	NF Idealist	NT Rational
ESTP	ESTJ	ENFJ	ENTJ
ISTP	ISTJ	INFJ	INTJ
ESFP	ESFJ	ENFP	ENTP
ISFP	ISFJ	INFP	INTP

If you have an **X** in your type label, you should read the two portraits indicated, and choose the one more like you. For example, if your type label was **ESXJ**, then reading both the **ESTJ** and **ESFJ** portraits may help you choose one or the other as more like you. Or perhaps your type label was **XNFP**. Here, again, reading both the **INFP** and **ENFP** portraits may help you decide which type seems more like you.

About the Validity of Personality Questionnaires

Personality questionnaires are not measuring devices like rulers, meters, or scales that measure such things as weight, height, or speed. So they cannot be validated the way measuring devices are. This does not mean, however, that the results of personality questionnaires cannot be checked out for their accuracy. They can be, if those completing the questionnaires are willing to ask others who know them to watch what they say and do, keeping in mind the portrait of personality the questionnaire indicated. This is called "type-watching," an enlightening and enjoyable habit acquired by many who have completed the Temperament Sorter II, and who have read *Please Understand Me II*. By type-watching in the light of a theory of personality, we not only come to understand ourselves, but gradually come to understand, and appreciate, our spouse, our children, our parents, our friends, and our colleagues. Many covet this habit once they have acquired it, and many pursue it with growing interest and satisfaction.

Directions for Scoring

1. **Add down** so that the total number of **a** answers is written in the box at the bottom of each column (see above for illustration). Do the same for the **b** answers you have checked. Each of the 14 boxes should have a number in it.

2. **Transfer the number** in box No. 1 of the answer grid to box No. 1 below the answer grid. Do this for box No. 2 as well. Note, however, that you have two numbers for boxes 3 through 8. Bring down the first number for each box beneath the second, as indicated by the arrows. Now add all the pairs of numbers and enter the total in the boxes below the answer grid, so each box has only one number.

3. **Now you have** four pairs of numbers. Circle the letter below the larger numbers of each pair (see sample answer sheet above for illustration). If the two numbers of any pair are equal, then circle neither, but put a large X below them and circle it.

The 16 Combinations

You have now identified your personality type. It should be one of the following:

SP Artisan	SJ Guardian	NF Idealist	NT Rational
ESTP	ESTJ	ENFJ	ENTJ
ISTP	ISTJ	INFJ	INTJ
ESFP	ESFJ	ENFP	ENTP
ISFP	ISFJ	INFP	INTP

If you have an **X** in your type label, you should read the two portraits indicated, and choose the one more like you. For example, if your type label was **ESXJ**, then reading both the **ESTJ** and **ESFJ** portraits may help you choose one or the other as more like you. Or perhaps your type label was **XNFP**. Here, again, reading both the **INFP** and **ENFP** portraits may help you decide which type seems more like you.

About the Validity of Personality Questionnaires

Personality questionnaires are not measuring devices like rulers, meters, or scales that measure such things as weight, height, or speed. So they cannot be validated the way measuring devices are. This does not mean, however, that the results of personality questionnaires cannot be checked out for their accuracy. They can be, if those completing the questionnaires are willing to ask others who know them to watch what they say and do, keeping in mind the portrait of personality the questionnaire indicated. This is called "type-watching," an enlightening and enjoyable habit acquired by many who have completed the Temperament Sorter II, and who have read *Please Understand Me II*. By type-watching in the light of a theory of personality, we not only come to understand ourselves, but gradually come to understand, and appreciate, our spouse, our children, our parents, our friends, and our colleagues. Many covet this habit once they have acquired it, and many pursue it with growing interest and satisfaction.