

Applying Psychological Type: The Attitude Pairs

The “Attitudes” of psychological type theory: Extraversion or Introversion (E/I) and Judging or Perceiving (J/P) indicate how and how frequently individuals and teams are likely to operate in the outer world. This outer world is the place of action, people, and things where teams most often engage, so attitude pairings can tell us a lot about a team’s behavior that will impact communication at both group and individual levels.

Instructions: Small groups that share the same attitude pairs - Extraversion-Judging (EJ), Introversion-Judging (IJ), Extraversion-Perceiving (EP), Introversion-Perceiving (IP) - work on the following question.

How do I prefer to work to get my way or get my ideas adopted in a group?

Use the space below to write down common themes or strategies.

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<p>Extraversion-Judging (EJ) ESTJ, ESFJ, ENFJ & ENTJ</p> <p>Natural Influencers</p>	<p>Energized by the outer world, where they push for closure and control</p> <ul style="list-style-type: none"> • Energized by and driven to order, schedule and control the outer world of people, places, things and events • Sound confident, directive and sure (even when not) • Gregarious and quick to engage, disclose and speak • Quick with opinions and judgments—decisive
<p>Introversion-Judging (IJ) ISTJ, ISFJ, INFJ & INTJ</p> <p>Strong Silent Types</p>	<p>Drained by the outer world, but when they are there, they push for closure and control</p> <ul style="list-style-type: none"> • Energized and compelled by the inner-world of ideas, thoughts and concepts, so often contemplative, reserved and contained. • Can seem slow or tentative in coming into the outer world of people, places and things, but when engaged externally, they tend to structure, organize and control • May be slow to engage, but engagement can bring opinions, judgment and closure
<p>Extraversion-Perceiving (EP) ESTP, ESFP, ENFP & ENTP</p> <p>Energizing Forces</p>	<p>Energized by the outer world, where they adapt and stay open to experience</p> <ul style="list-style-type: none"> • Energized by and attentive to the outer world of people, places and things • Tend to observe, adapt and stay open to the outer world, rather than schedule or control it • Gregarious and quick to engage, disclose and speak • Quick with options, questions, ideas and initiatives • Flexible and spontaneous • May have leadership role by reacting well and ending up there—rather than having sought or fought for it.
<p>Introversion-Perceiving (IP) ISTP, ISFP, INFP & INTP</p> <p>Quiet and Reflective</p>	<p>Drained by the outer world, but when they are there, they adapt and stay open to experience</p> <ul style="list-style-type: none"> • Energized and compelled by the inner-world of ideas, thoughts and concepts, so often contemplative, reserved and contained. • Seemingly slow or tentative in coming into the outer world of people, places and things, but when engaged externally, they tend to observe, adapt and stay open to the outer world • Often unassertive source of options, questions, ideas and initiatives • Sound tentative and open, even when sure and closed

Communication and the Attitudes: Team Worksheet

	How this Attitude Pair Benefits Our Effectiveness	How This Attitude Pair May Detract from Our Effectiveness (By Being "Overdone" or "Underdone")	How We Could Use this Attitude to Communicate More Effectively (By Doing More Of or Less Of)
EJ – Extravert & Judging Energized by the outer world, where they push for closure and control			
IJ – Introvert & Judging Drained by the outer world, but when they are there, they push for closure and control			
EP – Extravert & Perceiving Energized by the outer world, where they adapt and stay open to experience			
IP – Introvert & Perceiving Drained by the outer world, but when they are there, they adapt and stay open to experience			