

	Internalizer	Externalizer	
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PRIMITIVE

BASIC

SURFACE

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Icc: e\ Dedicated Extravert

Active, energetic, organized
Group oriented, humanitarian, strives for common good (may ignore individual).
Relates effectively, superficially; depends on protocol. Cold, devoted, Loyal, sincere.
Dedicated, perseveres

Euu: e Complete Extravert

Active, Involving, responsive. Distractable, sensual. Needs external control, support.
Little capacity for sustained loyalty or responsibility. Dominated by the situation; deals with specifics.

Ic: e* Determined Extravert

Active, Dependant on Social Organization. Seeks social responsibility. Humanitarian, idealistic, loyal to group, ideas, system. Practical ideas, concrete skills. External interests. Self-sufficient; avoids independence

Eu: e Natural Extravert

Active, involving. Dependant; Avoids independence. Fickle. Expressive; wide range of feeling; can be moody. Intellectually undisciplined, avoids mental tasks, poor verbal memory; distractible, feels mentally inferior

Iuc: e' Apparent Extravert

Very active; appears involved, actually insulated. Needs guidance for external activity. Loyal to supportive group; can shift to new one. Easily controlled, regardless of "directors." Can do routine, monotonous tasks without involvement or fatigue.

Ecu: e° Disciplined Extravert

Active and responsive; but controlled, non-intellectual and non-communicative. Needs external activit; tends to manual, or otherwise disciplined, activities. Operates by "feel"; Avoids isolation.

E: Externalized

Responds to activities and people. Practical, concrete, "realist." Expresses feeling; works by "feel." Outer-directed; active, situationally dependent, fickle, distractible. Memory is sensory, experimental, "real."

I: Internalized

Self-sufficient. Inactive, Values ideas. Thinks symbolically. Feelings are obscure, masked, turned inward. Inner-directed. Memory is verbal, symbolic

Iu: i Natural Introvert

Detached, Passive, Self-preoccupied, self-centered. Moody; apathetic
Indifferent, Independent, Seeks security; loyal to system which affords it. Learns procedures and methods without involvement. Tends to be an automaton. Socially independent

Ec: i* Determined Introvert

Avoids involvement, Passive, Strong, Silent Type"; contemplative; obsessive. Intellectual, theoretical, abstract interents. Self-sufficient; self-confident. Can be hostile, cruel. Anxious about loyalty. Tense; prone to conflict and anxiety.

Icu: i° Fluctuating Introvert

Tends to be non-communicative, under-active, under-responsive. Best in organized analytic tasks. Which afford external discipline for external effort. Needs external activity; maintains superficial relations and involvements. Adapts to change.

Euc: i' Verbal Pedant

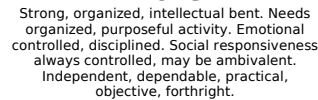
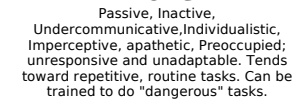
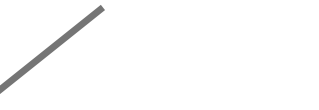
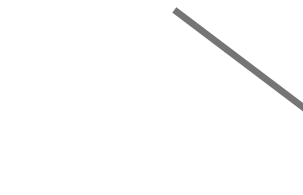
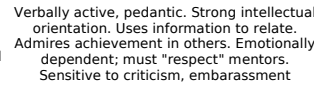
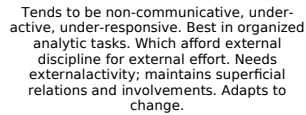
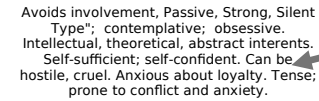
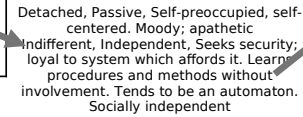
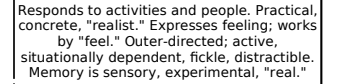
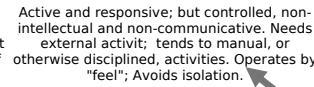
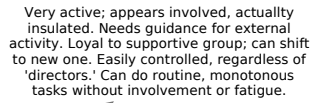
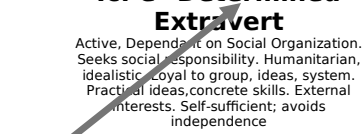
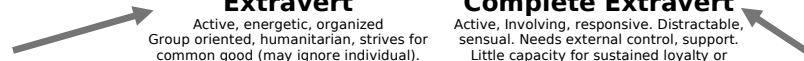
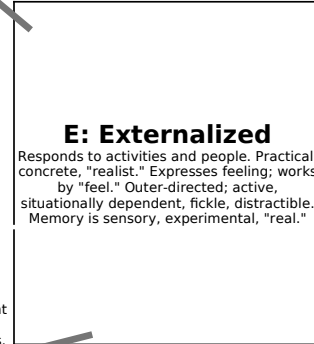
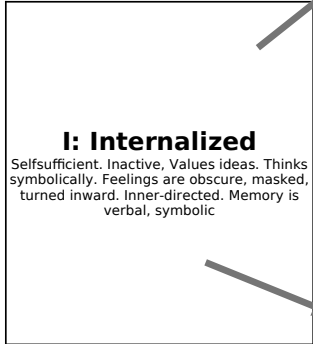
Verbally active, pedantic. Strong intellectual orientation. Uses information to relate. Admires achievement in others. Emotionally dependent; must "respect" mentors. Sensitive to criticism, embarrassment

Iuu: i Complete Introvert

Passive, Inactive, Undercommunicative, Individualistic, Imperceptive, apathetic, Preoccupied; unresponsive and unadaptable. Tends toward repetitive, routine tasks. Can be trained to do "dangerous" tasks.

Ecc: i\ Dedicated Introvert

Strong, organized, intellectual bent. Needs organized, purposeful activity. Emotional controlled, disciplined. Social responsiveness always controlled, may be ambivalent. Independent, dependable, practical, objective, forthright.



Regulated	Flexible
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Rcu: f\ Organized Sensitivity

Preoccupied with relationships, Moralistic understanding. Studied perceptivity. Aggressive sensitivity. Self-disciplined. May be artistic, creative (but in technical or procedural way)

Fuu: f Creative

Acreative, imaginative, insightful. Emotional, expressive. Prone to confusion, bad judgment, impulsive

Rc: f* Conventional

Controlled, orderly, disciplined. Culture-bound: learns moral, ethical, religious codes. Superficial, learned sensitivity and understanding. Conventional behavior and attitudes; stereotyped, logic-tight.

Fu: f Expressive

Sensitive, perceptive. Original, creative, individualistic. Highlyactive; adaptable. Distractible; shifts interests. Resents controls; can be negativistic, cynical, bitter. Inferiority feelings. Learns by experience.

R: Regulated

Sees black and white. Focused attention. Decisive. Literal. Procedural. Emotionally insulated. Learns by rote. Memory good for mechanical, procedural, routine

F: Flexible

Sees shades of grey. Diffuse attention. Empathic, sensitive. Creative, original. Flexible, confused. Spontaneous, expressive. Learns by trial and error, experience. Memory good for feelings and impressions.

Ruu: f' Selfish-superficial

Selfish, spoiled, self-centered. Over-demonstrative. Erratic; prone to inappropriate behavior; impulsive. Needs external controls. Relationships are superficial, mechanical. Lacks insight. "Fights to be F"

Fcu: f° Intellectual Cynic

(Usually bright) Unconventional. Sarcastic, cynical, negativistic. Defensive. Insulated, insensitive, unfeeling. May be masochistic. May show inappropriate behavior.

Ru: r Ritualistic Egoist

Imitative. Focused attention. Disciplined by rules; ritualistic, perseverative. Self-centered, self-sufficient. Insensitive; demanding. Emotionally unpredictable.

Rcc: r° Cultural Prototype

Literal social code. Very conventional behavior. Adheres to protocol. Stable, predictable (in terms of culture). Tenacious, prejudiced, logic-tight, stubborn, complacent. Free from strain or anxiety. Follows conventions and order. Little adaptability.

Fuc: r' Organised-Perceptive

Respects organization; tempers procedures with judgment. Controlled warmth; sensitive, uses protocol to avoid over-involvement or loss of control. Understanding. Can be creative.

Fc: r* Aggressive

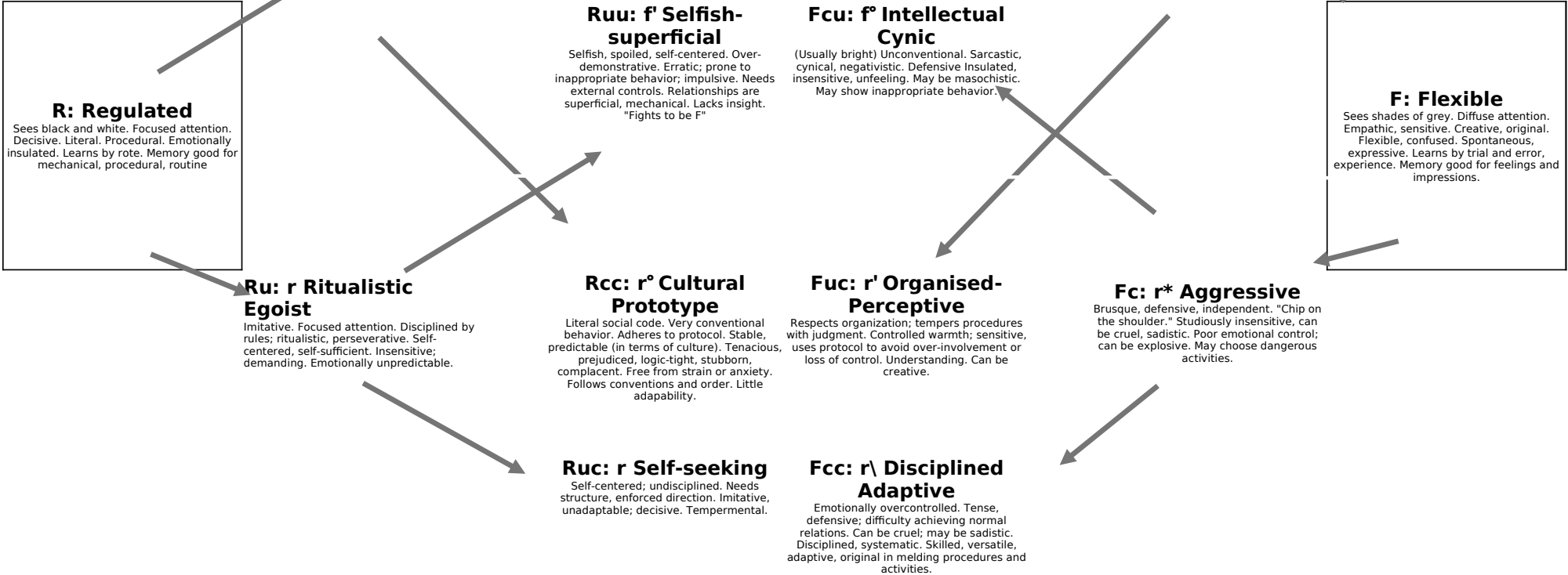
Brusque, defensive, independent. "Chip on the shoulder." Studiously insensitive, can be cruel, sadistic. Poor emotional control; can be explosive. May choose dangerous activities.

Ruc: r Self-seeking

Self-centered; undisciplined. Needs structure, enforced direction. Imitative, unadaptable; decisive. Temperamental.

Fcc: r\ Disciplined Adaptive

Emotionally overcontrolled. Tense, defensive; difficulty achieving normal relations. Can be cruel; may be sadistic. Disciplined, systematic. Skilled, versatile, adaptive, original in melding procedures and activities.



Role Adaptive	Role Uniform
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PRIMITIVE

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Acu: u\ Convention-Resistant

Denies social versatility; emphasizes non-social skills. Resists conventions and controls; negativistic; reactionary. Limited adaptability.

Uuu: u Social Isolate

Detached from social relations. Role inflexible; lacks social skills. Self-seeking, self-sufficient. Can function in cold, unrewarding environment; good in repetitive tasks.
OR
One or few learned roles adequate or "in sync" with environment. "Comfortable in his/her own skin." Due to lack of social anxiety, can appear socially adept where the few learned role(s) are effective.

Ac: u* Determined Specialist

Disciplined interpersonal skills. Develops non-social skills. Dislikes notion of "Personality." Enhances social skill. Resists pressure to relate. Can be aggressive and hostile without feeling guilt. May be pointedly cruel, negativistic, embarrassing. Suspicious.

Uu: u Asocial Individualist

Lacks social sensitivity. Adopts a specialized social role. Proud of "being himself." Will seek new locale, rather than change his role. Detached, moody.

Auc: u' Anxious-Conventional

Socially anxious; concerned with impression he makes. Social conscience; controls involvement and exploitation. Amenable to social direction; welcomes rules. Competent in conventional relations; avoids over-involvement; defends against social seduction.

Ucc: u° Cautious Specialist

Has one or two well-learned roles. Relates cautiously; withdraws if roles are not appropriate. Jealous of his position; anxious and suspicious if his relationships or milieu are changed.

A: Role Adaptive

Versatile role player. Charming, involving. Responsive, imitative. Socially adaptive. Reflects the behavior of his group. Abilities tend to be overestimated (Makes good first impression.) Under little pressure to develop non-social skills.

U: Role Uniform

Limited role player. Specialised social role. Socially inept; insulated. Ordinarily ignored, rejected, underestimated. Focuses on non-social skills to gain acceptance. Often in conflict with social or cultural norms.

Au: a Social Chameleon

Role versatile. Depends on, and responds to, the immediate situation. "All things to all people." Creates unrealistic expectation: skills are ultimately questioned. Fickle, irresponsible. Lacks initiative.

Acc: a° Controlled Versatility

Socially adaptive, without environmental dependency. Self-controlled. Can relate, or be distant, according to the situation. Relate-withdraw conflict promotes feelings of guilt.

Uuc: a' Fluctuating Socializer

Erratic; vacillates from over-participation to isolation or withdrawal. "Needs to relate," but lacks social social versatility. Has high social anxiety; moody, easily embarrassed. Accepts social direction.

Uc: a* Role Stereotyped

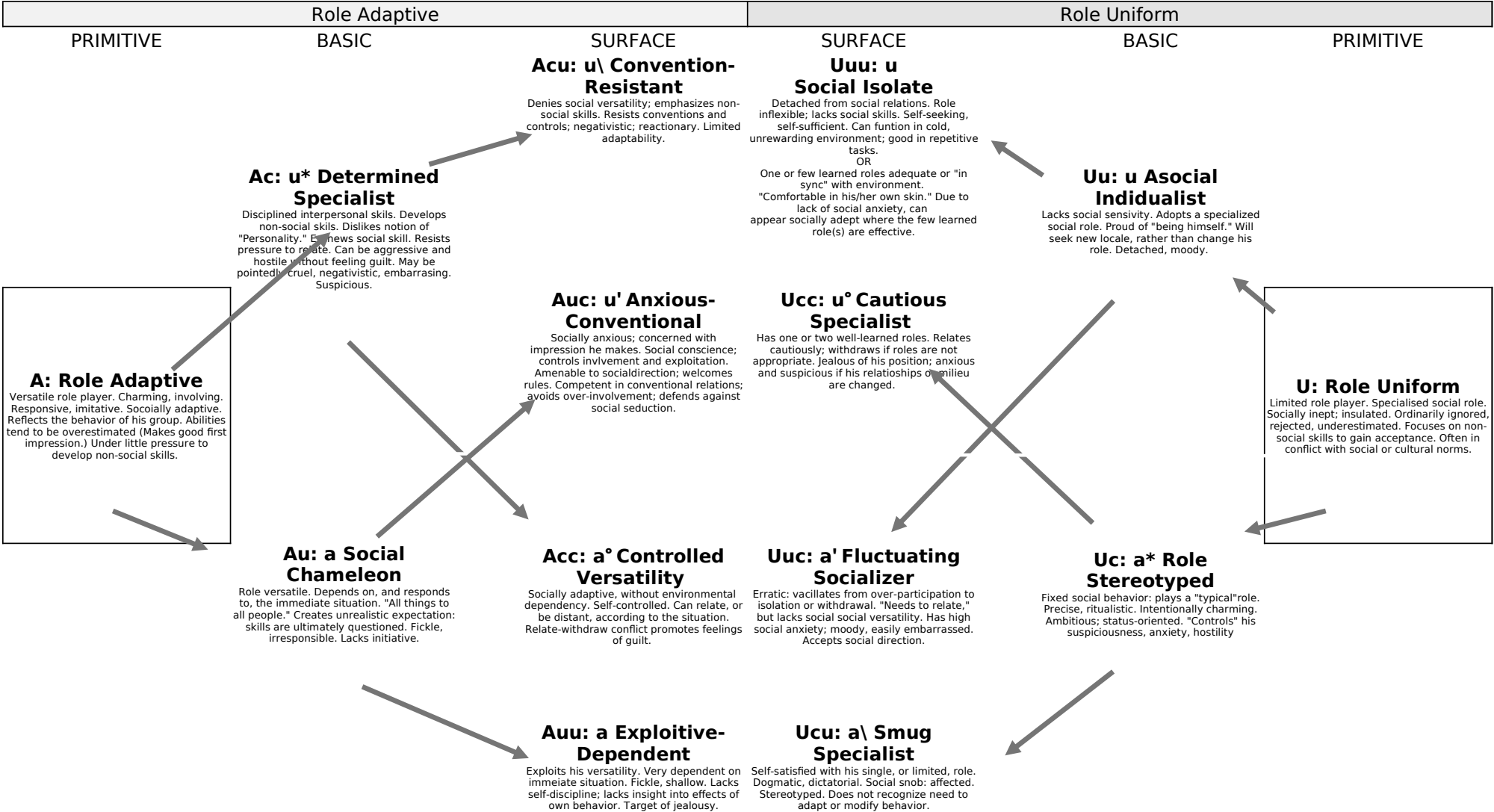
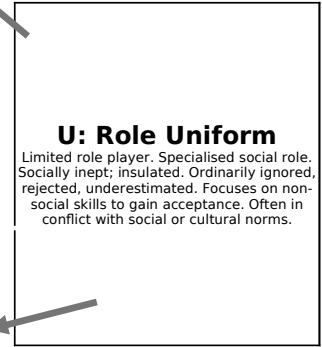
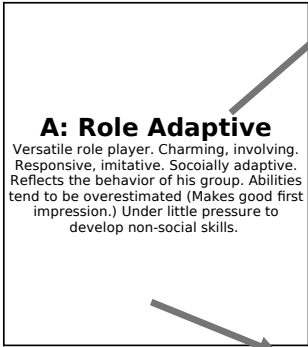
Fixed social behavior; plays a "typical" role. Precise, ritualistic. Intentionally charming. Ambitious; status-oriented. "Controls" his suspiciousness, anxiety, hostility

Auu: a Exploitive-Dependent

Exploits his versatility. Very dependent on immediate situation. Fickle, shallow. Lacks self-discipline; lacks insight into effects of own behavior. Target of jealousy.

Ucu: a\ Smug Specialist

Self-satisfied with his single, or limited, role. Dogmatic, dictatorial. Social snob: affected. Stereotyped. Does not recognize need to adapt or modify behavior.



	Goal Oriented		Task Oriented
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Gcc (t): Intransigent

Uncompromising
Impatient
Intolerant of new tasks, requirements
Smug, confident resister
"Set in his ways"
Insensitive to Confrontation

Tuu (t): Impassive

Impassive
Fears crises
Minimizes activity, to preclude confrontation
Inactive: freezes in crisis
In extreme: immobilized : catatonic

Gc (t*): Stress Resistant

Capable, but lazy
resistant to pressure
Does only what forced to do
"works to rule"
Retreats from stress and conflict
Disappointing to others
"Passive-Positive"

Tu (t): Stress Immobilized

"Polarized" by stress and conflict (unable to maintain balance or perspective).
Can be immobilized by stress
In extreme, can't handle ordinary tasks of independent existence
"Passive-Negative"

Guc (t'): Task Master

Hyperactive
Driven: Drives others
Loses perspective
Task focus
Task specific

Tcu (t°): Contender

Challenged by crisis and confrontation
Enjoys competition
Enjoys achieving
"Adrenalin junkie"
May precipitate crises

G: Goal Oriented

High capacity for learning (to his capacity)
High capacity to assimilate learned skills
Stress tolerant: motivated and facilitated by stress

Good at handling conflict
Long range perspective

T: Task Oriented

Has difficulty learning to his level
Has difficulty integrating and asimilating new skills
Vulnerable to stress; easily distractible
Poor at handling stress and conflict; easily immobilized
Task oriented; short-term focus; "now" oriented; lacks perspective

Gu (g): Stress Tolerant

Thrives on stress and conflict
Upwardly mobile
Overachiever
Aggressive
Proactive
"Action-Positive"

Tc (g*): Stress Energized

Aspires to try harder
Energetic
Accomplishment not commensurate with effort (works harder to achieve less)
Over attempter
Chronically frustrated
Potentially depressive
"Disappointing" (to self)
"Bites off more than he can chew"
"Active-Negative"

Gcu (g°): Perseverator

Over-methodical
Perseverative
Converts tasks into goals
Pursues problems endlessly
"Drives others nuts"
Perennial student, endless researcher

Tuc (g'): Crisis Prone

Panic prone
Crises sensitive
No perspective: "Everything is a crisis"
Precipitous response, fast first, fast burn, quick collapse (cannot sustain effort)

Guu (g): Moderator

Tempered, moderate, patient, forbearing, long-suffering
Moderates crises and confrontations
Promotes cooperative and collective effort
Defuses crises

Tcc: (g/) Impatient

Impatient
Impatient, frustrated
Depression prone
Starts too much, finishes little
Short activity span
Shot-gun, machine gun approach to crises
Percieves self as always in crises (but perseveres)

