

EMOTIONAL INTELLIGENCE OF THE TYPES IN TEAMS

Type	Continue	Start	Stop
ISTJ Introverted Sensing with Extraverted Thinking	<ul style="list-style-type: none"> • Attending to details • Summarising logically 	<ul style="list-style-type: none"> • Listening empathetically and showing personal interest • Exploring big-picture and contextual issues 	<ul style="list-style-type: none"> • Insisting on consistency in all things • Ignoring others' emotional reactions
ISFJ Introverted Sensing with Extraverted Feeling	<ul style="list-style-type: none"> • Communicating loyalty • Focusing on others 	<ul style="list-style-type: none"> • Sharing analytical views • Offering ideas for the future 	<ul style="list-style-type: none"> • Withholding reactions because of others' emotional responses • Trying to force closure when it may not be needed
INFJ Introverted Intuition with Extraverted Feeling	<ul style="list-style-type: none"> • Showing respect and persistence • Attending to underlying values 	<ul style="list-style-type: none"> • Offering clearer boundaries between self and others • Demonstrating interest in the present moment 	<ul style="list-style-type: none"> • Assuming your vision is transparent to others • Being reluctant to share feedback
INTJ Introverted Intuition with Extraverted Thinking	<ul style="list-style-type: none"> • Looking at the systems perspective • Sharing critical and insightful observations 	<ul style="list-style-type: none"> • Communicating more patience • Summarising the desired outcome first 	<ul style="list-style-type: none"> • Assuming that if something is not on your urgent action "to-do" list it is unimportant • Avoiding dealing with others' feelings
ISTP Introverted Thinking with Extraverted Sensing	<ul style="list-style-type: none"> • Exploring the analytical elements of a situation • Getting to the core practical issues 	<ul style="list-style-type: none"> • Encouraging others' analysis • Demonstrating interest in new ways of seeing things 	<ul style="list-style-type: none"> • Taking a detached view as the initial response in interpersonal situations • Ignoring context and big-picture issues
ISFP Introverted Feeling with Extraverted Sensing	<ul style="list-style-type: none"> • Offering cooperative support and understanding • Helping others see the importance of their work 	<ul style="list-style-type: none"> • Communicating interest in analytical and critical elements of a situation • Sharing reasons for decisions 	<ul style="list-style-type: none"> • Taking comments and reactions personally • Trying to persuade exclusively through relationship
INFP Introverted Feeling with Extraverted Intuition	<ul style="list-style-type: none"> • Attending to the ideals of a situation • Facilitating innovative perspectives 	<ul style="list-style-type: none"> • Being more decisive • Articulating awareness of the concrete reality of a situation 	<ul style="list-style-type: none"> • Waiting for the ideal answer • Avoiding current conflicts, believing they will disappear in the distant future
INTP Introverted Thinking with Extraverted Intuition	<ul style="list-style-type: none"> • Offering your ideas and suggestions • Focusing on expertise 	<ul style="list-style-type: none"> • Being more concise and specific about those things you appreciate • Showing interest in others' points of view, especially pragmatic action plans 	<ul style="list-style-type: none"> • Making abstractions of most situations • Ignoring others' contributions and being overly autonomous

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ESTP Extraverted Sensing with Introverted Thinking	<ul style="list-style-type: none"> • Being adaptable and focused • Encouraging action 	<ul style="list-style-type: none"> • Showing more empathy • Demonstrating more strategic views 	<ul style="list-style-type: none"> • Being impatient with those who do not move as fast as you • Reacting without thinking through implications
ESFP Extraverted Sensing with Introverted Feeling	<ul style="list-style-type: none"> • Being supportive and encouraging to others • Networking with others 	<ul style="list-style-type: none"> • Focusing more on the long-term outcomes • Attending to big-picture possibilities 	<ul style="list-style-type: none"> • Equating harmony with the idea of the “best solution” in a situation • Avoiding conflict
ENFP Extraverted Intuition with Introverted Feeling	<ul style="list-style-type: none"> • Demonstrating enthusiasm • Offering a range of imaginative innovations 	<ul style="list-style-type: none"> • Seeking feedback from others • Following through on decisions 	<ul style="list-style-type: none"> • Jumping from project to project before the primary job is complete • Avoiding confronting difficult subjects or people
ENTP Extraverted Intuition with Introverted Thinking	<ul style="list-style-type: none"> • Sharing possible solutions • Demonstrating resourcefulness 	<ul style="list-style-type: none"> • Showing more collaboration • Balancing critical comments with appreciative observations 	<ul style="list-style-type: none"> • Being competitive in most things • Overextending yourself
ESTJ Extraverted Thinking with Introverted Sensing	<ul style="list-style-type: none"> • Being practical and realistic • Organising and outlining next steps 	<ul style="list-style-type: none"> • Demonstrating greater flexibility and listening to others’ views • Showing more interest in innovation 	<ul style="list-style-type: none"> • Equating efficiency with effectiveness • Assuming collaboration will reduce chances of getting to the best solution
ESFJ Extraverted Feeling with Introverted Sensing	<ul style="list-style-type: none"> • Being conscientious • Supporting collaboration 	<ul style="list-style-type: none"> • Asking critical questions • Showing a commitment to exploring the strategic vision 	<ul style="list-style-type: none"> • Avoiding conflict • Pressuring others to conform
ENFJ Extraverted Feeling with Introverted Intuition	<ul style="list-style-type: none"> • Engaging others and linking others • Sharing concerns of events on others 	<ul style="list-style-type: none"> • Setting clearer boundaries and asking for specific actions • Seeking more factual, concrete information to support decisions 	<ul style="list-style-type: none"> • Assuming conflict is a bad outcome • Putting off important tasks in favor of meeting people needs
ENTJ Extraverted Thinking with Introverted Intuition	<ul style="list-style-type: none"> • Asking incisive questions • Offering a holistic or systems perspective 	<ul style="list-style-type: none"> • Showing interest in the pragmatic needs of others • Sharing feelings and emotions, and being more empathetic 	<ul style="list-style-type: none"> • Acting as if your analysis is more complete than others’ • Ignoring others’ feelings and responses