

The Keirsey Temperament Sorter II

Decide on answer a or b and put a check mark in the proper column of the answer sheet on page 10. Scoring directions are provided. There are no wrong answers.

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 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 up your mind are you more likely to go 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 If you must disappoint someone are you usually

☐ (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

☐ (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 others

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 do you tend to be

- ☐ (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 than spontaneous ☐ (b) spontaneous than deliberate

36 Do you think of yourself as

- ☐ (a) an outgoing person ☐ (b) a private person

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 trying 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 in yourself more that you are

- ☐ (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) somewhat 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

Answer Sheet

Enter a check for each answer in the column for **a** or **b**.

	a	b		a	b		a	b		a	b		a	b		a	b			
1			2			3			4			5			6			7		
8			9			10			11			12			13			14		
15			16			17			18			19			20			21		
22			23			24			25			26			27			28		
29			30			31			32			33			34			35		
36			37			38			39			40			41			42		
43			44			45			46			47			48			49		
50			51			52			53			54			55			56		
57			58			59			60			61			62			63		
64			65			66			67			68			69			70		

1		2	3		4	3		4	5		6	5		6	7		8	7		8
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1		2		3		4		5		6		7		8
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E I S N T F J P

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 next page 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 below for an illustration). If the two numbers of any pair are equal, then circle neither, but put a large X below them and circle it.

	a	b		a	b		a	b		a	b		a	b		a	b
1	✓		2	✓		3	✓		4		✓	5		✓	6		✓
8	✓		9	✓		10	✓		11	✓		12		✓	13	✓	
15	✓		16	✓		17	✓		18	✓		19		✓	20	✓	
22		✓	23	✓		24	✓		25		✓	26		✓	27	✓	
29	✓		30	✓		31		✓	32		✓	33		✓	34		✓
36	✓		37	✓		38	✓		39		✓	40		✓	41	✓	
43		✓	44		✓	45	✓		46	✓		47		✓	48	✓	
50	✓		51	✓		52	✓		53		✓	54	✓		55	✓	
57	✓		58	✓		59	✓		60		✓	61		✓	62		✓
64	✓		65	✓		66		✓	67	✓		68		✓	69	✓	

1 8 2 2

↓

1 8 2 2

(E) I

3 9 1 4

→

3 8 2 4

↓

3 17 3 4

(S) N

5 4 6 6

→

5 1 9 6

↓

5 5 / 5 6

T (F)

7 7 3 8

→

7 7 3 8

↓

7 14 6 8

(J) P

The 16 Combinations

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

Four SPs [Artisans]

ESTP [Promoter, pg. 63]

ISTP [Crafter, pg. 66]

ESFP [Performer, pg. 69]

ISFP [Composer, pg. 71]

Four SJs [Guardians]:

ESTJ [Supervisor, pg. 104]

ISTJ [Inspector, pg. 107]

ESFJ [Provider, pg. 110]

ISFJ [Protector, pg. 112]