Definitions of the 8 Jungian Mental Functions

ESTP/ESFP: Extraverted Sensing (Se) (Experiencing/reacting)

Perception (data gathering) in the outer world that assembles sensory data of all forms in the present, to direct the next move. Tuned into the environment in the here and now with all five senses. Enticed by the most stimulating experience. Adept at quick action and attuned to troubleshooting in the moment for fixing the immediate issue. ***Asks: What is coming my way and what action will I take?***

ISTJ/ISFJ: Introverted Sensing (Si) (Reviewing/comparing)

Perception (data gathering) in the inner subjective world that collects data through reviewing or "re-living" relevant sensory experiences. Stores pertinent historical facts in an internal data bank. Uses experience to clarify and make distinctions between the past and current situation. Attuned to best practices. ***Asks: How are my stored experiences informing me about the present?***

ENTP/ENFP: Extraverted Intuition (Ne) (Brainstorming/patterning)

Perception (data gathering) in the outer world that pulls together information by noticing and making connections between seemingly disparate data. Searches for the new and possible by brainstorming to catalyze forward movement. Builds on evolving ideas that continually blossom into something new. ***Asks: What patterns are emerging and what do they mean for the future?***

INTJ/INFJ: Introverted Intuition (Ni) (Visioning/illuminating)

Perception (data gathering) in the inner subjective world that accumulates information by way of the unconscious. Sees the bigger picture through the "mind's eye." Connects and synthesizes information from diverse sources to form a future vision. Focus is on the essence of things and the potential for transformation. ***Asks: How are my insights shifting my perspective of what's to come?***

ESTJ/ENTJ: Extraverted Thinking (Te) (Structuring/implementing)

Judgment (decision making) in the outer world that seeks to evaluate information by organizing and segmenting tasks to meet a goal. Builds plans, including identifying and assigning resources and establishing time-frames to achieve desired outcomes. Focus is on getting things done in the most expeditious manner. ***Asks: What is the most clear-cut and efficient course of action?***

ISTP/INTP: Introverted Thinking (Ti) (Analyzing/reasoning)

Judgment (decision making) in the inner subjective world that searches for answers by categorizing and examining a situation based on subjective frameworks. Works from underlying principles to see if something fits the relevant mental model. Focus is on finding elegant and accurate solutions. ***Asks: What is the most precise and refined answer?***

ESFJ/ENFJ: Extraverted Feeling (Fe) (Connecting/synchronizing)

Judgment (decision making) in the outer world that evaluates situations by pinpointing the values of a group or system to facilitate and accommodate others. Places importance on concordance in relationships; searches for commonalities between people to bridge gaps in understanding. Focus is on creating solutions that increase trust and foster the common good. ***Asks: What is the most harmonious decision?***

ISFP/INFP: Introverted Feeling (Fi) (Valuing/aligning)

Judgment (decision making) in the inner subjective world that seeks to determine the right course of action based on a set of deeply held internal values. Values authenticity and respects individuality. Focus is on what will maintain integrity and alignment between inner values and the outer situation or environment. ***Asks: Will this decision sustain who I am?***

© The People Skills Group, LLC, 2024; Permission is hereby granted to reproduce this document for workshop use. Duplication for any other use, including resale is a violation of copyright law. MBTI, 111Myers-Briggs and Myers-Briggs Type Indicator are registered trademarks of the Myers and Briggs Foundation in the United States and other countries.