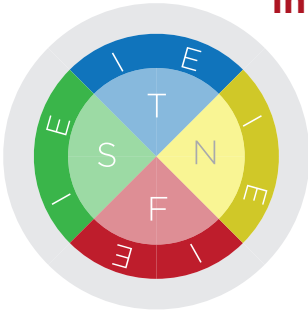


The 8 Jungian Dominant Functions in Communication



There are 4 Perceiving Functions that represent how we take in information, and 4 Judging Functions that help us focus our attention on making decisions. Each of these functions has a distinct language that mirrors its focus. Use this Mini-Guide to help you recognize and respond to the 8 languages as they manifest in everyday conversations.

Extraverted Sensing **Se**

What is

Central Question:
What is coming my way and what immediate action can I take?



Communication Sounds:
Literal; delivery is fast-paced

Is immersed in the now; gives vivid detail about the present environment, "Did you see that?!"; speaks in present tense, "I see", "I hear", "What you need to know is right in front of you"; physically pivots to plunge into troubleshooting the situation, "We need to do this immediately!"

Wants from Others:

Simple and short responses without lengthy explanations; a story with tangible images; a focus on short-term goals and actions to take; light and playful humor; real-life examples

Might Appear to Others:

As happy-go-lucky, superficial, or not serious enough

Introverted Sensing **Si**

What was

Central Question:
How are my stored experiences informing me of the present?



Communication Sounds:
Comparative; delivery is sequential

Sees the present situation in the context of past personal experience; relates what is happening to a similar occurrence, "This looks like", "This reminds me of"; clarifies differences between past and present events for a stabilizing approach to change, "I've seen this before but it's a bit different", "Let's tweak it this way."

Wants from Others:

Concrete language with examples; detailed, accurate information; listening without interruption; sharing of similar experiences from the past; a focus on what is known

Might Appear to Others:

As protracted, laborious, or slow to comprehend

Extraverted Intuition **Ne**

What could be

Central Question:
How are my insights shifting my perspective of what's to come?



Communication Sounds:
Enthusiastic; delivery jumps topics

Ideas build and evolve through generating options and possibilities out loud, "What if", "We could", "Perhaps if we", "Here's an idea"; connects the dots and talks about patterns and associations others may miss, "This changes everything!"

Wants from Others:

The big picture presented first; remaining open to new ideas; brainstorming issues; room to explore options without judgment; building on what has already been said or considered

Might Appear to Others:

As unfocused, disconnected, or indecisive

Introverted Intuition **Ni**

What will be

Central Question:
What patterns are emerging and what could they mean for the future?



Communication Sounds:
Certain; delivery can be convoluted

Envisions what will be revealed in the future - just knows things, "This is bound to happen"; hints at complex interrelationships that can't be concretely verified, "Here's how it all connects", "This is what it is really means"; sees possible futures, "This is how it will unfold."

Wants from Others:

A hypothesis about what something means; symbolic conceptual language; a chance to share ones' long-term vision; questions about how things connect

Might Appear to Others:

As esoteric, abstract, or dug in

Extraverted Thinking

Te

The expeditious decision

Central Question:

What is the most clear-cut and efficient course of action?

Communication Sounds:

Reassuring; delivery is directive

Values an organized environment and objective standards; prioritizes tasks out loud to reach a probable outcome, "We should do this first, then that"; "It needs to be done this way"; attuned to getting things accomplished, "What's the goal and how long will it take?"

Wants from Others:

Direct and succinct language; businesslike discussions; explaining the logic and outcome behind ideas; listing pros and cons and cause and effect for each alternative; having solutions ready for discussion; reporting on progress as projects advance

Might Appear to Others:

As cold, impersonal, or unbending



Introverted Thinking

Ti

The accurate answer

Central Question:

What is the most precise and refined answer?

Communication Sounds:

Questioning; delivery can be obtuse

Seeks objective truth; might hesitate in conversation while searching for precise words, "What I mean to say is"; initially plays devil's advocate through pointed questions and debate to explore all angles, "I'm not sure that is accurate"; "My research points to the contrary"; might present conclusions without articulating the internal logic

Wants from Others:

Careful word choice to express desired meaning; pauses after presenting an argument or idea to allow for thought; asking for the logic behind their conclusions; convincing with reasoning and analysis; presenting all sides of an issue

Might Appear to Others:

As arrogant, detached, or indifferent



Extraverted Feeling

Fe

The embraced result

Central Question:

What is the most harmonious decision?

Communication Sounds:

Caring; delivery is persuasive

Values connection and harmony in relationships; tells personal stories to empathize with others, "That happened to me too!"; uses supportive language, "Are you Okay?"; "If you do this it will help you"; readily expresses appreciation, "You are great!"; "Thank-you."

Wants from Others:

Outward expressions of gratitude; empathetic listening; voicing feelings about a situation; compliments before critiques; ideas that bridge gaps in perspectives rather than communication that helps others feel good

Might Appear to Others:

As intrusive, disingenuous, or too conciliatory



Introverted Feeling

Fi

The right thing to do

Central Question:

Will this decision sustain who I am?

Communication Sounds:

Reassuring; delivery is earnest

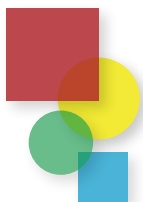
Seeks congruence between inner values and the environment; talks about the importance of things, "This feels right to me"; "I have a good/bad feeling about this"; "This is not acceptable"; Listens deeply to others' emotional states to provide support, "Tell me more."

Wants from Others:

Deep and sensitive listening; a personal approach; a focus on individual purpose and meaning; relating situations to personal values without challenging or denigrating other's values

Might Appear to Others:

As selfish, fixed, or unforgiving



the people skills group
people • potential • possibilities