

Recognizing Type in others

The key to smooth daily repeat encounters with familiar others is recognizing the quadrant style of each key individual. **Do not decide too quickly.** Half of the people are decision makers who can easily make decisions. Of the decision makers, half are telling-controlled and the other half is asking-emoting or the two pairs being seeming opposites. They share one important quality-when either feels that they have enough information to make a good decision, they stop gathering more information. The other half or the non-easy decision makers are the “experience more or learn more groups” with half being asking-controlled and the other half being telling-emoting or seeming opposites again. The experience more or learn more group share the ability to easily make personal decisions concerning only themselves. Decisions made to be relied on by others made by asking controlled group are often subject to change as more information is being developed. Decisions made by the **telling-amiable group are often heavily influenced by the last person or group to talk to them before the decision is announced.** When they (the experience more or learn more group) are not physically asking or telling, they are often letting their actions or accomplishments speak for them.

The animation clues are frequent changing facial expressions, head turning/nodding, hand and arm movement, and frequent volume changes while speaking. 75% of all females are animated and 75% of males are controlled. Physically, control is indicated by a lack of animation. Asking is frequently indicated by being quieter and lacking aggression or pushiness. Telling is frequently indicated by strong eye contact, a bit louder modulated voice, and vocabulary that is demanding. **To try to identify someone's type while they are playing is a fool's task.**

C O N T R O L L E D

The **asking-controlled group** also known as an “experience more or learn more” group, prefer working with numbers or ideas while hiding their inner feelings and, often, their essential opinions. They ask for concrete, verifiable facts while avoiding speculation by either others or by themselves. Depending upon the problem or situation, they almost always prefer to be working alone but can work with others. Truth first. **Analytics xxTP**

The **asking-animated group** are **decision** makers who seek **harmony** and avoid confrontation within all of the groups that they are associated with as either leaders or co-workers. Some very intelligent persons in this group can logically explain many decisions that they make but, for them, the decision was made first and the explanation came later. They often are well-liked and aware of the needs of those around them and are loyal to individuals more than to their associated institutions. They are very open to showing their emotions and abhor logic in decisions involving people. Takes real and perceived challenges to their leadership personally. Decisions may be withheld if someone they care for would be unhappy. They like to talk about people (especially themselves) and things versus ideas.

Amiables xxFJ

The **telling-controlled group** are **decision** makers, they **logically** present their decisions laying out the steps followed to reach their position or or present their decision. They are controlled using limited displays of emotion and the often hide their internal emotions to all but a carefully chosen few. They are good at (interrupting and) finishing sentences started by others. They are loyal to institutions more so than to the individuals leading their trusted institutions. Confrontations are often a path to new learning and, if one can get their attention, they can be led to changing their position without holding a grudge or worse. Courteous smiles are seen often. Aware of the group/organization needs. **Drivers xxTJ**

The **telling-animated group**, also known as an “experience more or learn more” group, prefer working with persons and things while sharing Their feelings and opinions with everyone. When in need of information, they will often reveal everything that know and what they do not but want or need to know. Depending upon the problem or situation, they almost always prefer to be working with a team or with many others. When in leadership roles, they demand loyalty to themselves and not necessarily to the institution that they represent. Aware of people's needs. Impulsive. **Expressives xxFP**

A N I M A T E D / E M O T I N G

Knowledge of an individual's first two MBTI positions (E or I and S or N) are not needed to use the strategies presented. Statistically 75% of all individuals are “E” oriented and are attracted to people and things and 25% are “I” and do their best work alone or in small groups working using ideas and thoughts. Some “I”s are good actors and often appear to be more people oriented than they really are. Only 25% of the population have the “N” characteristic. Look for them to seek to interrupt speakers with questions or make comparison observations, especially if a verbal pause occurs.