

The Type-Spotters Guide

This guide is designed to help you to identify what the Personality Types might be of people that you work or live with.

We know that for individual development, the best thing is for someone to have full feedback on a Personality Type questionnaire from someone qualified. However sometime you don't have the luxury of getting a client to complete the questionnaire before you try to help them out. So at Type Accelerator we've condensed our knowledge to give you this quick guide to spotting what someone's Type might be.

Extraversion Types tend to:

- **Start speaking as soon as you ask a question**, although it may take them a little time to get to the answer "...that's a good question, what do I want to do on Friday?..."
- **Use their arms and expressions more** when they're talking. After all they're generating energy by talking to you, so it has to go somewhere.
- **Fill the silence.** They tend to find silences less comfortable.
- **Talk more quickly** and a little louder.
- **Move about when they're talking.** Watch them on the phone!

Introversion Types tend to:

- **Pause before they answer a question...**while they think through the best response.
- **Keep their arms and faces more still** when they're talking.
- **Leave comfortable silences.** Particularly if they know you well they won't feel the need to fill the gaps too quickly.
- **Talk in a measured way**, at an even pace, with more pauses.
- **Move less** when they're talking. Even if they're presenting to a group they tend to stay in one place.

Sensing Types tend to:

- **Provide a start, middle and end.** They tell stories that begin at the beginning, and go from there.
- **Include details and facts.** If they say it, they've checked it.
- **Ask who, when, what?** They want to know the practicalities and details.
- **Focus on the past and present.** They like looking at what is happening right now and what have they done in the past.
- **Say it like it is.** They describe things as they actually are.

iNtuition Types tend to:

- **Start at the top.** They start with the most important thing first, then fill in the details later.
- **Include the big picture.** They'll link to other information or concepts.
- **Ask why?** They need to know the broader meaning of what you say.
- **Focus on the future.** They like looking at what could be and what may happen in the future.
- **Say it with flowers.** Use more imagery and metaphors.

Thinking Types tend to:

- **Problem-solve.** They look to fix problems.
- **Focus on what's gone wrong,** in order to get better.
- **Criticize.** They point out mistakes.
- **Act cooler.** They may be more business-like or professional.
- **Think it.** They will start sentences by saying "I think that..."

Feeling Types tend to:

- **Harmonise.** They aim to make sure that everyone is in agreement.
- **Focus on what's gone right,** in order to get better.
- **Build relationships** with new contacts and look after people they know well.
- **Act warmer.** They are more likely to share about themselves and to ask about you.
- **Feel it.** They will start sentences by saying "I feel that..."

Judging Types tend to:

- **Enjoy closure.** They will like to get to decisions. And stick to them.
- **Stick to purpose.** They might seem irritable if you start going off-purpose.
- **‘Chopping’ gestures.** They use their hands to show that things are decided and sorted.
- **Use -ed.** They use words that are about closure: **completed**, **decided**, **sorted**.
- **Show urgency.** They like to get to the decision as soon as possible.
- **Be ‘tidy’.** Their clothes tend to be tidy and desks organised.

Perceiving Types tend to:

- **Enjoy the journey.** They will put off decisions until they *have* to be made.
- **Go with the flow.** They will be happy to follow a train of thought.
- **‘Opening’ gestures.** Use their hands to show that they are interested in opening the discussion up and exploring options.
- **Use –ing.** They like using words that are about the process: doing, completing, deciding.
- **Show options.** They like to present options and choices.
- **Be casual.** Their clothes and desk will be more ‘lived-in’