

GUARDIAN SJ

Guardians value experience, security, authority, and respectability. They have logistical talents in establishing processes, executing methodically, managing goods and services, and upholding standards. They seek higher levels of responsibility and clear paths to advancement. Guardians express themselves earnestly while observing traditions, following rules, and taking part in societal activities. They need routines, stable structures, familiar processes, and clearly defined procedures to do their best work. Guardians can be counted on to "mind the store," attending to the details of a project, diligently seeing it through to completion.

CONCRETE

Artisans value potency, generosity, creativity, and adaptability. They have tactical talents in sales, marketing, operations, various forms of art, working with their hands, trouble-shooting, and crisis management. They seek stimulation, adventure, variety, and time/space to perfect their skills. Artisans express themselves excitedly while making deals, taking risks, playing games, and entertaining others. They need freedom to act on impulse, and flexibility in their work to make spontaneous decisions. Artisans can be counted on to "just do it," improvising actions, seizing opportunities, and forging onward when others have given up.

ARTISAN SP

NF IDEALIST

Idealists value meaning, integrity, and human development. They have diplomatic talents in mentoring and guiding personal development, resolving conflicts, and improving communication. They seek relational harmony, good feelings, and self-improvement. Idealists express themselves enthusiastically while championing causes and inspiring others to reach their full potential. They need meaningful work, relational connection, and a personal, imaginative work environment. Idealists can be counted on to "see the best in people," nurturing warm, loving relationships and finding new possibilities.

COOPERATIVE

ABSTRACT

Rationals value knowledge, competence, reason, and achievement. They have strategic talents in complex planning, structural design, reframing arguments, exploring theoretical concepts, and systems analysis. They seek efficiency, intellectual stimulation, and solutions to problems. Rationals express themselves calmly while critiquing and questioning the status quo, always insisting on a logical basis for action. They need worthwhile challenges, and autonomy to be able to solve complex problems. Rationals can be counted on to "think outside the box," offering innovative ideas and strategies for accomplishing well-defined long term goals.

UTILITARIAN

NT RATIONAL