



ENTJ >> Personality Profile

STRENGTHS

- They ask challenging and critical questions to better understand their reality and envision the future.
- They love to lead and enjoy taking responsibility for others.
- Natural leaders, brilliant at aligning people, systems and resources to achieve strategic objectives.
- Natural competitors who love to win big.

CHALLENGES

- Their competitiveness and abrasive personality often make them hard to love.
- They always appear to be working, even social interactions appear calculated and strategic.
- Colleagues and subordinates can often feel like pieces on their strategic chessboard.
- They respect strength and sacrifice, often failing to extend compassion and care to those who are struggling.

SUGGESTED GROWTH OPPORTUNITIES

- Learning to develop relationships with people where you are not their leader.
- Learning how to be present with people without any particular agenda or need to recruit people and resources for a new vision.
- Developing empathy and compassion for those less fortunate than you.
- Serving people who can never repay you or add to your expertise and knowledge.
- Recognize that you may present your ideas too forcefully, effectively shutting out other's opinions.

MODERATE STRESS

- You become more and more demanding and controlling of your team.
- You begin to drive yourself and others to the limits of capacity and endurance.
- Drawn to your competency and charisma people start to fear your displeasure.

EXTREME STRESS

- Because of failure in your vision, and/or physical burnout, you start to withdraw and internalize your emotions.
- Begin asking, "Does anyone really care about me or like me?"
- Experience guilt and regret for having placed the task before relationships.



ENTP >> Personality Profile

STRENGTHS

- They love to explore the future and dream big picture possibilities.
- Natural leaders and entrepreneurs who are often multi-talented.
- Tenacious and resourceful in solving new and complex challenges.
- They are always challenging the status quo; things can always be improved!

CHALLENGES

- Their love of argument and debate can often wear people out.
- They struggle to stay consistent and disciplined in their external communication.
- They often struggle to follow through on the ideas and innovations they develop.
- They struggle to discipline their talents, it's all too easy for them to trade on charisma and avoid the hard work.

SUGGESTED GROWTH OPPORTUNITIES

- Self-awareness! Understand how much you dominate conversations and how little you truly listen to others. Discipline and discretion!
- Developing healthy rhythms of exercise, work, sleep and recreation, it's easy to get stuck in multi tasking!
- Learning how to be emotionally present with people and take a genuine interest in the lives of others.
- Practically serving those who live on the margins of society, the poor, those who struggle to get by.

MODERATE STRESS

- You become more reactionary and find it hard to switch off from work.
- You are constantly searching for solutions to get you out of the hole you are in.
- You are physically present and increasingly appear to be emotionally absent.
- You become impatient and want to try something new, burning your people and resources.

EXTREME STRESS

- Start to withdraw away from the external world of creativity and ideas.
- You order your physical world—put files back into their folders, clean your desk.
- Physically exhausted you use sleep to dull the pain of your latest idea having failed.
- Seek to lose yourself in sensory escapism, over eating, exercising, drinking.



ENFJ >> Personality Profile

STRENGTHS

- They hold in tension a desire to strategically shape the future with a deep love and compassion for people.
- They love relational problem solving and helping others fulfill their potential.
- People trust their character and they engender a huge sense of loyalty from those they lead.
- They love to be at the center of social activity and enjoy hosting events.

CHALLENGES

- They often wonder if they should be more serious and committed to career ENFJs are natural people pleasers and can often struggle to say no.
- As pressure increases from over commitment they can be tempted drop everything and run.
- They can be overly sensitive to criticism, real or imagined.
- Can find themselves working for hard driving charismatic visionaries who take advantage of them.

SUGGESTED GROWTH OPPORTUNITIES

- Learning how to prioritize people and tasks and developing the ability to say no. Often having a filter between the request and your response helps.
- Honest appraisal of your current load - both of people and tasks. You need to learn when to release those you have been caring for.
- Recognizing how gifted you are at leading teams and creating environments where others can thrive.
- Embrace the idea that sometimes disharmony, and even conflict, can be necessary and helpful.

MODERATE STRESS

- You struggle to say no and become overly responsible for people and tasks.
- You finally recognize you have over committed yourself to both people and task.

EXTREME STRESS

- You have the capacity to drop everything and run.
- Start to question why everyone takes from you while no one ever seems to care for you.



ENFP >> Personality Profile

STRENGTHS

- Visioning the future so that people can truly fulfill their potential.
- They have boundless energy for people and new ideas it's hard to keep an ENFP down for long!
- Naturally talented at just about everything.
- Natural connectors, when they believe in something they are able to get everyone else excited about it.

CHALLENGES

- They find it difficult to discipline their talent and remain committed once the initial excitement has worn off.
- They struggle to stay consistent and disciplined in their external communication.
- In their enthusiasm and passion they will often over promise and under deliver.
- All critique feels personal and they are easily discouraged.

SUGGESTED GROWTH OPPORTUNITIES

- Discretion and Discipline in when, where and how you share your ideas!
- Finding one area of your life where you commit to aligning discipline and natural talent. Once you see the results you will be amazed.
- Being prepared to challenge others even when you feel uncomfortable doing it. Preventing passive aggression building up towards particular individuals.
- Committing to apprenticing others in what you are good at. This takes time and ENFPs often want quick wins!

MODERATE STRESS

- You generate more and more ideas and rarely allow time for any to come to fruition.
- You become desperate for affirmation from the authority figures in your life.
- You become passive aggressive towards those you feel are not fully on board.
- Ideas come on thick and fast, and the team becomes exhausted with the constant change.

EXTREME STRESS

- Start to withdraw from people and to doubt yourself.
- Become self-critical, over-analyzing your mistakes.
- Seek sensory escapism through over eating, over drinking, sexual escapism.



ESTJ >> Personality Profile

STRENGTHS

- They ask detailed, often awkward questions that bring clarity to the tasks and challenges of organizations.
- They bring order, structure and efficiency to the world around them.
- They are like cruise missiles. They would rather die than fail to deliver on agreed objectives!
- Incredibly conscientious and fiercely loyal to their leaders and team.

CHALLENGES

- They have strong perfectionist tendencies and thus effective delegation is always a challenge.
- They find their primary identity in work and task achievement; they often wear people out by being always on!
- They struggle to value people who do not contribute to the task or project.
- Learning how to value rest and recreation, simply being with others.

SUGGESTED GROWTH OPPORTUNITIES

- Learning to balance the demands of work, family and friends.
- Not defining your worth purely through your competence and ability to get the job done!
- Continuing to learn new skills even though you would rather remain in areas of existing competence.
- Developing interests outside of your work where you can enjoy participation rather than feeling you have to win or be the best!

MODERATE STRESS

- You become more focused than ever on delivering the task you feel responsible for.
- Relationships take a back seat as the fear of missing the deadline looms!
- You become short and dictatorial with your team and family.

EXTREME STRESS

- Triggered by impending or actual failure you start to withdraw into yourself and question your value and worth.
- Begin to question whether anyone really cares about you.
- Not hearing truth about yourself can easily lead to a downward spiral of depression.



ESTP >> Personality Profile

STRENGTHS

- They are able to store vast amounts of factual data in subjects and topics that interest them.
- They are adrenalin junkies who love the challenge of meeting apparently impossible targets and deadlines.
- Natural troubleshooters who enjoy the intellectual challenge of solving complex practical problems.
- They thrive in competitive environments; it brings out the best in them.

CHALLENGES

- Routine and repetitive tasks bore them.
- They may enjoy working under last minute pressure but it can often be highly stressful for those they live and work with!
- They struggle to maintain long-term relationships that are not at the center of their immediate task world.
- They often drive their teams, dislike weakness and can often appear hard and demanding.

SUGGESTED GROWTH OPPORTUNITIES

- Learning how to establish healthy repeatable patterns for work, exercise, friendships and recreation.
- Own your need to temper your impulsive tendencies and desire to keep pushing yourself until you break.
- Learning how to connect and empathize with people who are wired completely different from you.
- Planning in advance so you can delegate tasks effectively
- Committing to apprentice others is another key moment in your development.

MODERATE STRESS

- You become a hard driving taskmaster, pushing yourself and others.
- You start to survive on adrenaline and little sleep.
- Others on your team become casualties of the pace and constant challenge.
- Seek hedonistic escape as a means of disengaging from the pressure of work.

EXTREME STRESS

- Triggered by failure, you start to withdraw and begin catastrophizing the future.
- You internalize a sense of failure and loss, assuming this will now define you.



ESFJ >> Personality Profile

STRENGTHS

- Natural gatherers of people, they invest heavily in the key relationships of their life.
- Fiercely loyal and protective of those within their circle of care.
- They are conscientious, disciplined, hard working and very keen to please.
- Strong desire to serve and protect others, natural team players.

CHALLENGES

- Fiercely self-critical and will often question whether they are doing enough for others.
- They struggle to say no and will often find themselves exhausted trying to please everyone.
- Perfectionist tendencies mean they rarely reach a place of peace where rest and recharge have been earned.
- They dislike relational conflict and frequently avoid giving challenge even if it is clearly needed.

SUGGESTED GROWTH OPPORTUNITIES

- Understanding your perfectionist tendencies and recognizing that good enough is often OK!
- Learn that you don't have to be responsible for everyone's needs and that saying no sometimes is actually liberating.
- Recognizing that your children and those in your teams often learn most through failure. ESFJs struggle when they see others in pain and naturally want to take them out of it.
- Taking time for yourself is not self indulgent or selfish, it's an essential part of recharging your batteries so you can effectively care for others again.

MODERATE STRESS

- You are becoming over controlling and over protective of those closest to you.
- You start to over analyze your actions and how you could have caused offense.
- You hate to let others down so you over commit and exhaust yourself.

EXTREME STRESS

- Becoming physically exhausted you start to withdraw and retreat into your closest relationships.
- Start to become critical and judgmental of others, questioning their motivations.
- Seek to push away from those closest to you, testing if they truly care for you.



ESFP >> Personality Profile

STRENGTHS

- Natural team players, they love creating environments where others thrive and fulfill their potential.
- They love to play and share experiences with those they care most about. The very best gift givers!
- They stop things becoming too serious; they bring a sense of fun and enjoyment to any team they lead or in which they are a part.
- They care deeply for people and make great friends in a crisis.

CHALLENGES

- They often wonder if they should be more serious and committed to career advancement.
- They make reluctant leaders often struggling to carry weighty responsibility for an extended period of time.
- They tend to over personalize critique and judge themselves harshly.
- Being overly responsive to present demands and needs can mean they fail to consider long-term consequences.

SUGGESTED GROWTH OPPORTUNITIES

- Believe how competent you actually are and how much people enjoy working with you.
- You need to feel confident playing the role you were created for - bringing life and fun wherever you go. Not letting people take themselves too seriously or believing that accomplishing tasks is the only thing that matters!
- Believing you have the capacity and talents to lead effectively; resisting the temptation to abdicate and run when the pressure builds.
- You need to know when to be serious and when you can have fun!

MODERATE STRESS

- You look for a way to escape responsibility and pressure.
- Sensory escapism is your default – shopping, eating, drinking, partying, etc.
- You refuse to be serious and accept responsibility.

EXTREME STRESS

- Withdraw from the external world and internalize a sense of guilt and failure.
- Question whether you were ever the right person for the job.
- You stare into the future and assume it will never be as good again.



INTJ >> Personality Profile

STRENGTHS

- They are incredible conceptual thinkers and love to envision the future.
- They are able to express their insights and vision in clear concise strategic plans.
- They enjoy solving complex analytical questions and invariably come out top of the IQ scores.
- Their capacity to remain cool under pressure and control external communication means they are natural poker players and skilled negotiators.

CHALLENGES

- INTJs tend to develop vision and strategy on their own without others input.
- They find it hard to be empathetic and can miss the non-verbal cues others are giving.
- They invariably gravitate towards those whose competency they respect and can easily ignore the contributions of others.
- Their love of intellectual combat can make them appear overly competitive and insensitive.

SUGGESTED GROWTH OPPORTUNITIES

- Build deep friendships with people outside of your immediate task world.
- Take opportunities to practically care for the poor or those less fortunate than you.
- Create ways for your team and those closest to you to access your current thinking and involve them in visioning the future.
- Establish healthy rhythms that prevent work taking over - planning time for rest, exercise, friends, family and recreation.

MODERATE STRESS

- You are feeling locked in micro detail and too many relationships with people.
- You start to ask more and more critical questions, forgetting relational niceties.
- People begin to feel like pawns on your chessboard.

EXTREME STRESS

- You are unable to find the necessary space away from the front lines to think and process.
- You feel destabilized and unable to see the future and build strategic plans.
- You start to lose yourself in hedonistic sensory escapism.



INTP >> Personality Profile

STRENGTHS

- Powerful conceptual thinkers, they love the challenge to create new and innovative ways of doing things.
- Their internal world is so rich they are rarely swayed by trends in popular culture or ideology.
- Incredibly clever, they have the capacity to think outside the box and flow against the tide of prevailing wisdom.
- They ask profound and penetrating questions in their desire to help people and teams find the truth.

CHALLENGES

- INTPs have a limited need for people and often struggle to communicate genuine warmth and invitation to relationship.
- Even to their teams they can often appear hard to read and distant.
- Most of the deep thinking and analysis happens inside their heads - they only come back to the team when they have their solution.
- Their default engagement is to critique and what comes out first is rarely what they meant to say!

SUGGESTED GROWTH OPPORTUNITIES

- Learning to share your thoughts and feelings with those closest to you.
- Invite others into your world and create regular opportunities for your team to hear what you are currently thinking and dreaming about.
- Choose to apprentice others in your skills and expertise, thus forcing you to think through how to make your unconscious competence available to others.
- Learn to value and affirm the contribution of others who see the world through a different lens.

MODERATE STRESS

- You find yourself less patient with people and no longer value the contributions of others.
- You don't get adequate time alone to process the possibilities.
- You lack significant relationships with those on your team/organization.

EXTREME STRESS

- You start to speak your doubts out loud, and question your own worth.
- You question whether or not you are the best person to lead the team.



INFJ >> Personality Profile

STRENGTHS

- INFJs are life long learners and are always studying something new.
- Highly relational and deeply committed to those in their circle of care.
- People of integrity and humility - willing to serve the needs of the wider team in any role required of them.
- They make exceptional coaches and mentors, setting high standards for themselves and those they are training.

CHALLENGES

- INFJs always question whether they know enough to be truly expert in what they do!
- They have strong people pleasing tendencies.
- As they struggle to say “no”, they can easily end up physically exhausted and feeling like they have let others down.
- They often struggle to verbalize their inner insights in a way others can hear and understand them.

SUGGESTED GROWTH OPPORTUNITIES

- Scheduling time in your daily and weekly schedules for time away from people to re-energize and re-align with the big picture vision for your life.
- Own your people pleasing tendencies and the struggle to say “no” - build a filter system that prevents you responding instantly.
- Realize how much you do know and how much life and energy you get from developing and mentoring others.
- Own the challenge to lead and not simply settle for being a number 2 all your life. If you have a vision you should at least try!

MODERATE STRESS

- You are not getting the time away to see the big picture and set course again.
- You are overextending yourself because you find it hard to say “no.”
- You become your own harshest critic and tears are not far from the surface.
- You start to overanalyze your engagement with other people.

EXTREME STRESS

- The future seems unclear and you are constantly critiquing yourself.
- You are tempted to dull the pain with retail therapy or hedonistic pleasure.



INFP >> Personality Profile

STRENGTHS

- They care deeply about the imbalances and injustices in our world; they want their lives to make a difference
- They are able to scan the future for potential opportunities and dangers no one else has seen.
- People value their integrity and trust their character.
- They are incredibly loyal and deeply committed to their families and close friends.

CHALLENGES

- They are internal idealists and often hold themselves to impossibly high standards.
- They can find it difficult to clearly communicate the future ideas, possibilities, and dangers that they see so clearly.
- They struggle to bring appropriate challenge fearing relational disharmony.
- They quickly get bored with the present and with repetitive routine.

SUGGESTED GROWTH OPPORTUNITIES

- Understand where your idealistic tendencies come from and allow yourself to enjoy life, however imperfect.
- Have the confidence to trust your intuition and believe it's a valuable resource for your the team and organization.
- Allow others to speak truth and encouragement into your life regularly - you need to hear it!
- When it comes to communicating your creative ideas recognize you will need others to help you and you will have to ask them to "Pull".

MODERATE STRESS

- You withdraw from people and over-analyze whether you are living up to your own impossible standards.
- You are asking yourself, "Am I being the best parent? Friend? Colleague? Boss?"

EXTREME STRESS

- Become judgmental and critical of those closest to you.
- Question people's motives and whether your loyalty is being abused.
- When the anger subsides you feel even worse wondering what is happening to you.



ISFJ >> Personality Profile

STRENGTHS

- Selfless and self-sacrificial, they take genuine delight in the success of others.
- They oil the wheels of relationships inside families, teams and organizations.
- Highly competent, incredibly conscientious and hard working.
- Natural mediators, people trust their judgment and character.

CHALLENGES

- ISFJs have perfectionist tendencies. Sleep is the one place they are able to truly rest.
- They tend to be their own harshest critics - always wondering whether they could have done more.
- They can find it difficult to assert their own needs in a combative team environment.
- They struggle to bring appropriate challenge even when it's required.

SUGGESTED GROWTH OPPORTUNITIES

- Create a daily and weekly rhythm that allows time to recharge your batteries and care for your own needs.
- Recognize you don't have to care for everyone in need - there are others who are prepared to share the caring load even if you can't see them!
- Receive compliments and start to see yourself as the competent professional that others do.
- Enjoy being in the present with those you love and not feeling guilty that you should be doing something!

MODERATE STRESS

- You begin to seek solace in bringing order to the world most immediate to you.
- Prepare meals, bake, buy presents months in advance of when needed.
- You struggle to take time for yourself and become physically worn out and ill.

EXTREME STRESS

- Start to catastrophize the future.
- Push away from those closest to you and internalize your own sense of failure.
- Question whether you can do anything well - easily becomes a downward spiral.



ISFP >> Personality Profile

STRENGTHS

- ISFPs are highly relational and deeply committed to those closest to them.
- They live in the present and see the practical needs of the people around them.
- They are people of enormous integrity and invariably choose to live in places where they can serve the needs of those they feel called to.
- Artistically creative. Most world famous composers were ISFPs!

CHALLENGES

- ISFPs are internal idealists who often question their own worth and whether they are doing enough to help those around them.
- Reluctant leaders who would often rather roll up their sleeves and get on with the work.
- They struggle to keep projects on time and on budget, strategic thinking and project management is a challenge.
- Present needs can easily overwhelm them and mean they don't take time to recharge their own batteries.

SUGGESTED GROWTH OPPORTUNITIES

- Understand how your idealistic tendencies can easily set you up for disappointment and failure.
- You need to own your own limitations and set realistic goals for the serving of others. You can't rescue everyone!
- Invite external voices you trust to speak the truth in love; it's easy for you to slip into the negativity spiral of self-criticism.
- Learn how to take time for yourself and establish healthy rhythms that allocate time for friends, rest, and recreation.

MODERATE STRESS

- You continually hold yourself to impossible standards.
- Begin to question your own worth and whether you are doing enough for others.
- You experience deep frustration that you are unable to meet everyone's needs.
- Fatigue and self-criticism begins to lead you into a negative spiral of depression.

EXTREME STRESS

- You become extremely critical of those closest to you.
- You ask, "Why does no one else see the needs around them?"
- Your anger passes and you are left wondering where that came from.
- You are now convinced you have failed in yet another area.



ISTJ >> Personality Profile

STRENGTHS

- Incredibly conscientious and hard working, everyone trusts them to deliver.
- They see the details of tasks and projects and enjoy bringing order and structure to them.
- Incredibly disciplined in their approach to all aspects of life.
- They are not swayed by spin and charisma, they ask critical questions in order to ascertain what is true!

CHALLENGES

- They possess strong perfectionist tendencies and find it hard to play until the work is finished, that would be irresponsible.
- Delegation is never easy for an ISTJ. “Who can do it as well as me?”
- Their focus on achievement means few see them as warm and friendly in a work environment.
- Their focus on succeeding in the task can make them appear distant from even those closest to them.

SUGGESTED GROWTH OPPORTUNITIES

- Learn to recognize that relationships are as important as the task!
- Understand your identity and self worth are not totally defined by the success or failure of the task.
- Learning that good enough is often good enough, and that delegation is an essential part of effective leadership.
- If it’s worth doing it’s worth doing badly! Those you are training and developing will never do it as well as you do it!

MODERATE STRESS

- Your immediate environment, tasks, and close relationships feel messy, chaotic.
- You take on more tasks and/or projects than can reasonably be completed.
- You are becoming more and more task focused, driving yourself, overworking.

EXTREME STRESS

- You have failed to deliver on an agreed on objective.
- You start to communicate negatively and the future becomes bleak.



ISTP >> Personality Profile

STRENGTHS

- ISTPs love adventure, competition and exploring the limits of their physical capacity. Many are gifted athletes.
- They are natural troubleshooters and love the challenge to solve complex practical challenges.
- They readily assimilate concrete data and logically compute the most rational and strategic next steps.
- Fiercely practical, they enjoy getting their hands dirty and taking things apart to understand them.

CHALLENGES

- Repetitive, routine work, day after day is not life giving.
- ISTP's dislike imposed structure or being told how they are going to live.
- They struggle in highly interdependent team environments and do not easily delegate work to others.
- They often struggle to connect with those outside their inner circle.

SUGGESTED GROWTH OPPORTUNITIES

- Learning how to connect emotionally and share your fears with those closest to you, particularly your spouse, family and close friends.
- Recognize people lead in different ways and that by example is just as valid as by great speeches and oratory.
- Refuse to be defined by your school reports and recognize that the current educational process doesn't suit your preferences.
- Accept that things can be true and valid without needing to be factually proven. Discovery and new inventions happen when people push conceptual boundaries!

MODERATE STRESS

- You are unable to get away from people and pressing demands to process the data you are taking in.
- You are doing work that is repetitive and routine day after day.
- You get lost in detail and become critical and judgmental towards others.

EXTREME STRESS

- You start to question your own worth and become overly emotional.
- You question outloud whether you have been a good parent, colleague, etc.