The MBTI has 4 preference scales based on Carl Jung’s theory of personality Types. Preferences are natural ways people prefer to function. Everyone has the potential over a lifetime to develop all 4 Functions (S, N, T, F), not just the preferred ones. In developing the whole self, people can learn to use the Function most appropriate to a given situation. In general, however, people will experience the most satisfaction when they are in careers and situations which call for use of their preferred Functions.

**E — I: how attention/energy is directed**

**E**
- EXTRAVERT: external focus on outside and people
  - externalize to understand (act then think)
  - tend to prefer high level of activities and involvements

**I**
- INTROVERT: internal focus on thoughts and impressions.
  - more deliberate, thoughtful
  - understanding before acting
  - tend to prefer a slower pace and some private time

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**S — N Perception Function: taking in and processing data/stimuli**

**S**
- SENSING: using the senses to observe accurately in the here and now.
  - values common sense
  - concrete
  - linear learner; sequential facts

**N**
- INTUITION: using intuition to see the patterns and possibilities among ideas, events, people.
  - values imagination
  - abstract
  - global learner; broad picture
  - values novelty, complexity

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**T — F Judgment Function: making decisions and evaluating**

**T**
- THINKING: objective criteria; logic and analysis of pros and cons, consequences.
  - concerned with getting sufficient information to weigh options and make the right and fair decision

**F**
- FEELING: subjective criteria; interpersonal relationships and personal values.
  - concerned with harmony, empathy and personal expression in making choices

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**J — P: which Function is used to relate to the outer world**

**J**
- JUDGMENT: using a Judgment Function (T or F) to structure and organize life.
  - planful, well-organized
  - dislikes “loose ends” and incompleteness of tasks
  - prefers closure

**P**
- PERCEPTION: using a Perception Function (S or N) to discover and experience life spontaneously.
  - “last minute,” avoids structure
  - a “juggler” of tasks; open-ended