

Eight Functions—Access and Learn

Interpersonal Expressions			Gift of the Function	Learning Needed to Extend Emotional Intelligence
S _E	Extraverted Sensing	External information	Gift of immediate (urgent) awareness and focus	Learn to accommodate the different pace of others
N _E	Extraverted Intuition	External information	Gift of seeing wholes and making associations	Learn when to share context and when to focus on precise details
T _E	Extraverted Thinking	External decision making	Gift of analysis and critique	Learn a language that promotes constructive critique and support and that validates emotions
F _E	Extraverted Feeling	External decision making	Gift of attending to an individual's needs	Learn when empathy and self-disclosure are appropriate and when critique is needed

Emotional Intelligence Development Summary

ISTP

Develop empathy; become more patient with others' styles; work on building rapport; be more inclusive and supportive

ISFP

Develop self-acceptance; broaden interests; demonstrate initiative; express ideas more often; provide logical rationale for suggestions

INFP

Become more social and present; demonstrate active interests in others; manage stress with more analytical approaches

INTP

Demonstrate more regard for others' ideas; show more empathy; express interest and patience; be more collaborative and encouraging

ESTP

Express more feelings; learn more interdependent achievement; build rapport through empathy; demonstrate active listening

ESFP

Develop more strategies for conflict management; work on independence; broaden interests; actively seek to understand contexts

ENFP

Develop strategies to deal with detailed plans; work on relationships by expressing focused interests in others' experiences; demonstrate fair-mindedness

ENTP

Control critical impulses; demonstrate empathy through patient listening; build relationships with collaboration

ESTJ

Show empathy and interest in others' views; build strategies for flexibility and innovation; enhance relationships through showing interest in others' needs

ESFJ

Develop self-acceptance; develop more independence; show broader interests to enrich networks; enhance flexibility and patience

ENFJ

Express ideas more concisely; work on balance and letting go; demonstrate more tolerance of critical analysis; show win-win orientation

ENTJ

Show more interest in others' experience and motivations; demonstrate more empathy; express more openness to others' ideas and be more actively supportive of others

ISTJ

Demonstrate more sociability; show more empathy and flexibility; express ideas more completely; create more of a supportive social presence with open-ended questions

ISFJ

Demonstrate more initiative; engage in social outlets; show interests through collaborative efforts; extend activities for more social presence

INFJ

Enrich social presence by demonstrating interest in analytical frameworks; work for balance—know when to delegate; show more interest in others' experiences through inclusion

INTJ

Work more collaboratively; express ideas with sensitivity to others' views; build relationships by demonstrating flexibility and patience