



ISTJ

- Be calm and reasonable.
- Demonstrate your expertise and competency. This will build your credibility.
- Provide them with relevant, detailed information and real-life examples.

ISFJ

- Be affirming and supportive and offer positive feedback.
- Establish a personal relationship.
- Let them know your plans ahead of time so they can plan and prepare.

INFJ

- Be sincere and genuine. Appreciate their insights.
- Provide them with feedback as early as possible when working together on a project or plan.
- Avoid listing many facts and details or focusing only on realities.

INTJ

- Demonstrate your knowledge and competency. Be direct and calm.
- Be prepared to defend your position with logical and verifiable information.
- Provide an overview of your thoughts and avoid focusing mainly on facts and details.

ISTP

- Avoid making small talk and don't waste a lot of time developing rapport. Be calm, direct, logical, practical, and matter-of-fact.
- Support your opinions with verifiable facts.
- Minimize rules and procedures and avoid “how to” instructions.

ISFP

- Be affirming and supportive. Notice and acknowledge their helpful contributions.
- Engage in one-to-one, in-depth nonjudgmental conversations. Give them time to think about what you say.
- Share relevant details and practical information.

INFP

- Engage in one-to-one conversations that are harmonious and people-focused.
- Speak calmly pause to allow them time to gather their thoughts before responding.
- Notice and affirm their supportive efforts and accommodations.

INTP

- Be precise in your language and thought. Don't state the obvious. Provide logical reasons for actions.
- Focus on the “big picture” rather than facts.
- Avoid providing specific instructions or giving directions.

ESTP

- Be direct, logical, and matter-of-fact.
- Provide useful, objective data and expect them to question and critique.
- Make conversations efficient and to the point.

ESFP

- Be affirming, upbeat, and supportive.
- Demonstrate your appreciation with tangible rewards such as a small gift or offer of help.
- If you want to talk about serious and strategic matters, share practical reasons for doing so.

ENFP

- Be friendly, encouraging, and enthusiastic. Find some common ground.
- Focus interactions on a genuine and cooperative understanding and sharing of perspectives.
- Relate to them by acknowledging their ideas. Be open to exploring ideas by thinking out loud.

ENTP

- Be open to debating and playing with ideas. Be willing to think “outside the box”.
- When convincing them, use logical arguments, focusing on long-term implications.
- Provide them with space to maneuver and act independently.

ESTJ

- Be brief, accurate, logical, and to the point.
- If you expect them to change, include practical, proven evidence that the new way is better.
- Make sure your facts are accurate and your reasoning is logical.

ESFJ

- Get to know them. Appreciate their efforts and contributions.
- If you disagree with them, be sure to do so tactfully and with respect.
- To convince them, provide concrete, personal stories and examples. Be specific and present practical information.

ENFJ

- Be warm and encouraging. Appreciate their unique strengths and gifts.
- Develop rapport and build consensus. Acknowledge and accommodate the needs of the people involved.
- Share personal stories and use metaphors.

ENTJ

- Demonstrate your competence and be direct, precise, and accurate. Provide verifiable information.
- Be objective and succinct.
- To get buy in, show them how your ideas can help them achieve results more effectively.