Which 8 Type Are You?

Look at the four colour quarters on the right. Each set of words describes a Behavioural style. Which set describes you most? Then next? Then Third? Then last?

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<th>Colour Order</th>
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*(creative) see bottom of page 4

This is a relatively ‘blunt’ assessment of behavioural preference. The full, on-line assessment matches behaviour to one of 72 types. Here we provide 8 overviews.

Our suggestion is that you read the notes for your ‘8 Type’ - and then also check the adjacent ‘8 Type towards your secondary colour.

i.e. YRGB = ‘Inspirer’. This person may also relate well to ‘Motivator’ as this is the adjacent segment in the direction of red (the secondary colour chosen in this example)

Another idea is to read the profile for your OPPOSITE type. Whilst you may relate to some of the points, it is certain that you will recognise this as generally NOT you!

Plot yourself on the 8 Type wheel below
Skills of the Team

The Observer – page 5/6
Set Standards – Product Knowledge – Analysis

The Observer can write the book on the product knowledge required for the job. When others need the facts to make a decision he knows them. He sets the standards for others and analyses and collects the data.

The Co-ordinator – page 7/8
Planning – Organisation – Time Management

The Co-ordinator can pull all the loose ends together to organise themselves and others in a structured approach. Her planning and time management skills make her thorough and reliable.

The Supporter – page 9/10
Listens – Loyal – Team Approach

The Supporter has a true team approach. His expert listening skills can uncover others’ true needs and he is loyal to both his colleagues and the organisation.

The Helper – page 11/12
Helps Others – Flexible – Shares Ideas

The Helper has a genuine desire to help others and put their needs first. This makes her flexible and adaptable with a natural ability to share ideas and knowledge.

The Inspirer – page 13/14
Persuasive – Creative – People Skills

The Inspirer has well developed people skills and has a constant need to enjoy interactions with others. She is persuasive and her quick mind produces creative solutions to others’ problems.
The Motivator – page 15/16
Drive – Enthusiasm – Positive Thinking

The Motivator has enormous enthusiasm that he spreads to those around him. His drive to succeed gives him a high level of motivation to achieve his dreams. He is not easily put off and finds it easy to think positively about every situation.

The Director – page 17/18
Results Focused – Decisive – Assertive

The Director has the ability to focus on results. She decides what it is she wants from life and sets a strategy to achieve it. Her natural assertiveness means she will push both herself and others to achieve goals. She is not put off by setbacks.

The Reformer – page 19/20
Determination – Monitoring Performance – Discipline

The Reformer has a natural desire to monitor and judge performance. His own approach is disciplined and logical and he backs this up with a determination to succeed.

‘Creative’ Types (shown in italics on page 2) have their first and second preferences in opposition (i.e. Red followed by Green or vice versa, OR Blue followed by Yellow or vice versa).

Creative Types balance opposing energies and literally create their own style of being. Harder to read than many, such people are often genuinely creative (arts, music etc) or/and may be experiencing (or have just experienced) a big change in their lives.

It is important to understand that no Type is ‘Better’ or ‘Worse’ than another. There are just different approaches!

CONTACT

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The Observer

Observers are precise, cautious and disciplined, and are painstaking and conscientious in work which requires attention and accuracy. They have highly developed critical perception abilities and emphasise the importance of drawing conclusions and basing actions on factual data. Observers are objective thinkers, who combine intuitive information with the facts they have gathered in a most effective way. They avoid making a ‘fool’ of themselves by meticulous preparation. They tend to select people like themselves who are more effective in a peaceful environment and may be reticent about expressing their feelings.

Observers are concerned with the ‘right’ answer and may avoid making decisions. They may hesitate to acknowledge a mistake and immerse themselves in researching for materials to still support their mistake. Observers tend not to trust strangers and worry about outcomes, their reputation and their job. They can read situations well and be both sensing and intuitive. They can be seen as unresponsive, cool and uncaring by some. The Observer is Jung’s Introverted (or Empirical) Thinking type.

- **Inner drive:** Doing things right, rejecting interpersonal aggression.
- **Goal:** Correctness, predictability, the need to perceive and understand.
- **Judges others by:** Mental functioning.
- **Influences other by:** Logical arguments, factual data.
- **Value to the organisation:** Tests, clarifies and evaluates.
- **Over uses:** Analysis and tests; past processes.
- **Under moderate pressure becomes:** Worried, gets bogged down.
- **Fears:** Ridicule; abrupt change.
- **Would be more effective with more:** Flexibility of decision making, understanding of people, enthusiasm.

My personal thoughts

What I like about being an Observer

- I can stand back and view life objectively and remain calm in a crisis.
- I am not overly concerned with money or status.
- I have a sense of integrity, and do what I think is right without being influenced by what others think.

What I don’t like about being an Observer

- I sometimes act defensively or cynically.
- I feel under pressure when I’m with people I don’t want to be with.
- I see less intelligent people becoming successful due to their social skills.
- I seem unable to express myself clearly at times.
The Observer

Things I would never do
- Throw a surprise party or sell double-glazing.
- Volunteer to be master of ceremonies at a high school reunion.
- Only read the society pages of a newspaper.

How to relate with me
- Give me time alone to analyse my thoughts and feelings.
- Speak in a straightforward way.
- Remember that I may appear aloof and distant because I don’t like being rushed.
- Don’t be gushing – I may doubt your sincerity.
- If I appear irritated, it is with myself, for not expressing myself adequately.
- Realise that I dislike social gatherings, loud people and having my privacy invaded.

Things people say about me
- “He’s a loner. He’s quite content to spend hours on his own absorbed in intellectual pursuits.”
- “He has a calm, quiet manner. He seems to see things differently from the rest of us.”
- “He is knowledgeable about almost every subject.”

Things I should affirm to myself
- Social interaction is necessary for personal growth.
- I will get rid of my preconceptions about people.
- I don’t have to always be trying to out-think others.
The Coordinator

Coordinators tend to be dependent and objective, usually possessing a strong value system. A careful, cautious conventional person who is diplomatic and sincere. They tend to be very loyal, precise and disciplined with high standards and expectations of self. Decisions are difficult to make until facts and details are available. Many see Coordinators as critical and ideological thinkers who may be quiet and reserved around strangers. Coordinators do not always say what they think or feel, and want to be needed in a secure environment. They can work well with their hands and can do repetitive work but may need specific instructions before starting a job.

Coordinators do not like stress or chaos and tend to be rather private, surrounding themselves with a few similar people. They strive for system and order with a need to know why! They require support and reassurance and tend not to be outgoing. Coordinators take time to trust and will not generally impose their thinking on others. Their patience and steady follow-through allows them to perform routine tasks particularly well, and they are systematic and precise. However, if they feel that they are being taken advantage of Coordinators may respond in an otherwise uncharacteristic manner. The Coordinator is Jung’s Introverted Sensing type.

- **Inner drive:** Tends to avoid and reject interpersonal aggression.
- **Goal:** Correctness and orderliness.
- **Judges others by:** Cognitive and sensing abilities.
- **Influences others by:** Factual data, logical arguments, systematic methodology.
- **Value to the organisation:** Defines, clarifies, gets information, criticises and tests.
- **Over uses:** Analysis and order.
- **Under moderate pressure becomes:** Worrisome, detail seeking, anxious.
- **Fears:** Impulsive decisions, irrational acts.
- **Would be more effective with more:** Confidence, job clarification, sincere appreciation, a non-stress environment, a systematic manager.

**My personal thoughts**

**What I like about being a Coordinator**
- I am loyal and faithful to my family and friends.
- I am responsible, hardworking and organised.
- I am intellectual and witty.
- I am neat, tidy and orderly.
The Coordinator

What I don’t like about being a Coordinator
- I find it hard to make decisions.
- I procrastinate due to fear of failure and like to do everything just right.
- I am anxious about being neglected or used.
- I wear myself out worrying about what might happen.

Things I would never do
- Ignore a noise in the house at night.
- Forgive myself for breaking a friend’s shelf ornament.
- Be sure that I had made the right decision after buying an expensive item.
- Decide to make a career change without asking everyone else’s opinion first.

How to relate with me
- Be clear, paced and direct.
- Listen to everything I say.
- Don’t criticise me for being fearful.
- Give me reassurance that you consider me.
- Be steady and systematic.
- Introduce me gradually to anything new.

Things people say about me
- “She is the most reliable, trustworthy, and hardworking person I know.”
- “She’s intelligent, loyal and loveable and has never let me down.”
- “She never misses a trick! She’d make a good detective with that suspicious mind of hers.”

Things I should affirm to myself
- I will learn to trust my own decisions.
- I will take more risks and not be afraid of making mistakes.
- Nothing terrible is going to happen.
The Supporter

Supporters are affable, amiable steady individuals who get on well with others. With their moderate, controlled stance they are considerate, patient and always willing to go along with and help those they consider friends. They build a close relationship with a small group of associates in the work environment. Their efforts are directed towards retaining the familiar and predictable. Supporters are most effective in specialised areas of endeavour and plan their work for a remarkable consistency of performance. They look for constant appreciation from others and are slow to adapt to change. Prior conditioning may be necessary to change their procedure and still maintain a consistent level of performance.

Supporters may also require help in developing short-cut methods to meet deadlines. Projects are often put aside before they are completed. Supporters will go the ‘extra mile’ to help someone they consider as a friend. They may require assistance in eliminating the ‘old’ and embracing the ‘new’. Supporters may become stubborn and defiant if challenged when under pressure and this may frustrate some colleagues. The Supporter is Jung’s Introverted (or Sensory) Feeling type.

- **Inner drive:** Moderation and accommodation.
- **Goal:** Controlled environment; minimum change.
- **Judges others by:** Friendship, relating abilities.
- **Influences others by:** Consistency and amiability.
- **Value to the organisation:** Predictable, maintains steady pace, loyal.
- **Over uses:** Low risk-taking; passive resistance to change.
- **Under moderate pressure becomes:** Quasi adaptable to authority and peers.
- **Fears:** Change, disorganisation, redundancy.
- **Would be more effective with more:** Sharing ideas; self-confidence based on affirming feedback.

My personal thoughts

**What I like about being a Supporter**
- I am non-critical, accepting and easygoing.
- I know how to relax with people and relationships.
- I can see many different sides of an issue and make a good mediator.
- I can get along with most people and feel in harmony with the world.

**What I don’t like about being a Supporter**
- I dislike myself for lacking drive and initiative.
- I am rather placid and unsure about what I really want.
- I am concerned about what others think of me, sensitive to criticism and take everything personally.
The Supporter

Things I would never do
- Deliberately start an argument at a family reunion.
- Tell each of my colleagues that I am angry with them and why.
- Turn away a friend who has a problem.
- Overwhelm someone with rude aggression.

How to relate with me
- Approach me gently. I don’t like surprises.
- Don’t take advantage of my good nature.
- Let me finish what I have to say, even if it doesn’t make sense to you.
- Give me time to complete projects and make my own decisions. Give me a gentle push.
- Demonstrate your affection by giving me a hug. Show me you like what I say or do.

Things people say about me
- “He always makes me feel at ease. He accepts me for what I am.”
- “I never feel that he is judging me; he’s very patient and perceptive.”
- “He shares my interest in protecting the environment, achieving world peace, contributing to new scientific developments and the study of human nature.”

Things I should affirm to myself
- I will ask for what I want.
- I will live for myself rather than for others.
- I will set meaningful goals for my life.
The Helper

Helpers are warm, understanding and sociable individuals who strive for positive relationships with people both at work and at home. They are ambitious for others and work well in a team situation. However, they may take criticism personally and find it difficult to become authoritative over others when necessary. They may find it difficult to make decisions without consultation. Because people are more important to Helpers than the accomplishment of tasks ‘the end may not justify the means’, in their opinion.

Ideal counsellors, their nature tends to be steady, which may cause others to see them as lacking in pro-activity. Helpers however will always encourage others and may in fact take on too much on their behalf. They tend not to like stress and fast moving situations which change without warning. They prefer secure environments where they can organise their work load at their own pace. Helpers have poise in most social situations. People come to them as they can both listen and suggest solutions and they are positively accepted by a wide range or acquaintances. The Helper is Jung’s Feeling type.

- **Inner drive:** Understanding others and empathy.
- **Goal:** Intimacy, low-pressure, and service.
- **Judges others by:** Loyalty, personality.
- **Influences others by:** Offering services, counsel.
- **Value to the organisation:** Dependable, sincere, loyal.
- **Over uses:** Tolerance, personal relating.
- **Under moderate pressure becomes:** Soft, grudgeholder, ‘Poor me’.
- **Fears:** Conflict, high pressure.
- **Would be more effective with more:** Objective comment, refusing involvement, concentrated task orientation.

My personal thoughts

**What I like about being a Helper**
- I’m a ‘people’ person and good for others.
- I instinctively know what people need and can help to make their lives better.
- I am generous, warm and caring, and sensitive to others’ feelings.

**What I don’t like about being a Helper**
- I have difficulty saying ‘no’ and neglect my own interests.
- I criticise myself for not being as loving as I could be.
- I get upset when people don’t reciprocate my help.
- I work so hard to please that I suppress my true feelings.
The Helper

Things I would never do
- Stop smiling for a month.
- Leave a stray kitten to fend for itself.
- Fail to pay friends back after they had done me a favour.
- Fail to sympathise with a dejected colleague.

How to relate with me
- Show that you appreciate me and listen to my problems.
- Share if life’s little pleasures with me.
- Let me know that I am important to you.
- If you must criticise me, do it gently.
- Look me in the eyes as you talk to me.

Things people say about me
- “She is loved by many because she’s so generous. When her friend was ill, she devoted time to helping the family while still managing to go to work full time.”
- “My helper friend is great fun. She is witty and playful but can be quite clever and perceptive.”
- “She is a wonderful wife and mother. She gives her family all the attention, generosity and love they need.”

Things I should affirm to myself
- My needs are as important as everyone else’s.
- I will stand up for what I want.
- I do not have to give love in order to benefit from love.
The Inspirer

Inspirers are outgoing and enthusiastic, seeking favourable social environments where they can develop and maintain contacts. They are able to create enthusiasm in others for their own cause and have a wide network of acquaintances which provide an active basis for doing business. Socially adept, Inspirers develop friendships easily, and usually do not antagonise others intentionally.

Verbally effusive, they are good at prompting their own ideas. Inspirers’ wide range of contacts often have the capacity to help them. They tend to misjudge the abilities of self and others. Usually, but not if they are upset, they are optimistic and see the good in most people and situations. Inspirers often leap to favourable conclusions without all the information. To others they may appear inconsistent. Democratic supervision helps to develop their objectivity. Controlling and planning their time may be extremely difficult. Inspirers should remind themselves of the urgency of accomplishing any task and limit the time they articulate if necessary. The Inspirer is Jung’s Extraverted (or intuitive) Feeling type.

- **Inner drive:** Wishing to accept others; connecting with others.
- **Goal:** Popularity and approval.
- **Judges others by:** Their articulation and empathy.
- **Influences others by:** Praise and favours.
- **Value to the organisation:** Relieves tension; promotes people, including themselves.
- **Over uses:** Optimism and flattery.
- **Under moderate pressure becomes:** Argumentative, blaming
- **Fears:** Loss of self-worth and social acceptance.
- **Would be more effective with more:** Control of time and emotions, objectivity, follow-through on promises.

My personal thoughts

What I like about being an Inspirer
- I’m optimistic and don’t let problems get me down.
- I’m outspoken, spontaneous and free-spirited.
- I’m generous and want to make the world a better place.
- I’m not afraid to take risks and to try exciting adventures.
- I’ve got many varied interests and talents.

What I don’t like about being an Inspirer
- I never have enough time to do all the things I want or complete things I start.
- I don’t specialise in a particular area and can’t commit myself to a specific career.
- I feel confined when I’m in a one-to-one relationship.
The Inspirer

Things I would never do
- Finish every book I am reading before starting a new one.
- Make to-do lists every week and stick to them.
- Tell a story without exaggerating.
- Spend six hours in silent meditation.

How to relate with me
- Give me friendship, affection and freedom, and let me do as I please.
- Entertain me with stimulating conversation and laughter.
- Appreciate my wild fantasies and listen to my anecdotes.
- Don’t try to change me; accept me as I am.
- Stand on your own two feet. Don’t be dependent on me.

Thing people say about me
- “When I feel depressed, I call on my Inspirer friend and let some of her zest for life rub off on me. She always manages to cheer me up.”
- “I like going to her house, because her music collection is loud and she’s a great cook. She is always hooked on some new fad.”
- “When she isn’t hiking up mountains or throwing parties, she’s helping starving babies in Africa.”

Things I should affirm to myself
- I will bring more balance and moderation into my life.
- What I have is enough for me.
- I will work longer and harder.
The Motivator

Motivators have the ability to equally value results and people. They are natural participative persons who work with and through people. Motivators dislike detailed work but can do it to achieve a specific objective. Both contacts and the respect of people are important to Motivators. They are good decision makers who consider others in making unpopular decisions. They enjoy public recognition and work assignments which they believe makes them look good. However, they may be too optimistic about what they and other people can produce.

Motivators are socially assertive and typically good communicators, and can lead and motivate others. They may be difficult to manage. Motivators are not natural administrators. Some people may see them as dynamic personalities with a great deal of enthusiasm while others see them as indiscreet and often hasty individuals. Motivators need a variety of activities and the opportunity of working in a people environment. They like work requiring mobility and the chance to travel. Challenge and opportunities are key to their success. They may become ‘workaholics’ if not aware of their limits. The Motivator is Jung’s Extraverted Intuitive type.

- **Inner drive:** To express an enthusiastic and charismatic presence.
- **Goal:** Position and big picture.
- **Judges others by:** Prejudged standards of success.
- **Influences others by:** Optimism over projects; recognition and status.
- **Value to the organisation:** Influences and inspires others to achieve objectives.
- **Over uses:** Assertiveness and the big picture.
- **Under moderate pressure becomes:** Bored easily, impatient and aggressive.
- **Fears:** Lack of responsibility and failure.
- **Would be more effective with more:** Control and direction; understanding of procedures; slowing the pace down, written analysis.

My personal thoughts

**What I like about being a Motivator**

- I’m outgoing, optimistic, friendly and lively.
- I am able to pick myself up quickly from setbacks and take on a new challenge.
- I am a competent and efficient worker and provider.
- I am good at getting people going.
The Motivator

What I don’t like about being a Motivator
- I find it hard to tolerate inefficiency and incompetence.
- I fear not being recognised by others as successful.
- I can put on a ‘mask’ in order to impress.
- I take on too many projects at once.

Things I would never do
- Fail to set big goals for myself.
- Stop ‘seducing’ or ‘manipulating’ people.
- Fail to take over a meeting when it is being run inefficiently.
- Spend a week in silent meditation.

How to relate to me
- Leave me alone to work.
- Give me honest, but fair, feedback.
- Be positive.
- Tell me you like being with me.
- Congratulate me on my accomplishments.
- Don’t criticise my ideas too strongly.

Things people say about me
- “He has a talent for creativity and is always enthusiastic and cheerful.”
- “He is charming and makes everyone feel special and important.”
- “He is focused and purposeful – a natural leader.”

Things I should affirm to myself
- “My feelings are as important as my accomplishments.”
- “I will take more time to relax.”
- “I will stop comparing myself to others.”
**The Director**

**Directors** are forceful, demanding, decisive and autocratic persons who tend to be strong individualists. They are forward-looking, progressive and compete to attain goals. Headstrong, they often have a wide range of interests. When solving problems they are logical and incisive. Directors will often come up with the imaginative and unusual. They may sometimes encounter difficulties with people as they can be seen as intimidating. They can be highly critical and fault finding when their standards are not met and may appear to lack empathy. Directors may over-step prerogatives and may be impatient and dissatisfied with routine work.

Directors want freedom from controls, supervision and details. They prefer an ever-changing environment and enjoy the unusual and adventurous and want to find the answers for themselves. They want authority and ‘important’ assignments and will exert tremendous energy to make things happen. They constantly need new and stimulating assignments that will challenge and extend them. Others may see Directors as selfish and overbearing. The Director is Jung’s Extraverted (or Intuitive Speculative) Thinking type.

- **Inner drive:** Organise the external word and compete.
- **Goal:** Dominance, independence and change.
- **Judges others by:** Their ability to get the task done.
- **Influences others by:** Force of character, persistence and drive.
- **Value to the organisation:** ‘Show em’ attitude; imagination, thrusting.
- **Over uses:** Impatience, individualism, power.
- **Under moderate pressure becomes:** Belligerent, over-logical, aggressive, defiant.
- **Fears:** Loss of control. Being seen as too lighthearted.
- **Would be more effective with more:** Patience, people concern, humility and accepting that in reality he or she will make as many wrong judgements as the next Type.

**My personal thoughts**

**What I like about being a Director**
- I am independent, courageous, straightforward and self-reliant.
- I am able to take charge and meet challenges head on.
- I support, empower and protect those close to me.

**What I don’t like about being a Director**
- I sometimes overwhelm people with my bluntness and frighten them off when I don’t mean to.
- I am restless and impatient with others’ incompetence and get angry when people don’t do things my way.
- I find it difficult to really listen to others’ views.
The Director

Things I would never do
- Fail to state my opinion when I strongly disagree with what is said.
- Step down as managing director of a company because I think someone else can do it better.
- Play a tennis match without playing to win.
- Say to someone “Let’s do it your way.”

How to relate to me
- Stand up for yourself. Be confident, strong and direct.
- Don’t gossip about me or betray my trust.
- Remember that I have a vulnerable side.
- Don’t mistake my assertive manner for a personal attack.
- Accept that my appearing to lose my temper is part of me.

Things people say about me
- “I can be honest and say what is on my mind when I’m with her. If I’m not completely frank she feels I’ve let her down.”
- “She is so direct. She says things that nobody else has the courage to say, and encourages others to speak their mind.”
- “She is a very practical manager. She is good at delegating and always forthright. She’s a very effective boss. Everyone knows where they stand with her.”

Things I should affirm to myself
- It’s OK to show my vulnerable side to those I trust.
- Good relationships are worth making compromises for.
- I must first consider an alternative solution.
Reformers are creative and abstract thinkers who drive for results. This competitive drive for outcomes is counterbalanced by a restraining need for perfection. Reformers have great speed of thought and their reaction is tempered by a wish to explore all possible solutions before deciding. They can suffer from unpredictable brilliance and conflict in ‘long-term’ decision making. They require a manager who gives them freedom and space to do their job.

Reformers want freedom to explore, and as they enjoy problem solving, authority to re-assess their findings. They tend to get upset when found to be in the wrong and will ‘canvass’ support for an idea long after the decision has been made. They may become authoritarian when their hard work is not recognised. Sometimes blunt, their egocentricity may be thought overbearing by some. Reformers can be insensitive to others’ needs and may be perceived as reserved and cold. The Reformer is Jung’s ‘Thinking’ type.

- **Inner drive:** Deep thought and attention to the task.
- **Goal:** Striving for excellence.
- **Judges others by:** Analytical capability and performance.
- **Influences others by:** Efficiency and perfection.
- **Value to the organisation:** Explore all avenues before making decisions; clinical and thorough.
- **Over uses:** High self criticism and authority.
- **Under moderate pressure becomes:** Overly critical, impatient and negative thinker.
- **Fears:** Disorganisation and failure.
- **Would be more effective with more:** Tolerance and understanding of others’ work codes.

**My personal thoughts**

**What I like about being a Reformer**
- I am self-disciplined and have achieved many things.
- I have high standards and ethics and never compromise myself.
- I am reasonable, responsible and dedicated to everything I do.
- I like to be the best I can be.

**What I don’t like about being a Reformer**
- I’m disappointed with myself and others for not meeting my expectations.
- I’m a perfectionist and not always appreciated by people.
- I get angry when other people don’t try as hard as I do.
- I am too intense about everything and burdened by responsibilities.
The Reformer

Things I would never do

- Laugh off criticism.
- Forgive myself for making mistakes.
- Neglect my own interests.
- Be late for an appointment.

How to relate with me

- Help to share some of the responsibility.
- Congratulate me on my achievements.
- Help me to be less critical.
- Show me you value my advice.
- Encourage me to take myself less seriously.
- Apologise if you have upset me, it will help me to forgive.

Things people say about me

- “He is a perfectionist and works hard at getting everything right.”
- “He can be relied on to finish an assignment, even if it means taking the work home.”
- “He won’t do anything he believes is unethical.”

Things I should affirm to myself

- It’s all right to relax and laugh at myself.
- It’s all right to make mistakes.
- I will learn not to take myself too seriously or constantly demand perfection.