

Idealists (NF)

ENFJ-ENFP

- ENFJs are typically much more naturally organized people than ENFPs who have to work extra hard to be organized.
- ENFJs tend to over prepare and like to do so well ahead of time. ENFPs tend to rely on their ability to speak “off the cuff” and “wing it”. ENFPs are more comfortable with last minute rushing around and need that adrenaline rush to focus.
- ENFJs tend to push for closure and ENFPs prefer to “play things by ear” and “keep their options open” as long as possible.

ENFP-ENTP

- ENTPs are much more likely than ENFPs to take risks with their humor.
- ENTPs make decisions based more on logic and ENFPs make decisions based more on their personal values.
- ENTPs enjoy debating logic as sport much more than ENFPs who do not want to risk creating tension.

ENFJ-ENTJ

- ENFJs are VERY cautious not to offend others and work extremely hard to prevent conflict. ENTJs are rather direct and would rather be considered “right” than “nice” much of the time.
- ENFJs have to remind themselves to not put others’ needs before their own. ENTJs need to remind themselves to use finesse.
- ENFJs naturally spend a great deal of time investing in relationships and asking about others’ personal lives. ENTJs naturally tend to want to get down to business quickly.

ENFJ-ESFJ

- ENFJs enjoy projects where they get to create the vision and have lots of creative control. ESFJs like to focus more on the execution and prefer to have maximum clarity so they don’t “reinvent the wheel.”
- ENFJs lean more towards being “idea generators” and ESFJs tend to naturally be more of the “detail people.”
- ENFJs tend to have selective memories. They remember the details that are very interesting to them. ESFJs tend to remember details across the board very naturally.

ENFP-ESFP

- ESFPs are very practical and super observant of what is happening around them “in the moment” and ENFPs are more prone to let their mind wander somewhere else and not be totally “present”.
- ESFPs are very “here and now” focused and rarely turn their focus to the far off future (5 years from now) while ENFPs are energized by envisioning future possibilities and generating tons of new ideas.
- ESFPs are focused on what is concrete and “real” and is happening or already happened. ENFPs are more energized by learning about new theories and abstract topics..

ENFP-INFP

- ENFPs are high energy and outwardly enthusiastic even with strangers. INFPs tend to be calm and reserved.
- ENFPs are easy to get to know and tend to develop rapport with others quickly. INFPs take a while to get to know.
- ENFPs get energy from busy, social environments and tend to not need much time alone. INFPs get their energy from time to process inside their own head and while they enjoy busy, social environments, they slowly drain the INFPs energy.

Idealists (NF)

INFJ-ENFJ

- ENFJs tend to be extremely friendly and are easy to get to know quickly. INFJs show a small percentage of themselves to strangers and take a while to get to know.
- ENFJs tend to get energy from busy, social environments – outside stimulation. INFJs tend to enjoy but lose energy from busy or social environments and get energy by recharging alone inside their own head.
- ENFJs tend to talk at least as much as they listen. INFJs tend to listen way more than they talk and rarely interrupt others.

INFJ-INTJ

- INFJs tend to be highly sensitive and much more likely than INTJs to take criticism or jokes to heart.
- INFJs are much more bothered by conflict or tension and much more likely than INTJs to bend over backwards to prevent it and to be cautious not to offend.
- INFJs are highly empathetic and feel things very deeply. INTJs are very logical and independent and tend to remain highly objective.

INFJ-INFP

- INFJs are closers. INFPs are starters.
- INFJs are much more likely than INFPs to start preparing WAY before the deadline. INFPs tend to work best under the pressure of the deadline.
- INFJs are typically much more organized and planful than INFPs.

INFP-INTP

- INTPs are highly analytical and logical. INFPs are highly empathetic and aware of others - feelings (and their own).
- INTPs like to debate to understand. INFPs are very careful not to offend or create any tension.
- INTPs are much less likely than INFPs to work on developing personal relationships with colleagues. INFPs highly value that personal connection.

INFJ-ISFJ

- INFJs tend to walk away from conversations with the “gist” and the “take aways” and ISFJs can often relay the conversation as if reading a transcript (not perfectly).
- INFJs tend to enjoy projects during the vision setting, “big picture”, brainstorming ideas stage and ISFJs prefer the “action items”, execution of the details phase.
- INFJs are “idea generators” and enjoy discussing theories and abstract concepts. ISFJs are “detail people” who like to get satisfaction from executing practical, tangible tasks.

INFP-ISFP

- INFPs are more energized by learning about new theories and abstract topics. ISFPs are focused on what is concrete and “real” and is happening or already happened.
- INFPs are more prone to let their mind wander somewhere else and not be totally “present” and ISFPs are very practical and super observant of what is happening around them “in the moment”.
- INFPs are energized by envisioning future possibilities while ISFPs are very “here and now” focused and rarely turn their focus to the far off future (5 years from now).

Conceptualizers (NT)

ENTP-INTP

- ENTPs find group brainstorming sessions to help them generate LOTS of ideas. INTPs tend to think best alone inside their head.
- ENTPs are constantly generating ideas throughout the week. INTPs are complex problem solvers.
- ENTPs are much more comfortable self promoting and “selling themselves” than INTPs.

ENTP-ENTJ

- ENTJs push for closure. ENTPs prefer to have their options open as long as possible.
- ENTJs are more “take charge” and intense than ENTPs who are more casual and “go with the flow.”
- ENTJs tend to be highly productive most of the time (even during their down time). ENTPs find it easy to just relax.

ENTP-ENFP

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ENTJ-ENFJ

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- ENFJs have to remind themselves to not put others’ needs before their own . ENTJs need to remind themselves to use finesse.
- ENFJs naturally spend a great deal of time investing in relationships and asking about others’ personal lives. ENTJs naturally tend to want to get down to business quickly.

ENTJ-ESTJ

- ESTJs are significantly better than ENTJs at remembering the exact words in conversation. ENTJs remember their “take aways” and the “gist” of the conversation, not the words themselves.
- ESTJs like to receive a lot of detailed information and tend to give them when telling stories, giving instructions, etc. ENTJs have little tolerance for more than a detail or two and prefer “big picture”.
- ESTJs thrive during the “action items” stage of a meeting and ENTJs thrive during the strategy and vision setting discussion.

ENTP-ESTP

- ENTPs are much more interested in abstract discussions about the “big picture” than ESTPs who prefer to just get straight to execution.
- ENTPs are “idea generators” and come up with countless “out-of-the-box” ideas every month. ESTPs are doers who are excellent at troubleshooting in a crisis and getting things done quickly.
- ENTPs remember their impressions and associations. ESTPs remember lots of trivia and facts.

Conceptualizers (NT)

INTJ-INFJ

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- INFJs are highly empathetic and feel things very deeply. INTJs are very logical and independent and tend to remain highly objective.

INTJ-ENTJ

- ENTJs are outwardly much more high energy and expressive than INTJs.
- ENTJs “think out loud” and talk more than listen. INTJs think best in their own head and listen more than talk.
- ENTJs have to work much harder than INTJs to not interrupt others when they are speaking. INTJs naturally are less likely to fight for the floor.

INTJ-INTP

- INTJs work first, then play later if there is time. INTPs play first, and work later, (often last minute).
- INTJs are usually highly organized. INTPs typically struggle mightily with organization.
- INTJs can seem intense, serious and no-nonsense. INTPs have a more casual, relaxed style.

INTP-INFP

- INTPs are highly analytical and logical. INFPs are highly empathetic and aware of others - feelings (and their own).
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- INTPs are much less likely than INFPs to work on developing personal relationships with colleagues. INFPs highly value that personal connection.

INTJ-ISTJ

- ISTJs are “detail people” and INTJs are “idea people”.
- ISTJs remember the facts and specifics of conversations better than any type. INTJs remember the gist or their take aways but not the specifics that were said.
- ISTJs are practical, grounded, realistic and concrete logistics focused. INTJs are strategic visionaries who love theoretical “big picture” discussions.

INTP-ISTP

- INTPs are much more interested in theory, and abstract “big picture” discussion than the very practically minded ISTPs who focus on the facts.
- INTPs err on the side of seeing too many shades of gray and overcomplicating issues. ISTPs err on the side of oversimplifying and issue and not spending enough time thinking about the very long term.
- ISTPs are kinesthetic learners and prefer to “just do it” instead of engaging in a discussion. INTPs enjoy debating topics of interest in depth 1:1 with others.

Traditionalists (SJ)

ESTJ-ISTJ

- ESTJ have to work hard to not interrupt others. ISTJs naturally do not tend to interrupt others when they are speaking.
- ESTJs typically talk more than they listen. ISTJs typically listen more than they talk.
- ESTJs think best “out loud” while talking even before the other person says anything. ISTJs think best on their own in their head.

ESTJ-ESFJ

- ESFJs learn over time to become more assertive and direct and ESTJs learn over time to be more careful and diplomatic.
- ESFJs are very aware of how they feel about a situation and it is a big factor in their decision. ESTJs don't always check in with how they personally feel about a situation and are focused on the logic.
- ESFJs easily put themselves in others' shoes and feel what they are feeling. ESTJs easily step back and look at the situation as it would look on paper.

ESTJ-ENTJ

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ESTJ-ESTP

- ESTJs tend to actively avoid the adrenaline rush of working last minute if possible, and ESTPs tend to do their best work last minute under pressure.
- ESTJs are highly time conscious, and end up being productive even with their downtime, and ESTPs tend to be more casual about time and find it easy to just relax during their downtime.
- ESTJs tend to over prepare for speaking in front of a group and usually have rehearsed. ESTPs tend to excel at “winging it” and speaking “off the cuff.”

ESFJ-ENFJ

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ESFJ-ESFP

- ESFJs tend to be comfortable “taking charge” (in a nice way) and directing others make things run smoothly logistically. ESFPs tend to “go with the flow” in a group.
- ESFJs are comfortable sharing their feelings with others. ESFPs tend to be much more private about sharing how they feel with anyone with a very select few and even then only sometimes.
- ESFJs feel tension until they have closure on a decision. ESFPs like to leave their options open as long as possible and only feel tension when they HAVE to decide.

Traditionalists (SJ)

ISTJ-ISFJ

- ISFJs tend to put others needs first and ISTJs are more comfortable saying “no”.
- ISFJs tend to be highly averse to conflict and work hard to prevent and avoid it. ISTJs are naturally direct and straightforward and tend to “call it like they see it”.
- ISFJs have a hard time making decisions that don’t “feel” right to their personal values. ISTJs have a hard time making decisions that don’t make objective, logical sense to them.

ISTJ-ISTP

- ISTJs are more directive and likely to give or request advice. ISTPs tend to have a more “live and let live” attitude.
- ISTJs tend to be much more transparent and likely to keep others up to speed on the details and their decision making process. ISTPs tend to share the least information of any type.
- ISTJs typically find time pressure stressful and aim to be well prepared well ahead of time. ISTPs tend to be casual, unflappable, and much more relaxed than ISTJs under time pressure. ISTPs are the James Bond type calm, cool and collected in a crisis.

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ISFJ-ISFP

- ISFJs are much more likely than ISFPs to offer or request advice.
- ISFJs are very fast and purposeful walkers, executors, deciders, etc. ISFPs have an easy going, casual, relaxed pace and style.
- ISFJs find themselves being productive most of the time, even in their down time. ISFPs have no problem just relaxing and not “doing”.

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ESFJ-ISFJ

- ESFJs enjoy meeting new people and tend to instantly develop rapport with others coming across as very outgoing and high energy. ISFJs are much more reserved when first meeting others and tend to have a calm, centered energy most of the time.
- ESFJs tend to need VERY little time alone. ISFJs recharge with time alone inside their head.
- ESFJs are one of the more talkative types. ISFJs tend to listen more than they talk in the course of an average day.

Experiencers (SP)

ESTP-ESFP

- ESFPs are one of the types that has the lowest tolerance for conflict and works exceptionally hard to avoid offending others or creating tension. ESTPs are much more direct, and call it like they see it.
- ESFPs tend to be more sensitive than ESTPs and take jokes and criticism more personally.
- ESFPs are thought of as very *kind* and tend to let others take the lead. ESTPs are thought of as very *charming* and tend to take charge and make their desires well known.

ESFP-ISFP

- ISFPs are one of the two quietest types of the 16 and tend to listen way more than they talk. ESFPs tend to talk more than they listen.
- ISFPs have a calm, serene style. ESFPs tend to be high energy and very enthusiastic.
- ISFPs need lots of time alone to recharge and reflect inside their head. ESFPs need very little time inside their own head.

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ISFP-ISTP

- ISFPs are much more likely to put others’ needs before their own (to a fault).
- ISFPs are highly sensitive and have a much thinner skin and take criticism much more to heart than ISTPs who are relatively thick skinned.
- ISFPs are highly relationship driven. ISTPs are highly logic driven.

ISTP-ISTJ

- ISTJs are more directive and likely to give or request advice. ISTPs tend to have a more “live and let live” attitude.
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ISTP-ESTP

- ESTPs are energized by talking and tend to “think out loud”. ISTPs are the quietest type of all 16 and think much better, alone in their own head.
- ESTPs tend to talk more than listen. ISTPs tend to listen more than talk.
- ESTPs tend to share information about their lives readily. ISTPs tend to much more private people who don’t offer as much personal information outside of their inner circle of friends.