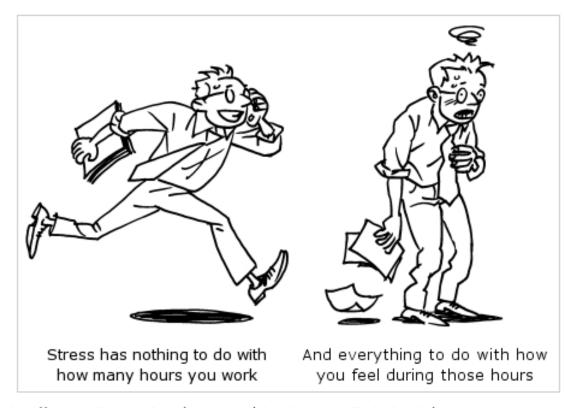


# In the Grip

Exploring the other side of your Myers-Briggs Type Indicator



http://www.cppblogcentral.com/cpp-connect/what-do-you-look-like-in-the-grip/

August 22, 2017
Eno MAX

Table 3	Type Dynamics			
Туре	Dominant	Auxiliary	Tertiary*	Inferior
ESTJ	Extraverted	Introverted	Intuition	Introverted
	Thinking	Sensing		Feeling
ENTJ	Extraverted	Introverted	Sensing	Introverted
	Thinking	Intuition		Feeling
ISFP	Introverted	Extraverted	Intuition	Extraverted
	Feeling	Sensing		Thinking
INFP	Introverted	Extraverted	Sensing	Extraverted
	Feeling	Intuition		Thinking
ISTP	Introverted	Extraverted	Intuition	Extraverted
	Thinking	Sensing		Feeling
INTP	Introverted	Extraverted	Sensing	Extraverted
	Thinking	Intuition		Feeling
ESFJ	Extraverted	Introverted	Intuition	Introverted
	Feeling	Sensing		Thinking
ENFJ	Extraverted	Introverted	Sensing	Introverted
	Feeling	Intuition		Thinking
ESTP	Extraverted	Introverted	Feeling	Introverted
	Sensing	Thinking		Intuition
ESFP	Extraverted	Introverted	Thinking	Introverted
	Sensing	Feeling		Intuition
INTJ	Introverted	Extraverted	Feeling	Extraverted
	Intuition	Thinking		Sensing
INFJ	Introverted	Extraverted	Thinking	Extraverted
-	Intuition	Feeling		Sensing
ISTJ	Introverted	Extraverted	Feeling	Extraverted
	Sensing	Thinking		Intuition
ISFJ	Introverted	Extraverted	Thinking	Extraverted
_	Sensing	Feeling	-	Intuition
ENTP	Extraverted	Introverted	Feeling	Introverted
	Intuition	Thinking	_	Sensing
ENFP	Extraverted	Introverted	Thinking	Introverted
	Intuition	Feeling	-	Sensing

<sup>\*</sup>Note that an attitude (Extraverted or Introverted) is not specified for the tertiary function column, as that function may be associated with either attitude.



# Triggering the Inferior Function

- Fatigue
- Illness
- Physical Stress
- Psychological Stress
- Alcohol or mood-altering drugs
- Life Transitions

# ESTJ & ENTJ

### Table 4 Energizers and Stressors for Extraverted Thinking Types

#### Energizers

- Work itself
- Opportunity to lead and direct people
- Predictability
- Closure for tasks and projects
- Logical procedures and behavior
- Opportunity to achieve in a well-defined, structured environment

#### Stressors

- Lack of control over time and tasks
- Changing procedures and poorly defined criteria
- Disorganized environment
- Frequent interruptions
- Illogical behavior
- Incompetence (their own or others')

### Extraverted Thinking Types

### Table 5 Dominant and Inferior Expressions of Introverted Feeling

#### As Dominant Function of ISFPs and INFPs

- Inner harmony
- Economy of emotional expression
- Acceptance of feeling as nonlogical

### As Inferior Function of ESTJs and ENTJs

- Hypersensitivity to inner states
- Outbursts of emotion
- Fear of feeling

### Inferior Function of Extraverted Thinking Types: ESTJ and ENTJ

### Triggers for the Inferior Function

### Disregard of their deep values

- Others' emotional expressions
- Remorse for their own harshness

### Forms of the **Grip Experience**

- Hypersensitivity to inner states
- Outbursts of emotion
- Fear of feeling

### Ways of Returning to Equilibrium

### New Knowledge

- Experience the depth of their feeling
- Silent support from others
- Talking to a trusted person
- Recognition of own limits
- Acceptance of the irrational
- The importance of intimate relationships

### Table 6 Grip Reactions and Remedies for Extraverted Thinking Types

#### **Chronic Grip Reactions**

- Frequent expressions of anger
- Easy loss of control; emotionality
- Inflexibility; unwillingness to consider alternatives
- Domineering, demanding stance
- Withdrawal, avoidance of others
- Conviction that others dislike them

#### Resources and Remedies

- Someone to talk to
- Ways to reframe, refocus energies
- Time alone to regain control
- Help in confronting the problem
- Physical activity
- Quiet emotional support from trusted others

# ISFP & INFP

### Table 8 Energizers and Stressors for Introverted Feeling Types

#### **Energizers**

- Work that encourages enactment of personal values
- Opportunity to help and affirm others
- A cooperative, open, congenial atmosphere
- Being appreciated and valued as an individual
- Recognition and respect for expertise and contributions to the organization
- A relaxed, flexible approach to deadlines

### Stressors

- Multiple tasks, demands, and roles
- Rigid structures and time pressures
- Conflict and hostility in the workplace
- Insufficient time to work alone
- Controlling, demanding, or confronting people
- A political climate that demands conformity to unacceptable values or procedures

### Introverted Feeling Types

# Table 9 Dominant and Inferior Expressions of Extraverted Thinking

### As Dominant Function of ESTJs and ENTJs

Competence

Decisive action

Truth and accuracy

- Js of ISFPs and INFPs
  - Judgments of incompetence

As Inferior Function

- Aggressive criticism
- Precipitous action

# Table 11 Inferior Function of Introverted Feeling Types: ISFP and INFP

### Triggers for the Inferior Function

- Negativity and excessive criticism
- Fear of impending loss and separation
- Violation of values

### Forms of the Grip Experience

- Judgments of incompetence
- Aggressive criticism
- Precipitous action

### Ways of Returning to Equilibrium

- Expires on its own
- Have feelings validated
- Avoidance by others of trying to reason with them

### New Knowledge

- Acceptance of power needs
- Acknowledgment of competence
- Moderated idealism

# Table 10 Grip Reactions and Remedies for Introverted Feeling Types

#### **Chronic Grip Reactions**

- Cynicism, distrust and disappointment
- General and global negativity; criticism of others
- A martyr attitude
- Depression, hopelessness
- Alternating active and passive aggression
- Loss of confidence and sense of competence

### Resources and Remedies

- Get upset but hide it from others
- Reflect, meditate on personal values, priorities
- Take time for fun; engage in relaxing activities
- Talk to close friends and associates
- Have time alone for as long as needed
- Refocus on what is right rather than what is wrong



# ISTP & INTP

### Table 12 Energizers and Stressors for Introverted Thinking Types

#### **Energizers**

- Freedom to work as long and intensively on a project as desired
- Working on concrete projects with tangible results
- Having work contributions genuinely appreciated
- Being respected for their special expertise
- Being included and heard in important discussions and decisions
- Autonomy and independence

#### Stressors

- Working under strict rules and regulations
- Working with, being supervised by, or supervising incompetent people
- Being responsible for or dependent upon others' work results
- Anything illogical, unjust, or unfair
- Too little time alone, too many people, being required to extravert
- Being confronted with strong emotions

### **Introverted Thinking Types**

# Table 13 Dominant and Inferior Expressions of Extraverted Feeling

### As Dominant Function of ESFJs and ENFJs

- Comfortable inattention to logic
- Sensitivity to others' welfare
- Sharing of emotions

## As Inferior Function of ISTPs and INTPs

- Logic emphasized to an extreme
- Hypersensitivity to relationships
- Emotionalism

### Table 15 Inferior Function of Introverted Thinking Types: ISTP and INTP

#### Triggers for the Inferior Function

- Strong emotional expressions
- Disconfirmation of Feeling values
- Insensitivity to Introversion needs

### Forms of the Grip Experience

- Logic emphasized to an extreme
- Hypersensitivity to relationships
- Emotionalism

## Ways of Returning to Equilibrium

- Respect of their physical and psychological space by others
- Excusing them from responsibilities
- Avoidance by others of asking them how they feel

### New Knowledge

- Acceptance of the illogical
- Acknowledgment of vulnerability
- Ability to express depth of feeling

# Table 14 Grip Reactions and Remedies for Introverted Thinking Types

#### **Chronic Grip Reactions**

- Becoming upset, expressed or unexpressed
- A profound sense of alienation and psychological distance from others
- Fear of permanently losing control of feelings and emotions
- Passive-aggressiveness
- A complaining, pouting tone
- Hypersensitivity to signs that they are ignored, disregarded, or disliked

#### Resources and Remedies

- Avoid confiding in others as long as possible
- Deny and resist pervasive inner fears
- Temporarily adopt behaviors that meet others' expectations
- Ignore or disengage from the situation
- Take time alone to recover and regroup energies
- Receive (unsolicited) validation and confirmation from others that the situation is indeed stressful

# ESFJ & ENFJ

#### **Energizers and Stressors for** Table 16 **Extraverted Feeling Types**

#### **Energizers**

- Ability to control workload and schedule
- Sociable, supportive environments
- Being valued for individual contributions
- Feeling connected to and in tune with others
- Honest and open communication
- Genuine and frequent expressions of appreciation

#### Stressors

- Uncooperative, undermining co-workers
- Confrontational, divisive relationships
- · Having to deal with sudden change
- Personal criticism and being required to treat others impersonally
- Insufficient time to do a good job
- Work that violates personal integrity and values

### Extroverted Feeling Types

### Table 17 Dominant and Inferior Expressions of Introverted Thinking

#### As Dominant Function of ISTPs and INTPs

## of ESFJs and ENFJs

- Impersonal criticism
- Logical analysis
- Search for accuracy and truth
   Compulsive search for truth

## As Inferior Function

- Excessive criticism
- Convoluted logic

### Table 19 Inferior Function of Extraverted Feeling Types: ESFJ and ENFJ

### Triggers for the Inferior Function

- Absence of trust
- Pressure to comform
- Interpersonal conflict

### Excessive criticism Convoluted logic

**Grip Experience** 

Forms of the

- Compulsive search for truth

### Ways of Returning to Equilibrium

### New Knowledge

- Solitude and journal writing
- Taking on a new project
- Honoring by others of their need to be left alone
- Less need for harmony
- Trust in own logical thinking
- Tempered response to adversity

### Table 18 Grip Reactions and Remedies for Extraverted Feeling Types

#### **Chronic Grip Reactions**

- Negativity and pessimism
- An overcontrolling, rigid approach
- Insensitivity, coldness, short temper
- Withdrawal, depression
- Self-doubt; conviction of own incompetence
- Inefficiency, scatteredness

#### Resources and Remedies

- Talk it through with an uninvolved person
- Withdraw, spending time alone
- Rely on spiritual values and meanings
- oin a support group
- Help in transforming the stressful situation into a rewarding experience
- Take breaks; time off to nurture self



# ESTP & ESFP

### Table 20 Energizers and Stressors for **Extraverted Sensing Types**

#### Energizers

- Variety and flexibility in tasks required and use of available time
- Freedom to interact with people
- Being able to make good use of their memory for specifics
- · Having options in the ways tasks are accomplished
- Clear structures, specific tasks and goals
- Working as part of a team

#### Stressors

- Deadlines
- Having to conform to a rigid routine with little free time
- Long-term planning
- Inability to control circumstances
- Vague directions and unclear guidelines
- · Binding commitments with no allowance for contingencies

### Extroverted Sensing Types

### Table 21 Dominant and Inferior Expressions of Introverted Intuition

### As Dominant Function of INTJs and INFJs

### of ESTPs and ESFPs

- Intellectual clarity
- Accurate interpretation of perceptions
- Visionary insight

## As Inferior Function

- Internal confusion
- Inappropriate attribution of meaning
- Grandiose vision

### Table 23 Inferior Function of Extraverted Sensing Types: ESTP and ESFP

### Triggers for the Inferior Function

- Excessive focus on the future
- Closing off of options
- Excessive structured activity

### Forms of the Grip Experience

- Internal confusion
- Inappropriate attribution of meaning
- Grandiose vision

### Ways of Returning to Equilibrium

### New Knowledge

- Making contingency plans
- Reassurance by others regarding "dire" consequences
- Help by others in setting priorities
- Less fear of possibilities
- Appreciation of the unknown
- Access to their own intuition

### Table 22 Grip Reactions and Remedies for Extraverted Sensing Types

### Chronic Grip Reactions

### Reading negative implications between the lines

- Withdrawal, distancing from others
- Looking for meaning in trivial events or comments; seeming "slightly paranoid"
- Sense of incompetence at work and at home
- Distractability, "spinning one's wheels"
- Chronic anxiety and sense of impending doom

#### Resources and Remedies

- Change of focus by reading or engaging in other distracting activities
- Consciously ignoring or avoiding distractions while working
- Asking others for help with tasks
- Being reassured about their own mental stability
- Help in identifying possibilities and options
- Help in identifying, organizing, and delimiting overwhelming information

# INTJ & INFJ

### Table 24 Energizers and Stressors for Introverted Intuitive Types

#### Energizers

- A flexible schedule with control over work methods and results
- Maximum autonomy
- Clarity in role definition and limits of responsibilities and expectations
- An organized, structured, and predictable environment
- Co-workers who communicate directly and honestly
- Ability to achieve closure on tasks and projects

#### Stressors

- Dealing with details, especially things in the outer world
- Working under ignorant, irrational, or illogical people
- Too much extraverting
- A noisy, disorganized work environment
- Being asked to violate standards and principles or to tolerate deceit
- Lack of follow-through and poor performance by co-workers

### Introverted Intuitive Types

### Table 25 Dominant and Inferior Expressions of Extraverted Sensing

### As Dominant Function of ESTPs and ESFPs

### As Inferior Function of INTJs and INFJs

- Focus on external data
- Seeking sensual/aesthetic pleasure
- · Delight in the outer world

- Obsessive focus on external data
- Overindulgence in sensual pleasure
- Adversarial attitude toward the outer world

### Table 27 Inferior Function of Introverted Intuitive Types: INTJ and INFJ

### Triggers for the Inferior Function

### Dealing with details

- Unexpected events
- Excessive extraverting

### Forms of the Grip Experience

- Obsessive focus on data
- Overindulgence in sensual pleasure
- Adversarial attitude toward the outer world

### Ways of Returning to Equilibrium

### New Knowledge

- Time alone to recharge
- Lightening of usual schedule
- Avoidance by others of giving advice or suggestions
- Adaptability to outer details
- Pleasure in temperate sensuality
- More realistic goals

### Table 26 Grip Reactions and Remedies for Introverted Intuitive Types

#### Chronic Grip Reactions

### Intense anger, agitation, irritability, fatigue

- Overdoing sensory activities-eating, cleaning, repairing, exercising
- Physical stress symptoms such as muscle tension
- Seeing external details as major obstacles that impede progress
- Obsessive attention to perceived sources of stress; difficulty refocusing attention
- Sleeplessness due to persistent reviewing of problems

### Resources and Remedies

- Withdraw; find quiet time to reenergize; walk or exercise
- Focus on hobbies and recreation
- Schedule in unscheduled time: take time off
- Engage in simple, nonpressured Sensing activities
- Change the work schedule; accept help with overwhelming details
- Receiving non-intrusive, forthright concern from others



# ISTJ & ISFJ

### Table 28 Energizers and Stressors for Introverted Sensing Types

#### **Energizers**

- Organizing facts and details to accomplish a goal
- Reaching closure before moving to another task or project
- A quiet workspace with few interruptions
- Clear and stable structures, procedures, and expectations
- Adequate time and support to perform to their own standards
- Being in control of work schedule

### Stressors

- Deadlines
- Others' incomplete or sloppy work that affects the quality of their own work
- Being asked to change something with no good rationale provided; dealing with sudden change
- Requirement to do things in an inefficient, ineffective way
- Being asked to "wing it," brainstorm, or imagine outcomes

### **Introverted Sensing Types**

## Table 29 Dominant and Inferior Expressions of Extraverted Intuition

## As Dominant Function of ENTPs and ENFPs

- Comfortable inattention to sense data
- Flexibility, adaptability, risk taking
- Optimism about future possibilities

## As Inferior Function of ISTJs and ISFJs

- Loss of control over facts and details
- Impulsiveness
- Catastrophizing

# Table 31 Inferior Function of Introverted Sensing Types: ISTJ and ISFJ

#### Triggers for the Inferior Function

- Issues of reality
- Anything unknown
- · Overdoing their own type

### · · · ·

### Ways of Returning to Equilibrium

- Need to hit bottom
- Being taken seriously by others
- Being helped with overwhelming details

#### Forms of the Grip Experience

- Loss of control over facts and details
- Impulsiveness
- Catastrophizing

### New Knowledge

- Broadened perspective
- Clarified values
- · Flexibility in relationships

# Table 30 Grip Reactions and Remedies for Introverted Sensing Types

### Chronic Grip Reactions

### Global negativity and pessimism

- Alternation between accommodating others' requests and withdrawing or resisting
- Blaming, accusing others
- Decreased efficiency and productivity
- Sleepless nights; obsessive thinking about problems
- Shut down; do no work for extended periods; then become depressed

### Resources and Remedies

- Getting away; time alone in a pleasant Sensing environment
- Concrete and specific validation of competence, worth, and previous positive outcomes
- Not being offered advice and help from others
- Organizing and accomplishing small projects
- · Help with priorities
- Others' concrete support to accomplish required goals

# **ENTP & ENFP**

# Table 32 Energizers and Stressors for Extraverted Intuitive Types

#### Energizers

- Variety and challenge
- Autonomy in accomplishing tasks
- Being taken seriously valued for competence and special skills
- Freedom to create innovative and effective solutions to problems
- Permission to delegate implementation of solutions to others
- Adequate unstructured time

#### Stressors

- Having to reach closure too soon
- Being disrespected; competence doubted
- Overloaded with details
- Supervision that is too close and communicates distrust and doubt
- Too little outside stimulation; too little excitement about projects
- Rules that inhibit the creative process and drain energy

### Extroverted Intuitive Types

## Table 33 Dominant and Inferior Expressions of Introverted Sensing

## As Dominant Function of ISTJs and ISFJs

Solitude and reflection

Awareness of internal

experience

Attention to facts and details

- of ENTPs and ENFPs
  - Withdrawal and depression

As Inferior Function

- Obsessiveness
- Focus on the body

# Table 35 Inferior Function of Extraverted Intuitive Types: ENTP and ENFP

### Triggers for the Inferior Function

- Physical exhaustion
- A focus on facts
- Violation of values and principles

### Forms of the Grip Experience

- Withdrawal and depression
- Obsessiveness
- Focus on the body

## Ways of Returning to Equilibrium

- Meditating
- Attention to their physical needs by others
- Support, not patronization

#### New Knowledge

- Broadened perspective
- Appreciation of the value of facts and details
- Increased structure and planfulness

# Table 34 Grip Reactions and Remedies for Extraverted Intuitive Types

#### **Chronic Grip Reactions**

- · Passive-aggressiveness
- Work harder, longer, less effectively
- Worry, chronic anxiety
- Withdraw, shut down, avoid people
- Generate possibilities with no data and no follow-through
- Extremes of both emotion and activity level

#### **Resources and Remedies**

- Rest, attention to physical needs
- Physical exercise
- Setting boundaries; saying no selectively
- Prioritizing tasks and delegating to others
- Engaging in relaxing Sensing activities
- Planning, list-making to avoid unwelcome surprises



# Thank you for your participation!

Reference: Quenk, N. L. (2000). *In the Grip: Understanding Type, Stress, and the Inferior Function* [Second]. Retrieved May 1, 2017, from <a href="https://www.cpp.com">www.cpp.com</a>

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