

## Clues to the Inferior Function

How to read this chart:

It is about Carl Jung's theory of the Shadow of self, or being "in the grip," and is based on his premise that personality functions (Sensing, Intuition, Feeling, Thinking), the middle two letters, develop in a specific order determined by your four-letter type. The dominant function develops first and enables us to be our best. The least preferred, or inferior, function develops last and may be a very uncomfortable place to be. When under high stress, we operate in the inferior function and it's not a good place to be -- we may be at our worst.

The left-most column of the chart indicates the dominant function for each four-letter type, and the attitude of the function (Introverted or Extroverted)

In their Dominant Function: characteristics and behaviors typical of each type when they operate in their function

- Common Triggers of Their Inferior Function: situations or scenarios that cause us to operate in our inferior function
- "Helps": Actions or remedies to get us out of the inferior function

	<b>In Their Dominant Function</b>	<b>In the Grip of Their Inferior Function They Can Be:</b>	<b>Common Triggers of Their Interior Function:</b>	<b>"Helps"</b>
ESTJ, ENTJ Extroverted Thinking	-Make decisions -Look for truth, effectiveness -Enjoy leadership	-Hypersensitive to others' criticism -Prone to emotional outbursts -Uncomfortable with their own feelings	-Violation of their core values -Accusations of coldness -Remorse at one's unfeeling action	-Solitude -Rest -Assessment of limitations
ISFP, INFP Introverted Feeling	-Known as trustworthy and affirming -Focus on the best in others -Maintain inner harmony	-Judgemental -Critical attitude towards others -Acting before thinking things through	-Negative atmosphere -Fear of loss or failure in relationship -Violation of values	-Time -Acknowledgement of the effect of criticism on others -Emphasize established skills
ISTP, INTP Introverted Thinking	-Observe objectively in order to find truth -Adeptly use logical analysis, applying that analysis to people and events -Known for depth of knowledge	-Overly defensive when trying to prove the "logic" of their feelings -Excessively sensitive over relationships -Too emotional	-When others are overly emotional -Situations which appear arbitrary or uncontrollable -Having no time for reflection	-Solitude spent on activities they enjoy -Physical activity -Having others give them space
ESFJ, ENFJ Extroverted Sensing	-Depend on feelings as more rational than logic -Known for	-Overly critical and domineering -Sidetracked by poor logic	-Being asked to compromise a value -Misunderstood or belittled by others	-Change in routine -A new project -Confide in an understanding friend

	<ul style="list-style-type: none"> <li>sensitivity to the needs of others</li> <li>-Able to easily and appropriately express emotion</li> </ul>	<ul style="list-style-type: none"> <li>-Compulsively search for answer through books or unusual philosophies</li> </ul>	<ul style="list-style-type: none"> <li>-Too much conflict as opposed to harmony</li> </ul>	<ul style="list-style-type: none"> <li>or to self through journaling</li> </ul>
ESTP, ESFP Extroverted Sensing	<ul style="list-style-type: none"> <li>-Take in and sort all the data the senses provide</li> <li>-Accept the world at face value</li> <li>-Enjoy everyday life</li> </ul>	<ul style="list-style-type: none"> <li>-Imagining doom and gloom</li> <li>-Misinterpreting the motives of others</li> <li>-Obsessed with mystical life views</li> </ul>	<ul style="list-style-type: none"> <li>-Over commitment</li> <li>-Being forced to make decisions about the future</li> <li>-Having too much structure at work</li> </ul>	<ul style="list-style-type: none"> <li>-Contingency planning</li> <li>-Solitary activities such as gardening, exercise</li> <li>-To help of others to adjust priorities</li> </ul>
INTJ, INFJ Introverted Intuition	<ul style="list-style-type: none"> <li>-Demonstrate intellectual clarity</li> <li>-Sort intuitive hunches accurately</li> <li>-Have long-term novel perspectives</li> </ul>	<ul style="list-style-type: none"> <li>-Overindulgent in sensing (TV, food) without enjoyment</li> <li>-Approaching the world as an enemy</li> <li>Overwhelmed by sensory data</li> </ul>	<ul style="list-style-type: none"> <li>-Dealing with details</li> <li>-Experiencing unexpected events</li> <li>-Too much Extraverting</li> </ul>	<ul style="list-style-type: none"> <li>-"Space"</li> <li>-Quiet, natural surroundings</li> <li>-Using thinking to find solutions or Feeling to allow oneself to be less serious</li> </ul>
ISTJ, ISFJ Introverted Sensing	<ul style="list-style-type: none"> <li>-Exhibit efficiency, calmness, and attention to specifics</li> <li>-Calmness, and attention to specific</li> <li>-Focused on the present and perfecting the tried and true</li> <li>-Aware of their sensory experiences</li> </ul>	<ul style="list-style-type: none"> <li>-Anxious over facts and details</li> <li>-Reckless and impulsive</li> <li>-Worried about possible future disasters</li> </ul>	<ul style="list-style-type: none"> <li>-Experience change, prospect of the unknown</li> <li>-When others deny reality and efficiency</li> <li>-Overdoing reliability and efficiency</li> </ul>	<ul style="list-style-type: none"> <li>-Finding others who will take them seriously</li> <li>-Delegating details</li> <li>-Working through auxiliary Thinking to find Feeling solutions</li> </ul>
ENFP, ENTP Extroverted Intuition	<ul style="list-style-type: none"> <li>-Focus on their vision or the big picture</li> <li>-Pursue new ideas optimistically</li> <li>-Identify future trends with uncanny ability</li> </ul>	<ul style="list-style-type: none"> <li>-Depressed and withdrawn</li> <li>-Obsesses with details and information</li> <li>-Focused on physical symptoms</li> </ul>	<ul style="list-style-type: none"> <li>-Over-committed and tired</li> <li>-Attending to details</li> <li>-Violating of important values or principals</li> </ul>	<ul style="list-style-type: none"> <li>-Meditation</li> <li>-Positive use of sensing - physical exercise, healthy diet</li> <li>-Using Thinking or Feeling to lend perspective</li> </ul>

Source: Sandra Krebs Hirsh with Jane A.G. Kise, *Work It Out: Clues for Solving People Problems at Work*, Consulting Psychologists Press, Palo Alto CA, 1996, pp. 178=179