

## **16 Types in Their Three Preferred Team Roles**

| ISTJ             | <b>ISFJ</b>           | INFJ                  | INTJ        |
|------------------|-----------------------|-----------------------|-------------|
| Quality Reviewer | Quality Reviewer      | Ideator               | Ideator     |
| Completer        | Completer             | Conveyor              | Conveyor    |
| Organizer        | Interplay Facilitator | Interplay Facilitator | Organizer   |
| <b>ISTP</b>      | <b>ISFP</b>           | INFP                  | INTP        |
| Analyzer         | Information Manager   | Information Manager   | Analyzer    |
| Organizer        | Interplay Facilitator | Interplay Facilitator | Organizer   |
| Quality Reviewer | Quality Reviewer      | Ideator               | Ideator     |
| <b>ESTP</b>      | <b>ESFP</b>           | <b>ENFP</b>           | ENTP        |
| Completer        | Completer             | Conveyor              | Conveyor    |
| Quality Reviewer | Quality Reviewer      | Ideator               | Ideator     |
| Analyzer         | Information Manager   | Information Manager   | Analyzer    |
| <b>ESTJ</b>      | <b>ESFJ</b>           | <b>ENFJ</b>           | <b>ENTJ</b> |
| Organizer        | Interplay Facilitator | Interplay Facilitator | Organizer   |
| Analyzer         | Information Manager   | Information Manager   | Analyzer    |
| Completer        | Completer             | Conveyor              | Conveyor    |

Experience shows that each of the 16 type profiles, which are described in MBTI, JTI, and similar type indicators, has an immediate preference for carrying out the above-listed three team roles. It is typically when you perform one or two of these roles, or perhaps all three, that you feel most comfortable.

There is no guarantee, however, that you actually cover these three roles, and it may well be the case that you take great pleasure in handling some of the other roles, even if they don't immediately match your preferences. Still, you may benefit from reflection, dialogue, and visualization concerning your work performance from the model of eight team roles.

Read more about this in the e-book Sixteen Types in Eight Team Roles

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