What could a 4 temperament-based personality type system reveal about aid workers in the humanitarian field?

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Abstract

The humanitarian sector is in need to prioritize its human resources. Inadequate recruitment processes, aid workers that enter the field unprepared, failed interrelationships and team dissatisfaction leads to poorer work quality, poorer health, and a high employee turnover that are costly for the field, and negative on the side of accountability to the beneficiaries of aid. In order to address these problems the study is investigating the use of a personality type system tool developed by the researcher, the 4mpt-system (4 major personality types-system), that tentatively is constructed as a tool to be applied within human resources in the humanitarian sector to access individual preferences and character traits that would facilitate in addressing the issues mentioned above. The data is gathered via in-depth semi-structured interviews of 7 informants working in the international humanitarian sector. The first objective is to study the reliability and validity of the 4mpt-system. The second objective is to study what information that could be accessed via the 4mpt-system tool from the 7 informants participating in the study. The result of the study would demonstrate that all of the informants could be assigned to a specific temperament type via a qualitative data analyze method designed from the 4mpt-system and that the temperaments affected the informants to a large extent (from motivations and skills to organisational preferences and personal belief systems). Further, the answers of the informants matched the theoretical definitions of the traits assigned to the temperament types by Keirsey (1998) and Fisher (2009), which was a positive indication for a good validity of the 4mpt-system. By verifying the similarity between the answers of informants assigned to the same temperament type, validity was further confirmed. The results of the study supported the reliability and validity of the 4mpt-system. The type of information that could be accessed via the 4mpt-system in the study was among other the motivation for beginning in the humanitarian field, work task preferences, professional skills, problem-solving approaches, decision making processes, likes and dislikes with work and work tasks, organisational structure preference, preference for working directly in the field or working from the office, and general outlooks and personal belief systems.

Keywords: Personality type system, 4mpt-system, temperament type assessment, humanitarian aid, human resources
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I wish to thank the participants of this study that so kindly agreed to be interviewed and to conduct a personality type test which contribution is now at the center of this thesis.

Thank you

Susann Björklund
_Uppsala, 2015, December_
List of Abbreviations and Terminology Explanation

**4mpt:** The 4 major personality types-system

**FD-test**  Four dichotomy-based personality type test

**JTI:** The Jung Type Indicator

**KTS:** The Keirsey Temperament Sorter

**MBTI:** The Myers Briggs Type Indicator

**PTAS:** Personality Type Assessment System

**TAS:** Type Assessment System

**Four dichotomy-based personality type tests (FD-tests):** Is in this study referring to any personality type test that aim to measure preference for these four dichotomies:

1. (E) Extrovert or (I) Introvert
2. (S) Sensory or (N) Intuitive
3. (T) Thinking or (F) Feeling
4. (J) Judging or (P) Perceiving

The FD-tests results in 16 possible personality type combinations. Examples of personality type questionnaires that apply these types of tests are the MBTI (Myers-Briggs Type Indicator), the KTS (Keirsey Temperament Sorter) and the JTI (Jung Typology Indicator).
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1. Introduction

The international humanitarian field is facing many challenges in the years to come as the need for support is accelerating as global inequalities, fragile and conflict-affected states, and an increase in level 3 disasters craves attention. There is a demand for humanitarian organisations to perform their work well, but with limited resources, what would be a key investment to place resources on? A recent report published by People in Aid (2014) suggest: “the people in the organisation” (PIA 2014:5). The report emphasizes the extent of impact that staff and volunteers have on the outcome of humanitarian aid and development work and that the key asset for any humanitarian organisation is its people. The outcome of the report confirms that both the efficiency and quality of the humanitarian programs decreases if organisations do not prioritize their staff. Humanitarian organisations get stuck in organisational processes or cultures that prevents leaders to get the free reins they need to do their work optimally and "talents lie undiscovered throughout the organisation” (Ibid:2). The humanitarian organisations have neglected human resources and there is a calling to “unleash and make use of its human potential” the report concludes (Ibid.).

But how does it do that?

This study is examining the use of a self-made personality type system tool based on 4 main temperament or personality types, the 4mpt-system (4 main personality types -system). The 4mpt is designed to be able to access and predict character traits and disposition within individuals and as such could facilitate human resource handling in the humanitarian sector.

Having access to character traits, motivations and values of employees, increase the possibility to make sure individuals are employed that match with the working-milieu and that are skilled for the work tasks they are hired to perform. When general competencies, values and motivations match, the individual is not only skilled for the job, but motivated for the work as well and will have a far less chance to succumb to negative spirals of stress, leading to absence from work, poor work quality and eventually quitting the job to continue somewhere else. While any work place would benefit from having access to character traits, skills and motivations within employees, it may be even more important for the humanitarian sector because of the many challenging work tasks and work settings that are part of being employed in the humanitarian field.

The background to start this study began with my own interest for personality type based systems. I had an idea that it somehow should be possible to use a personality type based
system to facilitate human resource handling in the humanitarian field. My individual research on personality type based systems led me to formulate a personality type system that is based on 4 main temperaments that forms 4 main personality types. The theoretical concepts that are contained in the 4mpt-system are gathered from the American psychologist David Keirsey (1921-2013) who created the “KTS” Keirsey Temperament Sorter, published in 1978; and the American social anthropologist Helen Fisher that released her theory on 4 main personality types in 2007 that is constructed around the assumption that human behavior is influenced by mainly 4 hormone groups that controls most of the personality traits we express (Fisher 2009). While Keirsey’s system is a development or a variation of the classical MBTI system (see Keirsey 1998:15); Helen Fisher’s theory is constructed for individuals who search for romantic partners that they will have a matching chemistry with (Fisher 2009). The test itself is published on an American dating site, Chemistry.com. To apply it in this thesis to analyse characteristics and dispositions for humanitarian aid workers may seem like a very far off idea, yet, a hypothesis in this study is that Keirsey (1998) and Fisher’s (2009) theoretical systems describe the same 4 main temperaments, that is, Keirsey’s 4 temperaments have emerged from the 4 hormone –systems Fisher defined 2007. All the yet, Keirsey have constructed a detailed system around this 4 temperament types, and together they complement each other and create a better tool for personality type analyzing. To which degree the integration of these systems will work will be tested in this study.

There is plenty of work and research that lies behind the choice to apply a personality type-based system and to choose to combine different personality type systems instead of settling to use only one tried and tested system. But both the rationale for using a personality type system for assessing personality characteristics, and to apply a personality type based system that specifically contain 4 different temperaments will be explained in chapters to come.

I have hopefully created a personality type system tool that can be a practical tool for personality type analysis and that will be useful to apply for recruitment officers, managers and staff in the humanitarian field.

1.2 Aim of research
The aim of the study is to investigate if the 4mpt-system tool can access information on the preferences and dispositions of 7 humanitarian aid workers that consists the informants of this study. This aim is a first attempt to control the functionality of the 4mpt-system tool, and its
future possibilities to be applied as a tool by recruitment officers, managers or humanitarian staff to facilitate human resources in the humanitarian sector.

1.3 Research Questions
If the 4mpt-system cannot uphold good reliability and validity, it will not be able to predict outcomes, and therefore not be able to access information, which is its function. The first set of research questions will therefore measure the degree of reliability and validity of the 4mpt-system.

1.

a. Can the qualitative analysis method designed to assess the informants to primarily one temperament type in the 4mpt-system; assign the informants to one temperament type in the 4mpt-system, and how is that revealed?

b. Will the preferences and dispositions of the informants correspond to the preferences and dispositions of the temperament type they have primarily been assigned to?

c. Do informants that belong to the same temperament display similar dispositions, characteristics and preferences?

The last research question study which areas and dispositions of the informants that can be accessed via the 4mpt-system tool. The research question is limited to those preferences that are investigated in the study. This research question is dependent on the outcome of the previous set of research questions that control for the reliability and validity of the 4mpt-system. Following question has been formulated:

2. Which areas, of those areas that are investigated in the study, is it possible to access information from with the use of the 4mpt-system tool?

1.4 Hypotheses and assumptions in the study
The internal structure of the 4mpt-system assumes certain connections or relationships that form the construct of the 4mpt-system. I am reluctant to call them hypothesis as the study is not scientifically aiming to prove them. ‘Assumptions of connection’ may be a more proper
definition to use; nevertheless these relationships form a vital part in the 4mpt-system, both for its internal construct and for the analysis procedure.

The first assumption is that David Keirsey’s personality type system, the KTS (Keirsey Temperament Sorter) is defining and describing the same 4 temperament types as Helen Fisher (2009) is defining and describing in her system; and that these systems therefore is possible to combine. In connection to this assumption it is important to add that Fisher, after her discovery and her work with outlining the characteristics of the 4 main personality types, which she assumed was caused by these four hormone groups, claimed that Keirsey’s system and descriptions of his 4 temperament types resembled her own, and therefore came to the conclusion that Keirsey’s KTS and also the MBTI system, had been successful because they were all referring to the same temperament types (Fisher 2009:36).

Keirsey’s 4 temperaments and Fisher’s 4 hormones are hypothetically correlating in the following way:

<table>
<thead>
<tr>
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<tr>
<td>4 main temperaments</td>
<td>4 main hormone groups</td>
</tr>
<tr>
<td>NF-Idealists</td>
<td>Estrogen/Oxytocin</td>
</tr>
<tr>
<td>NT-Rationals</td>
<td>Testosterone</td>
</tr>
<tr>
<td>SP-Artisans</td>
<td>Dopamine/Norepinephrine</td>
</tr>
<tr>
<td>SJ-Guardians</td>
<td>Serotonin</td>
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*Table 1: Connecting Keirsey’s and Fisher’s 4 temperaments*

The second major assumption in regards to the 4mpt-system is that the hormone groups are connected to the dimensions in the FD-tests (four dichotomy-based personality type tests) as well.

These are the dichotomy pairs in the FD-tests:

1. (E) Extrovert or (I) Introvert
2. (S) Sensory or (N) Intuitive
3. (T) Thinking or (F) Feeling
4. (J) Judging or (P) Perceiving
The table above display how the systems correlate. An (N) Intuitive preference, before a (S) Sensory preference, and a (F) Feeling preference before a (T) Thinking preference creates the “NF” combination, and is connected to the dispositions assigned to estrogen/oxytocin group for example. Besides these correlations, an additional correlation will be made about the first dichotomy pair that is not part of forming either of the temperament types.

(E) Extroversion preference is indicating dopamine influence.
(I) Introversion is therefore assumed to be an indication of lesser dopamine influence.

This assumption is based on several studies connecting the traits of extroversion to dopamine influence (Depue & Collins 1999, Cohen et al. 2005).

1.5 Relevance of the study for the academic and humanitarian field

In this study an attempt has been made to construct a new personality type analysis tool; the 4mpt-system tool. The study is combining theories from David Keirsey (1998) and his personality type system based around 4 main temperaments, and social anthropologist Helen Fisher (2009) that describes 4 personality types that are the outcome of four hormone groups or biological systems in the body. The 4mpt -system provide a new approach for how to analyse personality types and interpret them. The hypotheses outlined in previous section describe some of the innovative approaches in regard to personality type analysing.

The outcome of the study could show that the 4mpt-system tool is a reliable tool that could be used by recruitment officers, managers or humanitarian staff to facilitate human resources in the humanitarian sector. Plausible areas where the 4mpt-system tool could access information on and that is investigated in this study are ‘motivation for beginning in the humanitarian field’, ‘professional skills and work tasks preferences’, ‘likes and dislikes in relation to particular work situations/tasks or the work in general’, ‘problem solving capacities’, ‘organisational structure preferences’, ‘general outlooks’ and ‘personal belief system’-preferences. All these areas may be affected by the basic temperament type of the individual. Despite the complexity that lies behind the system, the 4mpt-system tool only take into consideration four major personality types. Together with a reliable method for how to assess personality type-belonging the system could be easily adopted and applied in the humanitarian field.
1.6 Research Design

Data gathering and analysing process in this study is based on qualitative methods. Data is gathered via an in-depth interview. The participants consist of 7 humanitarian aid workers from various aid organisations. The participants answer questions from a self-made interview guide that are constructed to catch the preferences of the participants for a wide range of areas, such as ‘motivation for beginning in the international humanitarian field’, ‘organisational structure preferences’ and ‘personal belief systems’ (The interview guide can be found in appendix A). The interview guide is designed to help determine temperament type belonging and gather data in vast areas in relation to the individual to study to which extent the temperament type affect the individual, and to access information that can be relevant to the humanitarian field.

A qualitative hermeneutic method approach is applied during the interview suggested by Michrina & Richards (1968: 19-20). In order to control for the reliability and validity of the 4mpt –system; reliability and validity must be considered in the data gathering process as well as in the analysis process. During the interview various methods are applied to assure validity in the data gathering process that will be explained more extensively in chap.4 in thesis. After the interview, the informants conduct a FD-test online; the Jung Typology Indicator.

The first set of analysis has the purpose to study the reliability and validity of the 4mpt-system. In the first analysis a qualitative assessment-tool for assigning temperament type belonging is applied that is based on theoretical concepts from Keirsey (1998) and Fisher (2009). The results from the FD-test serves to indicate basic preferences of the informants, however, it is the assessment-tool that determine the temperament type belonging of the informants. The second analysis studies the validity of the 4mpt-system. To ensure a good validity of the 4mpt-system, the answers from the informants should match the pre-stated theoretical concepts that Keirsey (1998) and Fisher (2009) have defined and assigned to the four temperament types. The analysis aims to measure that the factual outcome is representative of what the theoretical definitions intended to describe.

When the reliability and validity of the 4mpt –system has been studied, a conclusion on what type of information the 4mpt-system could access from the 7 informants in the study is presented. The analysis is followed by a discussion of the 4mpt –system and its value to be applied in the humanitarian sector to facilitate human resource handling.
2. Why there is a demand to access personality trait characteristics

The Organisational Behavior field studies everything related to ‘behavior’ within organisations. The organisational structure of an organisation affects its behavior, the composition and structure of the team affect how the team ‘behaves’, the dimensions of the individual affect how the individual ‘behave’ in relation to the organisational setting (McShane & Von Glinow 2005:4). There are a multitude of theories on what an organisation should do to improve its efficiency; many of which focus on the employees in the organisation. To predict the degree of how well an individual will match into a certain work setting, organisational behavior scholars can look into at least two fundamental dimensions in regard to the individual.

The first dimension deals with ‘overall competency’ of the individual. This dimension includes natural aptitudes, talents or capabilities of the individual. The capabilities of the individual include skills and knowledge picked up through practice and study/learning; the dimension also covers overall personality trait characteristics (McShane 2005:40).

The second dimension deals with aspects in relation to the individuals ‘motivation’; factors a bit harder to observe than those found in regards to the first dimension. ‘Motivation’ is a cluster name for forces within the individual that influences the individuals’ direction, intensity and persistence of behavior; these includes the inner drives, needs and values of the individual (McShane 2005:39). While it is important to have the general competency for the job, that is, the individual must be able to perform the work tasks and also have somewhat suiting personality characteristics for the job (a service driven job may require an extrovert outgoing person for example), these aspects are not regarded to be enough to match an individual to a suitable job and create job satisfaction; the ‘motivations’ of the individual must match also.

There has been much debate about what lies behind individual motivation. Freud, Maslow, Sullivan and Adler suggested a common motivation for all individuals; whether sexual desire, self-fulfillment, social belonging or power (Keirsey 1998:21). ‘Money incentives’ are another popular motivation-theory with origins in the economic field. The “rational choice theory” for example assumes all people can be understood by economical rational explanations (Blume & Easley 2007). But far from everyone suggest that all individuals can be explained from the same motivational factor. Lawrence and Nohira (2002) presented the “four drive theory of human nature”, that lists at least four different motivational factors. One type of individuals
have a “drive to acquire”; they are competitive and seek status and recognition in society, other individuals are motivated by a “drive to bond”; they strive to form social relationships and mutual caring commitments with other people, then there are those individuals who have a “drive to learn” that are driven by curiosity; to understand things in the environment and to explore themselves, and lastly there are individuals with a “drive to defend” who wants to feel secure physically and socially (p.37).

The ‘values’ of an individual indicate which ‘job objectives’ people will strive for (Schwartz 2012:5). When individuals value to be “stimulated” they thrive in jobs that are exciting, and avoid office jobs that would bore them (Ibid.), when individuals value “power and achievement” they are motivated and happy to be in jobs where they could advance in position, and when individual’s value “tradition and conformity” they find a stable job with clear routines more attractive (Ibid.). There are a multitude of different theories on which motivations, values and needs drives people (McShane 2005:38).

When the factors of the first and the second dimensions are considered, the organisation have an individual that not only is skilled for the work task, but also enjoy doing it and puts in voluntary effort (McShane 2005:43). Research has shown that tending to the natural motivations, needs and values of the individual does not only create ‘job satisfaction’ for the individual and an increased work quality for the organisation; but also diminish the risk for the individual to succumb to negative stress and poor health (Ibid:206). Stress is an adaptive response activated when the individual perceive a situation that is challenging or threatening to the individuals’ own well-being (Ibid.). Therefore the individual is more likely to suffer from stress and its implications if personal values and needs are not met in the job (Ibid.).

The “general adaption syndrome” is a well-known theory on stress (McShane 2005:207) that lists stages an individual goes through in response to stress. The “reaction” stage is the first stage; followed by the “resistance” stage, and ending with the ‘fatigue’ stage. In the “resistance” stage the individual uses whatever capacity he or she has to deal with the stressful situation. But if the situation is not a temporarily occurrence at the job, but a permanent ingredient of the job, the individual eventually reaches the “fatigue” stage (Ibid.). When this stage is reached several physiological consequences that are linked to stress can be observed; everything from headaches and sleep disturbance to heart disease (Ibid: 209). A lower job performance is observable and so is a higher absenteeism from the work, followed by a higher likability that the person will seek for other job opportunities (Ibid.).
The well-being of the organisation is dependent on seeing to the well-being of its employees. The equation seems very easy to comprehend, but why isn’t it seen to? There are many factors involved to answer that question. One is a thorough recruitment process that enables the company or organisation to hire an individual with the right qualifications and personality traits, this process is time consuming and costly and as Bjerneld (2009) observes from her study in regard to the humanitarian field recruitment process; seldom followed (Bjerneld 2009:15). Next factor is of course the awareness itself that individuals may have fundamental different drives, values, motivations, personality characteristics and skills, which is part of what is investigated in this study; together with methods to access them. Lastly, one should observe the increasingly demanding climate that organisations find themselves in as they must be quick to adapt to changing circumstances that the interlinked global world affects. As a consequence more is required from the employees that are hired. The employee should preferably have more and more various skills (McShane 2005:14). The same is no less true for humanitarian organisations expressed in the words of humanitarian field expert Hugo Slim (2005) when he formulates the credentials for the ideal humanitarian worker:

"The perfect humanitarian worker today is idealized as a slick corporate professional equipped with clear standards and skill but who has his feet firmly on the ground and rooted in a passionate personal commitment to victims of war and disasters. S/he is truly global a cosmopolitan creature who is able to work in any country. At the leadership level, s/he must also be able to work well at every level of society from displaced person to government minister.” (Hugo Slim 2005)

The ‘high employability’ factor is signified by the individual who have a broad range of qualities and skills, and who are prepared to continue to acquire more. Future employees all over the world stress themselves to live up to these expectations. Why this is a highly inappropriate approach have just been explained. Expectations that is as unhealthy as they are unrealistic. But in order to move away from unrealistic and unhealthy expectations; how could any organisation, taken into consideration knowledge, time and resources, go about to approach the individual worker, and access his or hers dispositions for the two general dimensions explained? This problematic is dealt with in this study. The 4mpt-system is an attempt to predict the dispositions of the individual before employment, and to be able to assess the natural capabilities as well as the needs, values and motivations of the individual.
3. Theory

3.1 Definitions of a personality type system

The easiest way to explain a personality type assessment system (PTAS) is to compare it with a trait assessment system (TAS). In the name can be found the definition; TAS measures ‘traits’ of the individual, while PTAS assumes traits cluster together and form ‘personality types’. Science can’t prove traits cluster together (Pittenger 2005:214), and therefore both type of systems exist, and functions completely different in comparison with each other.

The “five-factor model” is a well-recognized example of a TAS and used in the field of psychology (Ewen 1998:141). The individual is measured for in which degree he is expressing following traits: Openness, Conscientiousness, Extroversion, Agreeableness and Neuroticism (DeYoung 2007:385). The system assumes a “norm”. The outcome of the test can label the person “low on agreeableness” for example, or “high in conscientiousness”. Certain test results can be considered pathological (Trull 2012, Journal of Personality 80:6).

PTAS in comparison do not recognize a norm, but recognize definite individual differences. A FD-test, such as the MBTI don’t try to find out ‘how extrovert’ the individual is, but if he is “introvert” or “extrovert”.

An individual participating in any of these two types of tests should be aware of their differences. In a TAS test, such as the “five factor indicator” the ‘in between’ result is a healthy result, indicating the individual is ‘normal’. In PTAS, the same result in a FD-test can be an indication of the individual having ‘poor self-insight’ and an expert may be called upon to assess which preference he really belongs to (Quenk 2009:21). In a FD-test, the individual is expected to receive an ‘extreme’ outcome, which will be interpreted as the person is ‘certain’ in his disposition belonging; a definite result for (T) Thinking over (F) Feeling for example is positive, and assessment to a personality type becomes very easy. But if the same individual participates in a TAS test, such as the ‘five-factor’ he should be aware these extreme preferences can be considered pathological (Trull 2012, Journal of Personality 80:6).

However, the fact that many individuals who take FD-tests ends up with ‘in between’ results, are used as strong criticism towards PTAS. If individuals really do belong to one of the ‘either or’ choices, why can’t the individual clearly assign himself to one preference? (Pittenger 2005:213). Indeed, TAS, such as ‘five-factor’ can’t prove it exist a norm, PTAS can’t prove that there exist ‘personality types’.

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Why the PTAS and TAS end up in such extremes towards each other is all due to a fundamental disagreement or unresolved issue about the nature of genetics. TAS doesn’t recognize the most fundamental feature of PTAS; that traits cluster together. Included in the disagreement is the “nurture and nature” debate about whether it is our genetics that predestine us to the certain person we will grow up to be; or the outer milieu we grow up in.

But in which way can our behavior be affected by the genetics we are born with? How, and why could traits cluster together and affect us in complex ways that would create specific ‘personality types’? Keirsey and Fisher give following explanations.

Fisher (2009) and Keirsey (1998), both the creators of PTAS, assumes that individuals are born to develop a certain personality type that will stay with the individual throughout his lifetime (Keirsey 1998:20, Fisher 2009:4). We are not ‘born into a personality type’, but we are born with a cluster of genetics that will lead us to develop a certain ‘personality type’ that these genetics form. In this process, nature does interact with nurture.

Keirsey (1998) compares the 4 different temperament types, (or cluster of genetics we can be born with) to different animal species. Let’s say we are born with the genetics of a ‘fox’. A fox comes with specific traits specific to the fox; a fox is clever and opportunistic, and survive by doing things such as ‘raiding hen houses’, which it has the traits for. Being born into a ‘fox’ is different from being born as a ‘dolphin’, or a ‘beaver’; and have a complete other set of traits adapted for certain particular lifestyles. No matter which milieu the fox will be born into; it will still be a fox; where it is born doesn’t change the traits it was born with that belong to being a fox. But where does “nurture” fit in? The temperament, suggest Keirsey, can be considered the “hardware”, and the character the “software”. The “software” of the computer is not random, but will be the result of the possibilities of the hardware and the intentions of the computer that is the “hardware”. But with any other “hardware”, the “software” would turn out differently (Keirsey 1998:20). In other words the beaver will still be a beaver in the desert but with the possibility to produce other “software” than if born in a forest, yet within the parameter of traits that cluster together in a ‘beaver’.

Fisher (2009) explains the interaction between the inborn temperament, and the outcome of a personality type in the same way. We are born with a certain perception and inclination that our genetics gives us that we then go out to meet the environment with, and in our experiences with the environment and our response to the environment our “character traits”
are formed (Fisher 2009:5). But the genetic explanation still does not answer the big question: “Why would traits cluster together to form just 4 personality types”?

When Fisher released her theory 2007, she explained that despite the many behavioral characteristics individuals can express; still, the majority of them can be connected to only ‘four biological areas in our brain’; that are controlled by following hormone groups: dopamine/norepinephrine, serotonin, estrogen/oxytocin and testosterone (Fisher 2009:4). Therefore, each of these four biological areas connects a range of traits to them; the four different clusters of traits are gathered in the “4 major personality types”. The traits associated to each personality type can be found in chap. 3.4, together with descriptions of how the hormone groups interact with each other that aids a plausible explanation for why not all cluster of traits can be equally dominant within a person, and why therefore individual traits that belong to another cluster of traits will not be expressed, but outcompeted by traits belonging to the cluster of traits controlled by the dominating biological area.

Therefore there exist a plausible explanation as to why personality types exist, and why precisely ‘4’ major personality types exist. Further, the benefit of being able to predict cluster of traits, and the detailed information on behavior that is accessed via the hormone group-association, motivates the use of a PTAS in favor of a TAS to access information on individuals’ character traits. Therefore, this study is using a PTAS and not a TAS.

3.2 Structure of the 4mpt –system
The 4mpt –system can loosely be defined as a personality type system based around a theory of the existence of 4 major temperament types, that construct 4 major personality types. The awareness or knowledge of these 4 temperament types has circulated for over 2000 years. For example the Greek philosophers Plato (428-348 BC) and Aristotle (384-322 BC) both discussed 4 temperament types, with the similar characteristics as those assigned to them today (Keirse 1998: 23), (See Fisher 2009 and Keirse 1998). The 4 temperament types have been appearing throughout history by many various authors, seemingly ‘rediscovered’ again and again (Ibid.). In modern times, Myers-Briggs (MBTI) rediscovered them, based on works from Jung (Keirse 1998:15). Later Keirse took help from the MBTI system and continued his own work with defining the exact characteristics of the 4 temperament types (Ibid.). I did my own research and among other findings I discovered that the 4 temperaments existed in the oldest tarot deck we have historical records of, the “Michelino deck”, described by a
soldier, Martiano Da Tortona around 1425 (Trionfi 2015). To give an example, the deck consist of 4 suits, “Virtues”, “Virginities”, “Riches” and “Pleasures”. Their names describe their basic inclinations. The “pleasures” seeks the pleasure of the senses. The “riches” are mostly interested in material concerns and ‘hording riches’. These two suits are separated from the other two suits which tend to more ‘abstract’ ordeals. The “virginities” seeks to uphold the morals or divine laws for the people, and the “virtues” upholds societies with justice, and makes society advance (Ibid.). Of even more peculiar interest is that both the “pleasures” and the “riches” consist of mix gender deities (Ibid.), while “virtues” consist of only male deities, and “virginities” of only female deities. It is an eerie discovery that “pleasures” matches with the SPs (dopamine), the “riches” with the SJs (serotonin), the “virginities” with the NFs (estrogen) and the “virtues” with the NTs (testosterone). It is therefore the “estrogen” suit which consist of only female deities, and the “testosterone” suit which consist of only male deities. Moreover, just like the deck separates the ‘concrete’ ordeals of the “pleasures” (SPs) and “riches” (SJs), from the more ‘abstract’ ordeals of the “virtues” (NTs) and “virginities” (NFs), so do Keirsey divide the temperament types in “concretes”, the SPs and SJs, from the “abstracts”, the NTs and NFs. It seem improbable all the similarities would be there of chance. (A table that displays these connections can be found in appendix B).

It is my opinion that Keirsey is the author who managed best so far in categorizing and describing the traits belonging to the 4 temperament types, and this is the reason why Keirsey’s theoretical concepts are the ones who feature most prominently in the 4mpt – system. Fisher contributes by explaining that the 4 temperaments have a biological origin, and are cause by four hormone-systems. It is up to the researcher-community to continue studying and comprehending how these four biological systems influence our behavior. Fisher have done a valuable job so far and formulated useful concepts to understand some of the phenomena the hormones creates. Such as the ‘cognitive capacity’ of the NF-estrogen/oxytocin temperament: ‘web thinking’; and the way various traits operate together in this function, in terms of analytical capacities, together with visualization/imagination and intuition (see Fisher 2009:105-110). While Keirsey is detecting these individual traits for the NF-types, he never manage to connect the traits to a common source, and therefore explain them as well as Fisher manage (compare Fisher 2009:105-110 with Keirsey 1998:116-145). This presentation serves to explain that the main ‘inspiration’ and ‘knowledge’ for the 4mpt-system comes from Keirsey (1998) and Fisher (2009), while the 4mpt –system at its
foundation, only aim to keep developing as much knowledge as possible on “the 4 main temperament types” and the methodological tools to work with them.

The FD-tests are constructed to sort the individual into one of sixteen possible personality types. Each of the 16 personality types belong to one of the four temperament types as can be viewed in the table below.

A questionnaire test is a practical tool to assess personality type belonging. In this study the “JTI” FD-test is used. The test serves to give an indication of which hormone-systems influence the individual; however, the test is not used to assess temperament type –belonging of the informants, which in this study is done via an assessment-tool based on theoretical concepts from Keirsey (1998) and Fisher (2009). As such, the FD-tests are not part of the 4mpt-system. It is possible the 4mpt-system will rely only on qualitative assessment- methods to assign temperament type belonging, and to construct a reliable standardized analytical tool for such assessment instead. However, in this study the FD-test is figuring, together with suggestions for how the famous tests can be analysed by connecting them to the 4 hormone-groups.

The table below gives an overview of how the 16 personality type combinations that result from the FD-tests can be categorized into one of the 4 temperament groups as is suggested by Keirsey (1998). Keirsey’s four temperaments are listed next to the corresponding hormone-groups from Fisher’s system.

For the sake of convenience, I will primarily refer to the temperament types by their letter-combinations that result from the four dichotomy-based personality type tests, a practice also adopted by Keirsey. I will use myself of the names given to the temperaments by Keirsey or Fisher only when it enables an easier recognition of which temperament I am referring to as names sometimes are easier to recognize than letter abbreviations.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ISTJ</td>
<td>SJ-Guardian</td>
<td>Serotonin: “Builders”</td>
<td>“SJ”</td>
</tr>
<tr>
<td>ISFJ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ESTJ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ESFJ</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ISTP</td>
<td>SP-Artisan</td>
<td>Dopamine: “Explorers”</td>
<td>“SP”</td>
</tr>
<tr>
<td>ISFP</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Table 2: “How the personality types are related”

<table>
<thead>
<tr>
<th>ESTP</th>
<th>ESTJ</th>
<th>NF-Idealist</th>
<th>Estrogen: “Negotiators”</th>
<th>”NF”</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESFP</td>
<td>ESFJ</td>
<td>INFP</td>
<td>INFJ</td>
<td>ENFP</td>
</tr>
<tr>
<td>INTP</td>
<td>INTJ</td>
<td>ENTJ</td>
<td>ENTP</td>
<td>ENTJ</td>
</tr>
<tr>
<td>INTJ</td>
<td>ENTJ</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| NT-Rational | Testosterone: “Directors” | ”NT” |

The personality type systems will now be presented in order, starting with the Myers-Briggs Type Indicator (MBTI). The MBTI were the originator of the FD-tests which will help explain how they are structured.

3.2.1 The MBTI System
The Myers-Briggs Type Indicator (MBTI) was first published in 1962. It was developed by Isabel Myers, together with her mother Katherine Briggs and is derived from the personality type theories developed by Carl Jung in his book “Personality types” (1923) (MBTI official Home Page).

Jung suggested that individuals had a preference for a certain disposition that of necessity suppressed its opposite disposition. An individual could be either (I) Introverted or (E) Extroverted, but not both, have a preference for (T) Thought or (F) Feeling, but not both, or a preference for either (S) Sensory, or (N) Intuitive but not both (Jung 1923, chap.10). Myers and Briggs used this type of thinking with some alterations and added another dimension, the (J) Judging or (P) Perceiving preference (MBTI official Home Page).

When you take the MBTI test, or any other four dichotomy-based personality type tests (such as the KTS or the JTI) you answer a questionnaire that sorts your preference in four different dichotomies; the individual must choose one of the two preferences for each dimension:

1. Extrovert (E) or Introvert (I).
2. Sensory (S) or Intuitive (N)
3. Thinking (T) or Feeling (F)
4. Judging (J) or Perceiving (P)

(MBTI official Home Page)

The questionnaire may reveal that the individual have a preference for (E) Extroversion before (I) Introversion, and (S) Sensory preference, before (N) Intuitive preference, (F)
Feeling preference before (T) Thinking preference and (J) Judging preference before (P) Perceiving preference. This will create the personality type “ESFJ” for example. In total there are 16 different combinations of personality types (These can be found in Table 3, p.20). Jung sorted the preferences in dominating and auxiliary functions, and so does the MBTI system (MBTI official Home Page).

When Keirsey encountered the MBTI system he restructured it and one of the major changes was to let it revolve around four main types of personalities with four variations each, which will be further explained in the next chapter.

### 3.2.2 The David Keirsey system
Keirsey developed his system after long years of studying individuals and personality types (Keirsey 1998: foreword). In the table below it can be viewed how Keirsey has worked to outline what separate and define each temperament for a wide range of areas. The table indicate how the different temperament types use language, which educational interest they have, their self-image profile, interests in regards to education and vocation, values, basic orientations such as optimism or pessimism, social roles and ‘intellect’; where the variations within each temperament type enable to specialize which type of occupational task each individual is likely to follow. This study will not apply each category Keirsey are listing in his system, which would be far too extensive, but will focus on the general descriptions of the 4 temperament types together with some key theoretical concepts that is of major importance in the analysis.

<table>
<thead>
<tr>
<th>Communication</th>
<th>Concrete</th>
<th>Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementation Character</td>
<td>Utilitarian SP-Artisan</td>
<td>Cooperative SJ-Guardian</td>
</tr>
<tr>
<td>Language</td>
<td>Harmonic</td>
<td>Associative</td>
</tr>
<tr>
<td>Referential</td>
<td>Indicative</td>
<td>Imperative</td>
</tr>
<tr>
<td>Syntactical</td>
<td>Descriptive</td>
<td>Comparative</td>
</tr>
<tr>
<td>Rhetorical</td>
<td>Heterodox</td>
<td>Orthodox</td>
</tr>
<tr>
<td>Intellect Directive Role</td>
<td>Tactical Operator:</td>
<td>Logistical Administrator:</td>
</tr>
<tr>
<td>-Expressive Role</td>
<td>Promoter/ESTP</td>
<td>Supervisor/ESTJ</td>
</tr>
<tr>
<td>-Reserved Role</td>
<td>Crafter/ISTP</td>
<td>Inspector/ISTJ</td>
</tr>
<tr>
<td>Informative Role</td>
<td>Entertainer:</td>
<td>Conservator:</td>
</tr>
<tr>
<td>------------------</td>
<td>-------------</td>
<td>-------------</td>
</tr>
<tr>
<td>-Expressive Role</td>
<td>Performer/ESFP</td>
<td>Provider/ESFJ</td>
</tr>
<tr>
<td>-Reserved Role</td>
<td>Composer/ISFP</td>
<td>Protector/ISFJ</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Interest</th>
<th>Artcraft</th>
<th>Commerce</th>
<th>Humanities</th>
<th>Sciences</th>
</tr>
</thead>
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<td>Technique</td>
<td>Morality</td>
<td>Morale</td>
<td>Technology</td>
</tr>
<tr>
<td>Preoccupation</td>
<td>Equipment</td>
<td>Materiel</td>
<td>Personnel</td>
<td>Systems</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th>Hedonism</th>
<th>Stoicism</th>
<th>Altruism</th>
<th>Pragmatism</th>
</tr>
</thead>
<tbody>
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<td>Optimism</td>
<td>Pessimism</td>
<td>Credulism</td>
<td>Skepticism</td>
</tr>
<tr>
<td>Future</td>
<td>Cynicism</td>
<td>Fatalism</td>
<td>Mysticism</td>
<td>Relativism</td>
</tr>
<tr>
<td>Past</td>
<td>Here</td>
<td>Gateways</td>
<td>Pathways</td>
<td>Intersections</td>
</tr>
<tr>
<td>Place</td>
<td>Now</td>
<td>Yesterday</td>
<td>Tomorrow</td>
<td>Intervals</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Self-Image</th>
<th>Artistic</th>
<th>Dependable</th>
<th>Empathic</th>
<th>Ingenious</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Esteem</td>
<td>Audacious</td>
<td>Beneficent</td>
<td>Benevolent</td>
<td>Autonomous</td>
</tr>
<tr>
<td>Self-Respect</td>
<td>Adaptable</td>
<td>Respectable</td>
<td>Authentic</td>
<td>Resolute</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Value</th>
<th>Excited</th>
<th>Concerned</th>
<th>Enthusiastic</th>
<th>Calm</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being</td>
<td>Impulse</td>
<td>Authority</td>
<td>Intuition</td>
<td>Reason</td>
</tr>
<tr>
<td>Trusting</td>
<td>Impact</td>
<td>Belonging</td>
<td>Romance</td>
<td>Achievement</td>
</tr>
<tr>
<td>Yearning</td>
<td>Stimulation</td>
<td>Security</td>
<td>Identity</td>
<td>Knowledge</td>
</tr>
<tr>
<td>Seeking</td>
<td>Generosity</td>
<td>Gratitude</td>
<td>Recognition</td>
<td>Deference</td>
</tr>
<tr>
<td>Prizing</td>
<td>Virtuoso</td>
<td>Executive</td>
<td>Sage</td>
<td>Wizard</td>
</tr>
<tr>
<td>Aspiring</td>
<td>Playmate</td>
<td>Helpmate</td>
<td>Soulmate</td>
<td>Mindmate</td>
</tr>
<tr>
<td>Mating</td>
<td>Liberator</td>
<td>Socializer</td>
<td>Harmonizer</td>
<td>Individuator</td>
</tr>
<tr>
<td>Parenting</td>
<td>Negotiator</td>
<td>Stabilizer</td>
<td>Catalyst</td>
<td>Visionary</td>
</tr>
<tr>
<td>Leading</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 3: “Keirsey’s categories” From “Please Understand Me II” (Keirsey 1998:62)
3.2.3 The Helen Fisher system

As has been touched upon in previous chapters, Fisher’s system depends on 4 hormones that control four biological areas in the brain that in turn are responsible for the majority of human behavior traits and which consequently creates 4 main personality categories or personality types (Fisher 2009:5). The four biological areas in the brain connect to following hormones: Dopamine/Norepinephrine, Serotonin, Testosterone and Estrogen/Oxytocin. Fisher excludes mentioning norepinephrine and oxytocin whenever referring to the dopamine or estrogen-temperaments, this study will follow the same practice, however, norepinephrine and oxytocin should be thought of as included into these two systems as well.

Fisher associates each hormone system with a name that becomes the name of the personality type associated with the system. The name is chosen as it summarizes the basic tendencies of the hormone system:

Estrogen: The Negotiator
Testosterone: The Director
Serotonin: The Builder
Dopamine: The Explorer

Fisher’s personality type test is designed to reveal how strong we agree with the traits that belong to any of the 4 hormone-systems (Fisher 2009:23). The test is comprised of four blocks, where each block contains statements that belong to a particular hormone system influence. The block which the individual achieve the highest score for indicate the hormone system which primarily influence the individual. The block which the individual answer for with the second highest score indicates the hormone system with the second strongest influence over the individual (Ibid.). Below follows a sample of questions from the Helen Fisher questionnaire:

1) After watching an emotional film, I often still feel moved by it several hours later. (Estrogen)

2) I enjoy competitive conversations. (Testosterone)

3) People should behave according to established standards of proper conduct. (Serotonin)

4) I find unpredictable situations exhilarating. (Dopamine)

(Fisher 2009:18-23)
All of the 4 hormone-systems are active in every individual but the assumption is that we are unevenly influenced by them due to genetic differences. As one of the hormone-systems primarily influence us, we come predominately to express the cluster of traits belonging to that hormone-system and we ‘become’ the ‘personality type’ of the estrogen “Negotiator”, the testosterone “Director”, the serotonin “Builder” or the dopamine “Explorer”, however the hormone-system that we score the secondary highest for can express itself in our behavior to some degree as well (Fisher 2009:23).

3.2.4 Integrating the three systems
The assumption in the study is that the FD-tests correlate with the 4 hormone-systems. This section will aim to present how. It will also explain how the systems of Keirsey (1998) and Fisher (2009) provides valuable theoretical concepts that help defining and understanding the temperament types, both their internal structure as well as their contribution in the temperament type assessment phase.

The FD-tests have the function to sort the individual into one of 16 personality types. Myers-Briggs was the inventors of these tests when they released the MBTI 1962 (MBTI official Home Page). The Jung Typology Indicator that is used in this study is but a variation of the same test. The test can produce 16 different ‘letter’-combinations; therefore 16 personality types are formed.

1. (E) Extrovert or (I) Introvert
2. (S) Sensory or (N) Intuitive
3. (T) Thinking or (F) Feeling
4. (J) Judging or (P) Perceiving

The table below shows the connection between Keirsey’s and Fisher’s personality type groups. Please turn to p.17 to view how the 16 personality types correlate to them.

<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>4 main temperaments</td>
<td>4 main hormone groups</td>
</tr>
<tr>
<td>NF-Idealists</td>
<td>Estrogen/Oxytocin</td>
</tr>
<tr>
<td>NT-Rationals</td>
<td>Testosterone</td>
</tr>
<tr>
<td>SP-Artisans</td>
<td>Dopamine/Norepinephrine</td>
</tr>
<tr>
<td>SJ-Guardians</td>
<td>Serotonin</td>
</tr>
</tbody>
</table>

(Copy from Table 1, p.10: "Connecting Keirsey’s and Fisher’s 4 temperaments")
The table on the previous page display how the ‘NF’-Idealist and ‘NT’-Rational have an (N) Intuitive preference in common, and how the ‘SP’-Artisan and the ‘SJ’-Guardian have an (S) Sensory preference in common. The (N) Intuitive-group is separated by their (F) Feeling preference and their (T) Thinking preference, and the (S) Sensory-group is separated by their (P) Perceiving preference and their (J) Judging preference.

In the next chapter a more thorough explanation of Keirsey’s description of the difference between a (N) Intuitive preference and a (S) Sensory preference is presented, here they will be described briefly. Keirsey associate the (N) Intuitive category to individual functioning in the ‘abstract’ world, the world of theories; while the (S) Sensory category is associated with individuals who functions in the ‘concrete’ world that is known by the five senses (Keirsey 1998:27). The concepts Keirsey has formed around the temperament types facilitate the analysis process, in the following chapters some key-concepts of Keirsey are described.

The ‘letter-combinations’ that the FD-tests results in indicates which personality type the individual has been assigned to via the test. When searching to assign the individual to primarily one of the four major temperament types, the letter combinations that define the temperament types need to be ascertained first. Once they are established, rest of the dispositions serves as additional influences, but does not override the basic dispositions of the major temperament type. The ‘SPs’ and ‘SJ’s have the (T) Thinking and (F) Feeling categories as additional influences, while the ‘NFs’ and ‘NT’s have the (P) Perceiving and (J) Judging categories as the additional influences. This is all due to whether the individual belong to the (N) Intuitive/abstract realm first and foremost, or the (S) Sensory/concrete realm, that dictates different orders of preferences. The (E) Extroverted and (I) Introverted preference does not influence the temperament type-belonging.

Fisher contributes with the indispensable hormone systems-explanation that facilitates both test interpretation as well as understanding the internal logic behind the temperament types and how they function towards each other. Her system help explaining why the four dichotomy-based test must contain the ‘either or’ forced choices to its function. The ‘NF’s’ must be the opposites to the ‘NT’s’, as the ‘SP’s’ must be the opposites to the ‘SJ’s’, the explanation can be found in the way the hormone groups relate to each other. To give a concrete example; testosterone and estrogen influence the individual already in the womb, creating an estrogen build brain or testosterone build brain (Fisher 2009:106), the individual
will be ‘either or’, but not both. The ‘either or’ choices can all be connected to the very functions of the hormone groups and how they interact with each other as will be further explained in chap. 3.4.

The test result of the four dichotomy-based personality type test is easier to interpret with the help of the ‘hormone language’. Without the hormone association, the test is left with ‘only letters’. “SP main temperament with additional (F) Feeling influence”, offers no additional interpretation. The same outcome could however be explained as ‘a predominant dopamine behavior with additional influences of estrogen’, which enables for a much different interpretation where it is easy to work with the test result and arrive at a good definition.

The (E) Extroverted preference as has been explained in chapter 1.4, indicates an influence of dopamine (Depue & Collins 1999, Cohen et al. 2005), this dimension does not seem to represent all the functions that dopamine stimulates in an individual such as stimulation of inner creativity, openness to new ideas etc.(see traits influenced by dopamine: Fisher 2009:42-62) but this dimension primarily focus on the functions of dopamine when it stimulates the individual to that which most of us connect to ‘extroverted behavior’, such as ‘seeking stimulation on the outside’, being ‘outgoing’, ‘having many varied interests’ etc.

3.3 Theoretical Concepts
Keirsey created the KTS, Keirsey Temperament Sorter to assess temperament type (see Keirsey, 1998: 4-10), but Keirsey moreover explained that he primarily takes into consideration two indicators to assess temperament type belonging. These are the individuals’ orientation for a “concrete” or “abstract” disposition, and a “utilitarian” or “cooperative” disposition. The first pair of choices reveals “language use”, and the second pair of choices indicate “tool-usage” (Ibid:28-29).

The “abstract and cooperative” orientations will be explained first.

3.3.1 Abstract or Concrete
The ‘abstract’ and the ‘concrete’ orientations divides the 4 temperaments into two categories, the “abstracts”; which are the NF- and the NT-temperaments and the “concretes”; which are the SP- and the SJ-temperaments (Keirsey 1998:29). The two orientations indicate a ‘language use’ basically oriented either towards the ‘concrete’ and factual world of the five
senses, or the ‘abstract’ and theoretical world of interpretation. The table on following page presents how these two orientation-types manifest themselves in opposite ways to each other.

<table>
<thead>
<tr>
<th>Concrete</th>
<th>Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specific</td>
<td>General</td>
</tr>
<tr>
<td>Factual</td>
<td>Fictional</td>
</tr>
<tr>
<td>Empirical</td>
<td>Theoretical</td>
</tr>
<tr>
<td>Literal</td>
<td>Figurative</td>
</tr>
<tr>
<td>Signal</td>
<td>Symbolic</td>
</tr>
<tr>
<td>Indicative</td>
<td>Analogical</td>
</tr>
<tr>
<td>Elemental</td>
<td>Categorical</td>
</tr>
<tr>
<td>Detailed</td>
<td>Schematic</td>
</tr>
</tbody>
</table>

Table 4: “The difference between concrete and abstract orientation” Please Understand Me II (Keirsey 1998:27)

As can be seen from the table above, individuals with a “concrete” word usage talk about the specific, the factual, the empirical, the literal, the signal, the indicative, the elemental and the detailed; in opposite to individuals with an “abstract” word usage who talk about the general, the fictional, the theoretical, the figurative, the symbolic, the analogical, the categorical and the schematic.

The “abstract” and the “concrete” temperaments differ from each other in fundamental aspects. The temperaments that belong to the “concrete” disposition live in the factual practical, concrete world that can be referred to by the five senses; while in contrast, the temperaments that belong to the “abstract” disposition live in the world of abstract concepts, ideas and interpretations, not tied to the concrete world referred to by the five senses (Keirsey 1998:27).

### 3.3.2 Utilitarian or Cooperative

The two orientations are by Keirsey defined as two fundamentally different ways to approach “tool-handling”. Keirsey’s definition of “tool” includes every item that is ever used to implement the will and intent of an individual. An instrument is a tool, a car is a tool, clothes are tools, language is a tool, anything an individual can use when acting, or in order to act is defined as a tool (Keirsey 1998:28).

The “utilitarian” individuals are selfishly or ‘utilitarian’ directed, which is to be interpreted as they primarily regard themselves as ‘autonomous’ individuals, and secondary as ‘members of
any group’. However, I have come to refer to the “utilitarians” as ‘self-reliant’, opposed to the “cooperatives” which are referred to as ‘group-reliant’.

The SP-utilitarians are a bit different than the NT-utilitarians. The NT-utilitarians think of the most direct approach to achieve a goal, in terms of the most efficient and energy saving way to reach the goal and draft strategies based on these criteria which they then implement. The SP-utilitarians operate with the same intention, they think of the most direct and efficient approach to implement a goal or a task, but they don’t work with theoretical strategies, but strategies implemented directly in the concrete here and now. The NTs can draft utilitarian strategies for big companies; the SPs can tactically handle an emergency situation in the now. Only secondary are the utilitarian individuals ‘group-reliant’ and consider what the group would have intended to do with the situation, as such they are not reliant on the group for taking action or coming up with ideas they implement; in contrast to the “cooperatives” (Keirsey 1998:28-29, 37-38, 168-169).

The second disposition an individual can belong to is the “cooperatives”; the ‘group-reliant’ individuals. These individuals are primarily relating to the group, and are directed to work for the sake of the group, and are only secondarily autonomous and self-reliant. The NF-cooperatives are a bit different than the SJ-cooperatives. The NFs belong to the ‘abstract’ realm and see to the ‘group of humankind’, and their abstract-inclined work can take the form of negotiation or diplomacy-work, or they could work as teachers, therapists or coaches. The ‘concrete’ SJs, direct their group-supportive role towards the ‘concrete, practical and the physical’; working with materiel, logistics or law enforcement system for example (Keirsey 1998:28-29, 80-81, 122-123).

3.3.3 Concept-Combinations
Together these two factors create what I call Keirsey’s “concept-combinations”. Keirsey connect these two factors and portray each temperament with a unique combination that summarizes the basic orientation for each temperament type:

SP: “Concrete Utilitarians”
SJ: “Concrete Cooperators”
NF: “Abstract Cooperators”
NT: “Abstract Utilitarians”

In the 4mpt-system the concept-combinations will be referred to in the following way:
3.4 Basic descriptions for each temperament

Below follows a basic description of the temperament types taken from both Keirsey (1998), Fisher (2009), and medicine reports. The reader should be aware that the descriptions describe the tendencies of each temperament type at its most extreme, even if an individual will predominately belong to one of these tendencies, secondary influences balance out the behavior to a certain degree.

3.4.1 The SP temperament

The dopamine hormone makes the individual encouraged to perform and act towards certain purposes (Cools et al. 2011:98). It is the actual performance, conduction of the action, that is rewarded, not the learning process (Ibid.). Dopamine controls the body’s actual physical movements; it rewards skillful performance and encouraged trial and error learning to help the individual improve his skills (Ibid.). The hormone encourage the individual to stay energetic and active as it increases the possibilities to find reward in the environment, as such, the individual is encouraged to find milieus that promise more reward, while the individual will be less active in a milieu or circumstances that promise no reward (Ibid.).

Fisher (2009) calls individuals influenced by dopamine “Explorers” (p.43). They become ‘sensation seekers’ and can be heavily attracted to the ‘thrills of physical adventure’, and also prefer high risk jobs (Ibid.). Life is preferably lived as a daring adventure (Fisher 2009:44).

Dopamine clusters together traits that promote exploring (Fisher 2009:45), such as curiosity, restlessness, high energy and impulsiveness; even to the point of risk-taking. Lack of stimulation makes Explorers bored (Ibid.). Indeed, Fisher found that these people preferred to live in big cities where there were more people and possibility for activity around (Ibid:46).

Fisher quotes a Polish biographer who is expressing the mindset of Explorers: “I think it was very simply curiosity about the world, the desire to be there, to see it at any cost, to experience it” (Kapuscinski) (Ibid:52).
Dopamine activates a special focus that enables these people to recognize salient data in their surroundings, and multi-task in active milieux while keeping calm and focused (Fisher 2009:52). But their focus is automatically connected to their degree of ‘interest’ (Ibid.). Their focus may work at its best when they are snowboarding down a dangerous hill recognizing all important details in their surroundings, keeping calm and focused as they maneuver skillfully in the terrain; as dopamine also gives attention to the actual performance of the individual and the trial and error process that improves their skills (Cools et al. 2011:98). These individuals are made for critical tasks that require high concentration, and not low focus tasks such as routine office jobs (Fisher 2009:55).

Sps feel at best when they are stimulated and ‘activated’. They become enthusiastic, energetic, focused, assertive, and want to achieve and go for it (Fisher 2009:53); things get done. To be motivated or not motivated is a level of dopamine (Cools et al. 2011:98). We can all feel the effect of dopamine. When there is a lack of dopamine/lack of motivation, we don’t want to physically move, we don’t feel like going anywhere, we don’t manage to achieve. Everything is handicapped; energy levels and even physical movement is less active.

Explorers have a taste for what most people don’t, unpredictable situations exhilarates them (Fisher 2009:54). As other types shun something perceived as a ‘risk’, are stuck in their 9-5 routine and can’t follow any impulse ride, or lack imagination or curiosity to explore; Sps go for it and are rewarded by an ‘exhilarating’ feeling that makes them feel they are ‘really living to the fullest’. The natural disposition of a dopamine-influenced individual is to be carefree, optimistic and self-reliable; to stay free to explore without restrictions (Ibid.).

The craving for variety and stimulation makes them poor at handling situations that are not stimulating (Fisher 2009:46). They can’t stand routine or repetitive experiences, it bores them and act energy draining (Ibid.), then they welcome interruptions and for something unexpected to occur (Ibid.). Fisher mentions “Ernst Hemingway” as a good example of a dopamine-Explorer (Ibid:47,) portraying the preferred Sp lifestyle.

These types have strong ‘adaptability’ ability (Fisher 2009:54). They easily blend in to any situation or milieu. Keirsey (1998) refers to it as an “ability to adapt spontaneously to changing circumstances” (p.53), as such they can adapt their behavior in the moment which enables them to act effectively in any sort of unstable situations (Ibid.). Keirsey explain this is why these types work excellent in crisis, and have an advantage; while other people may respond negative to the sudden changing circumstance (Ibid.). Dopamine also ‘wires’ the
brain towards exceptional creative abilities, especially for concrete problem solving (Fisher 2009:49). Their cognitive function enables the dopamine-Explorers to ‘skip’ methodical analysis and just ‘arrive’ at the solution (Ibid.).

Both Keirsey and Fisher comment on the SP-Explorers absolute need for ‘freedom and autonomy’ (Fisher 2009:54, Keirsey 1998:61). They respect other people’s need for autonomy as well. The SP-Explorers can be nonconformist and unconventional in their approach, but they need to be allowed their freedom to be themselves (Fisher 2009:54). As these types are the most liberal of all types, they seldom adhere to political parties or religions, many refer to themselves as ‘atheists’ (Ibid.).

Other types may react to SPs ‘cynicism’ about the world in general (Fisher 2009:57). As they are married to follow their own impulses and that which interest them, they are not that attached to the rules of the group (Ibid.), and as they prefer to not plan ahead, their behavior can appear as ‘unreliable’ and other people believe they lack responsibility and carefulness (Ibid.).

Keirsey (1998) have in many ways explained the SP-Artisans with the same type of characteristics (p.32-60), but he has something additional to say about the occupational role of the SP-Artisans.

Keirsey’s SP-Artisans are summarized in the concept of “concrete utilitarians” (Keirsey 1998:35). The SP functions and abilities are directed towards the concrete reality. The concrete-utilitarians become practical problem solvers. Like the animal “fox” (Ibid:33), they are independent, smart and skillful to adapt to the immediate situations and use the immediate surroundings in creative and utilitarian ways to receive rewards from the opportunities it holds (Ibid.).

Their occupational skills are as “artisans”; expert ‘tool-handlers’ dealing with all sorts of ‘artcrafts’ (Keirsey 1998:28). “Tools” involve every concrete object such as handling the navigation steer board to fly a plane, surgeon tools in medical work, the hockey club in ice-hockey or the body in martial arts. Even ‘people’ are tools the SPs handle just as skillfully and tactically as they handle any other concrete resources (Keirsey 1998:28).

The SPs most outstanding skill is like ‘tacticians’ (Keirsey 1998:38), as ‘tacticians’ they handle tools and resources in the most optimal way in the immediate situation. They need to work in the ‘physical world’ directly were the action is, directly with the implementation
(Ibid:48). Keirsey refers to their occupational role as “artcraft”, they perform physical crafts, but as they aspire to perform it so skillfully, and practice to do so, it is a pleasure to observe and rightfully should be called art (Ibid:59). Anyone of us who have knowledge in any particular field can recognize when we are watching a skillful basketball player in the field, a master surgeon performing a surgery, or any person immersed in his craft performing it seemingly with ease.

The SPs skills give them a talent for handling people as well. As leaders they are good at taking other people through challenging situations (Keirsey 1998:301). Keirsey describe the role assigned to “beach masters” in the military, special men who get free-reins to only ascertain the military men gets safely from the shore to the bushes (Ibid.). They have strong capacity for handling crisis, when dealing with the unexpected, and stay calm and focused as they work as excellent tacticians through the situation. Keirsey gives an example from a crisis in a school:

“Finally the superintendent told the assistant superintendent to ‘take over that school and straighten it out’. In three months the war had ceased, and the faculty was pulling together as a unit...needless to say the assistant superintendent was an Artisan ‘beach master’ with an unerring instinct for getting people to work with each other in an emergency situation.” (Keirsey:301).

Fisher (2009) assign similar capacities to Explorers:

“These men and women tend to remain cool in crises, and act freely, rapidly and tactically. Many even enjoy an emergency that requires them to work against the clock. Catastrophes give Explorers energy, focus and creativity.” (p.54)

Dopamine clusters together several traits that seem to make them ‘assembled’ to work in the field with humanitarian action. They need stimulation in form of daring adventures (Fisher 2009:44), unpredictability (Ibid:54), new stimulation, new milieus (Ibid:44), and they have the skills for it. They focus better in extreme situations (Ibid:52), they adapt easily (Ibid:54, Keirsey 1998:53), they use creative abilities for practical problem solving (Fisher 2009:52) and they prefer to work with tools and resources (Keirsey 1998:38). They handle practical problems as well as manage people through challenging situations (Ibid:103).

Following describe the implications of working directly in the field as an aid worker, and the problematics that are involved.
Both first time aid workers and experienced aid workers report problems working in the field (Bjerneld 2009). The first time aid workers are seldom prepared for what awaits them, but the milieu is challenging even for experienced aid workers as debriefing sessions has revealed.

What are the typical factors a humanitarian worker must deal with in the field?

- **A new environment**: including a new culture, a new language, new foods, even different plants and animals make up the effect and stresses the need for easily adaption to get focused on the work.

- **Unpredictability**: working in the field will not be like working at home. Even if the aid worker knew how to handle the profession at home, the situation must be expected to be severely different in the field. Tools and equipment, the work place and the resources cannot be taken for granted, deliverances can be delayed, crisis situations demand flexibility and the aid worker must be comfortable to work with unpredictable situations and be able to improvise for whatever the situation demands.

- **Break from routines**: the idea of the 9-5 scenario will have to be discarded, and individuals who are married to routine will have a challenging time in the field. In relation to unpredictable scenarios, the aid worker must be prepared to sleep at irregular hours when aid priorities are set first, delay of equipment and resources or a change in situations creates a need to change plans and rethink strategies.

- **Self-reliant**: lack of support while working in the field, especially first time aid workers expect their hiring organisation to be more supportive and find themselves having to be much more self-reliant and take self-initiative than they expected to (Bjerneld:39)

- **New people**: having left home and family and friends, the aid worker must be apt at befriending new people that the aid worker will work closely with and live together with during the time of the field mission.

- **Danger and risk**: apart from the fact that fieldwork includes a real danger to the aid workers health, whether in regards to physical dangers in terms of being attacked, or the risk for tropical diseases, there is also the psychological impact of threat of danger that can act very stressful on the individual (PIA 2002:5).

Together all this factors contributes to a very challenging milieu to work within. One of the biggest risk factors in regard to aid workers health is stress (Blanchetiére 2006:3). While the stressful components pile up, a new environment, unpredictability, break from routine, danger and risk, emotional vulnerability; there is often little the aid worker can do to alleviate
the stress. In other workplaces, if an individual starts to feel stressed, often the solution is just to withdraw and stay home for some days, but this is seldom possible while in field (PIA 2002:5). Further, one of the most important things to alleviate stress is to remove oneself from danger, which also is often not an available option in the field (Ibid.), hence, a lot of aid workers suffer from stress or risk getting burned out.

Not much can be done to change some of the circumstances and elements that seem to belong to working in the field, but while many people would find these circumstances stressful, they seem to work exceptionally well with most all of the SP-types preferences.

3.4.2 The SJ temperament
Serotonin serves to oppose the effects of dopamine (Cools et al. 2011:98). Serotonin controls aversive processing and behavioral inhibition (Ibid.). Individuals who act impulsive, who can’t avoid risk-full behavior or harmful situations have been found with decreased levels of serotonin (Ibid:101). Serotonin is stimulated every time caution rather than activity is advised; when facing a situation with a possible negative outcome (Ibid.). The current hypothesis about serotonin is that it counteracts the impulsivity that dopamine inspires, and it does so by making the individual feel the negative outcomes that can take place when acting impulsive, and therefore inhibits behaviors that acts out. The individual is not ‘in the mood’ and don’t feel like physically act on it, but behave in caution (Ibid:102). Yet, dopamine and serotonin cooperates during the judgment phase. If something is deemed worth going for, that is, the reward is estimated higher than the punishment; then behaviors connected with dopamine is enabled and activated. If it is not deemed to be rewarding, then caution is advised that stimulate typical serotonin influenced behaviors such as caution, restraint, carefulness and judgment (Ibid.).

The dopamine-influenced SPs and the serotonin-influenced SJs therefore carries out the exact opposite behaviors. Fisher (2009) compares the pleasure-seeking and free-loving SPs with the Greek god “Dionysus” (p.50), the opposite to the dutiful SJ-goddess of logistics “Demeter” that Keirsey (1998) connects the serotonin-SJs to (p.76).

Fisher and Keirsey calls the SJs “the pillars of society” (Keirsey 1998:76, Fisher 2009:62). They are loyal and dutiful towards the group, society and in respect to their own conducts and actions (Fisher 2009:65). Committed as they are to duty and their role as providers and caretakers for the society, they serve, selfless and stoical, they don’t step down from their duty (Ibid:76).When SP-Explorers wants to be seen for their skillfulness in performance, the
SJ-Builders wants to be seen as respectable, reliable, even selfless in their commitment to the group and serving (Ibid:77).

Serotonin is connected with estrogen and oxytocin, and family and the community is very important for them (Fisher 2009:65). Their well-being is dependent on their social standing in the group. Fisher explains that these individuals often reach higher socioeconomic status, and live in more affluent neighborhoods (Ibid.).

Serotonin-influenced individuals respect authority, and follow authority (Fisher 2009:69). They prefer to work within a social structure with a clear hierarchy (Ibid.). Fisher describe them as excellent ‘military men’ as they are well familiar with order and structure and prefer to function within a social hierarchical structure (Ibid:66).

Serotonin-Builders are thorough in everything they do. They believe in order for anything to function. There must be rules, and everyone must follow the rules, or things will fall apart (Keirsey 1998:102). If the SJs arrive at a workplace that does not have established rules and regulations, they see to it and establish it themselves (Ibid.).

Serotonin-influenced people detest unpredictability and working under pressure. By planning everything well ahead and work after a carefully managed schedule, they have control over much of the unforeseeable that could occur (Keirsey 1998:99). Hence, SJs work in order to avoid that which the SPs search for. In contrast to the dopamine –Explorers, the serotonin- Builders have sustained focus. As they enjoy repetitious tasks, they do not get bored, but are rewarded when everything around them is predictable and under control, a feeling that is promoted in familiar surroundings, with familiar people and familiar tasks (Fisher 2009:70).

Serotonin can inhibit testosterone, particular its aggression behavior, while completely suppressing the traits of dopamine. In general these individual appear calm, in control and self-confident (Fisher 2009:65).They are ‘matter of fact’ people. Deprived of impulsivity, creativity, theories and vivid imagination; the serotonin-influenced individuals enjoy clear facts, facts that are evident and proven (Ibid:71). As they dismiss theoretical speculations, fantasies and fancy talk, they become exceptionally skilled for working with ‘the practical reality’.

Proper moral conduct is very important for them (Fisher 2009:65). In contrast to the free-loving liberal SPs, the SJs may belong to religious organisations both because it allows them
to belong to a group, and because religion promotes moral behavior and correct standard of behavior; as well as comes with rules and structures and traditions (Ibid:78).

Because the new and unfamiliar to a certain extent is a threat to them, they can be very conservative, and insist traditions are respected, and the familiar repeated. They may therefore keep to the familiar procedures, rather than trying something new (Fisher 2009:73).

The SPs are self-reliant, ‘concrete’ people. The SJs are group-reliant ‘concrete’ people. As such they tend to the practical duties towards the group and work well with any occupation that holds those values. Keirsey (1998) define the SJ-occupational role as “logistic experts” (p.82) so does Fisher (2009:68). Logistics is very different from the ‘tactical’ tool and equipment handling of the SPs. When they work with materiel they work with procedures for how to handle materiel, collecting, storing, checking the quality and distributing materiel (Ibid.). They are good at administration, as they know what needs to be done, how it can be done and who should do what (Keirsey 1998:82). Fisher (2009) describe they work excellent as managers and administrators (p.72). As they monitor and administrate work they keep everything in order and making sure processes are run smoothly (Keirsey 1998:88). SJs can also work within the law enforcement system as they like to keep order; working within police and military is attractive for them. SJs are equally in favor of office work where they can see over the accounts and numbers; store, file and keep minute track that everything in the work or organisation is in order (ibid.).

Serotonin –SJs can become dogmatic as changes come difficult for them (Fisher 2009:79). When the SPs always look for opportunities and see many options for how to proceed, SJs see lesser opportunities and therefore lesser probability for change, and tend to become depressive (Ibid:80). SJs can get stuck, feeling unable to remove themselves from the fixed rules and regulations that they have made into habit (ibid.).

3.4.3 The NF temperament
It may seem like only women can belong to the estrogen-NFs, and only men to the testosterone-influenced NTs, but that is actually not the case, both men and women can belong to either of the temperament types and predominately express its traits (Fisher 2009:105).

Women are in general displaying a behavior of being more risk aversive than men, less competitive than men, and more prosocial than men (Croson & Gneezy 2009:1); traits connected to estrogen and oxytocin. Estrogen and oxytocin work in close connection.
Estrogen enables the release of oxytocin, while testosterone inhibits it (Zak et al. 2005, Murakami et al. 2011); one of the reasons, but not the only one, why these two temperaments become each other’s opposites, just like the dopamine-SPs is the opposite of the serotonin-SJs.

As the NFs belong to the ‘abstracts’, the cognitive functions are in focus, as well as the many traits in relation to ‘emotions’ that defines this type.

Fisher calls the estrogen-build brain, “the connected brain”, because estrogen build long nerve cables between the various parts in the brain, including thicker connections between right and left brain (Fisher 2009:106). The cognitive result becomes what Fisher calls “web thinking” (Ibid.). As a result NFs become skilled analyzers. With their ‘web thinking’ they handle a lot of data at the same time, that quickly gives them a general picture of whatever they are working with. They become good at picturing theories and looking for patters in data (Fisher 2009:105). They have large imagination skills; they can picture many various scenarios, and they ‘daydream’ more than other temperament types (Ibid: 107). Their ‘intuition’ is more well defined as well (Ibid:108). Fisher explains that their web thinking makes them connect smaller details to greater context, and eventually they have a storage of information on what detail belongs to what context that enables their ‘intuition’(Ibid:108), for example, some sudden hint of data can tell them ‘it is going to rain’. They have ‘gut feelings’ too, because the brain is connected to the body, the body gives them their ‘hunches’ (Ibid:109).

The estrogen-built brain has a tolerance for ‘ambiguity’, and these people can change their mind quickly, as well as adhere to contradictive opinions without being bothered by it (Ibid:110). But the greatest focus of this temperament type – is people (Fisher 2009:110, Keirsey 1998:115-167).

Both Keirsey and Fisher lift forward “Gandhi” as the person who exemplifies that which the NFs stand and strive for (Fisher 2009:123, Keirsey 1998:116):

“Like all Negotiators, Gandhi saw the big picture. He was imaginative and intuitive. He spoke eloquently. He was enormously skilled at handling people. And he had a deep compassion for humankind. He was also nonviolent, a core quality of the Negotiator.”(Fisher 2009:123)

Keirsey (1998) explain that NFs strive for higher ethics and morals, describing almost a “spiritual quest” (p.117), that involves reaching out to people with their message, as well as reaching inside and finding out who they are themselves (p.145). Keirsey connect all people-
related skills to the NF-types, just like their agenda is different than the other temperament types’ agenda. When NTs fight by applying advanced thought-out strategies to outsmart the opponent, and the SPs use their resources in a tactical way for their benefit, and the SJs organize great logistic campaigns, the NFs, use their words, but not to fight; but to unite. They speak towards the humane, the morally right, and even the spiritual (Keirsey 1998:116). The Greek philosopher Plato (428-348 BC) explained that that their role in society was to act as philosophers, accessing the moral principles and help explaining the full meaning of life to the rest of the people (Ibid:118).

Keirsey (1998) therefore explain that the most outstanding skill of the NFs against the other temperament-types is their “diplomacy” skill (p.124), and their skill in handling people. The NFs can easily work with people in the bigger general arenas. Because of their values, their people-skills and capacities are always directed towards ending conflict, ending arguments, ending misunderstandings and make people come together (Ibid.). As such they skilfully talk towards making people see ‘win-wins’, they work with negotiating, diplomacy, or as coaches or therapists (Ibid.), to end the inner conflict of man, and bring forth their inner potential instead. The dream-goal of the NFs is mutual peace and harmony, and to achieve this aim all that which separates must end. Keirsey explain that the NFs prefer to keep their focus on a common unity, and disregard everything else as imaginative differences that would hold humans separated:

“ (NF)Idealists consider all such differentiations (religious, ethnic, political, logical and so on) to be artificial impositions onto the common experience of humanity, and they prefer to focus on what they call those ‘shared experiences’ and ‘universal truths’ that project similar talents and potentials into everyone, and that minimize differences.” (Keirsey 1998:124)

But where do all these traits come from?

Both the NF-people interest, and the wish to join together and see a ‘wholeness’ can very plausibly be connected to the estrogen –connected brain, and their web thinking ability that wish to connect pieces into a wholeness, as well as to the oxytocin hormone that influence the individual to come together and connect together with people.

Estrogen enables oxytocin, and oxytocin encourages estrogen-NFs to trust and connect with other people (Zak et al. 2005). They like to build relationship with people, and share of themselves (Fisher 2009:110). Just as dopamine removes hinders that would prevent the
individual to go out exploring, and serotonin remove behavior triggers that would encourage
the individual to act out and go out ‘exploring’, so does oxytocin remove hinders that would
stand in the way for the individual to connect and share with other people (Ibid:114).

The NF-types are described as having the most evolved social skills of all the temperament
types. They are endowed with high empathic abilities (Fisher 2009:112), that enables them to
get close to people and smooth out disagreement by carefully reading body language and
perceive the other persons thoughts and feelings. But they also inherit a great ‘trust’ in people,
in negative sense a ‘naïve’ trust in people (Ibid:121), that gives them faith in approaching
other people, but also to never give up on other people and keep supporting them as coaches,
teachers or therapists (Keirsey 1998:126-127).

As SPs run away from boredom towards excitement and stimulation, and the SJs hold fort
against danger and possible risks, the NFs champion the higher causes of people to stop
fighting, and with undying faith in people, together with their ‘web thinking’ capacities they
can ‘imagine’ big hopeful scenarios, that, shouldn’t be viewed as what Keirsey would call
“idealistic” (NF-Idealists), but due to their mind capacity, these are the types that nonetheless
will have the greatest capacities of all the types to envision ways forward for humankind.
Therefore, we end up where we started, Plato, explained that that their role in society was to
act as philosophers, spokespeople for humankind, that they could ‘see’ the higher moral
principles that humankind needed to follow, as well as help people understand the greater
meaning of their lives (Keirsey 1998:118). Why Gandhi did what he did, becomes easier to
understand when understanding the full compositions of the NF temperament type.

Estrogen-NFs have strong emotional needs. They like to get to know their friends deepest
needs and feelings, and they crave deep emotional intimacy (Fisher 2009:110). They insist
meetings with people should be authentic, deep, sharing and caring (Ibid.). They care about
what the group thinks of them, and they do their best to be liked. They use their social skills to
get the group to like them (Ibid.), and these people have many ‘agreeable’ traits, they are
sympathetic and cooperative, trusting and warm, forgiving charitable and altruistic, friendly,
polite and accommodating (Ibid:115).

Fisher (2009) explain that helping people is crucial to their well-being, and of all temperament
types, the estrogen-Negotiators are the most likely to enter into low paying social works
where they get to help people (p.116). Low levels of testosterone makes the estrogen-
Negotiators stay out of harm’s way (Ibid:120). They find work where they aid by supporting,
such as working in the humanitarian field, or the nursing field, or help nature by working with cleaning up rivers in the environment for example (Ibid.).

The other temperament- types may think NFs as too emotional. NFs can disregard practical and economic considerations to prioritize the considerations they have towards helping people. Estrogen-NFs have a hard time working with the details of the here and now as they want to remain with the general (Fisher 2009:121), as such they are more found of thinking about big and fantastic ideas, than to dream ‘small’ and realistic (Ibid.).

Both Fisher and Keirsey deduct that the NF-types ought to be involved with work where they help people; and as has been explained, the NFs are oriented to work with people. Their people-interest is evident in their educational choices. When NTs studies nature sciences the NFs study the human sciences (Keirsey 1998:129), studies that deal with human systems; how humans functions and how we relate to each other. Later this benefits them as they enter into working with people to encourage and promote inner growth and development, or creating peace and cooperation between people. They may also like to apply their ‘web thinking’ qualities, where they can analyse people processes, whether they will be found working as negotiators, as teachers, coaches or therapists (Keirsey 1998:126-128).

3.4.4 The NT temperament
The estrogen-NFs are “abstract feeling”, the testosterone-NTs are “abstract thinking” (Keirsey 1998:165). The NFs can be defined with their cognitive abilities caused by the ‘connected brain’ structure which results in ‘web thinking’, together with the ‘emotional traits’ that are connected to estrogen and oxytocin. The NTs also belong to the ‘abstracts’ and both their cognitive function as well as the behavior caused by testosterone can be studied to understand them.

Their brain is wired for science; their educational choice may be the natural sciences, and they are naturally good with mechanics or complex systems (Fisher 2009:84). Keirsey (1998) explain in length how all sorts of logical investigation occupies them; they want to know ‘how things work’, ‘how things tick’ and they are attracted to any complex systems they can get under the skin with and work out (p.146). Keirsey advise that the NTs should stay away from the areas the other temperament types have skills within; that is, stay away from dealing with personnel, and practical tools and material (Ibid:176).

The NTs are the opposite of the NFs, as the NFs are given all people skills and relate to people in a warm, friendly and personal way, NTs naturally relate in a detached, objective,
what some would perceive ‘cold’ manner (Ibid:166). It might be added, that as the NFs like to piece together, the NTs dissect in order to understand how something functions. NFs do ‘human sciences’, NTs ‘natural sciences’ (Ibid:176). NTs don’t care to use emotional expressions when they speak, and they admire their own skill to stay objective as emotions clouds judgment and prevent them from making correct decisions (Fisher 2009:98). They don’t comprehend ‘small talk’, in fact, they don’t like ‘wasting’ words, they think before they speak, and every word is measured to convey precisely what they wish to state. Keirsey (1998) calls it ‘carefully crafted language’ (p.165-167). NTs don’t go around what they want to say, but speak straight out what they mean; very different from the NFs who aims to be social ‘tactful’ and adapt what they say to the circumstances (Fisher 2009:92).

The NFs use the estrogen-build ‘connected brain’, the NTs uses the testosterone-build brain (Fisher 2009:89) that stands in stark contrast to each other. The testosterone-build brain contains of short nerve cables, in contrast to the NFs, this brain is ‘dis-connected’, but their cognitive apparatus makes them better at staying focused and goal-oriented (Ibid.). They can focus on details and work skillfully with understanding systems, technology and mechanics as they have a better spatial skill and a natural ability for math, geometry, mechanical reasoning and engineering than other types (Ibid:87).

So while the NF-empaths become interested in feelings and connecting people together, the NTs, belonging to the thinking objective resonance becomes interested in mechanics, and dissecting objects. But both temperament types search ‘to understand’. Only, the NFs aim for a spiritual search inside themselves (Keirsey 1998: 145) and believe answers will come when all people unite, realize they are the same (p.124) and there is world peace, while the self-reliant NTs objectively and detached view the world, dissect it in pieces and try to figure out how specific things ‘ticks’. Their aim is ‘to win’, and they win, or humanity wins as they see it, when they comprehend how things work and thereby can change the future because they understand the mechanics, the rules of the game.

Keirsey (1998) discuss that this is also the function of the NT-temperament types. Just like the Greek titan Prometheus helped the human societies to advance, so do the NTs (p.162). NTs indeed perceive other people as lost and disoriented, “goal-less”, and whether they take the role to coordinate them, or help them advance their technological systems as engineers, they help society to ‘advance’ by improving whatever they put their skills towards (Ibid.). Keirsey explain that the NT-role was detected a long time ago, “Plato” (428-348 BC) referred to these
types as the “dianoetic”, and said that their role was to tame nature and to civilize it (Ibid:163), Aristotle (384-322BC) explained these types’ skill were in ‘straightened things out and sort them out’, so that there would be no error in reasoning (Ibid.).

The focus of testosterone-NTs is narrow and intense, goal-oriented towards their particular task (Fisher 2009:89). They can focus on every exact detail that forms part of a system (Ibid). The testosterone-influenced individuals are proud about being logic, and these people were in majority in Fishers test for agreeing with the statement “I am more analytical and logical than most people” (Ibid.).

As Rationals are efficient to the core, they hate wasted effort (Keirsey 1998:179). Because testosterone influences the individual to save energy and effort and don’t waste it, everything is checked and strategically thought out before anything is executed. The focus is on the highest result with the least effort (Ibid.). With little trust to anything except logical reasoning they will not pay attention to colleagues hunches, intuitions or even authority rules, but will fall back only on logical reasoning (Ibid:188). Rationals doubt that other people have their competence for analysing (Ibid.), a general trait of ‘mistrusting’ other people connected to less oxytocin influence (Fisher 2009:91), and will go through all data themselves (Ibid.). It also causes a disinterest in social conventions and norms, and both NFs and SJs can end up having great interpersonal problems when the NTs are only working at their most efficient (Ibid:180).

To understand the general behavior of the NTs, it is important to understand that testosterone is interested in rang (Fisher 2009:94). NTs will work hard to reach the top and compete hard to get there. The testosterone aggressiveness is used to compete and to dominate (Ibid.). NTs are in general direct, decisive and tough-minded (Ibid:84). They are independent, self-reliant and their focus is on ‘achieving’, and to constantly monitor and check with themselves that they are ‘improving’ and ‘advancing’; that they constantly climb the ladder of higher rang. The NTs will therefore focus and prioritize reaching their personal goals (Ibid.). As such they may prioritize their work and careers and become ‘workaholics’ as they set up high goals for themselves to achieve (Ibid.). The ‘rang-game’ is a one man show, and it is important for the NTs to make sure that they solve all their problems or tasks by themselves, it is important for their self-worth that it was their own effort that enabled them to reach their goal (Ibid:93). Their greatest fear is to fail (Ibid: 96), to not be able, to not manage to be better, and see others outcompete them. This view affects even their spare-time activities; they’ll lift heavier
weights, run faster and compete with other people at whatever game or hobby they are interested in. They are always aware of if they are winning and reaching upwards, or if they are failing (Ibid:96).

All in all, NTs can push themselves very hard. They can’t excuse their own failing (Fisher 2009:96), what they value and keep their self-esteem attached to is in their ability to never hesitate, always be resolute, act autonomously, outsmart others, be ‘ingenious’, never needing to ask for help from anyone; basically avoiding all traits that is a sign of weakness (Keirsey 1998:184-186).

If the NTs are not understood by their surroundings, a great deal of misunderstanding can occur. NT’s may not live up to approved social skills; they are best comprehended as the opposite of the social behavior the NFs demonstrate.

NFs are trusting and open (Fisher 2009:116), NTs are suspicious and distant (Keirsey 1998:180); unmotivated ‘friendliness’ makes the NTs suspicious (Fisher 2009:91). NFs are ‘group-reliant’ and insist everyone should work together, NTs are self-reliant, and for their self-esteem they want to accomplish things for themselves (Keirsey 198:184). NFs are happy when everyone is doing everything together in mutuality (Fisher 2009:111), NTs needs to see themselves achieving and outcompeting the crowd (Ibid:95), but NFs don’t even like competition (Keirsey 1998:124). NFs seek cooperation and win-win solutions (Fisher 2009:111-112), NTs are suspicious towards cooperation and seek strategies to win instead (Ibid:93). NFs use their imagination (Ibid:107) and optimism/trust (Ibid:116) in decision-making, NTs only trust ‘logic’ and view others as having a general lack of logic ability in comparison (Ibid:189). NTs dissect problems and put forth a strategy towards optimal gain (Keirsey 1998:169), which may not prioritize the individual human concerns of the NFs. NFs makes agreement in group, NTs check all facts by themselves and do not trust what ‘the group’ comes up with (Fisher 2009:90). NFs display a lot of emotions, sympathize and listen and communicate with the group to bond better with the group (Ibid:111), the NTs stay emotionally contained and withdrawn (Keirsey 1998:166). NFs wants to help other people, the NTs don’t want to accept help as they like to solve their problems all by themselves (Ibid:184). NFs are interested in and focused on other people (Ibid:129), NTs are interested in and focused on the specific task they are working with (Fisher 2009:96). When NFs feel distressed, they turn to other people for comfort, when the NTs are distressed they push themselves harder (Keirsey 1998:188). They can become workaholic when pushing
themselves to succeed no matter what (Fisher 2009:100). Because NTs demand so much of themselves and show no mercy on themselves, they can equally show no mercy for the people around them and be very demanding (Ibid:329). The NTs will most often keep everything to themselves, and keep their individual pressure to themselves, but if the demands become too high, their emotional containment may crack and they explode in an outburst of anger that surprise the surrounding (Ibid.).

NTs can also find themselves working in the humanitarian field as profession, but for other reasons than the SPs, SJs or NFs. The NTs take upon themselves the big role of helping humankind to advance and to help them improve, just like the Greek titan “Prometheus” (Keirsey 1998:162). Working within the humanitarian field their ambition will be just as high as in any other field they would have focused on, but how is this temperament type understood in the humanitarian field?

Tony Vaux, a humanitarian aid veteran with some 30 years of experience in the field talks in his book “The selfish altruist” (2001) about the importance of emotional sympathy in the field and that some individuals cope with the stressful field environment by emotionally detaching themselves which creates difficulty for the rest of the teammates (see PIA 2002:4). Vaux explains these individuals will preoccupy themselves with work and take on more and more responsibility while also becoming suspicious of the efforts of others. They hide their anger, but get outbursts when least expected. They can start mistrusting their teammates and seek to undermine them and act cynical to those they are aiding and view them as helpless victims. The more they do this; Vaux concludes “The more they risk the possibility of losing the emotive force that underlies the human response” (My own emphasis) (Ibid.).

The example portray what happens when there is a fundamental lack of awareness that people share different dispositions and belong in different temperament types with different character traits, goals, values and motivations. The assumption that all people share the same basic disposition leads to generalizations such as “…the emotive force that underlies the human response”.

In response to Vaux’s statement; not all individuals are entering the humanitarian field because of an emotional calling; something that primarily should respond only to the NF-temperament type (see chap 3.4.3). The type of ‘negative’ behavior Vaux is describing fits perfectly with the dispositions of the NT temperament type.
The occupational role of the NTs is to work with systems. While the ‘concrete’ SP-utilitarians work tactically on the ground with concrete matters; ‘raiding hen houses’; the ‘abstract’ NT-utilitarians work with the ‘bird-view’. NTs draft strategies and coordinate big companies and organisations, or work as constructors or engineers with intricate details of complex systems concerning themselves with what function each part is supposed to do (Keirsey 1998:173).

This ends the description of the characteristics of the 4 temperament types and some suggestions of which relationship they can have to the humanitarian field.

Next follows the methodological approaches that have been attended to in this study, before continuing with a presentation of the analysis and results.
4. Method chapters

4.1 Contents in the study

4.1.1 The personality type system tool; the 4mpt
The 4mpt is a self-constructed personality type system tool, based on theories from David Keirsey (1998) and Helen Fisher (2009). The internal structure of the 4mpt-system is explained in chapter 3.2. The system is to a large degree a combination of the personality type systems designed by Keirsey (1998), the KTS, and Helen Fisher’s theory on the four hormone groups that influence human behavior and create four distinct personality types (Fisher 2009).

4.1.2 The analytical tool for assigning temperament type belonging
The analytical tool for assigning temperament type belonging is based on theories contained in the 4mpt-system. It is structured partly around suggestions from Keirsey (1998) that have outlined indicators that are beneficial to study to confirm temperament type belonging. These indicators can be found in chap. 3.3.

The analytical tool for temperament type assessment is formulated to serve as a more reliable alternative to assess temperament type belonging, than to solely rely on FD-tests.

4.1.3 Participants of the study
The participants in the study consist of humanitarian workers from various humanitarian organisations, or governmental agencies working with international aid. The space of the study restricted the number of informants that were possible to interview and analyse. All in all 7 informants participated in the study. All 7 informants are male and of European nationality, age of informants range from 24 to 51. Informants have various years of experience in the field; some more than 20 years of experience while others recently entered the field.

The informants of the study were selected on the criteria that they had to be involved and working within the international humanitarian field. The final selection was based on accessibility and proximity to the informants. Three major organisations working with international humanitarian aid in Sweden was contacted, one responded and from there I found five informants that agreed to participate in the study. The other two informants consisted of two acquaintances of mine that worked in the international humanitarian field.
The interview guide

The interview guide was developed along following criteria. The interview guide had to contain questions that would access information that would be relevant to the humanitarian field; but it was also important that the questions had the potential to separate the different temperament type-preferences apart, along with covering a wide range of questions to be able to analyse the extent of influence of the personality type. The solution was to try to combine these criteria.

For example, if the NF-temperament is described as “idealistic”; formulating decisions based on feelings, while the NTs are described as “tough-minded”; making decisions based only on logical, pragmatic, considerations, one way to investigate these types of dispositions, while making it relevant to the humanitarian field context, would be to combine them into a questions such as “Thoughts on long term versus short term humanitarian interventions”.

The analytical tool for temperament type assessment seeks to catch natural orientations and dispositions within the individual and as such it is beneficial to allow the informants to express themselves as freely as possible in the interview. Therefore, a semi-structured interview-form was chosen were the informants were allowed to express themselves in longer or shorter answers on any question. The interview guide (see appendix A) contain prepared questions to cover specific areas to make sure all informants answer the same type of questions so that the gathered information can be compared which is necessary for the analysis.

The questions in the interview guide were formulated to study the informants’ preferences for a wide range of areas; everything from motivation for beginning in the international humanitarian field, to work skills, decision making process, organisational structure preferences, general outlooks and personal belief systems.

4.1.5 The Jung Typology Indicator; an example of a FD-test

The 7 participants in the study conduct the Jung Typology Indicator test online after their interview. The test results were emailed directly to me. The test belongs to the category of personality type test that in this study is named under the category of “FD-tests” (four dichotomy-based personality type tests). These kind of test are used by various personality type systems, most famous the MBTI (Myers-Briggs Type Indicator), the KTS (Keirsey Temperament Sorter) and the JTI (Jung Typology Indicator). Even if questions and number of
questions vary, they all aim to sort the individual for preferences in four categories that result in 16 different personality type combinations:

1. (E) Extrovert or (I) Introvert
2. (S) Sensory or (N) Intuitive
3. (T) Thinking or (F) Feeling
4. (J) Judging or (P) Perceiving

The reason for choosing specifically the JTI was that it was easy accessible online.

4.2 Data gathering process
The informants in the study participate in an in-depth interview performed by the author. The interview process was inspired by the interview techniques gathered from “Person to Person” (Michrina & Richards 1968) with an emphasis on the hermeneutic qualitative approach.

Data gathering via interviews has many advantages in relation to reliability and validity, while a known disadvantage is the influence of the individual conducting the interview (Esaiasson 2011:267). However, that is a problem all researchers face performing data gathering via interviews. A focus in the study was to use the strengths enabled by gathering data via interviews, and to apply interview techniques that enabled a good reliability and validity through the data gathering process.

During the interview it was important that the informants were expressing their ‘natural’ preferences and characteristics. Michrina & Richards (1968) gave the recommendation to establish a certain relationship in the interview. First the interviewer should ‘seek cooperation’ with the interviewee, then ‘establish cooperation’ and lastly seek to understand the interviewee (p.24). My attempt and intention was to make the interview into a natural discussion among friends. I was aware the personality types came with specific interests, motivations and preferences, therefore I had to keep the interview ‘engaging’ for the informants, and allow it to take the form of a ‘natural’ discussion, so the informants ‘natural’ preferences could be revealed.
While allowing the informants to discuss freely around the questions, it was important to never try to lead the informants to any type of answer, "In carrying out negotiations, it is proper to guide the informant toward certain issues or themes, but not toward specific opinions about those issues" (Michrina & Richards 1968:21).

Secondly, it was important that the informants were understood correctly to ensure validity, “Validation is the process of assuring that the investigator’s description matches the group’s understanding of reality” (Michrina & Richards 1968:30), I stayed with a question until I felt certain I understood what the informant wished to express. In order to confirm this was the case, I would repeat the answers of the informant in order to allow the informant to confirm I had understood the answer correctly; this approach ensures a high validity through the data gathering process (Ibid:19-20).

The interviews were conducted between September-October 2014. Four of the informants were interviewed in person where I visited their work place; the other three informants were interviewed via a videoconference or Skype. Interviews lasted between 40-80 minutes. The interviews were recorded and transcribed.

Lastly the informants conduct the JTI test online and forward the test results by email.

4.3 Analysing procedure
The first sequence of analysis has the purpose to verify reliability and validity of the 4mpt-system. The first analysis has the objective of analysing which temperament type the informant belongs to, or if any informant is displaying characteristics belonging to more than one temperament type.

Analysing personality types can be linked to the method of detecting “ideal types” (Esaiasson 2011:273). The ideal-type method approach is conducted when the researcher detects the different ideal-types within the selected group of subjects the researcher is studying (Ibid.). The criteria included in this approach is that all data that has been gathered is sorted into specific categories, and that all pieces of data can fit into one of those specific categories/ideal-types, and that the ideal-types are clearly defined from each other (Ibid.). However, in this study the ‘ideal-types’ are the ‘4 temperament types’, and their specific traits and what
information is contained in their categories are defined before the study begins. The analysis method is therefore not to search for these ‘ideal-types’, but to control if they exist, or to which degree each of the informants can be assigned to only one of these ‘ideal-types’ or temperament types.

Keirsey (1998) has formulated the basic theoretical concepts that define the main orientation of the temperament types, these concepts, together with the descriptions of the basic characteristics of the 4 temperament types taken from both Keirsey (1998) and Fisher (2009) functions as the analytical tool in the analysing process, in order to detect if the informants will display characteristics only belonging to one specific ‘ideal-type’.

Every category of question is analysed in order to control if the informant will only express dispositions belonging to one particular temperament type, and the wide range of questions serves a two-fold purpose in this regard. It enables for a very thorough research to determine temperament type belonging/influence, but it also enables to see to which extent a personality type would influence the individual.

When conducting the analysis it was expected that the informants could reveal characteristics belonging to more than one temperament type. As the MBTI recognizes 16 personality types, and the KTS recognizes 16 personality types, it is well acknowledged that the 4 temperament types can be relevant to interpret with secondary influences. But rather than constructing the 4 temperament types into 16 personality types, I am more inclined to follow Fishers advice and organize personality type disposition around one major personality type, with additional secondary influences (Fisher 2009:23). An objective in the analysis process is to detect how prominent any secondary influence will be for the individual. If the secondary influence override the dispositions of the main temperament type the individual been assigned to, which will be detectable if the informant will answer every other questions with preferences belonging to a secondary temperament type, then it will not be conductive to predict dispositions of individuals tied to specifically one temperament type. A hypothesis of the study is that it will be possible to assign the individual to primarily one temperament type belonging, but that is the purpose of the analysis to study.

The function of the JTI-test the informants are asked to conduct does not serve the purpose to assign the informants to a temperament-type, which is the purpose of the assessment-tool
application. However, the results from the JTI-test gives an indication of which hormone-systems influence the individual and may help explaining secondary influences, even if the test itself would fail in assigning the informant to a correct temperament type belonging.

To ensure a good validity of the 4mpt-system, the answers from the informants should match the pre-stated theoretical concepts that Keirsey (1998) and Fisher (2009) have defined and assigned to the four temperament types. Further, it must be ascertained that the factual outcome is representative of what the theoretical definitions intended to describe. The second analysis is comparing the answers of the informants, with the theoretical descriptions and definitions assigned to the temperament types by Keirsey (1998) and Fisher (2009). The analysis is also comparing the answers of the informants to informants assigned to the same temperament type; this will help assure that the answers from the informants are representative of what the theoretical definitions intended to describe as the factual outcome is verified by other informants assigned to the same temperament type.

The second analysis is presented under certain themes. Because during the interview the informants could reveal information that would fit into other categories of questions, and in order to catch the preferences and dispositions from each informant a “concentration technique” was used (Kvale 1997:172). The purpose behind the method is to carefully analyse all data to make sure that no information in the data is contradicting the statements the researcher wish to make about the data. For example, if I as a researcher come to the conclusion that “Informant B is rational”, then that statement or conclusion is contradicted if somewhere in the analysis Informant B gives an example where he is making decisions based on his “feelings”. Therefore, incorporated into the categories are all statements the informants would have expressed in regards to the question.

When presenting the results from the analysis it is a good practice to use quotations from the interviews to show transparency and give substance to the summaries that are being made (Michrina & Richards 1968:114), therefore quotations are frequently used in the presentation of the analysis.

When the previous analysis has been conducted to determine reliability and validity of the 4mpt-system, a presentation of which categories, and what type of questions that were included in the study that could be accessed via the 4mpt-system is presented.
4.4 Limitations of the study
While a good standard criteria for numbers of participants to interview in a study should be based on the estimation that no further new information can be collected by adding more participants (Esaiasson 2011:258-259), this criteria was not possible to fulfill. The amount of time for each interview, and the analysing process involved limited the amount of participants the study could handle and include. Therefore, the study will not aim to make wide generalizations on the basis of how the 4mpt-system works, but primarily consider the study as a first attempt to begin to measure the validity and reliability of the system, and what data the system can possible access.

4.5 Ethical considerations
When constructing the interview guide consideration was taken to the formulation of the questions to avoid questions that could potentially be uncomfortable for any participant to answer. Before the interviews took place each informant was told that answering the questions was voluntary and that they could skip any question they did not wish to answer. The participants were also informed that they could end the interview at any time and that their participation would be anonymous.
5. Result and Analysis

5.1 Presentation of Informants

Informant 1. Age: 51

Working as a Program officer in an organisation that works with international humanitarian aid. Working with contingency action and with a support team dealing with contingency action. Background in emergency medicine.

Informant 2. Age: 36

Responsibility position within a humanitarian GO. Strategically making decisions on implementation, dividing work tasks, planning budget and coordinating program officers. Current post was as a program officer working in the field.

Informant 3. Age: 34

Have a responsibility position in an organisation working with international humanitarian aid within a unit focusing on contingency action. Informant 3 is directing the work and dividing work tasks for project officers within the unit.

Informant 4. Age: 29

Working as a Program Officer for humanitarian response within a GO responsible for various international projects, also have a thematic responsible for DDR, disaster risk reduction.

Informant 5. Age: 41

Working as a Program officer within a humanitarian GO. Working with supervising implementation of projects in the field, and analysing processes. Currently working with dialogue between partners on how to work with private and public interaction.

Informant 6. Age: 36

Assistant Head of Unit for a GO working with contingency action and coordination. Overseeing daily work, strategically working with planning, budget and personnel questions.

Informant 7. Age: 24

After a degree in Peace and Conflict studies founded his own organisation that is working with international financial development projects.
5.2 Analysis 1: Assessing personality type belonging
The analysis sorted Informant 1, 2 and 3 to belong to the SP temperament-type, Informant 4, 5 and 6 to belong to the NF temperament-type, and Informant 7 to the NT temperament-type.

Following is a short presentation of the analysing process that determined temperament type-belonging for each informant. The presentations begin with the informants that were assigned to the SP-temperament, followed by the informants assigned to the NF-temperament and the informant that was assigned to the NT-temperament. At the beginning of every presentation is the JTI-test outcome, and a description of how the test-outcome matched the result from the qualitative analysis that was performed.

5.2.1 Informants assigned to the SP temperament type

Informant 1 test result: ENTP (E) 56% (N) 12% (T) 1% (P) 33%
Analysis assigned Informant 1 to belong to the SP temperament and not the NT temperament.

Informant 2 test result: ESFP (E) 1% (S) 12% (F) 25% (P) 22%
Analysis confirmed the test result.

Informant 3 test result: ENFP (E) 11% (N) 12% (F) 62% (P) 11%
Analysis assigned Informant 3 to belong to the SP personality type and not the NF personality type.

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Table 5: “Displaying temperament type-belonging I”

The analysis showed that Informant 1, 2 and 3 are using a concrete language style instead of an abstract language style, and that they have a primarily utilitarian orientation before a cooperative orientation that connect them to the ‘concrete-utilitarian’ SP temperament-type.

Focus is on objects that can be handled from the ‘here and now’. Whenever I tried to invite these informants into abstract thinking, or asked questions that where general in their nature; the questions were brought down to particular objects that could be dealt with from a concrete ‘here and now’ focus. These informants shared an interest in seeking adventure, seeking direct
‘concrete’ experiences, and all of the informants emphasized their problem solving capacity for practical problems, in contrast to abstract problem solving used in theoretical analysis.

The full transcribed interview was analysed to assure consistency in temperament type belonging, or to reveal examples where the informant would deviate from a specific temperament type.

The analysis could confirm a secondary influence of NF-traits for Informant 3. When answering the general questions at the end of the interview (see appendix A, Interview Guide) Informant 3 uses what can be explained as the NF-type style of connecting pieces of data to describe ‘the whole picture’. Informant 3 also believes in a “common underlying unity”, a trait assigned to the ‘abstract-cooperative’ NF-type. In all other aspects of the analysis, Informant 3 is displaying the dispositions that belong to the SP temperament type, and hence, the analysis can only confirm these traits as secondary influences, while the informant still has the SP temperament-type as his primarily temperament type-belonging. Indication for NF-characteristics is however revealed in the JTI-test result, where Informant 3 arrived at both a (N) and a (F) preference (see top of p. 55).

Next follows examples from the interview. The examples reveal how Informant 1, 2 and 3 connect to the SP temperament type.

**Study background and favorite subjects**

Informants 1, 2 and 3 have chosen to study practical oriented subjects and express a preference for practical tasks before theoretical oriented tasks. Keirsey (1998) have explained that the SPs will focus on practical subjects or ‘artcrafts’ (p.44) which the analysis confirms. The subjects that are mentioned contains elements of “crisis” or “emergency”. The preference for ‘action-oriented’ activities containing the elements of ‘surprise’ or ‘novelty’ is connected to the SP-type personality (see chap. 3.4.1).

*Informant 1: Licensed Nurse Anesthetist, favorite subject; Emergency Medicine*

*Informant 2: History and International crisis and conflict management. Favorite subjects; Emergency Medicine and the practical simulation exercises in the field.*
Informant 3: International crisis and conflict management. Favorite subjects; the practical simulation exercises in the field.

Motivation for starting in the field

Informants 1, 2 and 3 seemed to be attracted by the possibility for action and adventure that is involved with working with emergencies in the field. The motivations the informants describe can be connected to the SP-type’s need for excitement, exploration and adventure.

Informant 1: Informant 1 became interested to continue within the international humanitarian sector because of a positive experience in the field. Informant 1 worked at home as an ambulance driver and then participated in a field mission abroad. Informant 1 describes the experience as “very very fun”, and because of the positive experience he continued.

Informant 2: Informant 2 was triggered by thoughts of adventures and exploring from previous studies in history. He had travelled much and was fascinated by people and why they were in conflicts. He really liked the experience from the practical field exercise in the International crisis and conflict management program he previously studied and that motivated him to continue within the field.

Informant 3: Informant 3 worked as a car mechanic, did a year of backpacking and wanted to study to become something else. A family member recommended the program International crisis and conflict management, and Informant 3 noticed a picture on the cover of a “real cool helicopter” and expressed “…and I liked adventures, and that really looked like an adventure!”.

Problem solving approach/preferences for work tasks

Informants 1, 2 and 3 revealed their function as ‘practical problem solvers’ in the interview.

Keirsey have described the SP “concrete utilitarians” as “tacticians” that will utilize the resources in their immediate practical surrounding to the best of their ability (Keirsey 1998:38). Keirsey defined this type as excellent ”troubleshooters” and “beachmasters”(p.299); they have the ability to lead people through difficult situations and work best within emergencies (Ibid.). Informants 1, 2 and 3 expressed skills in dealing with immediate and
challenging situations and they also saw themselves as problem solvers. They expressed it as something they were good at, and also enjoyed doing. Informant 1 express confidence in his ability to solve “any problem” and that he liked the challenge of unpredictable situations and SP-informant 2 said he likes the challenge of only getting to use whatever tools happen to be available to solve the problem. Informant 3 expresses himself as really good at taking everyone through tough challenging situations.

**Informant 1** explained that there were particular elements in his current job that he enjoyed. He compared it to his previous work as an ambulance driver. These were “to not know what is going to happen”, “not knowing where you will have to go or where you’re going to end up”, and admitting to thoroughly enjoy those elements in his work, adding, “The less I know the better”. His current work tasks included some strategic planning but were mostly about dealing with emergency situations and tackling immediate problems that came up in the operations and projects they were doing. Informant 1 explain that his work tasks are mostly about dealing with immediate problems that needs attention, “This is the need now, solve it!”, and confess “I’m very good at solving problems” and “If I only get free reins, then I’ll solve any problem”. He expressed that his skills were as a minute-operative and a troubleshooter.

**Informant 2** had previously worked as a program officer in the field; currently he had entered an office position. During the interview he expressed uncertainties if this role would really suit him, expressing he preferred to work directly with the implementation in the field. A theme in the interview was practical ways of solving problems in the field. Informant 2 mentions he is good in solving any type of practical problem and that he likes to improve situations. Problems involves practical situations, and he really doesn’t mind what they are as long as they are creating an improvement “I like to be outdoors, hiking and such, and to improve how to make the dishes to make it as simple as possible, that is really fun! I can’t but help rearrange situations and conditions to make it better; I really have the energy to do that!” His favorite character was “MacGyver”, the TV hero that could solve any immediate problem that came up without using any other tools than those that were right at hand. Informant 2 said the situations at work he liked the best were when the directions were only “This is the problem, solve it!” Informant 2 said he liked to work with group-relations and in connection stressed the need to utilize the human resources in the team; to have a brainstorming in the group and find out what everyone in the team could contribute with.
Informant 2 arrived at a (F) Feeling disposition from the JTI-test, in contrast to Informant 1 who arrived at a (T) Thinking disposition (see top of p.53), and in comparison, it can be noticed that Informant 2 has a more defined ‘people orientation’ than Informant 1.

**Informant 3**: Just like Informant 2, Informant 3 had changed position from working in the field as a project officer to working in the office. Informant 3 admitted he rather worked in the field but his current situation wouldn’t allow it. Informant 3 says that he is good at fixing situations and has a particular skill for networking with people and ‘motivating people to come up with solutions’. Informant 3 said he was best at “handling people and motivating them through situations that are complicated, challenging and need to be solved fast”. Informant 3 adds “I’m good at motivating people and good at networking and remain good relations”.

As mentioned previously, Informant 3 has indicated both a (N) Intuitive and (F) Feeling disposition in the JTI-test, and is also expressing traits belonging to the NF temperament. However analysis can confirm that Informant 3 is predominately displaying the basic dispositions of the SP- temperament type.

### 5.2.2 Informants assigned to the NF temperament type

**Informant 4** test result: INTJ (I) 22% (N) 12% (T) 12% (J) 22%

The analysis assigned Informant 4 to belong to the NF-personality type and not the NT-personality type.

**Informant 5** test result: INFJ (I) 56% (N) 25% (F) 12% (J) 56%

Analysis confirmed the test results.

**Informant 6** test result: ENFJ (E) 78% (N) 25% (F) 6% (J) 22%

Analysis confirmed the test results.

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*Table 6: “Displaying temperament type belonging 2”*
The analysis confirms that Informant 4, 5 and 6 are using an abstract language style and not a concrete language style and that they have a primarily cooperative orientation before a utilitarian orientation, connecting them to the ‘abstract-cooperative’ NF temperament-type.

Informants 4, 5 and 6 use the abstract language style and have a primarily focus on ‘people and unity’. They are primarily ‘idealistic’ before ‘skeptical’ (Keirsey 1998: 133), and they express a belief in an underlying unity, not shared by the other informants; with the exception of Informant 3 (see previous section). These informants also express the cognitive function of ‘piecing together various parts of data’ explained by Fisher as the ‘web thinking’ capacity belonging to this type (Fisher 2009:105). The most prominent feature in the interview is the orientation towards “people and unity” and a dislike for conflicts and competition as well as a direction to strive for mutual cooperation. The necessity of doing something ‘meaningful’ is emphasized. The informants are also using visualization and imagination and are expressing themselves with emotions during the interview. There is a genuine display of enthusiasm, concern and empathy for ‘humankind’. The search for deeper meaning and understanding is present in the interview.

The full transcribed interview was analysed to assure consistency in temperament type belonging, or to reveal examples where the informant would deviate from a specific temperament type.

The analysis could confirm a secondary influence of SP-traits for Informant 6. Informant 6 were in comparison to informant 4 and 5 expressing ‘excitement’, were in general more ‘outgoing’, and was motivated to begin in the field partly because it seemed ‘exciting’. However, in all other aspects of the analysis, Informant 6 is displaying the dispositions that belong to the NF temperament type, and hence, the analysis will confirm these traits as secondary influences to the NF temperament-type. In the result from the JTI- test; (see top of p.57) Informant 6 has indicated a high influence of the (E) Extrovert disposition that can indicate dopamine influence (Depue & Collins 1999, Cohen et al. 2005) which help explain why Informant 6 is displaying traits connected to the dopamine-influenced SP type.

Next follows examples from the interview.

**Study background and favorite subjects**
The NF-types belong to the abstract realm, and chooses theoretical subjects (Keirsey 1998: 129). Since they are ‘people-oriented’, the theoretical subjects are connected to the human sciences (Ibid.). Informants 4, 5 and 6 have all chosen theoretical subjects dealing with people interactions. A quote from Informant 6 displays how the NF-type prefers to ‘connect’ pieces and synthesize them all together (see Fisher 2009:105).


*Informant 6:* Political science and International economy and marketing. Favorite subjects: Political science, Economy, Marketing, Organizational behavior and Religion.

“I’m very curious of me as a person, like how does it all work. If we picture the world like different pieces of a pie, we have the political game, the social game, the cultural, the economical, and the feeling was that I wanted to understand it all! I felt my previous studies comprised this pretty well. The most fascinating subject I read was Religion, I found it incredible fascinating and interesting and it is connected to the cultural, to how we look at things, different nations, for me it looks like everything is connected.” (Informant 6)

**Motivation**

The NF-types are described with a preference to want to do something people-connected (Keirsey 1998: 129) and ‘meaningful’ (Fisher 2009:119) in their lives. Both Informant 4 and 5 shared similar stories of how they ended up in the humanitarian field as they weren’t interested in the commercial, shallow or corrupt. Only Informant 6 (dopamine-influenced) admit he was inspired towards the humanitarian field when he watched people working with emergencies on TV when he was a child that looked ‘exciting’, but also added that he wished to do something meaningful, and that the ‘meaningful’ always included people. Following are some quotes from the interview that display the informants’ thoughts and orientation.

*Informant 4:* “...I’d like to say it’s really very superficial (politics). Everything they do is very superficial... I actually know that it could be done properly, but it’s just visible in history that it has never been done properly. You know, it’s always like corruption and bad stuff so
that is kind of what steered me away from that. You know, we are talking years here, but it kind of became more and more interesting to me, to work with something more meaningful, you know helping people and stuff.”

**Informant 5:** “I wanted to portrait people in decadent milieus. In some way I wanted to acknowledge it, I didn’t know what, and it was in a sense too abstract for me. I didn’t want to achieve any commercial purposes with my photographing it was something else within me that was moved. It was years later before I reached an insight into what it was, I moved back home, and was about to search a job within photography but realized pretty fast that it’s mostly about commerce, and that is not for me.. I was attracted to cultures with poverty I wanted to help change”.

**Informant 6:** “I believed in this organisation they would be above the normal arguments, power struggles and fights, but I have to say, it’s vicious here, sometimes prestige and phony power struggles takes over the directors, more than what is healthy…I believe that as a director it is good if you can say ’listen up everyone, we rock, we can do this we can find a way forward together. I believe that if you have a good message from above, it can unite the people below”.

**Problem solving approach/preferences for work tasks**

Both Keirsey and Fisher highlights that NFs like to connect things together (Fisher 2009: 105; Keirsey 1998: 121), in the spirit of ‘Gandhi’ they promote cooperation and have great people skills. They wish to remove that which stands away from cooperation (Ibid:124). Keirsey suggest they work with people in negotiating roles, or as mentors, teachers or coaches encouraging the potential in people (Ibid:131). Fisher (2009) discusses their analytical capacities for synthesizing (p.105), and Keirsey (1998) suggest they are interested in analysing subjects that explain relationships between people (p.129). Informant 4 is describing a skill for how he quickly can see the ‘whole picture’, Informant 5 is explaining his analytical ability for ‘seeing the whole picture’, he is also explaining how he is ‘adding things and make them come together’ when analysing, as well as his general preference for ‘networking’. Informant 6 is invested in motivating his personnel, acting as a mentor or coach, while spreading the message of unity and cooperation. Informant 4, 5 and 6 is thereby
mentioning some major functions associated with the NF-type; their specific analytical abilities, together with their people-oriented roles as coaches and mentors.

**Informant 4:** “I find myself, noticing all the time, the way I process information is very, very different from anyone who is like, 8-10 years older than me. Because what I do, and even more the younger ones, what I do is that I scan! Really quickly just scan! Able to find, specific points, specific places without effort, but, it’s not deep. But I’m really effective... But they will get like, a more comprehensive picture of the whole thing. Whereas, yeah, I finish the task quickly “snap”.

**Informant 5:** “I believe I’m good at analysing, to see the bigger picture. I’m also good at networking and look beyond the limited views. At the moment I work within industry and commerce and there I like to add new things and make them come together, create new solutions, so analysis and networking.”

“I’m better at this level...what I like when I’m in contact with UN or SIDA is when you are in mutual agreement. You untie a knot, and then everything is good sort of”

**Informant 6:** Informant 6 had many responsibilities, but he had a clear focus on the activities involving people. Here he highlighted his function as making people come together and work together and building a common spirit in the group. In comparison he spoke negatively about people who were negative and wouldn’t go along with the cooperation. He explained he was good with “positive management” and “building a common spirit”. He liked to give positive messages such as “we can do anything together, we rock!” In general he says he likes to “turning the negative into positive feelings”. Informant 6 sees himself as good at vision ahead and creating the belief in people that they can work together and do a great job. Other strengths Informant 6 mentions are “being forward”, “problem solving” and “happiness and positive thinking”.

“I don’t expect everyone to stand singing and dancing together, but there has to be some form of unison positive feeling”. (Informant 6)

**Being Idealistic**

Keirsey (1998) have chosen to name the NFs, the NF-Idealists. NFs are optimistic, Keirsey use the word ‘credulous’ (p.133), while Fisher (2009) explain that oxytocin influence a very
Fisher (2009) discusses their ‘super consciousness and altruism’ and how they seek to help humanity (p.119). Keirsey and Fisher point towards the driving force of ‘Gandhi’, and how the NFs are motivated to help people (Keirsey 1998:116, Fisher 2009:122); while having faith in their cause and the human potential (Keirsey 1998:133). Fisher discuss the ‘connected brain’ and the ‘web thinking’ function that enable the estrogen influenced individuals to imagining ‘many possibilities’ (Fisher 2009:107); while Keirsey refers to his observation of the type and explain that while the NTs only reason by application of logic deduction, the NFs don’t seem bound to the laws of logic. They use ‘inductive’ reasoning, jumping to conclusions from one piece of data and use their imagination (Keirsey 1998:122).

Informant 4: “I really feel that I’m an idealistic person, you know, at the core.” “There are people who are like, rationally, goal oriented and stuff like that, and they don’t see the ideas”.

“When it comes to human lives, I would never be on the practical side, I would always be on the, you know, it doesn’t matter if it is just one person, it’s still a human life so, you know I could never do this “I killed 3.000 to save 3 million”, or just 1 to save 2 million, I don’t think, I can..., I just couldn’t do that.”

Informant 5: “It’s not okay if you know it’s going to hurt the population; then you have to fix some solution. It can be too easy to make abstract decisions from where we are now because we don’t see how it affects the people on the ground”

“Wow, I’m probably not an idealist-save the world-type, I probably never been, but I think I have to say yeah, it’s headed for the better! (the general world situation) Now you may wonder why I would just say something like that, first, I don’t think so much in those terms but if I have to do it, I believe it comes down to if you are a pessimist or an optimist, and I’m an optimist!”.

”I believe you can only ‘feel’ if it is so or not, I don’t really think it’s possible to build factual arguments that things are headed for the better or the worse, you can say that the conflicts in the world is decreasing, but they are also becoming more complex. Well, I believe and I hope anyways that it’s going towards the better!

“Yeah, I don’t think there is anything you can say is “factual-based” really, it’s only a decision for what you want to believe in, and once you do, that is how the world appears to
you. It both colors how you see the world, and then it is like your life also become after how you perceive it”

**Informant 6:** “I like the idealistic; I think it’s wonderful somehow. Of course it must function in practicality but, it’s more wonderful to be filled with energy and believe in something, then behave that we’re all in a factory, that’s a fact”.

**The belief in Unity**

The NFs ‘piece things together’; which is plausible connected to the cognitive process of the ‘connected brain’ and ‘web thinking’ (Fisher 2009:105). The oxytocin hormone influence the individual to come together with people, and to combat struggle, strife, mistrust and everything that would stand in the way for unity and cooperation (Ibid:111). Keirsey explain that NFs are so disturbed by the idea of division they will go as far as to deny it and insist on a common shared unity (Keirsey 1998:124).

**Informant 4:** Informant 4 discussed in great length how he was against peoples’ perceived differences, which Informant 4 insisted, wasn’t real. One of those things were ‘country borders’, while ‘religions’ were another example of ‘thought systems’ that made people perceive differences in one another that further lead to conflict and violence. For Informant 4 it became evident that all conflicts only could have taken place because people had for some reason perceived differences among themselves that weren’t natural, but seemingly only in their heads, whether drawing country borders, or installing different ‘religious’ beliefs. Informant 4 stressed that education could perhaps prevent people from continuing creating thoughts of division.

”We will develop the same kinds of believes again, maybe something else, but it will still divide us so we have something to fight over again…every time you feel that oh, yea, I’m different from that person because I believe in this and he in that so he should be my enemy then –NO! Then fight it! Because it’s not real! It’s just in your head!”.

Some further examples of the focus on ‘we as humanity’ and ‘coming together’:

“…we will only survive if we do it together”

“…what is good about it (the Humanitarian Rights) is that it is absolute, like universal, it makes you think universal in absolute terms. It’s the way it is, it’s just how it is, and what’s
really good about them originally, everyone has agreed on them, you know, pretty much everyone."

**Informant 5:** Informant 5, similar to Informant 4 and 6, never spoke bad about people, but all people were in a certain sense ‘humankind’; and the general human nature was not evil. The bad situations in the world were due to troublesome circumstances. When we discuss about personal belief systems, Informant 5, similar to Informant 4 and 6 is not in favor of religions. But rather than explaining how religions divides people, Informant 5 explain he doubts that different religions can exist, and that they ought to be talking about the same thing; and therefore express a similar belief in an underlying unity as Informant 4 (see previous page); and the ‘denying of imposed differences that would divide us’ that Keirsey mentioned as a strong notion within the NFs (1998:124, also see p.39 in thesis).

“I can’t believe that there would be existing different religions, but that they’re all talking about the same thing”.

“What I like (with Buddhism), is that everything is connected”.

**Informant 6:** Informant 6 was very openly discussing a common unity:

“I believe that when more people starts to understand, really understand that everything is connected, that everyone here is ‘one’, and I believe there will be an enough group of people who understands that...one concrete example is the religions, religions are nice but we have to get that they are just context based, but really we all mean the same thing by it, and that we can see beyond the context...then we’re heading in the right direction, there might be some ‘local inconveniencies’ every here and there, but I believe we are heading there”

”I think the cultural and the local will fade with time, with the internet and social media, we will be harmonized globally…”

“I have my own belief, all religions are the same anyways, they more or less says the same thing, I still believe there is a mutual energy, if you live here and now, and are connected towards ‘that’ I believe life gets better. And it is the meetings with other people, that you can reach one another, I think all is connected to that”
5.2.3 The informant assigned to the NT temperament type

Informant 7 test result: ENTJ (E) 33% (N) 38% (T) 1% (J) 11%

Analysis confirmed the test results.

<table>
<thead>
<tr>
<th>Abstract</th>
<th>Concrete</th>
</tr>
</thead>
<tbody>
<tr>
<td>People and unity</td>
<td>Autonomy and sensation-seeking</td>
</tr>
<tr>
<td>Efficiency of systems</td>
<td>Order and conformity</td>
</tr>
</tbody>
</table>

Table 7: “Displaying temperament type belonging 3”

Informants 7 are using an abstract language throughout the interview and never transfer to a concrete word usage. The language use is more advanced than the language use of previous informants. Informant 7 has a very controlled language use; at no points in the interview does he ever blurt out the words, use small talk or talk spontaneously. He wants to know he has understood the questions correctly and often ask me to be more precise. Informant 7’s language use resembles Keirsey’s definition of the characteristics of the NTs ‘carefully crafted language’ (Keirsey 1998:165, also see p.42 in thesis). In outer expression, Informant 7 is calm and emotionally contained. Voice is controlled so is body language and face expression, traits also assigned to the NTs (ibid.).

There is a clear theme in the interview on ‘systems and efficiency’, all in all Informant 7 is focused on system efficiency and for any matter discussed Informant 7 is inclined to break the problem down to its pieces and analysing the parts in order to give a correct answer. Informant 7 is very different in this regard to previous Informants. System-focus, and the manner of ‘analysing systems’ are preoccupations assigned to the NT-type (Keirsey 1998:169, Fisher 2009:85).

Instead of breaking down this presentation to specific categories, examples from the interview will be displayed that reveal the abstract, analytical detached reasoning.

Informant 7 revealed his thinking with examples for how he had gone about with his own project, which is described in words of how a system would function:

“But as law of physics tells us if you want to get some materiel running that is not in motion yet, which is just standing still, that is what requires most energy, when you have the object...”
rolling already it is easier to keep it rolling. The starting process is a bit tricky and it requires more in terms of work and intense concentration from myself”

In next example Informant 7 describe how to make a larger enterprise more ‘efficient’:

“If you would come up with this new investment plan in the European world, in the global north, then you would have to figure out a market niche, or figure out how you can be better or cheaper in price, or faster and more effective... “

Informant 7 is discussing more about his project and his plans for how he wishes to organize it. Notice how each part in the system is in focus, and the general theme on how to make the system to run more efficient:

“I want an organisation which is focusing on the strengths of each individual part and member of this organisation, so my strength is to establish a network and to establish a connection between entity A and entity B”

Even when I tried to make Informant 7 say something ‘personal’ in relation to people, Informant 7 remained ‘detached’. I asked if there were something Informant 7 found ‘energy draining’ with his work; and even as his work and project included people, I got the impression that it was first and foremost a ‘system’, and everything within it was just parts of the system that had to operated effectively; following, what was energy draining was when the system wasn’t functioning properly. Another ‘fear’ of the NTs is the fear of failure, of not climbing upwards in regard to their personal achievements (see p.43-44 in thesis) which also may explain why it was important in this case that the work was going well and successfully:

“At the moment, I must say it’s relatively time-consuming, more energy consuming than time-consuming. The communication is not going as well as I hope it would be going. Just because of technical reasons, not because of personal reasons or issues, it’s just because electricity is not always provided so Internet is limited, so there are just problems every day, every day problems which are coming up which are time and energy consuming and of course that affects me, and that have some, well just an effect on me and my personal mood as well.”

There was no need to hear Informant 7 describing himself as ‘rational’, as it was obvious throughout the interview, yet he mentioned it in regards to the question for what kind of ideas he was opened for:
“...especially if they would present it in a very rational way because I’m a very rational person; and I understand rational explanations of things better then emotional explanations of things. But if the idea is explained in a very rational, clear, and respectful way then I would certainly consider it”

Informant 7 did not have any specific personal belief system. The interview contained questions were the informants were asked to discuss around moral dilemmas, but Informant 7 did not seem affected by those questions, he was only interested in them if it was possible to break them down into rational problems where it was possible to arrive at an answer. When I asked if he might conform to some philosophy he answered:

“I think that if you are philosophical you become spiritual. Because you ask questions that you cannot actually answer, or answer with rationality”

Without ambiguity Informant 7 could be assigned to the NT-temperament type. There were no indicators of a second temperament influence.

5.2.4 Outcome of the first analysis
The analysis reached following conclusions:
- It is possible to assign each informant in this study to primarily one specific temperament type. A secondary influence does not impact on basic dispositions belonging to the primarily temperament type the informant has been assigned to.

- The result of the analysis could also confirm that it is not reliable to only use the Jung Type Indicator test for temperament type assessment. Three of the seven informants who participated in the study were assigned to a different temperament type after the application of the assessment-tool.

5.3 Analysis 2: Measuring validity
To ensure a good validity of the 4mpt-system, the answers from the informants should match the pre-stated theoretical concepts that Keirsey (1998) and Fisher (2009) have defined and assigned to the four temperament types. Further, it must be ascertained that the factual outcome is representative of what the theoretical definitions intended to describe. The following analysis is comparing the answers of the informants, with the theoretical descriptions and definitions assigned to the temperament types by Keirsey (1998) and Fisher (2009). The analysis is also comparing the answers of the informants to informants assigned
to the same temperament type; this will help assure that the answers from the informants are representative of what the theoretical definitions intended to describe as the factual outcome is verified by other informants assigned to the same temperament type.

The analysis will control the outcome from following themes:

a) Educational Background and Favorite subjects  
b) Motivation for beginning in the international humanitarian field  
c) Field or Office preference  
d) Skills/Problem solving method  
e) Likes/dislikes; what gives energy, what takes energy  
f) Decision-making process  
g) Organisational structure preference  
h) General Outlooks and Personal beliefs

As none of the informants could be assigned to the SJ-temperament, this temperament will not be present in the comparison analysis.

a. Educational Background

The table on following page indicate which ‘study orientation’ each temperament type will be drawn to according to Keirsey (1998). It also explains what attracts the temperament types to their particular study interests as well as what type of occupation the temperament types may possibly continue with. The SPs are drawn to “artcrafts”; to master their skills by learning the “techniques” of the “equipment” they handle (Keirsey 1998:44). The SJs are drawn to “commerce”, dealing with practical matters and might find their vocation in dealing with “materiel”, but regardless what practical job they find themselves doing; the right conduct of what is being performed is of highest priority for the SJs (Ibid:87). The NFs are drawn to the “humanities”; human sciences where they get to study and comprehend the interaction between human beings. They will be most attracted to work with people-oriented jobs, and are ‘preoccupied’ with how people behave towards each other (Ibid:129). The NTs lastly are drawn to “nature sciences”, where they can study the technology of complex systems, and comprehend how they function. The NTs will be attracted to a job where they can work with systems (Ibid:202).
The SP-informants in the study have chosen to study practical oriented subjects and they express a preference for practical tasks before theoretical oriented tasks as well. Moreover, the SP-informants have listed favorite subjects that contain the elements of ‘crisis’ or ‘emergency, alternatively expressed a preference for practical exercises in the field. The NF-informants and the NT-informant both belong to the “abstracts” (NF, NT) these informants have all chosen to focus on theoretical subjects. The NF-informants have chosen theoretical studies that involve analysing people and processes; human sciences. Even if the NT-informant was mentioning similar study backgrounds as the abstract NFs, he described his choice of studies different than did the NF-informants; the focus was on comprehending his subjects from an angle of system analysing. Informants belonging to the same temperament type have responded with similar answers.

**SP**

*Informant 1:* Licensed Nurse Anesthetist, favorite subject Emergency Medicine


**NF**


*Informant 6:* Political science and International economy and marketing. Favorite subjects: Political science, Economy, Marketing, Organizational behavior and Religion.
NT

Informant 7: Peace and Conflict studies. Favorite subjects: Conflict resolution in civil society, Global political ecology; combining environmental, political and economic considerations.

b. Motivation for beginning in the international humanitarian field

This category was discussed in previous analysis as a good indicator of which temperament type an individual belongs to. There it was mentioned that the SP-informants became attracted to begin in the international humanitarian field because they wanted an adventure and they liked working in the field (see p.55 in thesis), while the NF-informants, especially Informant 4 and 5 described in detail how they gave up the idea with working with commercial jobs to begin working with what was described as ‘something more meaningful’, that involved ‘helping people’. NF-Informant 6 deviated some from the answers of NF-Informant 4 and 5 as he mentioned he perceived being an emergency-worker was ‘exciting’, but he also added it was a ‘meaningful’ job, as it involved helping people (see p.60 in thesis). The NT-informant explained he felt ever since a child that he was to help and aid people in some area; but that it really didn’t matter what area it was, he could see himself contributing in many vast areas. Keirsey explain that the NTs can perceive themselves in the role of “Prometheus” the Greek mythological titan. Similar to Prometheus the NTs are aware they have the ability to “improve” for humankind and therefore feel a certain obligation to do it (Keirsey 1998:162).

This example featured on p.55 and explains how SP-informant 3 was attracted to the field because of the ‘adventure’. SP-Informant 3 was wondering which studies he should pursue and notice a picture on a cover of a brochure reading “International crisis and conflict management” which according to Informant 3 display a “real cool helicopter” and said “...and I liked adventures, and that really looked like an adventure!”.

An example from NF-informant 5 from p.60 in the thesis express how he came to be motivated to begin working in the humanitarian field to ‘help people’:

“I wanted to portrait people in decadent milieus. In some way I wanted to acknowledge it, I didn’t know what, and it was in a sense too abstract for me. I didn’t want to achieve any commercial purposes with my photographing it was something else within me that was moved. It was years later before I reached an insight into what it was, I moved back home,
and was about to search a job within photography but realized pretty fast that it’s mostly about commerce, and that is not for me. I was attracted to cultures with poverty I wanted to help change”.

c. Field or Office preference

The description of the SP-temperament can be found on p.29-32 in the thesis. On p.33 in the thesis are mentioned the various elements the aid worker encounter when working in the field, and how the field milieu and situation seem to fit well with the SP-temperament type’s style and preferences. The SP-dopamine “Explorers” encounter a new milieu while working in the field, work carried out under unpredictable circumstances, break from routine, danger and risk; and they get to work directly in the field of implementation, in the ‘concrete’ world dealing with physical tool and resources. The result from the analysis confirmed the match.

All SP-informants in the study said they wanted to work in the field. SP-informant 1 talked about how he ‘definitely’ liked the field situation, adding that he liked the ‘action’ and the ‘unpredictability’ involved. Informant 2 had recently been ‘promoted’ to the office, but expressed he wasn’t sure the office was right for him, that he wanted to be ‘closer to the implementation of the project’, and Informant 3 was currently in a situation he had to work from office, but said he definitely preferred the field. Of interest, none of the other informants mentioned the field, or expressed having any inclination to either work with physical tool and equipment or ‘concrete’ work tasks. NF-informant 4 mentioned he worked better from the office and explained that even if he would like travelling, he would still want to work from an office. NF-informant 5 said he was better at a more abstract level. Informant 5 explained there were ‘other people’ who seemed to be good working with ‘immediate situations’ coming up, but he was not one of them and preferred to work with the ‘overall picture’ and strategic parts. NF-informant 6 said he was happy the way it was now, he worked from the office and could go back to his home at the end of the day. The NT-informant was only interested that his project was running properly, and would go into the field if it was necessary. Therefore it could be noticed that it was only the SP-informants that seemed to have a ‘craving’ to go into the field and work, and that in the interview also expressed skills that were suitable in the field or for dealing with emergencies. These are some examples from the interview:

SP-Informant 2: “I prefer to be closer to the implementation of the project, that is, closer to the field...not sure if this(working from the office) fits me”.
SP-Informant 3: “It is what attracts me the most, thing is, I would still prefer to work in the field, and not the office”.

SP-informant 1 worked both with emergencies in the field and some coordination and planning with a team for emergency, but expressed that he definitely preferred going into the field: “The action situation, definitely. The less I know the better”.

d. Skills/Problem solving method

The SPs are ‘concrete utilitarians’ (Keirsey 1998:35), on p. 29-32 the main traits of the SP-types are defined. They preferably work as ‘practical problem solvers’. They have ‘artisan’ professions and work directly in the field of implementation where they handle tools and equipment. They have similar skills with people; they can tactically lead people through challenging situations. Keirsey mention the example of the “beachmaster” (Ibid: 301) and the “troubleshooter”. They are self-reliant and need freedom in their work to use their creative problem solving ability. The NF-types are ‘abstract-cooperative’ (Ibid: 120), on p.37-40 the main traits of the NF-types are defined. The NFs work with ‘people’. In line with ‘Gandhi’-ideals, they care for people and seek to help them. They have ‘diplomacy’ skills and negotiation skills, they use ‘win-win’ approaches to make people come to agreements and cooperate, while working against strife. They teach, coach and mentor to bring forth the potential in people. Fisher mentions their ‘web thinking’ capacity, and that they can work with analysing using those functions. The NT-types are ‘abstract utilitarians’ (Keirsey 1998: 165), on p.40-43 the main traits of the NT-types are defined. The NTs work with ‘systems’. Their cognitive abilities make them apt to work with systems, understanding how systems work, and how to improve them. Keirsey mention they search work as coordinators or engineers. NTs are driven to achieve by their own effort. The result from the analysis could confirm that the informants of the study did seem to have the same skills and problem solving approaches suggested by Keirsey and Fisher. Next follows examples from the interview.

SP-informant 1 explains that his skills are as a ‘minute-operative’ and a ‘troubleshooter’, and explain “I’m very good at solving problems”. He also explains he has a skills for finding solutions for immediate problems, “If I only get free reins, then I’ll solve any problem”.

SP-Informant 2 explained he was good in solving any type of practical problem and that he liked to improve situations from where they currently were. Informant 2 mentions that his
favorite character is “McGyver”, the TV-hero that can enter any problematic situation and then solve it just by using the tools he happens to find where he is. Problems involve practical situations, and he really doesn’t mind what they are as long as they are creating an improvement. “I like to be outdoors, hiking and such, and to improve how to make the dishes to make it as simple as possible, that is really fun! I can’t but help rearrange situations and conditions to make it better; I really have the energy to do that!”. SPs like to utilize tools and resources in their practical environment, Informant 2 describes how he felt when he was temporarily back in the field again: “...and I was talking with the personnel involved with the project and UN was there, and there was so much we could have done, and then I think ‘good’, then my organisation can do this and this, and then they say ‘good’ because then we can do this; and we can like invent a new project then and there”. When I asked ‘how’ Informant 2 came up with his ideas and solution he answered, ”I don’t know, it’s like a cartoon sort of, it just says ‘plop’, I listen to different things and then it just comes up something”. This explanation matches Fisher’s definition of the dopamine-influenced individuals ‘creative’ ability for concrete problem solving; they don’t have to think about it, the solution just ‘appears’ (Fisher 2009:49).

SP-Informant 3 explain that he is good at ‘fixing situations’ and has a particular skill for networking with people and motivating people to solve situations “When things has to happen fast, and things needs to get solved and it seems very complicated, and people are tired, I’m very good at making people do what I want them to!”. The example connects to the SP-skill of taking people through challenging situations, (see Keirsey’s ‘beachmasters’, p.301). But Informant 3 also shows abilities, similar to Informant 2, to handle and facilitate resources in his immediate surrounding. Informant 3 explains he is good at ‘improvising’, he says he is good at making other people come up with ideas, he then uses their ideas, or “facilitate” their ideas to solve the problem “I’m good at facilitating other people’s ideas”.

In comparison the NF-informants describe people skills, or analytical skills.

NF-Informant 5: “I believe I’m good at analysing, to see the bigger picture. I’m also good at networking and look beyond the limited views. At the moment I work within industry and commerce and there I like to add new things and make them come together, create new solutions, so analysis and networking.” Informant 5 explain he functions best when he deals with the bigger actors such as UN and SIDA, “I’m better at this level...what I like when I’m in contact with UN or SIDA is when you are in mutual agreement. You untie a knot, and then
everything is good sort of”. Informant 5 therefore described skills in most tasks connected to the NF-temperament. ‘Negotiation’, ‘web thinking’; analysing by synthesizing by ‘piecing data together’, sort out ‘disagreements’ to ‘agreements’, and admitting a preference for working at an abstract level before a concrete level.

NF-informant 6 expressed no interest in dealing with analytical work tasks; instead his emphasis was on people. Even if he had responsibilities for many varied tasks, the most part of the interview came to be about people. Informant 6 discussed the importance of everyone working together, where he explained he thought he was good at building a “mutual spirit”.

Informant 6 said he liked to motivate his personnel saying things like “you are all super! You can do this!”. He saw his main task as a leader was to motivate people and make them work together: “I believe that as a director it is good if you can say 'listen up everyone, we rock, we can do this we can find a way forward together”.

The NT-informant was not working with equipment, physical resources or with people; his focus was on his own project and to make the project work. He described every detail of the project and how everything would operate, and how it would be coordinated to function, Informant 7’s skills was obviously as a system engineer and coordinator, p. 65 in the thesis shows quotes from the interview that exemplified his work approach.

e. Likes/dislikes; what gives energy what takes energy

In chapter 2 in the thesis is explained how an individual reach ‘job satisfaction’, a state that is achieved when the components of the work match competencies, values, motivations and needs of the individual. In the theory of personality types, these factors are all connected. The values and motivations connect to the individual’s ‘mood’ and ‘behavior’ and to the individual’s skills. The results from the analysis revealed that none of the informants mentioned likes or dislikes outside the parameters of their temperament type.

The NT-informant said he was satisfied when he knew he had ‘achieved’ it all by himself; “I would really like to stress that it is very important for me to come up with something from myself, something new that I came up with...” Informant 7 said it was it was energy-draining when things in his project wasn’t working as it should (see p.66 in thesis). Informant 7’s answers could well be compared with the NTs primarily focus on their ‘own work’ and ‘their own achievement’ (Fisher 2009:96), and their aversion to failing (Ibid.).
The SP-informants in contrast seemed more interested in their ‘personal freedom’. Both Keirsey and Fisher emphasized the SPs need for autonomy and freedom (Fisher 2009: 54, Keirsey 1998:61). One SP-informant said he loved his job and would probably be bored with other jobs, but that the job sometimes demanded too much time and there was lesser time to spend on his free-time and individual activities. Another SP-informant said he liked his job because it was very exciting. All of the SP-informants expressed a wish to be given more ‘free-reins’ in their work. They wanted less fixed instructions, and more freedom to choose their own methods and solutions. They disliked bureaucracy that slowed down getting to action. But apart from that, the SP-informants did not really express anything that was ‘energy draining’ or negative with their work, a plausible explanation is that the SP-informants were working in a milieu and with work tasks that suited them very well.

The NF-informants expressed various discomforts, all in connection to the traits belonging to the NF-type’s need for harmonic surroundings and a good cooperation climate. The NFs have their primarily need to feel valuable when helping people, and to use their analytical skills for synthesizing. NF-Informant 6 didn’t like ‘negative people’, and the arguments that took place that prevented everyone from coming together and working together. When I asked Informant 6 directly what took energy at his work he answered “negative people, I have a big problem with negative people”. NF-informant 6 spent a sufficient time of the interview speaking negative about the negative people. NF informant 6 also said that he before he began his job believed that people working with humanitarian things would be “above the normal arguments, power struggles and fights, but I have to say, it’s vicious here, sometimes prestige and phony power struggles takes over the directors, more than what is healthy”. NF-informant 5 said he didn’t like how his work place handled their new personnel, and the cooperation climate was important to him. He also said he became stressed when he was asked to solve immediate problems that came up, and that he wished time for analysing. NF-informant 4 had recently begun working in the international humanitarian field, and had entered a job position with work tasks that did not satisfy him. Informant 4 explain he is happy to have started in the humanitarian field but it is clear he wants to be more involved helping people “It gives me like, everything I need at this point; experience and fulfillment, an abstract fulfillment. Yeah I’m capable of understanding the actual meaning of my job, and it’s not only about sending emails. I know behind these emails, there are people who are getting help, and there are like immediate steps between my emails and sending the.. but you know..”
The examples from the informants seem to correlate well with the theoretical definitions of the temperament types.

f. Decision-making process

‘The decision-making process’ is in this case not in regard to how an individual go about consciously to make a decision; but aim to reveal how the different dispositions naturally respond to situations and problems; and how they ‘process’ situations primarily by using their natural talents.

The SJs work well with observing the concrete facts and to carefully apply the tried and tested ways of doing things (see p.35 in thesis). The SPs, also have their skills in the ‘concrete’ world, but they don’t see to the tried and tested ways of doing things; they take in the situation as it is, regardless of everything else, and then tactically handle the items in the situation to solve the problem (see p.32 in thesis).

To begin with, all SP-informants referred to themselves as ‘pragmatic’. Previous in the thesis has been examples of the talents of the SP-informants, and their involvement with practical situations and solutions. One question in the interview covers how the informant views “long-term vs short-term interventions”. The purpose with the question was mainly to detect which informants who would not agree with the long-term intervention if people would come to harm that would have been aided with a short-term intervention; in the study it was the NF-informants who mentioned problems with this (see p.63 in thesis), the second purpose with the question was to detect which informants revealed a tendency for ‘thinking far in the future’; and the assumption was that the ‘abstract’ dispositions, the NFs and NTs would be more ready to discuss long-term interventions, with the exception of the NFs concern for people coming to harm. The assumption was that the SPs who ‘live in the here and now’ would not linger on strategies in regard to long-term interventions. But when analysing the interviews and assessing the informants to their temperament type-belonging, these informants seemed to be not only apt for implementing, but for strategy. Because as SPs are expert at ‘tactics’, and can handle the physical immediate now, they started discussing the resources and details of projects. As such they explained why missions had failed, and not worked properly, and what should have been done with the resources in order for the aid projects to have succeeded. One of the SP-informants talked about a current intervention his
organisation would implement and said: ‘It will never work’. He said he had just listened to the plan and he could get a ‘hunch’ instantly that it wouldn’t work. As the SPs have a natural ability for concrete problem solving (Fisher 2009:49), and creative cognitive functions who alert them faster than logical methods of thinking for comprehending a situation; they seem once again exceptionally suitable for dealing with practical immediate situations in an as efficient way as possible.

In contrast, all of the NF-informants expressed a people-oriented focus, expressed examples of ‘envisioning ideas’; what Keirsey (1998) would call “imaginative thinking” (p.121), but which Fisher (2009) connect to the web thinking ability that allows these individuals to picture many different scenarios at fast speed (p.107); together with an optimism, that Keirsey would call ‘naïve’ trust, but which more positively can be referred to as ‘faith’.

In the previous analysis the ‘idealistic’ and optimistic traits of the NFs were dealt with (see p.62 in thesis), there it is displayed how the NF-informants do prioritize their concerns for other people, are optimistic towards the future and the potential of people, and tend to see to their ‘ideas’ or use imaginative thinking. All NF-informants share a NF-disposition in regard to this.

“There are people who are like “rational”, goal oriented and stuff like that, and they don’t see the ideas”.

“When it comes to human lives, I would never be on the practical side, I would always be on the, you know, it doesn’t matter if it is just one person, it’s still a human life so, you know I could never do this “I killed 3.000 to save 3 million”, or just 1 to save 2 million, I don’t think , I can’t, I just couldn’t do that.” -NF-informant 4 ( More examples can be found on p.62.)

In stark contrast, the NTs are referred to as only wanting to make decisions based on logical reasoning ( p.41 in thesis). The NT-informant demonstrated this trait by analysing every question before he answered. He also mentioned his rational preference “...especially if they would present it in a very rational way, because I’m a very rational person, and I understand rational explanations of things better then emotional explanations of things.”

g. Organisational structure preference
This question was intended to detect what kind of position the informant desired to work from, but also what kind of ‘structure’ the informant preferred; that is, would the informant prefer ‘hierarchical’ structures, or more decentralized and ‘free’ structures. Neither Keirsey (1998) nor Fisher (2009) had particularly addressed ‘organisational structure’ preference for the types; so there were no initial pre-assumptions for what would be expected from the analysis. The SPs are however described as searching for ‘autonomy’ and operating with ‘free-reins’ (Fisher 2009:54, Keirsey 1998:61), and as the SPs are the opposites to the law-abiding SJs who like to find themselves within hierarchical structures, the assumption was that the SPs would not prefer this solution.

The outcome of the analysis could confirm this assumption; all SP-informants in the study wanted ‘decentralized’ organisational structures. They also didn’t like ‘bureaucracy’, as it stalled implementation. The individual units should be trusted with the responsibility and be given more free-reins to conduct the work task. One SP-informant expresses “The more of a periphery organisational structure that can be created, the better”.

The NTs are described as experts at systems, and they preferably work with engineering systems, or coordinating them (Keirsey 1998:173). The NT-informant conformed to the NT-definitions. He expressed the details of his project plan, and explained that he would coordinate the whole project. The ever focus on system ‘efficiency’ was well visible, “Every individual’s strength is valued and is used and utilized in the best possible way”.

In contrast, analysing the NF-informants was a challenge, as they all seemed to provide different answers from one another, and my initial reaction was that this was not a constructive question to ask for the NF-types. But then I noticed that all NF-informants had answered something in common; they all wanted to have an organisation that was ‘unified’. The outcome matches the dispositions of the NFs who wish to end division, and create a unity. They always seek mutual cooperation (Fisher 2009:114).

One of the NF-informants desired a horizontal organisational structure, with the explanation that with such a structure there would be less prestige, everyone could be more easily reached no matter what position they held, and it would enable a better cooperation climate. Another NF-informant suggested that everyone involved in the implementation of a project should be consisted of the same kind of people, as it would facilitate cooperation and communication. The last NF-informant suggested a hierarchical structure that he would lead from the top; with
the motivation that ‘then he could unify the group from above’; "A good leader can give a message that unifies".

Therefore it is of interest to notice the conflict between the SP-informants’ wish to ‘escape’ the centralized structure and have the freedom to operate as individual units; against the NF-informants’ wish to have everyone operating together in an as unified homogenous way as possible. The NF “group-reliant”–informants move ‘inwards’; towards the group. The SP “self-reliant” –informants move ‘outwards’; away from the group.

The outcome of the analysis could once again confirm that informants belonging to the same temperament type express similar concrete preferences; although, as in the case with the NF-informants in this example, one may have to go deeper into the understanding of the general ‘orientation’ of the temperament type to see the similarities. Without the knowledge of the temperament type inclinations these important differences might be hard to detect.

h. General Outlooks and Personal belief systems

The general tendencies of the temperament types have been described throughout the analysis. The previous questions have dealt with matters in regard to the informant and the informants’ work. At the end of the interview followed a range of ‘big questions’ in regard to the informants world view and view on larger concepts such as ‘the nature of morals’, ‘good and evil’, what the informants’ believed would happen in the future; if conflicts would increase or decrease, and why humans were fighting. The questions aimed to reveal what the informants in general ‘believed’ about the world, and their belief about other people. As a purpose of the study is to reveal the extent of influence of a temperament type, it is of interest to see in which way the temperament type can influence questions of these matters.

The NF-informants general ‘idealistic’ orientation has already been dealt with in the analysis. In regard to the ‘big questions’ the NF-informants focus on ‘unity’ became even more evident and expressed. Keirsey have explained how the ‘unity-ideal’ of the NFs may express itself:

“Idealists consider all such differentiations (religious, ethnic, political, logical and so on) to be artificial impositions onto the common experience of humanity, and they prefer to focus on
what they call those ‘shared experiences’ and ‘universal truths’ that project similar talents and potentials into everyone, and that minimize differences.” (Keirsey 1998:124)

The NF-informants was explaining most everything from the perspective of ‘we as humanity’, and similar to what Keirsey suggests in the above quotation, there is a tendency evident in all NF-informants to talk about ‘humankind’ and ‘we as humanity’ or ‘us’; and thereby not attend to concepts that would divide ‘us’ in any way. Following are some examples from NF-informant 4.

“We as humanity are realizing so many things about our own role, our own body our own health, nature and everything…”, and: “We are beginning to understand so much about climate change now..” and “We will only survive if we do it together” (Informant 4)

“…what is good about it (the Human Rights concepts) is that its absolute, like universal, it makes you think universal in absolute terms… what’s really good about them originally, everyone has agreed on them, you know, pretty much everyone…I think it’s just a step in our evolution you know” (Informant 4)

When Informant 4 discusses the problem of world-famine he says it is possible to solve it: “I think it’s like world consensus on that one. It’s just not distributed properly… we could do it right now, if we had like a magic wand…”

Similar, all human beings have an inborn morality sense in common:

“I also think that is already present in everyone. I think it comes, you know, built in, from when you’re born. Culture can change that, education can change that…I think there is a built in morality sense in everyone”

All divisions are seen as negative

“Everything would be better without borders”

”We will develop the same kinds of believes again, maybe something else, but it will still divide us so we have something to fight over again…every time you feel that oh, yea, I’m different from that person because I believe in this and he in that so he should be my enemy then –NO! Then fight it! Because it’s not real! It’s just in your head!”. 

NF-informant 5 wished to stay optimistic in regards to the future scenarios of the world as can be seen from examples on p.62; where Informant 5 further describe that it is not possible to
explain the world-situation from only rational facts, but that ‘the world becomes what we believe it is’. When we discuss the general questions Informant 5 do share a belief in humans and a common underlying unity. When we discuss ‘morality’ Informant 5 explain: “Actions can be evil, but never the human in herself”. When I ask about personal belief systems Informant 5 says he can’t support a belief in any religion because the choice of one means to be against someone other and further concludes, “I just can’t believe there would exist different religions, but that they all talk about the same thing.” While initially stating he don’t believe in any religion he adds that he likes Buddhism; because in contrast to the other religions he think it is humble and it teaches that: "everything is connected”.

NF-informant 6 incorporated the unity-ideal in his work-role as well. Asa leader he perceived his role was to unify the people who were assigned under him: “A good leader can give a message that unifies”. USA was lifted forward as a positive example as they had managed to gather all states around a “unified message”. As a very unusual response to ‘why’ humans are in conflict with each other, and after initially responding that all places go through ‘processes’, Informant 6 adds: “I don’t know if we want to do war or if we want to do peace; we want to do things together”. Informant 6 continue explaining how positive it is that the world is coming more and more together, he said he believed cultural differences would fade with time and we would become “harmonized globally”. Eventually there would have to be peace; Informant 6 viewed conflicts in the world as examples where something had gone ‘locally temporarily wrong’:

“I believe that when more people starts to understand, really understand that everything is connected, that everyone here is ‘one’, and I believe there will be an enough group of people who understands that. One concrete example is the religions, religions are nice but we have to get that they are just context based, but really we all mean the same thing by it, and that we can see beyond just context...I believe we’re heading in the right direction, there might be some ‘local inconveniences’ every here and there, but I believe we are heading there”.

When we came to discuss personal belief systems Informant 6 said:

“I have my own belief, all religions are the same anyways, they more or less says the same thing, I still believe there is a mutual energy, if you live here and now, and are connected towards ‘that’ I believe life gets better. And it is the meetings with other people, that you can reach one another, I think all is connected to that”.

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The SP-informants in contrast expressed a belief in direct opposite to that of the NF-informants. NFs seem to move towards the center of unity, and the SPs move away from the center towards individual autonomy and individual ‘independence. The NFs wants to belong to the group, the SPs wants to be free.

But the temperament types are different in their general perceptions as well. When the NFs are optimistic, imaginative, and general, the SPs are pragmatic, specific and cynical. The result from the study showed that all SP-informant were ‘cynical’ towards the world situation in general, they believed people were thinking about their individual needs and benefits, moreover, they would not speak of ‘we as humanity’ (with exception of Informant 3 as I will get back to), but spoke from the ‘autonomous’ view, where each person made his own individual decisions. The SP-informants valued ‘autonomy’ just as much as the NF-informants valued and believed in ‘unity’. The SP-informants never used ‘abstract’ reasoning, and would only perceive the questions from individual examples. Of interest, they would not attend to any ‘god up there’, but stressed it was important to live the life you had ‘here and now’, and it seemed that any general belief would be too abstract for them.

When discussing the Human Right concepts, SP-Infomant 1 says “No, there is nothing universal with the Human Rights, what is Human Rights to us, is completely different in Russia, from China, from... ”. Neither is ‘morals’ globally shared by everyone: “Only I can be the one who is responsible for my actions, so that makes it into my context; what I perceive human rights or morals to be”. When asked about personal belief systems SP-informant 1 answers “I also believe in things, just not a “god” up there or anything... ”, when I ask him to share something more specific he says “I believe in very practical solutions”.

SP-informant 2 is not too optimistic for the future; he believes there will always be rich and poor people. He believe wars exist because of competition of resources, in contrast to ‘abstract’ NF-informant 4, that discuss that it is religions and thought-systems that divide people: “There must be very few wars in history that hasn’t been about resources, you can always dress it around explanation of religious character but, you know.”

It is interesting to notice that when discussing the Human Rights concepts, NF-informant 4 in contrast felt positive about them because ‘almost everyone’ had agreed on them; but SP-informant 2 address the question from the importance of ‘autonomy’. Informant 2 stresses that Human Rights doesn’t need any defender, but that it is self-evident that a person has the
freedom to live life as he and she wants, choose what line of work he wishes to have, where to live and with whom to live etc.

When the NF-informants discusses ‘morality’ they talk about things such as an ‘inborn’ morality sense for everyone, and that ‘good and evil’ can never be referred to people, as all people are good. But Informant 2 comments on ‘good and evil’ and understand it as whether someone is respecting or violating someone’s autonomous freedom, SP-informant 2 says, “it’s about trespassing, and that I would see as something negative”.

SP-informant 2 does not follow any religion; but not for the reasons the NF-informants expressed. Instead, it is because he doesn’t want to follow anyone else, and he advises that a person should go inside himself and follow what he wants instead. He says he don’t mind using other people’s ideas if they are practical to use. Informant 2 mentions a quote from Jesus, ”Do unto others as you would have them do to you”; that once again reflect the SPs deep valued ‘autonomy’ and resemble the previous quote in regard to ‘good and evil’, ‘don’t trespass other people’s freedoms’.

SP-informant 3 did in the assessment analysis reveal secondary influences of the NF-temperament type. This mix created very interesting results when we started discussing the general questions. Informant 3 belonged primarily to the SP-type, and therefore had a basic ‘cynical’ outlook, instead of the ‘optimistic’ outlook belonging to the NFs. But because of his NF-influence, he did use ‘web thinking’ in his reasoning process, and the result became some form of ‘global encompassing cynicism’, instead of just being cynical towards individual cases being discussed as was the situation with the other SP-informants. When I ask about the world situation Informant 3 answers “I’m rather pessimistic, I actually think this will all go to hell”. Informant 3 continues with explaining why he thinks so: “I’m pretty convinced that what the world is doing now in regards to the commercialistic, individualistic system, is wrong”. It should be noticed that Informant 3 is speaking against the ‘individualistic’ approach, which is something the NFs would do. Informant 3 continues giving explanations for everything that can go wrong and ends with the conclusion, “The humans will most probably be wiped out, but Earth will make it.”. I asked if Informant 3 honestly did not believe humans would make it, and he said “no”. In stark contrast to the NF ‘hope’. He continues giving examples for how we could practically solve many big problems in the world, but sticks to the conclusion that it will not happen and in the end explains, “I think the human somewhere is selfish….we are selfish and cynical”. All in all, SP-informant 3
seemingly combines the SP cynicism and still focus on practical problem solving, but together with global thinking and ‘humanity thinking’ connected to the NF temperament type. For the NF-informants the idealism and hope wins, for the SP-informants, cynicism triumphs hope.

The NT-informant never changed his basic disposition. Regardless question he chose to dissect it and give an analytical objective answer. He was practically against ‘Human Rights’ as it didn’t emphasize ‘the responsibilities of the individual’. He was also against charity, and emphasized everyone had to work in order to get something, and he took an initiative for a micro-financing project as it enabled people to get the initial resources to begin working so they could start accumulating prosperity for themselves. Seemingly, Informant 7 perceives how everything functions in terms of a system, and all parts of the system must aim to be effective. The NT-informant is ‘abstract’ just as the NF-informants, but when he discuss the general questions and solutions for how to work together, even if emphasizing finding common ground, it is well to notice he keeps all actors apart:

“Finding these common grounds between actors is very important, not only between international organisations, governmental organisations and grass root initiatives; but between different entities and institutions, because we are all individuals within individual structures. You can be an individual, but you can be an individual collective as well.”

NT-informant 7 never struggled with questions dealing with moral dilemmas, as he demanded to see all facts in relation to the situation so that he could analyse the most optimal solution for the question in matter. He didn’t give much regard to other type of dilemmas:

“It’s relative, exactly. Because if a very rich person gives a beggar on the street 5 euro, and he is immensely rich and 5 euro is nothing to him, and if a very poor person gives a beggar 5 euro, is the rich person bad, because he only gave 5 euro? Would he have been better if he gave 10 euro? Is the poor person automatically good because he gave what he did? “Well, what do you think?!”, I asked. Informant 7 answered “I think it doesn’t matter, because 5 euro is 5 euro.” Informant 7 did not follow any religion nor philosophy: “I think that if you are philosophical you become spiritual. Because you ask questions that you cannot actually answer, or answer with rationality”.

The outcome of this analysis reached following conclusions:

- The answers from the informants matched the pre-stated theoretical concepts that Keirsey (1998) and Fisher (2009) have defined and assigned to the four temperament types.
To ensure the answers of the informants did match the pre-stated concepts assigned to the temperament types by Keirsey (1998) and Fisher (2009), the informants’ answers were compared to informants that had been assigned to the same temperament type. The outcome of the analysis could confirm similarities between informants assigned to the same temperament types, and that informants belonging to the same temperament type had more in common in terms of traits and dispositions than with informants belonging to different temperament types.

5.4 What type of information could be accessed by the 4mpt tool in the study

The outcome of this analysis reached following conclusions:

Taking in to consideration only those areas of questions that were investigated in this study, of which answers/outcome been confirmed only by the 7 participating informants of this study, the Areas where information could be attained by applying the 4mpt-system were:

- Study interest or educational interest
- Motivation for beginning in the international humanitarian field
- Skills/Problem solving approach; what kind of work tasks the informant naturally leans toward, and the skills connected to the work tasks
- Preference for working in the field or from the office
- Decision making process
- Likes and dislikes in regard to the work place or work tasks
- Organisational structure preference
- General outlooks
- Personal belief systems

The final recommendation to the field is however presented in the “recommendation” section in the following discussion chapter.
6. Discussion

6.1 Theory and Method discussion
This section will discuss thoughts concerning the 4mpt –system based on the results from the study.

- All of the informants in the study could be assigned to one specific temperament type; that adds strength to the hypothesis that it exist primarily 4 major temperaments that all individuals can be sorted into. Secondary influences never overruled the basic disposition of the primarily temperament type an informant was assigned to.

- The information from the informants in the study correlated well with the pre-stated theoretical concepts that Keirsey (1998) and Fisher (2009) have defined and assigned to the four temperament types, supporting the theories contained in the 4mpt –system.

- Keirsey’s system (1998) provided theoretical concepts that were very valuable in the study; two of those were the difference between “abstracts” and “concretes”, and the difference between “utilitarian” and “cooperative”. The ‘concept-combinations’ functioned well in summarizing the basic disposition of each temperament type.

- The FD test; the JTI, proved not to be a reliant tool for temperament assessment, 3 out of 7 informants were corrected by the qualitative method based assessment-tool.

- As predicted, Keirsey and Fisher’s theories functioned well together, Keirsey (1998) provided useful categories and concepts to organize the differences between the temperament types, and Fisher’s theory made it easier to understand the temperament types based on their natural biological inclinations in terms of how a hormone-system worked to influence the individual to certain behaviors, while also explaining cognitive differences and special talents and skills the hormone-systems enhanced.

- The hormone system-concept facilitates the analysing process. The hormone-system concept explains which traits are associated with each hormone-system or temperament type, and how the temperament types may interact towards each other which are explained by the knowledge of how the hormone groups interact with each other.

For example; the assessment tool could assign Informant 3 to the “SP-temperament type” it could also detect secondary influences that could be connected to the NF-type. But in contrast
to the capacities available without the hormone-system understanding, it could explain secondary influences with the use of the knowledge of which traits clustered around each hormone-system. Estrogen/oxytocin makes the person people-oriented as well as influences the cognitive structure towards “web thinking”; by extracting certain traits and combining them with the traits associated to the dopamine-system, a reliable interpretation could be conducted. But without these approaches, a very unsatisfactory assessment would have taken place with little chance of being able to explain the various traits Informant 3 displayed.

- The use of a qualitative method for assessing personality type belonging is so far necessary. The FD-test assigned Informant 3 to the NF-temperament type, but the assessment-tool assigned Informant 3 to the primarily SP-temperament type belonging because of the outcome for basic indicators such as “study choice” and “motivation for beginning in the humanitarian field” and questions directed towards skills and work task preferences. Without a qualitative method based assessment-tool, Informant 3 would have been assigned to an incorrect temperament type belonging.

- The methods employed in the 4mpt-system makes it able to avoid having to ‘force’ an individual into one of the 16 possible personality-type outcomes that are derived from the FD-tests, because it becomes redundant. Because the 4mpt-system starts by determining primarily temperament belonging; that is, which hormone-system is primarily influencing the individual; and secondly sees to which secondary hormone-system may influence the individual, the analyzer never ends up in a situation where he is forced to assign an individual into a ‘correct personality type group’ such as one of the sixteen personality types.

- The 4mpt-system can enable advanced and detailed interpretations. Informant 3 was assigned to the SP-dopamine type with NF-estrogen/oxytocin secondary influences, which enabled to comprehend the “wide-scale” cynicism of Informant 3, that ought to be connected to the SP-cynicism that was also confirmed by SP-Informant 1 and 2, and the ‘web thinking’ trait associated with the NF-temperament type.

Some final reflections in relation to the study was that more individuals needs to be analysed before making any conclusions about the 4mpt-system; the study conducted and the result of the study can only be considered as an initial demonstration of the functions of the 4mpt.

6.1.1 Interesting results from the study
Many interesting discoveries were made in the study. One of those was the informants’ preferences for ‘organisational structure’. There was an interesting division displaying the
stark contrast of the SP-informants who all wanted decentralized organisational systems, and the NF-informants who all wanted organisational structure solutions that created homogeneity.

The outcome for “study background” was very revealing, as it very much separated the study preferences of those informants who belonged to the ‘concrete’ disposition; the SP-informants, which all had chosen practical studies, and expressed a preference for practical tasks; and the informants who belong to the ‘abstract’ disposition, the NF-informants and the NT-informant, who all had chosen theoretical studies, and preferred theoretical tasks.

The outcome for “organisational structure preference” was interesting because it wasn’t indicated by Keirsey (1998) or Fisher (2009) how this outcome would turn out. The SP-informants sought an organisational structure as far away as possible from the center/group, while the NF-informants searched to move as close to the center/group as possible; correlating with the traits associated with the temperament types, and the “self-reliance” of the SPs against the “group-reliance of the NFs.

The general views and beliefs divided the temperament types. The NF-informants were strongly oriented towards the perception of an underlying ‘unity’, and had an optimistic vision of a future where people eventually would realize this unity, and divisions would end. The SP-informants in contrast was oriented towards a perception of ‘autonomy’, and believed in individual self-responsibility. In contrast they were cynical towards the future, people had ‘selfish interests’; the cynical view about other people was combined with a belief that the world therefore not change.

**6.2 Conclusions**

In order to gather data on the traits and dispositions of the selected informants of the study I constructed the 4mpt-system. The aim of the thesis was to analyse the practical usefulness of the 4mpt-system as a tool for understanding traits and dispositions of individuals, to measure if it could work as a tool to facilitate human resource handling in the humanitarian field sector. The practical use of the system was dependent on the reliability and validity of the system.

The first objective in the research was to ensure the reliability and validity of the 4mpt-system.
Following research questions were set up in order to control for reliability and validity:

a. *Can the qualitative analysis method designed to assess the informants to primarily one temperament type in the 4mpt-system; assign the informants to one temperament type in the 4mpt-system, and how is that revealed?*

b. *Will the preferences and dispositions of the informants correspond to the preferences and dispositions of the temperament type they have primarily been assigned to?*

c. *Do informants that belong to the same temperament display similar dispositions, characteristics and preferences?*

The results of the qualitative method based assessment-analysis revealed that all of the informants participating in the study could be assigned to primarily one temperament type. Questions were asked in vast areas in relation to the informant, but regardless question area, whether asking questions around professional skills, likes/dislikes, organisational structure preference, views on moral themes such as ‘good and evil’ or personal belief systems; the answers of the informants conformed to one particular temperament type.

Secondary influences could be detected in the analysis, but as discussed in the previous section, the secondary influence did never confuse the result. The secondary influences did never override the basic dispositions belonging to the primarily temperament type the informant had been assigned to. A great asset was the integration of the hormone group concept and their connection to the temperament types that facilitated the analysis process in total. The FD-test, at least the JTI, was not a reliable tool for temperament type assessment in comparison. Three out of seven informants had to be corrected via the qualitative analysis to be assigned to the correct temperament type they belonged to. The FD-test were however an asset for indicating if not primarily temperament type belonging, then at least secondary influences.

Research question (b) and (c) was controlling that the preferences and dispositions of the informants corresponded to the preferences and dispositions of the temperament type they have primarily been assigned to, and that informants that belonged to the same temperament type displayed similar dispositions, characteristics and preferences.
The analysis presentation in chap.5.3 display how the answers of the informants did not only correspond well to the theoretical concepts and descriptions assigned to the temperament types by either Keirsey (1998) and Fisher (2009), but also that informants belonging to the same temperament type had similar traits and preferences that were significantly different to informants belonging to the other temperament types.

Conclusions that can be made from the study are that the 4mpt-system was measuring what it was supposed to measure, and that the 4mpt-system proved reliable in its application at least in regard to the analysis processes of this study. Preferences and dispositions of individuals could be predicted and therefore accessed by the 4mpt-system. The results from the study speaks positive for the 4mpt-system, however, more studies are recommended before any conclusive statement can be made about the 4mpt–system.

The last research question was dependent on the outcome of the previous research questions, and concludes which areas it is able to access information from, of those areas that were investigated in the study.

2. *Which dispositions (areas), of those dispositions (areas) that are investigated in the study, is it able to access information from with the use of the 4mpt-system tool?*

The study has revealed that preferences for following areas were dependent on the informants’ temperament type-belonging:

- Study interest or educational interest
- Motivation for beginning in the international humanitarian field
- Skills/Problem solving approach; what kind of work tasks the informant naturally leans toward, and the skills connected to the work tasks
- Preference for working in the field or from the office
- Decision making process
- Likes and dislikes in regard to the work place or work tasks
- Organisational structure preference
- General outlooks
- Personal belief systems
6.3 Future Recommendations

6.3.1 Recommendations in regard to the 4mpt-system:
These are some recommendations I propose for working with the 4mpt -system in the future:

- Continue the work started in this study. Work to integrating Keirsey’s system with the hormone-system groups and study more about how the hormone-systems function in terms of how the hormones influence cognitive functions and behavior and how they interact against each other.

-Create a standardized tool for assessing temperament type. Use concepts from Keirsey and Fisher, although, keep in mind that studies in regard to the hormone-systems in themselves are independent from Fisher’s work. Chapter 5.2 demonstrated some indicators that can reveal temperament type belonging.

-Possibly develop an improved FD- test that can be constructed based on the knowledge of the four hormone groups. However, in order to keep the reliability of the 4mpt –system it should perhaps be advised to use a standardized qualitative tool for assessing temperament type.

6.3.2 Recommendations to the humanitarian field:
The efficiency and quality of the humanitarian programs decreases if organisations do not prioritize their staff. Humanitarian organisations are advised to invest more resources on the people in their organisations.

One method to accomplish this is via a thorough recruitment process that enables the company or organisation to hire an individual with the right qualifications and personality traits; this process is time consuming and costly and seldom followed in the humanitarian field recruitment process.

The recruitment sector should be aware of the different drives, values, motivations, personality characteristics and skills of the individuals; the implication of not taking these dimensions into consideration was dealt with in chapter 2; trying to hire individuals with ‘as many abilities as possible’ is not realistic, and even unhealthy. The recruitment sector must also have methods to access these traits and dimensions.

Without a personality type system, each trait must be assessed individually, which will require a much larger effort. The use of a personality type system could facilitate the hiring process, both time and cost wise, as the knowledge of personality type belonging can access all dimensions at the same time.
This study is a first attempt to test the functionality of the 4mpt–system. The study has moreover defended and responded to the possible critique for using personality type systems for assessing character traits. The study has explained ‘why’ personality types exist, as well that it is possible to create tools that correctly can assess them.

The study demonstrated qualitative methods to assess personality type. The type of information the 4mpt–tool could access in the study is promising for its future application in the humanitarian field. These were some areas where the 4mpt-tool could reach access:

- **Motivations.** Which motivations that leads the individual to a particular job as well as keep the individual engaged to continue within that profession.
- **A field or office preference.** Which individuals that wants to work directly in the field and have skills to do so, and which individuals who wish to work from office and have suitable skills for ‘abstract’ type of work tasks.
- **Skills and work task approaches.** The kind of areas the individual is naturally inclined to work with, interested to work with and will have his/hers primarily skills to work with. Indicates which particular tasks and areas the individual will be most adapted for.
- **Decision making process;** the method of which the individual will approach problems, propose solutions, and make decisions.
- **Organisational structure preference;** answers which type of work structure the individual will thrive in and make most use of his talents; an autonomous decentralized structure, or a cooperative structure based on homogeneity for example.
- **General views and general outlooks.** How the individual view the world in general, and how the individual view other human beings. Answers what are the basic beliefs of the individual. These fundamental beliefs and views dictates what kind of outcomes an individual expect from his own actions, and is very valuable if it can be accessed.

The 4mpt-tool can be easy applicable for recruitment officers as it is easy to use. A standardized qualitative method for assessing temperament type belonging could be set up. Chapter 5.2 demonstrate a few question areas that could be used as indicators; the assessment tool does not need to contain more questions than “study preference”, “motivation for beginning in the humanitarian field” and “individual skills” for example. As the recruitment officer only needs to handle 4 different temperament types, the system is easy to use. Yet, despite its easy assessment, the depth and width of the information the 4mpt can access, is well to compare with alternative tools that work with assessing character traits. The depth of
information is due to the combined systems of Keirsey’s extensive work with analysing the traits of the 4 temperament types, and especially the new understanding that is opened up with the explanation of the four hormone-system groups.

The humanitarian sector can support the continued development of the 4mpt –system tool. There are several studies that could tentatively be conducted to access more information in regards to its practical use. One of those could be to study aid workers in the field combined with stress level evaluation, together with temperament type assessment, to study if individuals with a SP disposition thrive better in the field milieu than does individuals belonging to the rest of the temperament types; an assumption that was suggested in the thesis (see chap. 3.4.1) and also indicated in the result of the study (see p.70).

The 4mpt –system tool can be applied within human resources to facilitate the hiring process, although, the tool will for certain be valuable for people already invested in the humanitarian sector. The understanding of what type of work skills the individual is naturally oriented towards, how the individual approach problems, how the individual reason in decision making processes, what type of work or organisational setting the individual is most comfortable working within, and even which general outlooks and values the individual hold is of great benefit regardless in which position the aid worker find himself in.

In teamwork-situations information accessed with the 4mpt-tool can facilitate the work of the team leader as he can quickly assess which kind of resources is available in the group, and how work tasks can best be divided in the group. The team members can benefit from being aware of the leader style of their team leader or manager that will facilitate communication and understanding. On p.43 an example was demonstrated of how misunderstandings can occur when there is a lack of knowledge of the different personality types and their dispositions, which can lead to inappropriate and wrong conclusions. The quality of the work is for certain improved in a good cooperative climate, and the 4mpt –system could enrich the understanding of the individual aid worker and the people he find himself surrounded with.

All in all, a conclusion drawn from the results of the study is that the 4mpt –tool should not be discarded, but continuous studies should be conducted to help developing the tool and make it available for the humanitarian field sector.
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Appendix
A. Interview guide

Name:  Age:

Part 1: Questions connected to work

1. What is your current work and what sort of work tasks does it include?

2. Where have you worked before?

3. What is your study background?

4. When you think back on your studies, what was the subject/s you liked the most?

5. When was the first time you thought you would want to work within the international humanitarian sector/ something humanitarian/ something international?

6. What is it that gives energy at work, what is it that you enjoy about your work/ what makes you get up in the morning?

7. When do you find your work stressful? What takes energy at your work?

8. What are your skills at work? Is it something you perceive you are maybe doing better than others?

9. What do you prefer the most, to work in the field or from the office?

10. What do you prefer most, to work in a team or by yourself?

11. What kind of organizational structure would you prefer?

12. What is your preferred position in that organisational structure?

13. What elements does a good presented idea contain for you?

14. Do you usually come up with ideas? What kind of ideas do you usually come up with and when? How do you think your ideas are perceived?
15. Where do you position yourself within an argument where one side suggests an idea based on moral/idealistic considerations, and the other side is suggesting an idea based on more pragmatic considerations?

16. How do you feel or think about long term versus short term solutions? Can you agree with a long term solution even if you would believe that recipients may suffer short term?

**Part 2: “Global questions”**

17. Do you believe the world is headed for the better or towards the worse?

18. What is your view on world famine, could it be solved?

19. What do you believe about wars and conflicts, are we headed for less wars and conflicts, or more? Will we ever reach world peace?

20. Why do we do wars/why are there conflicts?

21. Are the Human Rights real values that we just discovered and acknowledged, or are they just “man-made” concepts?

22. What are your views on ethics and morals? Does “global” morals exist or you perceive it as contextual? What is “good and evil” to you/ does it exist?

23. Do you yourself follow any religion or any philosophy? What do you believe in?
B. Historical appearance of the 4 temperament-types

The table below was referred to on p. 19 in thesis. It summarizes the features of the “Michelino-deck” compared to the features of the 4mpt –system, containing theories from Keirsey (1998) and Fisher (2009).

<table>
<thead>
<tr>
<th>Temperament</th>
<th>Suit</th>
<th>Deities</th>
<th>Hormone</th>
</tr>
</thead>
<tbody>
<tr>
<td>SP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Artisans/Explorers</td>
<td>“Pleasures”</td>
<td>Gods of mixed gender</td>
<td>Dopamine</td>
</tr>
<tr>
<td>Concrete focus</td>
<td>-The attraction to that which is pleasurable; avoiding following duties and order</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SJ</td>
<td>“Riches”</td>
<td>Gods of mixed gender</td>
<td>Serotonin</td>
</tr>
</tbody>
</table>
| Guardians/Builders| -Gather riches and resources  
| Concrete focus    | -Guarding/upholding/ruling over an order, structure or fixed system |
| NF                | “Virginities” | Gods of female gender       | Estrogen    |
| Idealists/Negotiators | - Seeing to uphold the morals and virtues of the higher realm  
| Abstract focus    | -Averted from the physical world and its sensations |
| NT                | “Virtues”     | Gods of male gender         | Testosterone|
| Rationals/Directors| -Stand for authority, rulership and equity of law |

*Table B1: “Comparing the Michelino deck to the 4mpt –system”*