Insightful Resource on the 16 Personality Test

With 15 Example Questions and Practical Guidance

By AssessGrow

What Is the 16 Personality Test?

The 16 Personality Test categorizes individuals into one of 16 types, based on four fundamental psychological preferences. Originally inspired by Carl Jung and popularized through the Myers-Briggs Type Indicator (MBTI), this framework provides deep insights into how people think, work, and relate to others.

Each personality type is identified by a 4-letter code (like INTJ, ESFP, etc.) that represents the combination of their psychological preferences.

The 4 Core Personality Dimensions

Dimension	Dichotomies	Description
Mind	Introversion (I) / Extraversion (E)	How people focus their energy – inward or outward
Energy	Sensing (S) / Intuition (N)	How people absorb information – detail-oriented or big-picture thinkers
Nature	Thinking (T) / Feeling (F)	How decisions are made – logic-driven or emotionally attuned
Tactics	Judging (J) / Perceiving (P)	How people approach life – organized or adaptable

Each person falls somewhere on the spectrum of each pair, resulting in 16 personality types.

16 Personality Types at a Glance

Code	Type Name	Common Traits
ISTJ	The Inspector	Responsible, factual, orderly
ISFJ	The Defender	Loyal, warm, detail-focused
INFJ	The Advocate	Insightful, idealistic, empathetic
INTJ	The Architect	Strategic, logical, independent
ISTP	The Virtuoso	Analytical, hands-on, adaptable
ISFP	The Artist	Gentle, flexible, aesthetic-driven
INFP	The Mediator	Creative, introspective, values-based
INTP	The Thinker	Curious, abstract, independent
ESTP	The Dynamo	Energetic, risk-taker, action-oriented
ESFP	The Entertainer	Fun-loving, spontaneous, social
ENFP	The Campaigner	Expressive, imaginative, enthusiastic
ENTP	The Debater	Bold, quick-witted, curious
ESTJ	The Executive	Practical, assertive, organized
ESFJ	The Caregiver	Cooperative, supportive, people-focused
ENFJ	The Protagonist	Inspiring, diplomatic, charismatic
ENTJ	The Commander	Visionary, goal-driven, decisive

Benefits of the 16 Personality Test in Hiring and Team Development

Use Case	Benefit
Team Building	Understand working styles and avoid personality conflicts

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Leadership Development	Identify natural leaders and train based on strengths
Hiring & Recruitment	Match personalities to job roles for better performance
Conflict Management	Reduce friction through awareness of differences
Employee Retention	Align roles with personality to increase engagement

15 Example Questions from the 16 Personality Test

These questions represent common scenarios or preferences mapped to the 4 dichotomies. They are best used in a **Likert scale** format (e.g., Strongly Agree to Strongly Disagree), but you may also use multiple-choice for simplicity.

No.	Question	Dimension	Option A	Option B
1	After a long week, how do you recharge?	Mind	Spend time alone (I)	Go out with friends (E)
2	How do you prefer to learn?	Energy	Through facts and steps (S)	Through concepts and theories (N)
3	What influences your decisions more?	Nature	Logic and evidence (T)	Feelings and values (F)
4	Your work style is:	Tactics	Planned and structured (J)	Flexible and adaptable (P)
5	At social events, you:	Mind	Listen more (I)	Talk more (E)
6	When solving problems, you:	Energy	Focus on present facts (S)	Think about future possibilities (N)
7	During disagreements, you:	Nature	Focus on fairness (T)	Consider everyone's feelings (F)
8	Your calendar usually is:	Tactics	Scheduled with deadlines (J)	Open with room for spontaneity (P)
9	When meeting new people, you:	Mind	Wait to be approached (I)	Initiate conversations (E)

10	When a friend has a problem, you:	Nature	Offer solutions (T)	Offer emotional support (F)
11	When packing for a trip, you:	Tactics	Prepare a checklist (J)	Pack last-minute (P)
12	You trust information that is:	Energy	Proven and concrete (S)	Intuitive and implied (N)
13	Preferred project type:	Tactics	Clear deliverables and structure (J)	Open-ended and flexible (P)
14	When learning in a group, you:	Mind	Prefer smaller discussions (I)	Prefer open brainstorming (E)
15	In uncertain situations, you:	Nature	Analyze outcomes (T)	Trust your gut (F)

How to Use This Test Effectively

- **Use for awareness, not as a hiring filter** – It's best for **team matching**, **coaching**, and **development**.

- **Combine with other tools** – Use alongside **cognitive ability tests**, **behavioral assessments**, or **integrity tests**.

- **Use it for self-assessment and reflection** – Encourage managers and employees to explore their styles.

Limitations of the 16 Personality Test

Consideration	Description
Not fully scientific	Unlike Big Five, this test lacks strong academic validation
Not fixed	Results can shift over time based on mood or environment
Avoid overuse	Should not be used to screen out candidates

Conclusion

The 16 Personality Test is a powerful tool when used responsibly. It helps teams understand each other better, encourages meaningful development, and builds stronger workplace relationships. While not a diagnostic instrument, it opens the door to deeper conversations around motivation, behavior, and potential.

Explore Assessment Plans

To start using personality and behavioral tests for hiring or internal development, explore the flexible [pricing plans](#) available on AssessGrow.