

From Jung to Pearman: Personality Type Theory Evolved

Carl Jung was a Swiss psychologist, and where the personality type theory originated. The Pearman Personality Integrator has its roots in Jungian theory.

A key facet of Jung's theory, and the starting point for Jung's personality theory, is the idea that we are focused to different degrees on the external environment (Extraversion) or our internal processes (Introversion). Extraverts are energized by the external environment, while introverts get their energy through inner thoughts and ideas.

Once we have this foundation, we can move on to examining other preferences in personality type, starting with our overall functions. From a perceiving viewpoint, we take in information either through a concrete, practical lens (Sensing) or through a focus on what is abstract or theoretical (Intuition).

Jung then identified patterns in how people made decisions. He found that they were made either through examining objective data (Thinking), or through the lens of personal and/or societal values (Feeling).

Our overall functions are shaped by the attitudes of extraversion (E) and introversion (I) to give us eight mental functions:

- Extraverted Sensing (Se)
- Introverted Sensing (Si)
- Extraverted Intuiting (Ne)
- Introverted Intuiting (Ni)
- Extraverted Thinking (Te)
- Introverted Thinking (Ti)
- Extraverted Feeling (Fe)
- Introverted Feeling (Fi)

All of us have access to all 8 of the mental functions, but we each access them in different ways.

The Pearman Personality Integrator assesses our mental functions to provide clients with a view of how natural it is for them to use each of the mental functions, and how often they use them. It does not assume one function dominates any of the others, but rather all of the mental functions can interact with each other in ways that are unique to each of us.

The Pearman looks at what is Natural for us, which is the part of our personality that we cannot change: it is established early on in life and is a consistent part of who we are. The Pearman also provides insight into what is demonstrated, or what mental functions we leverage on a regular basis, regardless of whether or not it is natural for us to do so.

The second part of the Pearman assessment measures what is referred to as the Pearman Flex Index.

The Pearman Flex Index encompasses the skills, abilities, and preferences that provide an individual with the agility and resilience to: solve problems proactively, remain calm and level-headed under pressure, form connections with others, seek out new and beneficial experiences, cope with and recover from it all; and demonstrate personal psychological agility.

We have access to all of our mental functions, and developing our Flex Index can help us manage situations that call on any mental functions that are less comfortable for us. If we are able to utilize our flex when required, this can lead to more success at work and in life.

Pearman Personality Integrator Quick Facts

Report provides scores for:

Overall Extraversion (E)/Introversion (I)

Overall Intuiting (N)/ Sensing (S)

Overall Feeling (F)/ Thinking (T)

Mental Functions:

Extraverted Intuiting (Ne) vs. Extraverted Sensing (Se)

Introverted Intuiting (Ni) vs. Introverted Sensing (Si)

Extraverted Feeling (Fe) vs. Extraverted Thinking (Te)

Introverted Feeling (Fi) vs. Introverted Thinking (Ti)

Flex Index

Total Flex Index

Proactivity

Refers to the skills necessary for active problem-solving and taking decisive action when faced with a challenge.

Keywords: problem solving; taking action; planfulness

Composure

Self-control, patience, and level-headedness. Composure involves being able to remain calm and controlled under times of stress or criticism.

Keywords: poise; self-control; self-regulated; comfortable with challenges

Connectivity

Involves being connected with others, forming beneficial interpersonal relationships, and seeking and reciprocating social support.

Keywords: social support; making connections as a solution oriented strategy; amicable; friendly

Variety-Seeking

Is the preference for novel experiences, variety over routine, and openness to new opportunities for growth and development.

Keywords: novelty; variety; agile with ideas and experiences; multi-tasking; imaginative; adventurous

Rejuvenation

Involves positive coping strategies used to maintain health and minimize stress.

Keywords: recovery; coping; renewing activities;