

group – the –  
move into new areas, start new initiatives, and soon! (See table 1.6.)

**Table 1.6** Myers-Briggs Type Indicator™ types by quadrant

|                                              | <b>IS Thoughtful Realist</b>                         | <b>IN Thoughtful Inovator</b>                             |
|----------------------------------------------|------------------------------------------------------|-----------------------------------------------------------|
| <b>What they are most concerned with</b>     | Practicalities                                       | Thoughts, ideas, concepts                                 |
| <b>How they learn</b>                        | Pragmatically and by reading and observing           | Conceptually by reading, listening and making connections |
| <b>Where they focus their change efforts</b> | Deciding what should be kept and what needs changing | Generating new ideas and theories                         |
| <b>Motto</b>                                 | 'If it isn't broke don't fix it'                     | 'Let's think ahead'                                       |
|                                              | <b>ES Action-oriented Realist</b>                    | <b>EN Action-oriented Innovator</b>                       |
| <b>What they are most concerned with</b>     | Actions                                              | New ways of doing things                                  |
| <b>How they learn</b>                        | Actively and by experimentation                      | Creatively and with others                                |
| <b>Where they focus their change efforts</b> | Making things better                                 | Putting new ideas into practice                           |
| <b>Motto</b>                                 | 'Let's just do it'                                   | 'Let's change it'                                         |