



CP e-TYPE LIST OF QUESTIONS FOR THE INTERVIEW

General note: For all questions, you will want to be ready to ask about what has been true for the person over time, so you get a clear sense of the dominant trend in the person's life—not just what their tendencies are in the current time or what they were in the past. ***So, a potential follow-up question for all questions listed here is: "Has this always been this way for you? What were you like in the past? 10 or 20 years ago?"***

TYPE EIGHT

Q1. How **assertive** are you? How easy or hard is it for you to **say what's on your mind**?

- How easy or difficult is it for you to move toward a **confrontational situation**?
- Is it easy for you **dominate a situation**? What does this look like?
- (If yes to all of the above, you may want to ask: Can you enjoy a good fight?)

WHAT MOST EIGHTS SAY: They admit to being very assertive. It's easy for them to say what's on their mind. It's easy for them to confront. Some Eights will also say they can easily dominate situations, though Social and SPs may be a bit less strong on this.

Q2. When you are working with others to get something done, do you **like to be the boss**, or would you rather not?

WHAT MOST EIGHTS SAY: Eights don't need to be the boss, but they are comfortable being the boss and will step in if there is a power vacuum. While they don't need to be in charge, most say take the lead easily and are comfortable in that role, whereas other types will say various versions of "they would rather not be in charge" or they can or not, but don't necessarily have a high degree of comfort being the boss.

Q3. Do you tend to be **excessive** in the things you do?

- Can you give an example of what this looks like?
- Are you **impulsive**? Do you sometimes act without thinking? Examples?

WHAT MOST EIGHTS SAY: Most Eights will admit to being excessive compared to people of other types. It's important to ask for examples of excess. Most will readily cite things like eating too much, drinking too much, shopping too much, or working too much. Most will also readily admit to being impulsive and will find it easy to offer examples relative to other types.

Q4. How attuned to you to **unfairness**? How concerned are you with **justice**?

- Examples?
- Why is this important?
- How active are you in assuring that things are fair or just?

WHAT MOST EIGHTS SAY: Most Eights will say they are very attuned to fairness and justice compared with other types—though it's important to note that some other types will also say fairness and justice are important to them, especially Ones, Twos, and Sixes. Eights will also usually easily provide examples of instances in which they took action in service of justice. When asked "why?" they will provide some kind of reference to core values around these things and express strong feelings and speak in an intense tone.

Q5. How easy or difficult is it for you to be **vulnerable**/show weakness?

WHAT MOST EIGHTS SAY: Most Eights will readily say they have a very difficult time expressing vulnerability or weakness relative to other types. Most other types will not be as strong in this regard—although a few might be, like Fives and Sixes. Some types will say they express vulnerability rather easily, especially Twos and Fours.



TYPE NINE

Q1. Is it usually easy for you to see **many sides** of an issue, or do you tend to identify strongly with one point of view?

- If you tend to have an opinion, will you state it openly and easily? In both personal and professional contexts?
- How opinionated are you? Do you tend to have strong opinions?

WHAT MOST NINES SAY: Most Nines say they have a very easy time seeing many sides of an issue. Nines often say they have a difficult time locating their own opinion. However some Nines will say they do have opinions (identify their own point of view), though they say they will express opinions more easily in a professional or social context (or, for instance, express an opinion about politics) than a personal context.

Q2. What is your experience of **anger**? (Do you experience it or not? How often? If you feel it, will you express it?)

*WHAT MOST NINES SAY: **Most Nines say they don't experience anger very often.** Some will say they never or almost never experience it. If they do feel it on occasion, they won't easily express it. Or, they may say they express it, but very rarely. It will be important to ask "how rarely?"—usually they will say once or twice a year. Nines who have done some inner work may say they do experience anger, but they may have learned how only recently—and this will be important to check out.*

Q3. How do you experience **conflict**?

- Do you avoid it or not? Why? If you can engage in it, what does that look like?
- Is **harmony** important to you? (Harmony meaning everyone getting along peacefully) (How important?)

*WHAT MOST NINES SAY: Most Nines say they are not comfortable with conflict relative to other types. While several other types will also say they don't like conflict (like Twos, Sixes, and Sevens), Nines are usually very definitive on this. **They usually say they avoid conflict and don't like it.** The reason Nines don't like conflict is they assume it will separate them from people—that the relationship will be threatened or over.*

Q4. How easy or difficult is it for you **to say no**?

- If difficult, why? What is this about?
- (note: also applies to Type Two)

*WHAT MOST NINES SAY: **Most Nines readily say it is difficult for them to say "no."** This is also true for Twos, but most other types will say something other than the clear answer Nines give when it comes to having a difficult time saying no to things and making boundaries. Fewer Nines will have the awareness that sometimes when they say "yes" they actually mean "no"—and in some cases you may want to explore this.*

Q5. Do you tend to put **others ahead of yourself**?

- Do you tend to forget yourself? Can you give an example?

*WHAT MOST NINES SAY: Most Nines say **they put other ahead of themselves.** (Twos will also say this.) Most other types will either say they don't put others ahead of themselves, or something in the middle of the two extremes. Nines are nearly the only types that even understand the question "do you forget yourself." They will usually say "yes" to this—and others won't even understand what you mean. (Don't waste time explaining this to people who don't get it. Just move on.)*



TYPE ONE

Q1. How **self-critical** are you?

- Do you have an “inner critic?” If so, how much of the time is it operating? What does critical voice say? How harsh is it?
- How **critical** or judgmental are you **of others**?

WHAT MOST ONES SAY:

- *They have an inner critic, and it operates 90% to 95% of the time.*
- *The usually admit to being very self-critical and also critical/judgmental of others.*
- *Many other types will also say they are self-critical, but it is usually not to the same degree—if you ask them for a percentage of time the inner critic is commenting, they will say something less than 90%.*

Q2. How important is it for you **to be right**?

- When you set about accomplishing a task, do you have the sense there is **one right way** or best way to do it or many good ways to do it?

WHAT MOST ONES SAY: Most Ones will admit it is important for them to be right. Many will say they usually have the sense that there is one right way to do a task, but some will say there may be many right ways as they have learned over time to be more open to multiple ways of doing things—or others’ ways of doing tasks. Similarly, although Ones can tend to think in black-and-white terms, more mature Ones will have learned over time to see shades of grey and so may self-report that they don’t view life in black-and-white.

Q3. Would you describe yourself as **perfectionistic**?

- Would others who know you well describe you this way?
- What does this look like in practice?

WHAT MOST ONES SAY: Most Ones will admit to being perfectionistic in the things they do, or if they say they aren’t perfectionistic in everything, they will say others do see them this way. It is important to know that most Ones may be perfectionistic in one area of life, but not in others—so it may be good to ask for examples. Also, this varies by subtype, so listen for the potential differences in how different subtypes of Ones will answer—SP Ones are the most perfectionistic, so may answer this more definitively. In contrast, SX Ones report being less perfectionists and more reformers.

Q4. What is your experience of **rules**?

- Do you tend to follow the rules?

WHAT ONES SAY: Most Ones will say they do follow the rules. They are almost the only type that says this in a clear way. Sometimes, however, some Ones will say they follow the rules most of the time, but they decide if the rule is a good rule to follow or not—and if they decide the rule is not a good one, they won’t follow it.

Q5. Some people lean towards feeling **responsible or over-responsible**, others are more carefree. Which end of this spectrum do you tend toward? How high are your standards? For yourself? For others?

WHAT ONES SAY: Most Ones will readily say they see themselves as very responsible or overly responsible. Other types will also say they are responsible, but many won’t see this as their main trait, or they won’t say they are responsible in as strong a way as Ones typically do.



TYPE TWO

Q1. SHAPE-SHIFTING: Would you say you are generally the same person from situation to situation, or do you tend to **adapt or alter how you present** yourself to suit the different people you are with?

- (Note: Shape-shifting also applies to Type Threes)
- Do you even tend to **hedge** or sugar coat or even misrepresent your opinion in order to avoid displeasing someone? Can you think of an example of a time when you did this?

WHAT MOST TWOS SAY: Most Twos say they do shift their presentation to fit the context or the people they are interacting with. If they have some degree of self-awareness they will also admit that they may sometimes misrepresent their opinion to align with people they want to connect with.

Q2. How easy is it for you to recognize or sense what **other people need**? How easy or difficult is it for you to **know what you need**? How easy is it to **ask** for what you need?

WHAT MOST TWOS SAY: Most Twos will say they easily sense what others need, that it's hard for them to know what they need, and it's very hard (or impossible) for them to ask for what they need. However, some Twos will say they do know what they need. Sometimes they have learned to do this over time, or they think they do but they really don't. When they say they know what they need, they usually admit that they don't ask for their needs to be met.

Q3. How important is it for you to be **liked** by others?

- Do you feel like you usually know how to **make people like you**?
- How do you do this?
- How important is **pleasing** others or gaining others' **approval**?

WHAT MOST TWOS SAY: Most Twos say it is very important to be liked by others. And they will also say they feel like they know how to make people like them. If you ask how they do this, they may not know—or they may describe an automatic process of aligning with others or charming others to create a positive connection.

Q4. How central is **helping people** to you?

- How do you feel if someone important to you doesn't accept your help or advice?

WHAT MOST TWOS SAY: Most Twos will say that helping people is central for them—though SP Twos may not always have the main goal of helping, and help needs to be understood as strategic for Twos, and not always purely altruistic, as they may believe. Helping as a way of creating a reciprocal debt in others may be more unconscious and so Twos may not see or admit to this motive behind the impulse to help. Twos will feel bothered or angry if important people in their life don't accept their support.

Q5. Would you say your **attention is focused** more on yourself or more on other people?

- In general, would you say you **actively move toward people**, or wait for people to reach out to you?
- How **selective** are you in terms of choosing friends or initiating contact with people?

WHAT MOST TWOS SAY: Most Twos say that their attention is focused on others, but some may say it is focused on both others and themselves, as people sometimes confuse the normal thinking or internal reflection process as being "self-focused." Twos tend to move actively towards others—sometimes to seduce others into relationship or meeting their needs without having to explicitly verbalize needs. And Twos tend to be highly selective. These two last factors are elements that differentiate them from Nines.



TYPE THREE

Q1. How important are **goals**? How do you use them exactly?

- Ask for examples.

WHAT MOST THREES SAY: Goals are very important. They think in terms of goals and use them to motivate them to get things done. They can usually easily generate examples.

Q2. Would people who know you well describe you as an **overachiever**? Are you a **workaholic**?

- Might other people perceive you as a workaholic?

WHAT MOST THREES SAY: Threes usually readily say they are overachievers. They also admit to being workaholics without having to think about it too much. Sometimes, Threes may hesitate to admit workaholic tendencies only because of the negative image it may convey to others, especially in some cultures.

Q3. How important is **image** to you? Are you conscious of creating an image to so that people will see you a certain way?

WHAT MOST THREES SAY: Usually Threes admit that image is important, though Self-Preservation Threes may struggle to admit this, especially if at a lower level of self-awareness. Some Threes may hesitate as they calculate how admitting to image and status being important affects their image with the interviewer, but most of the time they say yes, that these things are important, and that the approval of others is important. Note: the importance of image and approval also applies to Type Twos.

Q4. How important is it for you to be **perceived as successful**?

- What does being successful mean to you?
- Are you good at **“reading a room”**—**reading your audience** to know what specific qualities they will view as successful?
- What is the experience of **failure** like for you?

WHAT MOST THREES SAY: Most Threes say success is important and have a lot to say about what it means to them and what it looks like. It’s usually more in line with what the conventional meaning of success according to their cultural context than how other types will define success. The experience of failure is very hard for Threes and they will either say this, or, in some cases, they will say they don’t know how failure feels because they’ve never experienced it. (Threes avoid doing anything they may fail at.)

Q5. How important is it to be **recognized** for your achievements?

- How important is having **status** to you?

WHAT MOST THREES SAY: Most Threes will say it’s important to be recognized. Some may be a bit reluctant to admit this, but most Threes with a moderate or above level of self-awareness will see and speak to this. Most Threes will also say that status is important. However, if they live or work in a culture where wanting high status is seen as a bad thing, they may not admit it.



TYPE FOUR

Q1. FEELINGS: To what degree are you **in touch with your emotions**? Do you tend to stay with your feelings when they arise or push them away?

- Would you say you have a **wide range of feelings** you feel regularly?
- How easy or difficult is it for you to feel your feelings at a **deep level**?
- How comfortable are you with **intense feelings**?

WHAT MOST FOURS SAY: Most Fours readily say they are in touch with emotions—some will say they are very much in touch with emotions, or that they need to expend some effort to not be in touch with emotions. However, there will be some SP Fours who may say they aren't always in touch with emotions. Usually Fours say they feel a wide range of feelings, and experience emotional "ups" and "downs." Fours usually say they can feel their feelings deeply and this is a relatively comfortable experience.

Q2. Over your lifetime, what has been your experience of **sadness**?

- Do you feel sad **frequently**? Infrequently?
- Is sadness a relatively **comfortable or an uncomfortable** experience?)

WHAT MOST FOURS SAY: Most Fours say they feel sadness frequently or regularly or that their life has had an underlying theme of sadness. Some (SP4 and SX4) may be a bit reluctant to admit this or may say something a bit less categorical.

Q3. How much do you **compare yourself to others**? What is usually **the outcome** of this mental comparison?

- How important is it to you to be **unique** or different?
- Do you tend to feel **envious** of other people?

WHAT MOST FOURS SAY: Most Fours know they compare themselves to others. SP Fours will be less clear in identifying this, but will also usually acknowledge they do this. Most Fours will admit it's important to be unique or different—and some may qualify this with "in a good way" or "in a bad way." Most Fours will know the experience of envy, but SP Fours will not always relate to feeling envy—and it's important to know that relating to envy may not be something all Fours say they relate to, as this can be unconscious or something they don't want to admit because it brings up shame.

Q4. Is it easy for you to see what's **missing** in a given situation? How often are you **content** with the current state of things?

- Can you give an example of this?
- (Only if time) Is **longing** something you experience frequently? Have you tended to long for something that's **missing or unavailable**?

WHAT MOST FOURS SAY: Most Fours say they are good at seeing what's missing. It will be good to ask for an example of this—and they should be able to come up with one easily. Most Fours also relate to longing and will say they have tended to focus on what's missing.

Q5. How important is **authenticity** to you?

- How important is it for you to be authentic or express yourself authentically?
- Can you sense when others are being inauthentic?

WHAT MOST FOURS SAY: Most Fours will say authenticity is a very important and central value for them.



TYPE FIVE

Q1. How important is **privacy** to you? How much do you need?

- How important is it for you to have **time alone**? (Note: many types will say they like or need to have time alone. The key is to get a sense of *the amount of time* that's needed and how important it is to get it and how difficult it is if they don't get it.)
- Do you get concerned about being **intruded upon**?

*WHAT MOST FIVES SAY: It's important to note that almost **all types will say that they need to have or value time alone**. So, you will need to ask a follow-up question about **how much** they need. Fives will need more. And many types will also say privacy is important though not as many as need time alones. Though Fives will be very clear about this need and will say they need a larger amount of privacy.*

Q2. How central is it for you to pay attention to **managing your time, space, and energy level**?

- What does look like? How do you experience this?
- Are you regularly concerned about how much time and energy you will have for yourself?
- Are you sensitive to having your energy depleted by others or losing control of your time and space?

WHAT MOST FIVES SAY: Most Fives will say this is central for them. Some types won't relate to this question very much, but Fives will understand this and will have more to say about it.

Q3. Do you have a tendency to **hold back your feelings** until you are alone? Can you give an example?

- How **comfortable are you sharing your feelings** with others in the moment?
- Do you usually **keep your problems to yourself** or do you share them with friends?
- **How many** people do you have in your life you share your feelings with?

WHAT MOST FIVES SAY: Most Fives will readily report that they feel more comfortable feeling their emotions when they are alone. It will be important to ask for an example and see how easily they explain this process. Most Fives won't feel very comfortable sharing their feelings with others—though there may be a few people they do share them with. This number will be small for Fives—like between one and four or five at most.

Q4. Would you say you are more of an **observer** or more of a **participant** in social situations?

- Example?
- What is your experience of things like **cocktail parties? Small talk?**

WHAT MOST FIVES SAY: Fives readily say they are more observes in social situations—though some other types may also say this. Many people of all types relate to being introverted, so it takes much more than just this to make someone a Five. Usually Fives say they really don't like cocktail parties or small talk—the level of dislike will be high for Fives. (Fours will also say they don't like small talk or superficial conversations.)

Q5. How important is having access to **knowledge and information** to you? How central is this for you in your life?

WHAT MOST FIVES SAY: Most Fives will say that knowledge and/or information is very important and central to them. If they say this is important for them, it will be good to ask for an example and see how they describe this. Most Fives will have a lot of energy when talking about their intellectual interests and areas of expertise—though they may be self-deprecating about being "experts."



TYPE SIX

Q1. What role does **fear** play in your life?

- **What kinds of things** do you feel fearful about? (IMPORTANT—several types will report feeling fear, and it's important to consider that fear may be a sign of Self-Preservation dominant instinct and not TYPE SIX.)

WHAT MOST SIXES SAY: Most Sixes report that fear does play a large role. However, some Sixes, especially SX Sixes either may not be aware of their fear, or may label it as something else. So, it will be important to remember this. If the person does say that fear plays a significant role in their life, you will also need to ask what that fear is about. Some heart types will say they feel a lot of fear, but when you ask about this fear, they will usually talk about the fear of losing someone they love—or the fear of someone they love having a health problem or accident. They may also cite fear of rejection. Sixes will have a more global kind of fear that will focus more on safety concerns.

Q2. How do you relate to **authority**?

- (If prompts needed: Do you tend to be suspicious of authority? Are you rebellious? Are you anti-authority?)

WHAT MOST SIXES SAY: This is an important differentiator for Sixes. You will need to probe a bit more with follow up questions to learn which subtype this person might be if they are a Six. Most Sixes have some authority issues—though SP Sixes will be more suspicious and mistrustful, SX Sixes will be suspicious, mistrustful, and rebellious, and Social Sixes will look for authority, but also watch to make sure it's a good authority—and will go against it if they find evidence that it is a bad authority.

Q3. Are you slow to **trust** people, or do your trust easily?

- And is it easy to **trust yourself**?

WHAT MOST SIXES SAY: Most Sixes say they are slow to trust others. Most other types say they trust more easily—though some Self-Preservation subtypes of other types will also say they have trust issues. Most sixes are aware they also find it hard to trust themselves, but sexual sixes can express that they do trust themselves.

Q4. How much focus do you place on **forecasting potential problems**? Are you a good **trouble-shooter**?

- **How much** of a motivational driver is this for you? (How central is it?)

WHAT MOST SIXES SAY: Most Sixes say they do place a lot of focus on forecasting potential problems. However, several other types may say they do this too. So, it will be important to ask how central this is to their personality.

Q5. Do you tend to **doubt** yourself?

- How frequently? What does that look like?
- (Note: important to differentiate between self-doubt and self-criticism)

WHAT MOST SIXES SAY: Most Sixes say they do tend to doubt themselves. But other types may also say this, so this will be important to keep in mind.

Q6. Do you feel like you **read people** well/accurately? Would you easily see through a false or misleading presentation?

- Some people take things at face value; others dig around beneath the initial presentation. Where would you put yourself?

WHAT MOST SIXES SAY: Most Sixes say they read people well. But other types may also say this, so this will be important to keep in mind—and good to ask follow-up questions and keep in mind a “Yes” answer to this question means they might be a Six, but also may not.



TYPE SEVEN

Q1. How do you experience **limits**? How important is it to have **freedom** in the things you do?

- How important or typical is it for you to keep your **options** open? Do you enjoy having multiple **options**? Why?

WHAT MOST SEVENS SAY: Most Sevens will say they don't like to be limited and that freedom is very important. Other types will also value freedom, so it will be important to listen for or ask about the degree of importance and how easy or difficult it is to tolerate any form of limitation. Also, the options question is a good follow up question. Many types actually don't like having a lot of options because it makes decisions more difficult.

Q2. Are you more of an **optimist** or more of a **pessimist**?

- Do you tend to automatically **reframe negatives into positives**? How often?
- Is it sometimes hard for you to look at the **negative data** or the **dark side** of things?

WHAT MOST SEVENS SAY: Most Sevens readily say they are optimists and that they automatically reframe negatives into positives—and that they do this very often. It's very important to ask the follow up questions of how difficult it is for them to look at the negative data or the dark side of things. This is an important differentiator for Sevens as most other types can be okay with this.

Q3. How important is making time for fun and **pleasure**/pleasant activities? How much is this a **priority** for you? What does this look like in practice? **What happens if you don't get it?**

WHAT MOST SEVENS SAY: Most Sevens will say it's very important to make time for pleasure and fun and that this is a big priority.

Q4. Some people like to **envision multiple possibilities**; others like to get in there and do the work. Where are you?

- In terms of a task or a **job, which stage** do you like best, the idea stage or the implementation stage?

WHAT MOST SEVENS SAY: Most Sevens will say they like the "idea stage" of a project and have a harder time with the implementation or execution stages of a project, as this kind of work can be more tedious, and Sevens have an aversion to being bored. For instance, most Sevens say they have an intense dislike or aversion to bureaucratic paperwork. Another way to frame this is in terms of "brainstorming"—Sevens also report they like to brainstorm with other people.

Q5. When it comes to your general frame of mind and the way you think, do you tend to focus more on **the past, the present, or the future**?

WHAT MOST SEVENS SAY: Most Sevens will say they focus more on the future. It may be good to ask for an example of this.