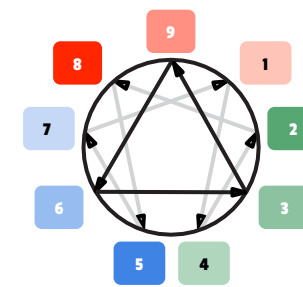# TYPING INTERVIEW FLOWCHART©

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1 **Round of Nine**
30 min (choose 3 each)

2 **Mistypes**
5 min

3 **Comparisons**
10 min (x more than y)

4 **Subtypes**
5 min (read each aloud)

* **Nonverbals + Verbals**
Did you notice these?

BODY TYPES

Communication: short, practical, straight to the point
Non-verbals: concrete, action-oriented, belly energy

T8
- Assertive
- Boss
- Excessive
- Unfairness/justice
- Vulnerable

SP: SX1 OR SX5?
SO: SO2?
SX: SX4?

Unique: reacts against injustice
9: easy to say no and go against
1: a rule breaker
2: difficult to shape-shift
3: transparent
4: difficult to be vulnerable
5: easy to start action
6: self-confident
7: focused

When it comes to taking on a big challenge…
SP: I get what I need to make it happen and get the job done, without talking about it too much.
SO: I work with others for the best outcome, such that everyone feels empowered and supported.
SX: I go for power to control all aspects and get the best result so all will know what I'm capable of.

- Straight-forward
- Challenging
- Clear
- Defended/not vulnerable
- Takes the lead of interview

T9
- Many sides
- Anger
- Conflict
- Say no?
- Others ahead

SP: SP8?
SO: SO3, SP3, SO2, SP2?
SX: SP4, SO4, SP2?

Unique: constantly self-forgetting
8: understanding and good listener
1: calm and flexible
2: hard to get compliments
3: focused on others
4: outer-referencing
5: hard to build boundaries
6: calm and trusting of others
7: hard to talk about self

When it comes to working with others, I'm most comfortable…
SP: doing things I like by adhering to routines I'm used to plus balancing alone time with team work.
SO: being an integral part of a team effort, even if it takes a lot of work on my part and I don't get the credit.
SX: working with someone I like, though I have trouble identifying and pursuing my own priorities.

- Hard to talk about self
- Hard to take clear positions
- Calm
- Friendly
- Good listener

T1
- Self-critical
- To be right
- Perfectionistic
- Rules
- Over-responsible

SP: SP6, SP3?
SO: SO5?
SX: SX8, SX4?

Unique: constant inner-critic
8: containing of anger
9: opinionated
2: hard to adapt to others
3: focused on details
4: holding in of emotions
5: quick to take action
6: easy to narrow down to one way
7: black and white

When it comes to making things better or more correct…
SP: I am a real perfectionist in that I try to make detail of everything I do perfect.
SO: I spend time finding the right way to do things and then teach or model that way for others.
SX: I spend energy perfecting others — I feel a strong impulse to reform others and the world.

- Detailed
- Precise
- Opinionated
- Serious
- Rigid

HEART TYPES

Communication: image, talks more, to be understood
Non-verbals: emotions, good impression, heart energy

T2
- Adapt presentation
- Needs
- To be liked
- Helping people
- Focus on others

SP: SP4, SO4, SP6?
SO: SO3, SO8?
SX: SX4, SX3?

Unique: angry at refusal of his help
8: adaptable and warm
9: selective
1: emotional
3: relationship oriented
4: hard to express own emotions
5: available
6: emotional than mental
7: attuned to people's needs

When it comes to connecting with people…
SP: I want to be liked, so I try to be the kind of person people like—friendly, fun, and charming.
SO: I want to be influential, so I work hard doing important things and support others in significant ways.
SX: I focus on attracting a specific individual through showing how attractive and exciting I am to be with.

- Hard to talk about self
- Mentions others spontaneously
- Friendly and nice
- More personal
- Seducing

T3
- Workaholic
- Goals
- Image
- Shape-shifting
- Successful

SP: SP1?
SO: SX8, SO2?
SX: SX2, SX7, SX8?

Unique: stopping feels like dying
8: diplomatic
9: self-promoting
1: image-oriented, shape-shifts
2: task-oriented
4: easy to hide own emotions
5: constant high pace
6: easy to take action before certainty
7: focused

When it comes to having a good image…
SP: I don't show off or promote myself too much and instead I try to be good and focus on quality.
SO: I specialize in knowing how to present my work product in a way that ensures success on every level.
SX: I craft my appearance based on what I know the people I want to appeal to and support will like.

- Hard to talk about downsides
- Results-oriented in the interview
- Fast pace
- Impatient
- Sales speech to interviewer

T4
- Emotions
- Sadness
- Compare to others
- See what's missing
- Authenticity

SP: SP1, SP3, SX5, SP7?
SO: SP6, SP2?
SX: SX8, SX1?

Unique: always something missing
8: aware of impact on others
9: actively different
1: prone to add a unique touch
2: focused on self
3: oscillating emotionally
5: emotional
6: positive about other people
7: in touch with pain

When it comes to experiencing emotional pain…
SP: I try not to talk about my feelings with others—I share what's happening with one or two people I trust.
SO: I'm very sensitive and an open book—I often share my authentic, deep emotions with people.
SX: I'm more likely to share my anger and disappointment than my painful emotions, sadness, or shame.

- Stays inside/self-referencing
- Visible or hidden melancholy
- Deep
- Expressive
- Mysterious

HEAD TYPES

Communication: analysis, data, complex, indirect
Non-verbals: detached, questioning, head energy

T5
- Privacy
- Time/space/energy
- Detach: feelings
- Observer
- Seek knowledge

SP: SP6?
SO: SO7, SP7, SO3?
SX: SP4?

Unique: needs privacy everyday
8: easily self-controlled
9: detached
1: easy to see different scenarios
2: mental
3: in the backstage
4: prone to being logical
6: impassive
7: tendency to specialize

When it comes to relating to others, what's really important to me is…
SP: to be able to make boundaries and withdraw to a private space when I need to.
SO: whether or not I can learn from someone and discuss important topics we're both interested in.
SX: finding the right person that I can really trust and have a deep connection with.

- Disconnects during the interview
- Hard to self-disclose
- Logical
- Precise wording
- Curious about interview method

T6
- Fear
- Authority
- Trust
- Problem casting
- Doubt

SP: SP2, SP1?
SO: SP3, SO1?
SX: SX8, SP8?

Unique: capacity to always see risks
8: thinking first
9: questioning
1: procrastinating
2: suspicious
3: self-doubting
4: rational
5: anxious
7: worried

When it comes to relating to authorities and people in power…
SP: I appreciate an authority I can eventually trust –I tend to be warm and friendly, but also doubtful.
SO: I look to learn from a competent person or solid system what the rules are so I know what to do.
SX: It takes time to develop trust, and if I see them doing something wrong, I will openly rebel against them.

- Difficult to trust interviewer
- Scanning for interview risks
- Questioning
- Anxious
- "It depends"; "on the other hand…"

T7
- Limits/freedom
- Optimist
- Pleasure
- Multiple possibilities
- Reframing

SP: SO3, SX6?
SO: SO2, SO5?
SX: SX8, SO9?

Unique: needs multiple options
8: indirect when communicating
9: routine-avoidant
1: easy to have fun and leisure time
2: concerned with self
3: hard to adapt to others
4: positive
5: easy to go experience things
6: optimistic

When it comes to new ideas and projects…
SP: I figure out how to make things happen in practical ways to be successful, reap rewards, and have fun.
SO: I like to team up with others to find exciting ways to produce positive and meaningful things for all.
SX: I always use imagination to envision amazing new things; I don't limit myself by being too practical.

- Hard to stick to the question
- Fast pace
- Hard to offer clear answers
- Talks easily about self
- Positive outlook