

## DIRECTIONS FOR USE OF THE NATURAL

### TEMPERAMENT AND PERSONALITY PREFERENCES QUESTIONNAIRE (NTPPQ)

Begin your preparation for using the NTPPQ by reading David Keirsey's Please Understand Me. There are two versions (original [1978] & II [1998]). It does not matter which you choose. [www.alibris.com](http://www.alibris.com) is a good source for a new or used copy. I use them both in providing type feedback to my clients. There is a complexity to the MBTI that can be confusing to the uninitiated. Terms like primary, secondary, tertiary and shadow, address levels of understanding that are not necessary. I have now given feedback to over eight hundred clients and only two indicated even a slight interest in knowing more than basic, easy to understand, information on what their preferences profile may indicate about their core nature. Highlight basic, easy to understand, descriptive phrases and sentences for each of the personality/temperament profiles that Keirsey provides and then make up a new set for use with your clients from the highlighted data. Augment this data with information on the various 'types' available at [www.personalitypathways.com](http://www.personalitypathways.com) and [www.personalitypage.com](http://www.personalitypage.com).

This is the core information I began with in 2001 and have since augmented and revised based on observations of, and feedback from, my clients. Once you have created your sixteen personality/temperament profiles, go to [www.personalitypathways.com](http://www.personalitypathways.com), where you will find a concise, easy to understand overview of the MBTI that goes beyond the information available in Please Understand Me.

Fill in a copy of the questionnaire available on this website and see what your core temperament and personality profile appears to be.\* Become familiar with the temperament and personality types that differ from your own. This is very important with individual clients and an absolute must when working with couples and families. The power of your effectiveness will be in direct proportion to your ability to help individuals whose preferences profiles differ from your own, feel validated.

Practice by using this questionnaire with friends, family, and colleagues. Then, when you feel ready, begin using the questionnaire with your clients. I

recommend that you start with a few of your current clients that indicate an interest in taking the questionnaire. A few successes in this manner can increase your confidence and spontaneity when you begin using the tool with new clients.

### Recommended Procedure With New Clients:

1. Have new clients return the filled out Questionnaire before their first session. Note their temperament type and review your data sheet on individuals with their four-letter personality profile.
2. Make a copy to give to them when you meet.
3. Before getting into a profile presentation, check to see if there are immediate issues that must be dealt with first. If not, provide a brief explanation about natural and normal preferences and priorities.  
Mainly that human beings are born with them, there are quite a few of them and no one 'type' is better than any other. Most couples I have seen (96%!) differ in either temperament, personality or both. You will find it surprisingly helpful to make these natural differences in preference and priority clear before you address the issues they have come in to work on. If they are open to hearing, they will realize the solution to their problems is not going to come from identifying who is to blame, but rather on finding ways to accommodate their natural and normal differences in preference and priority.
4. Start feedback with temperament because it is the driving force for an individual's preferences and priorities. The Definition of Terms on this webpage provides core definitions. You can find additional information in Please Understand Me, and by going to Linda Berens website. For couples with different core temperaments, this information can be surprisingly helpful in making sense out of their struggles. When giving feedback on the four behavior opposite dimensions used in personality profiling, start by explaining what each of their four indicated preferences suggests. Example: Extraverts more often than not prefer to ....., and so on. Lenore Thomson, in Personality Type, has a particularly helpful explanation for each preference. After you have explained the meaning of their four

preferences, give them feedback from your notes on their core four letter natural preferences profile.

5. Be sure to make it clear that, if they feel any part of the descriptive profile does not fit for them, how important it is to let you know. I usually remind them a second or a third time during the presentation of their profile to stress the importance of such feedback.
6. It is rare (I have not run into one yet) for a client to arrive feeling they are naturally and normally anything at all. Individuals usually know how they are wired but have not known that the way they are wired is natural and normal for someone with their preferences profile. This insight alone is very powerful. All their lives they have had to defend their right to be the way they are when the way they are is inconvenient to someone else (*and so have many of us!*). The discovery that the way they are is valid and does not need to be justified when inconvenient anymore, is most often mentioned by clients when our work is coming to a close, as the most helpful part of the counseling process.

By the end of your client's first session you will have a pretty good idea how they naturally and normally approach life's challenges. Your understanding of the four possible languages (temperaments) your client(s) may naturally speak will increase your ability to role-reverse with them and walk down their path of discovery talking and sharing in their natural language, rather than your own. Your style of counseling ought not to change much. Mine sure did not. The change is more in understanding the meaning of what your clients are saying in a whole new context and in the feedback you provide to help them make sense out of their issues. I believe this is what Tony Hillerman was referring to when he wrote "*Thoughts and the words that spring from them, bend the individuals reality*" (*The Fallen Man*, (1996), p. 76.). The validation that many clients experience, just by discovering they have a core nature, is remarkable.

For most of my clients who have done the preferences profiling, the order of priority in problem solving has been; 1) Understanding core temperament and personality, 2) Genetics [mood disorders, ADD] and 3) Family history. This was one of the many surprises that came about from this method. I was trained to look for solutions in a clients growing up environment which

usually meant parenting. Ross Reinhold summed it up well when he said “A child comes into the world ...and is shaped by its environment. Later when the child, perhaps now grown, has problems coping or interacting, the therapy tradition has been to go back through that person’s growing up history to search for the cause. Inherent differences [between parent and child] are too infrequently explored as either a cause or an important contributor. Since I began profiling, trips into the world of a client’s family dynamics have become noticeably less frequent. Some clients have provided information about their parents that suggested inherent differences were the primary culprit. On a number of occasions, after arranging for a family meeting, this has proved to be the case.

Preferences profiling usually works with clients who are able to acknowledge when they are contributing to a problem. Such individuals usually can grasp the significance of natural differences in preference and priority and move toward accommodation and compromise and away from accusations and blame.

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\* Sometimes, the preferences profile indicated by an individual’s Questionnaire scores do not match up with their self-perceptions. There are a number of possible explanations for such an outcome. This is information I came to understand through trial and error over the years and can be found in a chapter on ‘grey area’ situations in my workbook.

\*\* The meaning of the word **normal** in this context is unique. It applies to human beings who are able to acknowledge and accept the existence of the different core natures and participate in a problem solving process based on accommodation and compromise rather than on accusations and blame.

\*\*\* At first, you may need as many as two sessions to complete the profiling process. When I started out it took around 1 and ½ hours to complete the profiling sessions. Most of my clients used health insurance which would not pay for the additional time but the results were so rewarding I did it anyway!