



# Quick Guide: Training Strategies for Each Personality Type

Effective employee training requires recognizing and embracing the diversity of personalities within your team. By tailoring your approach to accommodate unique learning styles and preferences, you'll empower your employees to reach their full potential and achieve success in their roles.

ISFJ – The Protector	ISTJ – The Inspector	ESFJ – The Provider	ESTJ – The Supervisor
<b>Training Approach</b> Supportive and collaborative.	<b>Training Approach</b> Structured and detail-oriented.	<b>Training Approach</b> Supportive and relationship-focused.	<b>Training Approach</b> Efficient and structured.
<b>Key Focus Areas</b> Teamwork, empathy, attention to others' needs.	<b>Key Focus Areas</b> Clear procedures, attention to detail, reliability.	<b>Key Focus Areas</b> Teamwork, communication, empathy.	<b>Key Focus Areas</b> Goal-setting, organization, leadership.
<b>Training Methods</b> Group activities, team-building exercises, mentorship programs.	<b>Training Methods</b> Step-by-step instructions, hands-on exercises, role-playing scenarios.	<b>Training Methods</b> Team-building exercises, communication workshops, mentorship programs.	<b>Training Methods</b> Leadership seminars, project management training, goal-setting workshops.

ISFP – The Composer	ISTP – The Craftsman	ESFP – The Performer	ESTP – The Dynamo
<b>Training Approach</b> Creative and supportive.	<b>Training Approach</b> Hands-on and adaptable.	<b>Training Approach</b> Charismatic and sociable.	<b>Training Approach</b> Energetic and action-oriented.
<b>Key Focus Areas</b> Artistic expression, individual growth, collaboration.	<b>Key Focus Areas</b> Practical skills, troubleshooting, flexibility.	<b>Key Focus Areas</b> Communication, relationship building, adaptability.	<b>Key Focus Areas</b> Quick decision-making, adaptability, risk-taking.
<b>Training Methods</b> Creative workshops, artistic projects, peer support groups.	<b>Training Methods</b> Equipment demonstrations, real-life scenarios, on-the-job training.	<b>Training Methods</b> Interactive workshops, role-playing exercises, team bonding activities.	<b>Training Methods</b> Simulations, team challenges, fast-paced activities.

INFJ – The Counselor	INFP – The Healer	ENFJ – The Teacher	ENFP – The Champion
<b>Training Approach</b> Visionary and strategic.	<b>Training Approach</b> Inspirational and values-driven.	<b>Training Approach</b> Charismatic and inspirational.	<b>Training Approach</b> Inspirational and innovative.
<b>Key Focus Areas</b> Big-picture thinking, creativity, problem-solving.	<b>Key Focus Areas</b> Passion, empathy, personal growth.	<b>Key Focus Areas</b> Leadership, motivation, mentorship.	<b>Key Focus Areas</b> Creativity, enthusiasm, collaboration.
<b>Training Methods</b> Brainstorming sessions, case studies, scenario analysis.	<b>Training Methods</b> Inspirational talks, personal development workshops, values-based discussions.	<b>Training Methods</b> Leadership development programs, motivational talks, coaching sessions.	<b>Training Methods</b> Brainstorming sessions, idea generation workshops, team projects.

INTJ – The Mastermind	INTP – The Architect	ENTJ – The Commander	ENTP – The Visionary
<b>Training Approach</b> Analytical and goal-oriented.	<b>Training Approach</b> Analytical and independent.	<b>Training Approach</b> Strategic and decisive.	<b>Training Approach</b> Strategic and persuasive.
<b>Key Focus Areas</b> Strategic planning, critical thinking, innovation.	<b>Key Focus Areas</b> Problem-solving, intellectual curiosity, objectivity.	<b>Key Focus Areas</b> Strategic planning, goal-setting, efficiency.	<b>Key Focus Areas</b> Problem-solving, strategic planning, debate.
<b>Training Methods</b> Data analysis exercises, strategic planning workshops, project simulations.	<b>Training Methods</b> Research projects, analytical exercises, independent study.	<b>Training Methods</b> Strategic leadership workshops, decision-making simulations, efficiency training.	<b>Training Methods</b> Strategic planning sessions, debate clubs, innovation labs.