



skill development  
jungian functions

# Function Skill Development Assessment™



## DEVELOPED BY

### GARY AND MARGARET HARTZLER

Gary Hartzler started his work in type as a manager and organization development consultant in 1976. He was on the founding board of directors for the Association for Psychological Type as the vice president for management and organization development. He was a member of the Myers' J-team, the research team that first defined the subscales and facets of type. Gary has authored or coauthored six books and many articles on the use of type and type development.

Margaret Hartzler began her work on type in 1977 while doing research involving type for her master's degree and PhD. With her husband, Gary Hartzler, and Kathy Myers, she formed an organization in 1983 that developed and offered the first publicly advertised professional MBTI® Qualifying Program. Since then, she has facilitated more qualifying programs around the world than any other person. She has 17 years of experience designing and delivering a variety of training programs using type and has authored or coauthored seven books about how to use type theory.

Gary and Margaret Hartzler are coauthors of *Facets of Type: Activities for Developing the Type Preferences* and *Functions of Type: Activities for Developing the Eight Jungian Functions*.

The Function Skill Development Assessment™ (FSDA™) is a 40-item questionnaire that helps your clients assess their current mental skill level for how they take in information and make decisions (function skill development). After taking the FSDA™, your clients can finally see how well they currently use each of the eight psychological functions that constitute the foundation of psychological type theory as described by C.G. Jung and Isabel Myers. Knowing function skill development will help your clients:

- Understand which mental skills they currently use effectively
- Identify specific developmental “next steps” for expanding their mental repertoire
- Tap into natural creativity
- Clarify natural leadership strengths
- See blind spots—what they may be missing
- Make better decisions based on this new knowledge
- Communicate needs and respond to others more effectively
- Become more collaborative—valuing and incorporating diverse perspectives

## SUMMARY: THE EIGHT JUNGIAN FUNCTIONS

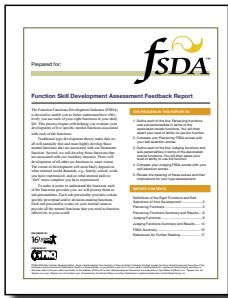
<b>EXTRAVERTED SENSING—THE SCOUT</b> <ul style="list-style-type: none"> <li>• Objectively collects data through the five senses</li> <li>• Focuses on the current moment</li> <li>• Focuses on experiences that provide the most stimulation</li> </ul>	<b>INTROVERTED SENSING—THE CONSERVATOR</b> <ul style="list-style-type: none"> <li>• Experiences present situations triggering perceptions of past situations, including internal responses to the past situation</li> <li>• Compares the present to the past</li> <li>• Maintains objects and traditions</li> </ul>
<b>EXTRAVERTED INTUITING—THE BRAINSTORMER</b> <ul style="list-style-type: none"> <li>• Sees connections and possibilities in the external world</li> <li>• Generates multiple possibilities</li> <li>• Focuses on how things and relationships could be</li> </ul>	<b>INTROVERTED INTUITING—THE SEER</b> <ul style="list-style-type: none"> <li>• Sees connections and possibilities in the internal world</li> <li>• Views situations from multiple perspectives until the “best” is perceived</li> <li>• Recognizes and values symbols</li> </ul>
<b>EXTRAVERTED THINKING—THE ADMINISTRATOR</b> <ul style="list-style-type: none"> <li>• Organizes the resources necessary to achieve measurable goals</li> <li>• Objectively and logically organizes people and resources</li> <li>• Evaluates performance against measurable standards</li> </ul>	<b>INTROVERTED THINKING—THE ANALYZER</b> <ul style="list-style-type: none"> <li>• Organizes ideas and information into functional categories</li> <li>• Builds an understanding of how things and ideas work</li> <li>• Uses categories and understandings to make decisions</li> </ul>
<b>EXTRAVERTED FEELING—THE GUIDE</b> <ul style="list-style-type: none"> <li>• Initiates and maintains social networks</li> <li>• Organizes people in harmonious social networks to complete valuable activities</li> <li>• Seeks to maintain relationships</li> </ul>	<b>INTROVERTED FEELING—THE CONSCIENCE</b> <ul style="list-style-type: none"> <li>• Seeks to understand what is truly important: their deeply held values</li> <li>• Makes value-based decisions to maintain personal integrity</li> <li>• Helps others maintain their integrity</li> </ul>

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# A Breakthrough for Assessing Skill Development and the Eight Jungian Functions

The benefits to you include an assessment that provides:

- An inexpensive report of tremendous value
- Easy online administration via the 16types.com® Pro System
- Only 40 questions with an average completion time of 15–25 minutes
- A personalized report with descriptions of each function at each level of development
- Routing of report directly to you for distribution to your client



## PERSONALIZED REPORT

### The Basic Report Includes Type Development Theory

Type Development has been loosely defined as the process of becoming conscious of our mental processes. We have refined that definition so it is now a “measurable” process, and this section reviews both the underlying theory and our assessment methodology. References for further reading are included.



## A Review of Each of the Eight Psychological Functions

The report provides one page per function. This report includes snapshots of the eight Jungian functions/processes in terms of five associated mental skills, each of which can be developed. This groundbreaking new approach provides a methodology for understanding our own mental skills (function skill development). A page is provided for the perceiving processes and another for the decision-making processes. A self-assessment is provided on each page to give the client a chance to reconfirm the FSDA™ results during the feedback process. Some further developmental choices are also provided for the reader.

### ONLINE PRICING

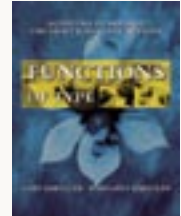
FUNCTION SKILL DEVELOPMENT ASSESSMENT ONLINE ADMINISTRATION	1–24	\$14.95 EACH
ASSESSMENT FEEDBACK REPORT—17 PGS	25–49	\$14.20 EACH
	50–99	\$13.45 EACH
	100–499	\$12.75 EACH
	500+	\$11.95 EACH



This assessment is available when you're approved for an account on the 16types.com® Pro System. Please visit the Web site [www.16types.com/pro](http://www.16types.com/pro) for more information on how to set up an account and get a free credit to try out each of our assessments.

## SUPPORTING RESOURCE

**Functions of Type Activities for Developing the Eight Jungian Functions**  
By Gary Hartzler, Margaret Hartzler



*Functions of Type* provides you with activities that you can use to strengthen your mental data-collection and decision-making skills. The specific mental skills that you could be better able to use are related to the eight psychological functions first defined by Carl Jung in his book *Psychological Types*. Over the past hundred years, literally hundreds of type practitioners have been refining the definitions of the eight functions. Our own work has been to focus on how to make personal choices about our self-development using these refined definitions. 60 pages.

*“Groundbreaking work! This work has the potential to be the greatest contribution to the practical application of Jung’s personality theory since Isabel Myers’s addition of the J-P dimension.”*

—**Bob McAlpine**, coauthor of *Introduction to Type® and the Eight Jungian Functions*

**Our Price: \$7.99**

List Price: \$9.99

You Save 20%: \$2.00

