

ELEMENTITY

- the Elements within us.

ELEMENTITY

LIST OF CONTENTS

1	GENERAL PRINCIPLES	3
1.1	THE ELEMENTS	3
1.2	THE SIXTEEN PERSONALITY TYPES.....	5
1.3	CONNECTION TO OTHER TYPOLOGIES.....	6
1.4	THE ELEMENTS AND EMOTIONS	8
2	Earth combinations: (Thinking Judgers TJ, total 25 %)	9
2.1	EARTH-WATER ◻≈ (ESTJ, 13 %).....	9
2.2	EARTH ◻◻ (ISTJ, 6 %).....	9
2.3	EARTH-FIRE ◻☼ (ENTJ, 5 %).....	10
2.4	EARTH-WIND ◻☼ (INTJ, 1 %).....	10
3	Water combinations: (Feeling Judgers FJ, total 25 %)	11
3.1	WATER ≈≈ (ESFJ, 13 %).....	11
3.2	WATER-EARTH ≈◻ (ISFJ, 6 %).....	11
3.3	WATER-WIND ≈☼ (ENFJ 5 %).....	12
3.4	WATER-FIRE ≈☼ (INFJ 1 %).....	12
4	Wind combinations: (Sensing Perceivers SP, total 38 %)	13
4.1	WIND-FIRE ☼☼ (ESTP, 13%).....	13
4.2	WIND-WATER ☼≈ (ESFP, 13%).....	13
4.3	WIND-EARTH ☼◻ (ISTP, 6 %).....	14
4.4	WIND ☼☼ (ISFP, 6 %).....	14
5	Fire combinations: (Intuitive Perceiver NP, total 12 %)	15
5.1	FIRE ☼☼ (ENFP, 5 %).....	15
5.2	FIRE-WIND ☼☼ (ENTP, 5 %).....	15
5.3	FIRE-EARTH ☼◻ (INTP, 1 %).....	16
5.4	FIRE-WATER ☼≈ (INFP, 1 %).....	16

1 GENERAL PRINCIPLES

This document describes a psychological typology of personalities, **Elementity**, based on the elements **Earth** (■), **Water** (≈), **Wind** (↻) and **Fire** (⚙).

1.1 The Elements

The Elements symbolize psychological properties, already amply described with other symbolisms in other typologies like Jung's or in NLP. The reason for using the symbolism of Elements here, is that it is much easier to relate to, associate to and for the layman / client to remember. These are after all the ones that should have the largest use of doing a personality assessment of one themselves, of a partner or of others like team members, leaders, etc.

EARTH ■

- + The Analytical Thinker. "Terra Firma", the stable ground base. Predictable, nourishing, works patiently and persistently, structured, methodical, calm, self-confident.
- Rigid, stubborn, can be a bit dull, preoccupied with details, nitpicker.

Typical words used: analyze, basis, details, evidence, facts, groundwork, homework, information, judging, knowledge, logical, methodical, necessary, operational, planned, rational, stable, technique, unambiguous, verify, wrong, yearbook.

"This complicated problem has to be *thoroughly analyzed* and *handled* in a *planned* and *thoughtful* way in order to create a *firm base*."

WATER ≈

- + Vital, patient, welcomes change if it is planned, harmonious, creates balance, problem solver, team player.
- Identifies with others, has difficulties saying no, wants to please, oversensitive.

Typical words used: abundance, balance, charming, dear, empathetic, flow, generosity, helping, ideal, join, kindness, living, mediate, nearness, offer, personal, romantic, sensitive, teamwork, unison, vital, welcome, yes.

"This *unfortunate problem* needs to be *resolved* by *us* all, with *mutual respect* and *cooperation*, in a *flexible* way."

WIND

- | |
|--|
| <ul style="list-style-type: none">+ Spontaneous, vigorously energetic, active, tackles obstacles, influences others, observant.- Restless, unpredictable, impulsive, hard to get to know, easily bored. |
|--|

Typical words used: attractive, bold, daring, euphoric, flexible, guts, happening, imaginary, jest, knack, leisure, mastery, new, opening, pioneer, radical, speedy, tentative, unexplored, vigilant, whichever, yonder.

"This *interesting* dilemma can give *me* an *opportunity* to *test* different *new ideas*, which might *create new possibilities*."

FIRE

- | |
|--|
| <ul style="list-style-type: none">+ Arouses enthusiasm in others, intense, passionate, goal focussed, daring.- Impatient, can bully others, uncontrolled, insensitive, quarrelsome. |
|--|

Typical words used: active, burning, championship, direct, energy, forward, generate, hot, intensive, jealous, keen, loathe, motivate, necessary, operate, prioritize, retaliate, searing, thrust, urgent, vital, willpower, yank, zeal.

"This *burning* issue needs to be *thrust*ed forward by *igniting* our *power*, and we will not be *smothered* by any obstacles!"

1.2 The sixteen personality types

Personality types are usually dominated by one or two of the elements. The description below is therefore limited to the sixteen different combinations possible taking one or two elements into account. The sections contain short descriptions of the main properties of the different personality types. The combinations are listed in decreasing order of how common they are.

As Elementity is partly based on Carl Jung's typology Introvert/Extrovert, Feel/Think, Perceive/Intuit, and the most common tool for working with this typology is the Myers-Briggs Test, the Myers-Briggs designation with its associated code is also shown.

The descriptions of the different personality types are also based on other typologies, specifically those using the symbolism of elements. To use four or five basic elements as symbols for psychological or spiritual states has historically been very common, and many of these traditions are thousands of years old, many of them have eastern religion as their origin.

The reasons for using four elements and for using the elements Earth, Water, Wind and Fire in the Elementity typology are:

- The number of elements and their associated properties is closely associated with western cultural tradition and also with a century of psychological research.
- The element as a symbol is easier to create associations about and is therefore easier to remember, compared to the Jungian psychological traits, where many of the terms are not longer common in the every-day language of our time.
- Earth , Water , Wind  and Fire , plus combinations of these are easier to relate to and to remember than the abbreviations ISTJ, INTJ, ESTJ, ENTJ, ISFJ, INFJ, ESFJ, ENFJ, ISTP, ISFP, ESTP, ESFP, INTP, INFP, ENTP, ENFP, or NLP's Associate, Dissociate, "Chunk up", "Chunk down".

The sixteen Elementities are in symbolic form written as:

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 ,  ,  ,  ,  ,  ,  ,  

- The Element as a symbol for an inner state of mind has been used in several millennium-old traditions.

1.3 Connection to other typologies

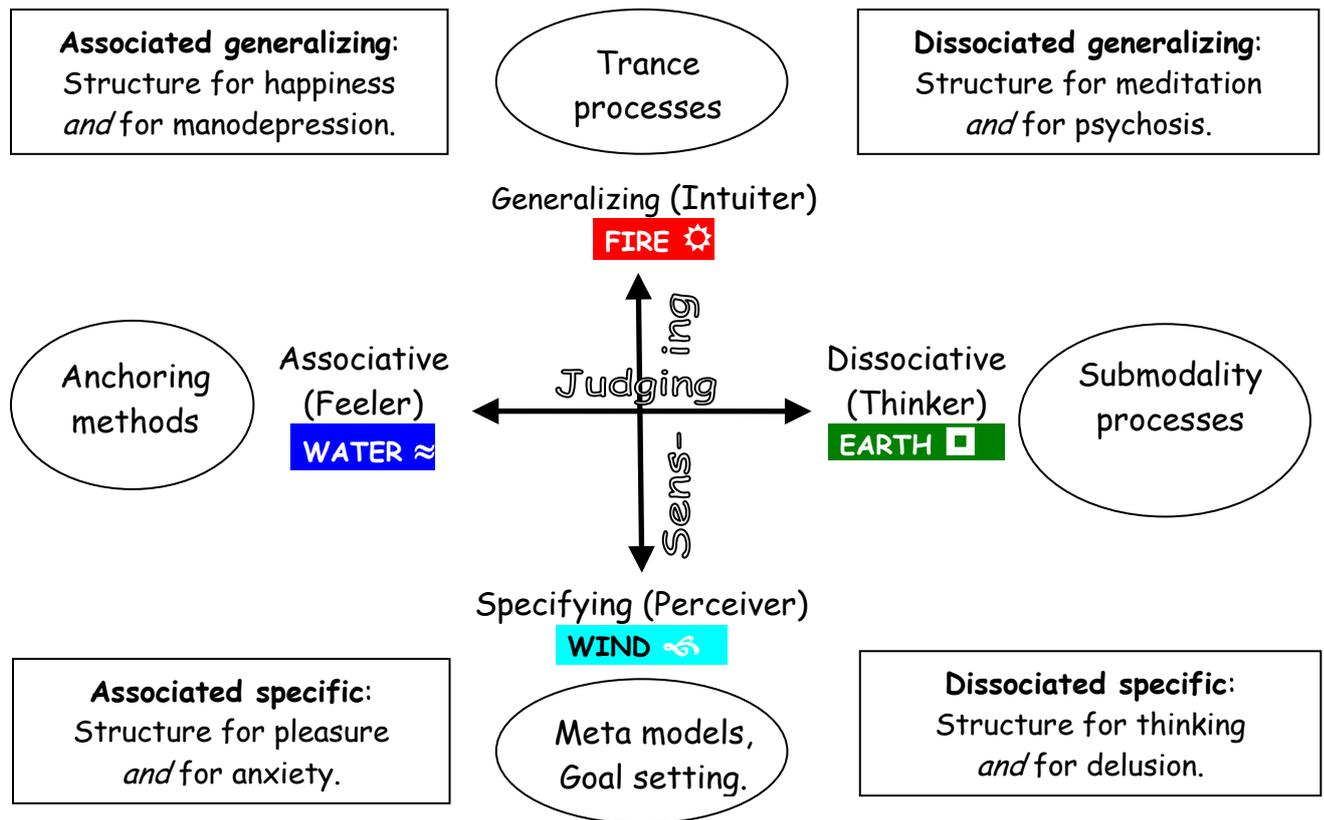
The figure below shows graphically the Elementity axes:

The Perception axis Fire - Wind,
 The Judging axis Earth - Water.

The figure also shows the Elements' connections to other personality typologies, as

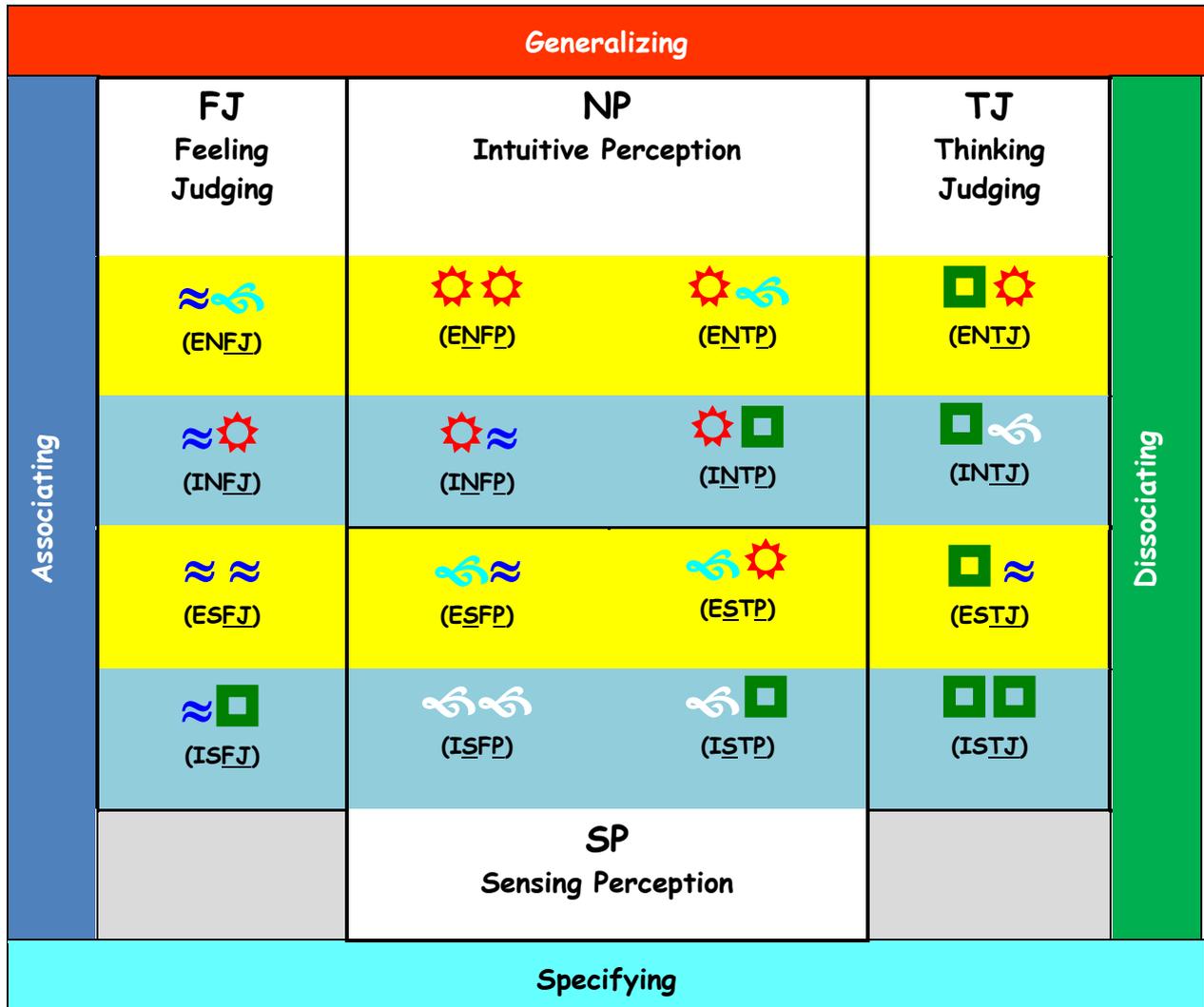
Jung/Myers-Briggs: Intuit - Perceive, Feel - Think
 NLP, Neurosemantics: Generalize - Specify, Associate - Dissociate

The corner rectangles in the figure contain descriptions of the states of mind connected to two active axis polarities, and the ovals contain descriptions of which therapeutic/coaching methods that are best suited for the different personality types.



Following figure shows how the sixteen Elements are distributed within the areas of the Jungian typology (Myers-Briggs notation), and with respect to the NLP perception axes Generalizing-Specifying / Associating-Dissociating.

Yellow background denotes extrovert personalities, blue background denotes introvert personalities.

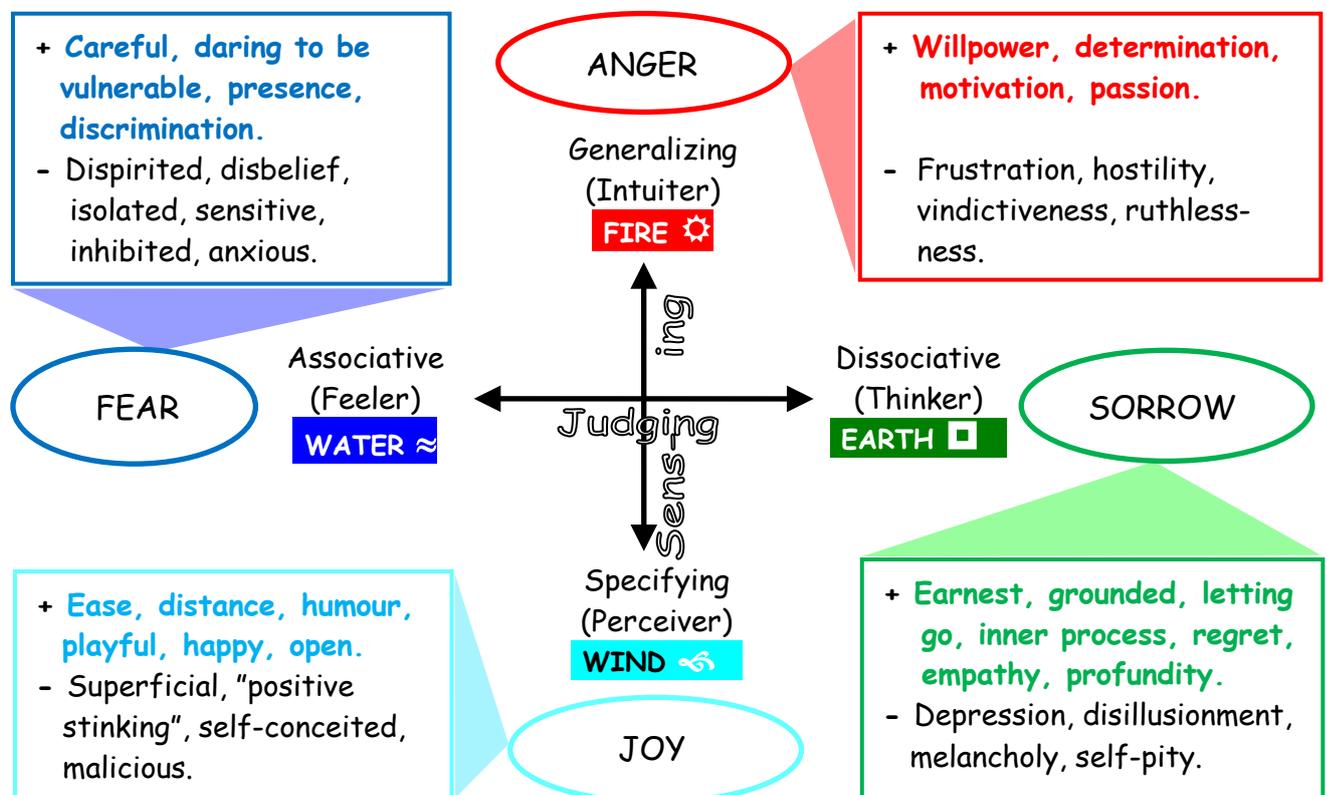


1.4 The Elements and emotions

The basic Elements are coupled to basic emotions, which can be easier to understand and to handle if one understands this connection. Each basic emotion has both positive and negative aspects.

- One can strengthen a positive aspect of an emotion by activating, by identifying oneself to the basic Element connected to this emotion.
- One can handle a negative aspect of an emotion by activating one or more of the basic Elements which have no connection with this emotion.

Following figure illustrates the connection between the Elements and emotions:



A person strongly influenced by one Element, can display both the positive and the negative aspects of the emotions that correspond to this Element. By becoming more aware of one's Elementity one can learn to handle the negative aspects of one's recurring emotions by developing and reinforcing the Elements *least* represented in one's Elementity Profile.

2 Earth combinations: (Thinking Judgers TJ, total 25 %)

2.1 EARTH-WATER (ESTJ, 13 %)

In good contact with the external. "A pillar of strength", responsible, logical, calm, analytical, predictable. Skilled in creating organisational systems, rules, structure, with focus on how this supports others. Things should be done with care, can become impatient with sloppiness in others, with people not paying attention to details, with differing opinions. Loyal, supportive towards management, work mates, family. Flexible, but processes new information slowly and thoroughly, prefers to work with one thing at a time. Can be experienced to be a poor listener.

2.2 EARTH (ISTJ, 6 %)

Focus on the practical, the realistic, on goals, persistent, reliable. Emphasis on rules, time schedules, objectivity, results. Works behind the scenes, needs no praise, performs equally well with or without recognition from others. Focus on responsibility, order, attention to details, fairness. Likes to create "perfect" systems for data, organisations, etc. Analytical, likes to handle large sets of complicated information. Takes no risks, neither for oneself nor for others. Taciturn, serious, strict and practical clothing, "proper" behaviour.

2.3 EARTH-FIRE



(ENTJ, 5 %)

The Leader, the General. Brave, self-confident, a driving force, humorous, charming, controlling. Driven by the need to create efficient and reliable structures supporting others to reach the Goal. Focus is more on the Goal itself, the Policy, the direction than on the rules, the structure per se. If the method chosen does not lead towards the goal, Earth-Fire will swiftly abandon the present method for a better one. Very capable in communication one's vision to others. Can become a workaholic or become obsessed with taking responsibility.

2.4 EARTH-WIND



(INTJ, 1 %)

Enthusiastic, convincing, creative, idealistic, objective. Self-confident, verging on being self-sufficient. Focus on the future, on possibilities, thinking logically and based on experience. Adapts easily to structures, systems only if they are usable. Extremely pragmatic but creative, always open for new ideas, seeks actively new impulses. Regards the World as if it is a gigantic chess-board, existing solely as a tool for creating new ideas. Earth-Wind can be obsessed with reaching a Goal, "one-eyed", can be driven by ideals or ideas and can then be experienced as demanding, insensitive, unreasonable. Can be the victim of inner conflicts between being practical, scrupulous and at the same time wanting to act quickly, on inspiration.

3 Water combinations: (Feeling Judgers FJ, total 25 %)

3.1 WATER (ESFJ, 13 %)

Sociable, gets energy through contact with others, driven by the need of creating harmony in relations, to see to that others' needs are met, that others are acknowledged, appreciates to become acknowledged. Can tend to idealize people or systems he/she admires. Loyal, cooperative, is generally liked by others, scrupulous in wanting a clear conscience, sympathetic, flexible, self-sacrificing, a good listener. A skilled "salesman", a good "team player". Mostly knows others' first names, even after a first presentation. Focus on harmony, on "areas of relations" like one's home, the school, the church, civic groups, at work. Tradition-bound, likes to talk about happy memories. Prefers the predictable. Can tend to talk in terms of "must", "should", "should not". Expresses emotions easily and naturally. Bored by analysing things in detail, or by talking in philosophical terms, but despite this acts slowly, carefully after having asked for the opinions of everybody involved. Focus on the Good for all. If exposed by unreasonable demands or criticism, Water can become depressed, can make a martyr of oneself, can become pessimistic.

3.2 WATER-EARTH (ISFJ, 6 %)

Wants to serve, make sure others' needs are met, that others succeed, reach their goals. Is drawn to the needy, respects authorities. Self-disciplined, patient, careful. Remembers specifics about people who are important to oneself. Important values: safety, harmony, continuity, tradition, the preservation of resources, work, loyalty. Absolute respect for rules, procedures. If other brake rules Water-Earth becomes irritated but does not show this, turns the anger inwards, turning the anger into muscular tension, fatigue. Assumes a personal responsibility for the observance of rules, that work tasks are completed. Can be misunderstood, undervalued. Can become disinterested in people who do not need one's help. Can become inflexible, stubborn.

3.3 WATER-WIND



(ENFJ 5 %)

Natural born leader, charismatic, charmingly naive - expects others to do what one suggests, expects others to understand. Succeeds with this in most cases, and others often turn to Water-Wind for advice and support. Focus on co-operation, on meeting the needs of others, sometimes at the cost of one's own. Broad-minded, empathetic, supporting. Communicates sympathy, interest, engagement in others, can sometimes lead to taking an excessive responsibility for others' emotions. Can tend to idealize relations, can tend to lose oneself in the. Can make others feel that they cannot live up to Water-Winds expectations of them.

3.4 WATER-FIRE



(INFJ 1 %)

Focus on possibilities, has obvious personal values, is quick to decide. Strong urge to help others. With one's profound and often complex personality, Water-Fire is good at understanding others' complexity, can easily cope with complicated situations. Empathetic, sensitive for the emotions and wants of others, even before they are aware of these themselves, and Water-Fire cannot in these cases explain how this happens. Can be vulnerable, absorb disharmony in others and because of this become low-spirited. Persons with extra-sensory skills (telepathy, premonition, etc) is probably often found in this personality type. Water-Fire can be difficult to get to know, has a rich inner life but is not open with this with others except those one can trust. Can easily be offended. Dependent on others' opinions, shuns conflicts. Imaginative, intuitive, sometimes on the level of genius, can be someone creating complex and beautiful peaces of art, mathematical research, etc.

4 Wind combinations: (Sensing Perceivers SP, total 38 %)

4.1 WIND-FIRE



(ESTP, 13%)

The "Action Hero" - when Wind-Fire enters the room things start to happen. "The light goes on, the music plays, the show starts". Rich on resources: passionate, friendly, sociable, communicative, optimistic, visionary.

There is never a dull moment around Wind-Fire. His/her powers of attraction, the extroverted friendliness and a bit theatrical style make even everyday and routine situations feel exciting. Funny, smart, humorous. Hyper-sensitive to what motivates or drives others, picks it up from subtle signals others miss. Can seem to be empathetic due to this, which Wind-Fire is not at all. As the ruthless pragmatic, Wind-Fire uses the intuitively sensed information to, with nerves of steel, push one's agenda through. Can be experienced as reckless, as lacking normal carefulness or healthy fear.

Avoids or flees from situations characterized by interpersonal tensions. Can feel difficult to understand. Oriented towards people, but prefers interacting with groups, "the audience", to influence and convince. Good at networking.

4.2 WIND-WATER



(ESFP, 13%)

Radiates warmth and optimism. Pleasant, funny, charming, smart, generous, shows confidence in others, encouraging. Avoids being alone, seeks the company of others whenever possible. Enjoys the goods of life - fashion, fine foods, stimulating leisure time. Invokes a spirit of "eat, drink and be happy", looks cheerful most of the time. Can be experienced as somewhat unpredictable, impulsive. Can seem to be co-operative, but then does what he/she wants to do, based on what seems most enjoyable. Can tend to suppress the negative aspects of life, suppress one's own negative emotions. Can become over-generous, at the cost of one's own needs.

4.3 WIND-EARTH



(ISTP, 6 %)

Focus on action, but not as apparent as for Wind-Fire. To act in practical ways, concretely, here-and-now, creatively. Is experienced by others as exciting, spontaneous, forceful, analytical, efficient, honest. Has a "soul of an artist". Prepared to sacrifice time and social activities for an activity if it feels personally meaningful, and which Wind-Earth then works on mastering to 100 percent. Can during early stages of life become a ski bum, surfer bum or similar. Experiences sense of community with others best when engaging in some kind of physical activity. Can in a conversation seem to be detached, distant, but has despite of this a large need for acknowledgement, to be seen.

4.4 WIND



(ISFP, 6 %)

"The Free Spirit", has an intensive need for feeling free, if necessary at the cost of social bonds. Engaged, optimistic, enthusiastic, friendly, talkative, humorous, disorganized. Observant, but in a random way, can discover possibilities other have missed. Focus is on experiencing, experiencing Life, experiencing Existence. To fully experience one's emotions is crucial, whether they are logical or irrational does not matter. Experiences reality by "taking it in", internalizes art, music, poetry, wine, dance, everything possible to experience with one's senses. Others are important, but not in who they are, rather because they constitute the framework making it possible to Live, fully, here and now. Can tend to exaggerate, becoming over-emotional, over-impulsive, bored to death.

5 Fire combinations:**(Intuitive Perceiver NP, total 12 %)****5.1 FIRE****(ENFP, 5 %)**

Everything that happens *means* something for Fire. Looks at life as an exciting drama. Captivatingly enthusiastic but over-sensitive against becoming dependent of others. Is experienced as charming, warm, brave, out-spoken, self-confident, but can get angry on people with differing opinions. Competitive, welcomes conflict, which Fire regards as creative processes. Keenly observant, has often a strong intuition of what drives and motivates others. Can although interpret situations in a negative or even erroneous way. Ability to focus on one thing, but at the same time staying aware of what is going on around oneself. Has a strong influence on others, by displaying presence and being authentic. The attention of Fire is always focussed, never passive or fluctuating. Despite this Fire often feels insufficiently spontaneous and authentic, often criticises him/her-self for being self-occupied. Values experiencing emotions intensely, but is at the same time afraid of losing contact with one's authentic emotions. Being hyper-sensitive and hyper-alert, Fire can suffer from muscle tensions.

5.2 FIRE-WIND**(ENTP, 5 %)**

Charmingly free from the commonplace, the traditional, the stereotyped.

Self-confident, has an unyielding belief in the worth of one's actions and their results. Always open to new ideas, but at the same time pragmatic, always strives to use the means in the best way possible to reach defined goals, in co-operation with others, in concrete tasks.

Analytical, enjoys the complex, always open for new possibilities.

Has an interest for most things, often constitutes a source of inspiration for others. Wants to do things in a new way, even if the old one is OK. New ideas are although valued on the base of usability for reaching the defined goal.

Is stimulated by hearing "it is impossible", has the inner conviction "I can do it".

This conviction is not only based on the belief that hard work will "do it", rather on the belief in one's own ability to improvise, to know in the moment what will have to be done.

5.3 FIRE-EARTH



(INTP, 1 %)

Precision in thought and language characterizes this personality type. Hyper-sensitive for contradictions, tacit logic or lack of logic in messages from others. Superior ability in intuitive understanding of complex sets of information, masters focus and concentration. Driven by a need of being able to understand, to find out the underlying "laws of nature" behind what is happening. Has Fire-Earth once started a line of thought, he/she will continue indefatigably until everything is thought through, analysed and explained. Is experienced by others as self-assured, outspoken, brave, analytical, controlling, impatient, critical, stubborn, intense, visionary. Can tend to become an intellectual snob, become irritated at people who do not understand, can then be experienced as arrogant. Prefers the company of a good book before the company of people. Can be somewhat shy on a personal level, can be hard to get to know. Is mostly flexible, except when a personal value or important personal principle is threatened - then Fire-Earth can become completely rigid.

5.4 FIRE-WATER



(INFP, 1 %)

Composed, pleasant, somewhat secretive, sometimes shy. Can seem reserved outwardly, but has a warm heart, sometimes even passionate for persons that are considered special, or can even burn inside for a Cause. Idealistic, has a solidly established position regarding honour, based on firmly rooted inner values. Good communicator, good listening skills. Experienced by others as courageous, straightforward, self-confident, a pioneer, a person that stands up for what he/she believes in. Tough, but will never attack others.

Representing only one percent of humanity, Fire-Water can feel lonely, feel like an outsider in certain situations. Typical examples of Fire-Water personalities are Sir Galahad in the mythical story about the Holy Grail, Mahatma Gandhi, Jean d'Arc, Mother Teresa. Fire-Water seeks Unity in life, unity between body and soul, between thought and emotion. Due to the strong longing for the Good, Fire-Water can become hyper-sensitive for negative energies, evil. Can become starry-eyed naïve, can have fuzzy boundaries, can through this cause a lot of disorder.