



Shawna Fenner Diagnostic Report - Ethical Intuitive Integrator

I have had the pleasure of interviewing Shawna not once, but twice. This is because the first interview gave me less data than I needed to give her an accurate assessment and unfortunately, my first draft of this report was a mistype of SLI. The reason for this became clear during the second interview; Shawna has been alive for much longer than any of my past clients, and as such, has a far greater wealth of experience to draw from than what I am accustomed to exploring in a single hour. Furthermore, the time she has had to work on and develop her weaker functions means that it is rather less clear what is strong and what is weak, with Shawna being able to talk at length on even her Suggestive function and not having the time to cover her stronger areas in detail. Having had this second interview and compiling the notes from both conversations. I am pleased to present this revised report.

Leading Function – Relations (R1)

Shawna's approach to Relations is more complex than might be expected for a function in this pronounced position. This can be seen in her unsuccessful search for a "soulmate", with Shawna having lived through...marriages and still not finding the intimacy she craves, feeling that this has been due to her *"picker [being] broken"*. This may be interpreted as a sign of weakness in Relations, but it better fits with other evidence if interpreted as entertaining possibilities in relationships without the forcefulness to ensure those possibilities are realised. Beyond marital relationships, there is plenty of evidence to suggest Relations is a strong function. This can partly be seen in the sheer persistence of Shawna's need for intimacy, which can be seen in her devotion to the 9 cats she shares a home with, as well as in how Shawna relates to her family, *"liv[ing] out"* the moral example her late father set, being able to *"say anything"* to her mother and finding it *"really hard"* to be currently [lacking the closeness she previously had] with her younger sister. Additionally, Shawna demonstrates the prioritised role that Relations plays in her decision-making, with her two past jobs at the church and at Wayne State being due to her sister and her cousin already working there and asking her to work with them; Shawna acknowledges that *"if someone had just offered [her] the job [at Wayne State University] cold,... she wouldn't have done it"*. Perhaps the most profound of these relationships is that between Shawna and her God, with her describing being *"born again"* in her 30s and feeling *"like He was with [her]"*, that *"Christ was real and [she] was His and He was [hers]"*. In this, we can see Shawna experiencing her religiosity as that with a very close friend, with her faith being more a matter of *"trust [in] Him"* than a belief in a worldview. This is especially clear in how Shawna gave up smoking, saying how she *"knew God was going to take away smoking and He did... proving he was powerful in [her] life"*. From the evidence available, we can see how Relations is a consistent, prioritised and profound motivator for Shawna, making it a good candidate for the Leading function. To assuage doubts as to the strength of Relations, we can also see the nuance in which Shawna approaches people she doesn't know, starting out *"trusting someone to a greater or lesser degree"* but needing to interact with them for a while to *"feel comfortable"* with them and open up. However, she can also *"in a minute detect some kind of disconnect"* between what people say and how they come across in their behaviour or demeanour, *"tak[ing] a step back and not reveal[ing] parts of [her]self"*. This suggests that outside of marriages, Shawna acts on her prime motivation for closeness and intimacy with a strong and confident discernment of character.

Creative Function – Ideas (I2)

Shawna displays a natural curiosity and open-mindedness towards new information, with a broad range of interests spanning history, psychology, sociology, art, music, biblical

languages and education. Normally when introduced to new experiences through her existing relationships, *“something will seem interesting to [her] and [she] will explore it, and then something else comes along”*, resulting in a *“weird”*, eclectic mix of different jobs throughout her life. In this way, Shawna finds it important to *“not just be limited, but explore other things”* and shows confidence in her ability to identify areas of interesting potential and explore them. As well as a breadth of interests, Shawna shows an appreciation of diverse viewpoints within her interests, as can be seen in her love of history, *“lik[ing] the idea of getting into a culture of such a different period than what we have now”* and better *“understanding people of different times”*. As well as an independently curious mindset, Shawna’s appreciation of Ideas blends with her focus on Relations; not *“naturally suspicious”*, she is open to other people’s views if the issue is not important to her values and looks for compromises in her relationships. In getting to know someone, she will first be trusting and only *“take a step back”* if she sees good reason to, even then acknowledging that *“they may be having a bad day, so [she] might not rule them out unless they’re really doing something evil”*. Additionally, many of Shawna’s interests, as with her jobs, come through her relationships, as can be seen with her introduction to computers and Socionics. These tendencies indicate that Ideas is both a strong and valued area for Shawna that supports and flavours her Leading function. However, despite this finite amount of openness and curiosity, Shawna does not seem to proactively seek out new ideas or interests, instead being introduced to things like computers and Socionics by different interpersonal contacts. This strong, valued nature of Ideas, as well as how it blends with and supports her Leading function, makes the most sense for the Creative function.

Role Function – Laws (L3)

While a relationship with God is Shawna’s main spiritual motivator, we can also see some acceptance of the doctrinal aspects of Christianity. This can perhaps be seen in her decision to learn and teach Biblical Greek and Hebrew, rather than more modern languages, and her belief that the United States of America has lost its *“Christian foundation”*. It is also due to this acceptance of religious doctrine, informed by her relationship with God, that Shawna was able to stick by her [late] husband, despite a breakdown in communication, and *“st[ic]k to [her] commitment”*. We can see from this that although Laws is not valued for its own sake, unlike Relations, it is present in how Shawna expresses her religiosity. Beyond religion, Shawna has shown some capability with Laws in her learning, *“appreciat[ing] the structure [of] music”* and *“lov[ing] algebra”* in school. However, Shawna found that she *“performed poorly at geometry”* due to the greater demand to *“prove things about shapes,... figure out a certain angle... and generate logic”* in a particular order. This suggests that although Laws is not especially weak, it is also limited in strength. An unvalued, usage of Laws, that is present in Shawna’s interests but limited in scope and ability, best fits the Role function.

Vulnerable Function – Force (F4)

Shawna has a strong preference for prioritising her feelings of comfort around people. Tied to this is an avoidance of conflict situations, with Shawna... *“hoping [I] would not ask for [her] feedback”* when she had previously been mistyped, fearing a potential confrontation and avoiding further conversation until I reached out to her. In relationships, although Shawna is willing to share ideas and build compromise, she seems to be unable to break through with people in a decisive manner, unless there has been a clear act of disloyalty, reluctantly putting up with a lack of communication from her [late] husband for 24 years without *“yelling and screaming”*. Although living in the same house as her sister, Shawna avoids confrontation with her by staying in the basement of her house, while continuing to fret over the disharmony. This shows a general lack of confidence with direct, uncomfortable interactions and a tendency to avoid these situations rather than confront them for her benefit, with the only identifiable exception being her divorce of [an] earlier husband for being unfaithful. Beyond relationships, Shawna shows a general lack of confidence in physical tasks, being averse to *“working with [her] hands”* and, as shown with her inconsistent ability in maths, becoming less confident with logical reasoning the less abstract and more concrete the focus is. Additionally, an aversion to Force is present in Shawna’s value judgements, with

her being highly critical of teaching styles where the teacher tries to *“be on top all the time”*, with Shawna preferring a safer, more nurturing approach to education. In addition, while feeling the freedom to pursue a career that allows her to develop skills, there is no evidence that Shawna desires a more concrete sense of achievement in the form of greater wealth or power. The evidence here suggests that Force is something that Shawna has as little to do with as possible and largely rejects as an option, often to her detriment. Such an approach to Force best fits the Vulnerable function.

Suggestive Function – Pragmatism (P5)

Learning new skills seems to be an ongoing motivation for Shawna, with her recalling with pride early memories of earning enough money to buy her father *“hotdogs at the ballpark”*. Within the limits of her physical health and relationships, Shawna identifies education as a *“lifelong theme”*, always wanting to take classes and study whatever takes her interest. For this reason, Shawna remained at university to attain a master’s degree and a doctorate. Additionally, an ongoing aspiration of Shawna’s has been to *“give people tools”* through teaching, with Shawna having previously taught at [senior and] junior high school and more recently teaching Biblical Hebrew and Greek classes to adults. As well as the acquisition of factual information, Shawna talked about the application of her knowledge, feeling a desire to work hard and *“make a contribution”*, while solving problems *“with sound judgement”* and talking through issues with others to find workable compromises. It was with this attitude that she adapted to new duties in her workplace at the church.... In such activities of learning and problem-solving, she feels confident and identifies herself as *“brainy”*. From this, one might reach the conclusion that Pragmatism is a strong area for Shawna. However, it is important to note that Shawna reached this identification of herself largely through external references, such as the grades she received in school and the comments she heard from others that her academic work was high quality and that she gave sound advice. Nevertheless, closer examination reveals her self-criticism over her ability to take information and apply it in a realistic way. We can see this in her college research project in education, where she required lessons to be delivered by a teacher to students in a certain way, overlooking the fact that the terminology she was requiring her participants to learn was *“not realistic at all”* and crucially, not considering that the lessons actually ran in a way that was completely different to the methodology she was assuming for her experiment to work. In short, *“the design was... not logical”*, regardless of her being able to work hard and learn the statistics necessary. We can also see in her educational journey that Shawna made a number of false starts, trying German only to find everyone else already spoke some German and she did not feel she could keep up, as well as trying chemistry but not enjoying what was a rather more empirical, experiment-filled discipline than the more theoretical subjects she is more comfortable with. What we can see from this is that although Shawna is enthusiastic about her personal development and enjoys *“learning different skills”*, as well as passing on what she has learnt to others, she can quickly find difficulty if the subject matter is too empirical or practical and make fundamental errors, while much preferring fields that are more personal or theoretical. This makes Pragmatism a clearly valued but weak function. An argument as to whether Pragmatism best suits the Suggestive or Mobilising function is less clear, although it can be argued that throughout her lifetime, Shawna has not taken any notable, major risks with her Pragmatism, with the only exceptions being those areas where she has had to, such as her college research project. It is notable that she first realised she could be free to learn skills and have a career at all when she first went to college, and it seems she has not pushed herself in this area to the extent where she might be working for herself, or in a situation where she hasn’t got a supervisor or boss to report to, despite being highly educated. This implies a certain conservativeness and caution without she has pursued Pragmatism that better suits the Suggestive function.

Mobilising Function – Senses (S6)

Shawna is not someone who identifies with being with being Sensory, and is *“not that big on textures, temperatures, any of that”*, preferring an *“overall impression of a place.”* Despite this, multiple aspects of Senses could be found in Shawna’s answers to this interview. This can perhaps be most clearly seen in her current role working for a church, which she sees as being the *“absolute best job for [her] in the world”*, serving as bookkeeper, webmaster and graphic designer. Each of these skills requires a certain focus on detail, being accurate *“down to the penny”*, and maintaining quality of work or aesthetic appearance in creating *“something of beauty”*. In this way, we see a certain acquired confidence in managing aesthetic and detail, while *“mak[ing] a lot of notes”* so as to not lose track and *“forget a task”*. In addition, it readily becomes clear that the maintenance of Senses is an important value to Shawna, such as in her role as a teacher of Hebrew and Greek, with her emphasising a teaching approach that is *“relaxing and rewarding”*. Shawna’s other decisions in life can likewise be traced to a need to preserve a smooth, comfortable equilibrium in her immediate physical, social and emotional experiences, even at a cost. This includes when Shawna chose to lose her job, rather than work in a new location, where she felt she would *“never be able to focus”*, as well as stress [exacerbating her fibromyalgia] being a major factor in her retirement from teaching, and her reduced memory of her past marriages due to a need not to *“hang onto the bitterness”*. Even though Shawna likes to see her friends from church, she will also need to go home for *“peace and quiet”*. From these data points, we can build a picture where Senses is both a value and an area of acquired, but not natural, confidence for Shawna. It should also be noted that, whereas a certain meekness and subordination could be identified in Shawna’s use of Pragmatism, the same cannot be said for Senses which has to some extent ‘called the shots’ in her decision-making. It is, therefore, a secondary driving force for Shawna after Relations. As such, Senses seems to best fit the Mobilising function.

Ignoring Function – Emotions (E7)

Shawna has always felt she was in the *“out crowd”* and, when young, lacked confidence in her ability to be *“desirable”* to others. Despite this, while her friends were willing to change in high school and compromise academics to be more popular, Shawna was completely unwilling compromise herself in this way. Instead, Shawna has identified positive growth in rejecting expectations on her to conform to social norms, with her religious transformation as a ‘born again’ Christian causing her to gain a deep *“belly laugh”* that can be unnerving to some of her acquaintances and relatives. Similarly, she clarifies that her sense of satisfaction in her work now comes from herself, rather than seeking approval in any others. Rather than tailor herself to be more popular, Shawna places value in *“not pretend[ing]”* and *“being real”* rather than looking good, seeing that as the defining quality of integrity. These beliefs of Shawna’s and avoidance of compromise in this area, strongly suggest that Emotions is firmly unvalued, indicating either a Vulnerable or Ignoring function. Additionally, Shawna *“usually can tell a good feeling with somebody”*, being able to tell when someone has been *“having a bad day”* and can *“come up in a non-threatening way and be friendly”* to such people. This ability to ready the mood and avoid a negative reaction suggests that despite not courting popularity and maintaining a firm integrity to herself, Shawna is nevertheless able to read and adapt to the moods of others where she is trying to form a closer relationship, indicating that Emotions is actually a strong area, only highly subordinate to Relations. This best fits the Ignoring function.

Demonstrative Function – Telos (T8)

Shawna is highly reflective on the past and this shows in her love of history, which gives her *“a sense of how you got from one point to another”*. This can be seen in her enjoyment of church history, seeing developments from *“the time of Jesus all the way up to the modern”* as well as the *“development of thought over time”*. This tendency to reflect on linear narratives that span out from the past to the present day can also be seen in how Shawna sees her own life, being able to identify *“God’s hand”* and how it *“pulled”* her to where she is

now in her career. Despite this “*depth focus*” and a tendency to find meaning in relationship between the past and the present day, Shawna is rather less interested in allowing those narratives to control her future, realising from going to college that “*there wasn’t just one set plan for [her]*” and that she was open to explore different directions. In this way, Telos appears to be a strength for Shawna, but serves more as a background tendency, rather than something valued for its own sake. Although she is spiritually inclined, and tends to pick out what is particularly “*meaningful*” in her life, rather than simply “*useful*”, Shawna prioritises fidelity to relationships, exploration of possibilities and doing what feels comfortable to her over the pursuit of meaning for its own sake. For these reasons, Telos seems to be Shawna’s strongest unvalued function, making it a good candidate for the Demonstrative.

From this in-depth assessment, we can see **R1, I2, L3, F4, P5, S6, E7** and **T8** as the most suitable function assignments for Shawna, making **EII** the best candidate for her type of information metabolism.