

# Myers-Briggs Type Indicator Test Results for Hristian Carabulea

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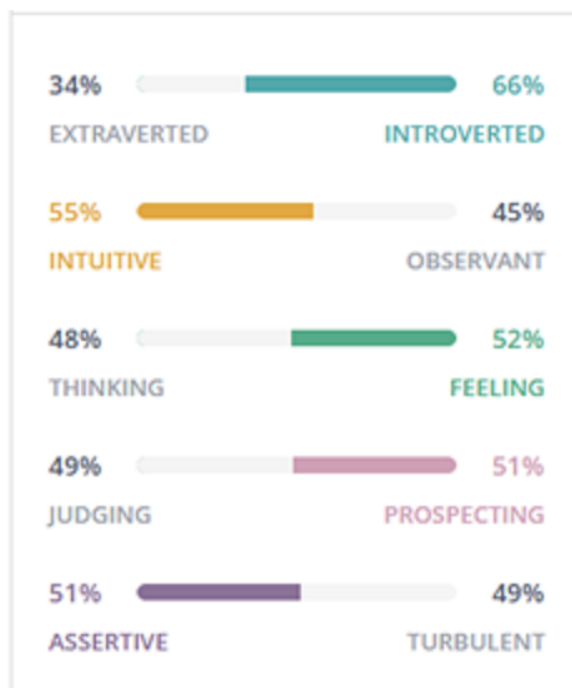


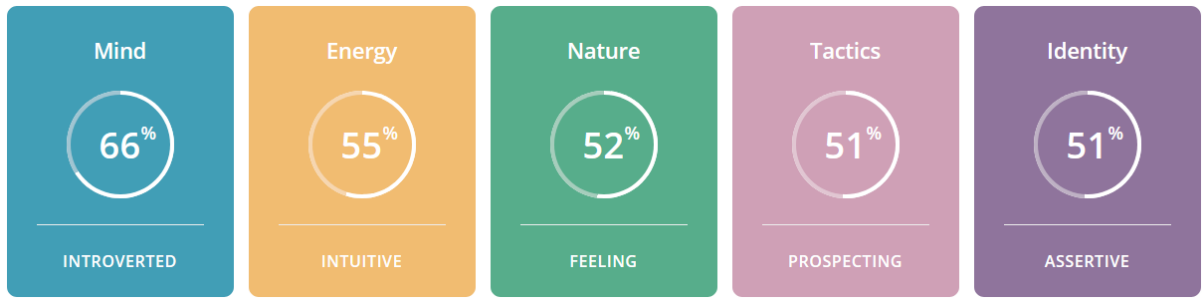
TYPE: Assertive Mediator

CODE: INFP-A

ROLE: Diplomat

STRATEGY: Confident Individualism





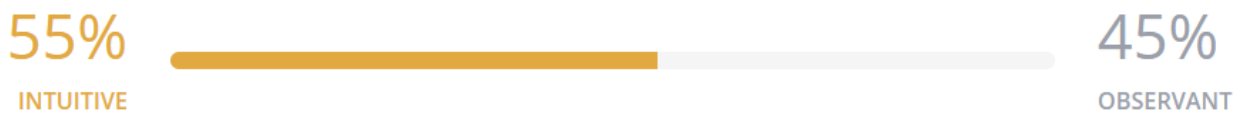
### Mind

This trait determines how we interact with our environment.



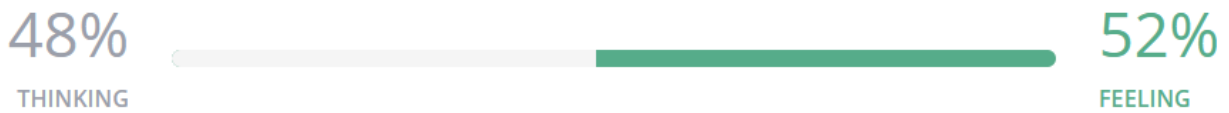
### Energy

This trait shows where we direct our mental energy.



### Nature

This trait determines how we make decisions and cope with emotions.



### Tactics

This trait reflects our approach to work, planning and decision-making.



### Identity

This trait underpins all others, showing how confident we are in our abilities and decisions.



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# Introduction

## Who is a mediator (INFP)?

A *Mediator (INFP)* is someone who possesses the [Introverted](#), [Intuitive](#), [Feeling](#), and [Prospecting](#) personality traits. These rare personality types tend to be quiet, open-minded, and imaginative, and they apply a caring and creative approach to everything they do.

On the outside, Mediators (INFPs) may seem quiet or even shy. But they often have vibrant, passionate inner lives. Because they make up such a small portion of the population, people with this personality type may sometimes feel misunderstood or out of step with the world. Fortunately, their caring nature can help them create and sustain deep relationships with their loved ones.



Mediators value authenticity, empathy, and harmony. These personalities tend to act with the best of intentions, and they are rightly proud of this trait. That said, they may feel isolated or discouraged when other people don't share their idealism.

*All that is gold does not glitter; not all those who wander are lost; the old that is strong does not wither; deep roots are not reached by the frost. J. R. R. Tolkien*

## Speaking Their Truth

Many Mediators are curious about the depths of human nature, and they often make an effort to understand other people's true feelings. This can make them capable of great empathy. It can also enable them to communicate in ways that are sensitive, original, and quite moving.

Perhaps because of these strengths, Mediators tend to crave opportunities for creative self-expression. It comes as no surprise that many famous Mediators are poets, writers, and actors. People with this personality type often enjoy dreaming up all sorts of stories and possibilities.

***Mediators have a talent for self-expression. They may reveal their innermost thoughts and secrets through metaphors and fictional characters.***

By using their imaginations in this way, Mediators can explore their inner nature and their place in the world. That said, they can have a tendency to daydream and fantasize rather than take action. If they don't act on their dreams and ideas, Mediators are likely to end up feeling frustrated or unfulfilled.

## In Search of a Calling

Mediators may feel directionless or stuck unless they connect with a sense of purpose for their lives. For many Mediators, this purpose has something to do with helping and uplifting others. Empathetic by nature, these personalities may feel other people's suffering as if it were their own. This only strengthens their motivation to be of service.

Although Mediators might want to help everyone, they may need to focus their attention and energy on one worthy cause at a time. Otherwise, they can become so overwhelmed by all the problems they can't fix that they're tempted to give up on even trying. This is a sad sight for Mediators' friends, who often depend on their hopeful outlook.

Fortunately, like flowers in the spring, Mediators' creativity and idealism can bloom even after the darkest of seasons. Although they know the world will never be perfect, Mediators still care about making it better however they can. This quiet belief in doing the right thing may explain why these personalities so often inspire compassion, kindness, and beauty wherever they go.



# Strengths & Weaknesses

## Mediator (INFP) Strengths



**Thoughtful** – Mediators care about other people’s feelings. They adjust their actions if they think they might hurt anyone, even unintentionally. Kindheartedness flows from Mediator personalities, and everyone around them tends to benefit from it.

**Generous** – Mediators rarely enjoy succeeding at others’ expense. In general, people with this personality type want to share the good things in their lives. They value equality, and they want to ensure that every voice and perspective is heard.

**Open-Minded** – Mediators tend to give other people the benefit of the doubt. They aim to be tolerant of other people’s beliefs, lifestyles, and decisions. Generally speaking, Mediators support others’ right to live as they see fit – as long as no one is being hurt.

**Creative** – Mediators can often see things from unconventional perspectives. With their ability to make surprising and unexpected connections, it’s no wonder that many Mediators are drawn to creative pursuits and the arts.

**Passionate** – When an idea or movement captures Mediators’ imagination and speaks to their beliefs, they can give their whole heart to it. People with this personality type can be reserved or reticent, but that doesn’t diminish their strong feelings for a cause that matches their ideals.

**Loyal to Their Values** – Doing the right thing isn’t always easy, but Mediators’ far-reaching vision can help them stay the course. When they’re doing something meaningful, these personalities can have a sense of purpose or even courage that keeps them true to their values.

## Mediator (INFP) Weaknesses

### Mediator (INFP) Weaknesses



**Overly Idealistic** – Mediators can take their idealism too far. People with this personality type might idolize their romantic partner or expect every aspect of their job to feel meaningful. This can set them up for disappointment when reality falls short of their dreams.

**Self-Critical** – Mediators can expect so much from themselves that they inevitably fall short. When this happens, they may accuse themselves of being selfish or woefully inadequate. This self-criticism can erode their motivation to get things done and their willingness to prioritize necessary self-care.

**Impractical** – When something captures Mediators' imagination, they can become so consumed by it that they neglect practical matters. Some people with this personality type even neglect eating or sleeping as they pursue their passion. Other Mediators can become so enamored with an idea that they're afraid to act on it because they might not do it perfectly.

**Emotionally Driven** – Mediators can become so focused on their emotions that they lose track of what's really going on. It can be a challenge for these personalities to slow down and make sure that their feelings aren't preventing them from clearly seeing the facts of a situation.

**Conflict-Averse** – Mediators generally prefer to avoid conflict. They can put a great deal of time and energy into trying to please everyone. This desire to please others can drown out their own inner wisdom and make them painfully sensitive to even constructive criticism.

**Difficult to Get to Know** – Mediators are private, reserved, and sometimes self-conscious. This can make them somewhat difficult to really get to know. Their need for personal space can contribute to the guilt they feel for not giving more of themselves to those they care about.

# Romantic Relationships

Mediators (INFPs) are dreamers and idealists, especially when it comes to romance. The concept of true love resonates with them, and they're unlikely to be happy in a relationship that is founded on anything less. People with this personality type may find themselves daydreaming about the perfect relationship, imagining how it would feel to share their innermost selves with another person.



Most Mediators don't just want to find a partner – they want to connect with a soul mate. This idealism is among their most endearing traits. It's what enables Mediators to look past superficial appearances and remember what really matters – in love *and* in life.

That said, Mediator personalities need to make sure that they see their partners as they are – not as they want them to be. After all, no partner is perfect, and even the most beautiful of relationships has its challenges. With time, many Mediators come to learn that true love doesn't just magically happen – it takes compromise, understanding, and effort.

## Hopelessly Devoted

When they meet someone new, most Mediators can't help but compare that person with the ideal soul mate they've imagined in the past. Unsurprisingly, this comparison tends to weed out more than a few potential partners. Not everyone can match Mediators' standards for morality and authenticity, and their idealized expectations might not be realistic. As a result, single Mediators may sometimes worry that they'll never find anyone who is a match for them.

When they do find a kindred spirit, Mediators show themselves to be passionate, hopeless romantics. At the same time, they still respect their partner's independence. Mediator personalities use their compassion and insight to understand the people they care about, and they use their creativity to make their partner feel special.

**Mediators share a sincere belief that two people can come together in a relationship and make each other better and happier than they were before.**

Most Mediators aim to accept their partners as they are. That said, these personalities also want to help their partners learn, grow, and pursue their goals. Mediators are always dreaming up



ways to improve themselves and the world around them. The last thing they'd want is for their partners to feel unhappy or stuck.

As a result, many people with this personality type dedicate themselves to helping their partners improve their lives. Although this is a noble goal, Mediators may need to be careful not to lose sight of their own needs and priorities. They might also need to make sure that their partners are really ready to change. As long as they do so, Mediators' support and devotion can make all the difference in their partners' lives.

## **Finding What's Real**

Mediators tend to avoid conflict whenever possible. This can help make their relationships stable, but it can also compromise the authenticity of their connection with their partners. These personalities may try to make their partners happy at all costs, sacrificing their own needs and preferences.

Mediators can also have a tendency to mentally fixate on problems in their relationships rather than discuss them openly. Because they don't want to trigger a conflict, they may find it difficult to talk about what's wrong and why. This can cause significant issues in their relationships. After all, their partners can't read their minds.

People with this personality type may need to remind themselves that open, honest communication is necessary in a relationship, even if it isn't always easy. These moments of candor can transform a relationship for the better.

As long as they communicate openly, Mediators are more than capable of staying true to themselves in a relationship – and encouraging the person they love to do the same. By bringing their whole hearts and minds to their relationships, Mediators can find out what it truly means to love and be loved.

## **Friendships**

Mediators (INFPs) are among the most social of all Introverts, and they care about even their most casual acquaintances. That said, they're still Introverts. This means that they tend to feel most fulfilled by spending time with a small, intimate circle of friends. Acquaintances may come and go, but this inner circle is likely to include Mediators' friends for life.

Early in a friendship, Mediators may be somewhat reluctant to share their inner lives. They may try to draw out their new friend instead, learning more about that person's passions and motivations. As the friendship progresses, however, Mediator personalities can find it very meaningful to share their secret dreams and ideas with someone they know they can trust.



## **The Search for Kindred Spirits**

In looking for potential friends, Mediators may find themselves drawn to people who remind them of themselves. Specifically, they may look for people who share their curiosity about human nature and their belief in doing the right thing. Among these kindred spirits, people with the Mediator personality type may feel accepted and understood in a way that helps them bloom in their own time.

That said, Mediators are capable of befriending all sorts of people. The combination of their Intuitive and Prospecting traits draws them to diverse perspectives, which helps them appreciate friends whose experiences and worldviews are totally different from their own. Mediator personalities may actually find it invigorating to connect with someone who, on the surface, has little in common with them.

For Mediators, a true friendship is founded on shared values, not just shared experiences. People with this personality type are unlikely to form strong friendships simply out of convenience. For example, while their affection for their coworkers may be strong, just working in the same office isn't enough for Mediators to guarantee a substantial friendship. Deeper connections must come into play.

## **Friends for Life**

When Mediators befriend someone, they may secretly (or not so secretly) hope to be friends with that person for life. These personalities are capable of strong, stable friendships marked by passionate support, subtle poetic wit, and a profound level of emotional insight. Their friends will be rewarded with loving sensitivity and depth. A hallmark of this relationship is an ever-present desire to help, learn from, and understand each other.

That said, Mediators do need personal space and alone time in order to recharge. At times, people with this personality type may withdraw from even their closest friends in order to reconnect with themselves and restore their energy, as all Introverts must. These departures are usually temporary, but Mediators may need to make sure that their friends don't feel snubbed by their absence.

Even as their friendships grow stronger and deeper, Mediators' enigmatic qualities never truly vanish.

People with this personality type look for ways to improve their friendships and share their affection with those who matter to them. Often, this takes the form of spending quality time with their friends – coming up with big dreams for the future and indulging in deep conversations about all sorts of topics. But even when Mediators are entirely on their own, they always hold their friends in their hearts.

## Parenthood

Mediators (INFPs) tend to see life as a journey toward meaning and fulfillment. Few things give them more joy than bringing like-minded people on that journey with them. In their own understated way, Mediator personalities enjoy helping others learn and grow – and they can find a unique opportunity for this in parenthood.

From the start, Mediator parents aim to be warm, loving, supportive, and open-minded. They delight in their children's wide-eyed wonder at the world. In general, people with this personality type want to give their children the freedom to form their own opinions and discover their own interests.



Mediators may enjoy raising free spirits, but that doesn't mean that they're totally hands-off. They want to teach key values to their children, including honesty, compassion, and the importance of caring for others. They also want their children to understand the meaning of personal responsibility, especially when it comes to not hurting others.

Mediators never stop encouraging their children to learn and grow. These personalities use their sensitivity to communicate in ways that will resonate with their children.

## Coping with Challenges

Mediator parents want to serve as good role models. To do this, they often try to keep their problems, negative emotions, and frustrations from their children, preserving a sense of harmony in the household. This can help their children feel safe and cared for. Mediators may also try to shield their children from the greater problems in the world. This is certainly appropriate when

their children are young, but eventually, Mediators will need to find ways to talk through tougher issues with their kids.

Like parents of any personality type, Mediator parents inevitably face challenges. They take their parenting responsibilities seriously, so it can feel like a personal failure when their children misbehave in ways both large and small. They may be especially upset when they see their children behaving in ways that don't seem considerate or ethical. Discipline doesn't come easily to Mediator personalities, but at times, they may wonder if they should have been stricter or firmer.

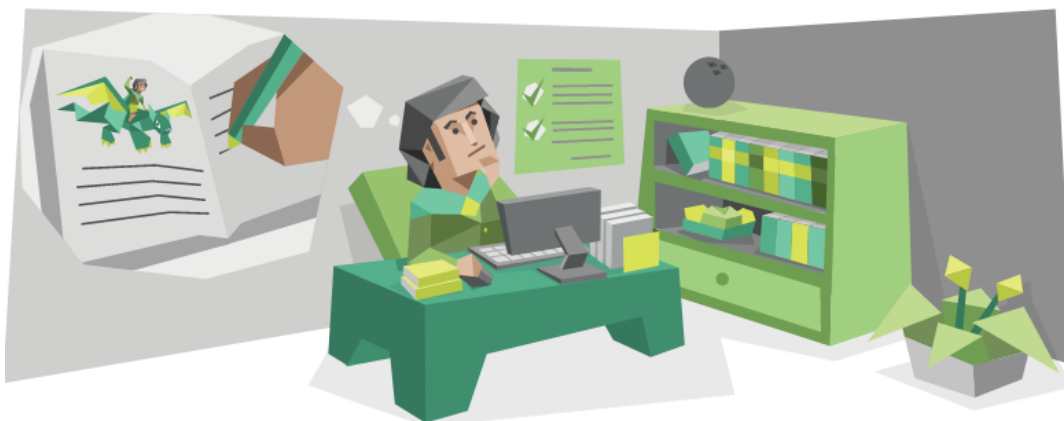
## Balancing Structure with Spontaneity

For many Mediator parents, establishing practical, day-to-day structures and rules for their children can be a challenge. Fortunately, people with this personality type can use their creative energy to impose rules without stifling their children's curiosity and enthusiasm. By balancing structure with spontaneity, Mediator parents can help their children grow into their most caring, responsible, and joyful selves.

## Career Paths

Many Mediators (INFPs) long for a career that doesn't just take care of the bills but also feels fulfilling. They want to spend their days doing something they genuinely love, preferably without too much stress or drama. For these personalities, an ideal professional life should feel like a calling, not just a job.

At times, idealistic Mediators might struggle to find a profession that meets their practical needs *and* fulfills their dreams. They may drift in frustration, waiting for the perfect job to present itself and eventually feeling stuck or worried that they're not living up to their potential. Alas, there's no such thing as a perfect job. The question of whether to settle for a less-than-ideal position can weigh heavily on people with this personality type.



Fortunately, Mediators stand out for their creativity, independence, and sincere desire to connect with and help others. These traits can help them shine – and find fulfillment – in nearly any line of work.

## There's a Place for Everyone

Mediators can succeed nearly anywhere, but certain fields seem to be especially attractive to these personalities. With their curiosity and their love of self-expression, many Mediators dream of becoming writers. They might write novels, seek out interesting freelance niches, or even find themselves doing communications in a corporate field or for a nonprofit organization. Richly imaginative, Mediators can infuse even the driest of fundraising or marketing materials with new life.

Nearly any field can benefit from Mediators' artful communication style. As a result, Mediators may have their pick of jobs when choosing whether to work in the nonprofit or for-profit sphere – or for themselves.

Although these personalities aren't known for seeking the spotlight, they may find their life's purpose in the performing arts. Mediators are sensitive to artistic beauty, and some of them simply come to life in the worlds of music, drama, or dance. These Mediators can draw from their inner depths to pull out exquisite interpretations of a creator's work. Many Mediators also create their own works as playwrights, composers, and choreographers.

Whatever they do, people with this personality type want to feel that their work is helping others. As a result, some Mediators find it gratifying to work with clients face-to-face. Service careers, such as massage therapy, physical rehabilitation, counseling, social work, psychology, and even teaching can be exceptionally rewarding for Mediators, who take pride in the progress and growth that they help foster.

People with this personality type tend to put others' interests ahead of their own. This is a mixed blessing, as it can make it hard for them to establish a healthy work-life balance. That said, few things are more rewarding for Mediators than seeing their work help change someone's life for the better.

## Finding Their Way

Mediators may find it demotivating to work in high-stress, bureaucratic, or hectic environments. They may also become frustrated by workplaces that are highly critical or competitive. Workplaces that reward independence tend to be a good fit for Mediators, although they may appreciate some structure and oversight to help them avoid procrastination and getting lost in thought.

That said, Mediators don't need ideal conditions to thrive professionally. These personalities want to live in tune with their values, in their careers as much as in any other aspect of their lives. As long as they feel a strong sense of mission in their work, they can put up with – and overcome – any number of challenges.

## Workplace Habits

Mediators (INFPs) want to feel a sense of purpose in their work. Wherever they find themselves on the job ladder, people with this personality type value harmony, and they try to find an emotional and moral connection to their work. These traits color how they respond to authority

in the workplace as well as how they express it.



## Mediator Subordinates

Mediators can be extremely dedicated and considerate employees. They take pride in being honest and doing the right thing in all circumstances. They also feel gratified by pleasing others, from their bosses to their customers. Mediator personalities feel most motivated when they're thinking up ways to help others, not worrying about checklists or bottom lines.

This explains why praise and positive feedback can make them light up. On the flip side, criticism can lead Mediators to shut down. When faced with punishing expectations or a highly negative boss, they may find it hard to get things done.

As employees, Mediators enjoy having freedom and latitude. They like to use their creativity rather than just do as they're told. That said, they tend to benefit from deadlines and clear expectations to keep them on track. Otherwise, people with this personality type might get caught up in perfecting their ideas rather than accomplishing tasks.

## Mediator Colleagues

Mediator personalities generally don't enjoy hierarchies. They like to promote equality in the workplace, and their ideal professional environment is one where everyone feels valued and is encouraged to share their ideas. As colleagues, Mediators do what they can to make this ideal a reality.

Mediators can be private, so they're probably not the social butterflies of their workplace. That said, they tend to be pleasant and kindhearted colleagues, and they can be quite friendly. Mediators don't like conflict, drama, or workplace politics. Instead, they try to act in ways that foster harmony and cooperation. When one of their coworkers needs help, Mediators will often pitch in without any expectation of praise or recognition.

One of Mediators' greatest contributions as colleagues is their empathetic communication style. These personalities speak in a way that's honest but kind, which can set a positive tone for the entire workplace.

# Mediator Managers

As managers, Mediators are among the personality types least likely to act as if they're in charge. They respect their employees as full-fledged human beings, not just as workers. Rather than make all the decisions themselves, they often ask to hear their employees' thoughts and opinions.

In general, people with this personality type don't micromanage. Instead, they keep their eyes on the big picture. They see it as their responsibility to support their employees, not to tell them exactly what to do and how to do it. Whenever possible, they encourage the people who work for them to develop their own ideas and use their own best judgment.

There is a downside to this management style. Sometimes Mediators may struggle to set boundaries, drill down on inefficiencies, or offer criticism, even when it's necessary. This can slow down their team and create needless stress, both for Mediators and for their employees. At times, managers with this personality type may need to be strict for the good of their team.

## Conclusion

Few personality types are as poetic and kindhearted as Mediators (INFPs). Their altruism and vivid imagination allow them to overcome many challenging obstacles – and more often than not, they brighten the lives of those around them in the process. Mediators' creativity is invaluable in many areas, including their own personal growth.

Yet Mediators can be tripped up in areas where idealism and altruism are more of a liability than an asset. When it comes to finding (or keeping) a partner, making friends, pursuing a meaningful career, or planning for the future, people with this personality type may need to consciously develop their weaker traits and gain new skills.



What you have read so far is just an introduction into the complexity of the Mediator personality type. You may have muttered to yourself, “Wow, this is so accurate, it's a little creepy,” or “Finally, someone understands me!” You may have even asked, “How do they know more about me than the people I'm closest to do?”

This is not a trick. You felt understood because you were. We've studied how Mediators think and what they need to reach their full potential. In the process, we've learned how people with your personality type can overcome even their greatest personal challenges.

But to overcome these challenges, you need to have a plan, a personal road map – a vision for where you want to head and why. In this introduction, you’ve learned how Mediators tend to behave in certain circumstances and what their key strengths and weaknesses are. Now it’s time to go much deeper into your personality type and answer, “Why?” “How?” and “What if?”

This knowledge is only the beginning of a lifelong journey. Are you ready to learn why Mediators like you act in the ways they do? What motivates and inspires you? What you are afraid of and what you secretly dream about? How you can unlock your true potential?

Our Premium Profile provides a road map toward a happier, more successful, and more versatile you! It will offer support and guidance as you get to know your innermost self, break free of unhelpful old behaviors, and find new ways to go after your dreams. If you’re ready to create your own path through life, we are here to help you.

## Assertive Mediator (INFP-A) vs. Turbulent Mediator (INFP-T)

[Mediators](#) are quiet, private, free spirits who view life as an endless series of idealistic possibilities waiting to be realized. They typically try to get along with others and promote harmony wherever they go. How they do that, however, depends on whether they are Assertive Mediators (INFP-A) or Turbulent Mediators (INFP-T). [Identity](#) adds nuance to the expression of the other personality traits. We explore below how that often happens.

### The Difference Is in Too Much or Too Little

When it comes to self-regard, as a group, Mediators are more likely to boost someone else’s self-esteem before they tend to their own – even sometimes at their own expense. However, when Identity separates the two kinds of Mediators, a pronounced difference emerges. We find that one personality type tends not only to put others ahead of themselves, but also to be harder on themselves than the others.

85% of Assertive Mediators say they feel comfortable with themselves, compared to 40% of Turbulent Mediators.

#### [“OPTIMIST OR PESSIMIST?” SURVEY](#)

Turbulent personality types are typically not comfortable with their current lives. They often use this dissatisfaction to try to become better people. However, when applied to Mediators, this Turbulent quality spins them in a distinct direction. They are likely to use a strongly idealistic filter to assess where and how they need to improve. This drive to correct what they decide are flaws often pushes them to work hard.

But idealism is a demanding standard. Turbulent Mediators are apt to ask too much of themselves and become overwhelmed. When they don’t meet their unyielding (perhaps at times unreasonable) goals, they are likely to be hard on themselves. Self-criticism rings true for any Turbulent individual. But, for these personalities, their imaginations and sensitivity may magnify the damage caused by negative self-talk. Even the smallest flaw may seem more significant than it is. They are more likely to see a mistake as a reason to doubt themselves.



85% of Turbulent Mediators say they consider themselves to be lazy people, compared to 66% of Assertive Mediators.

### [“LAZINESS”](#) SURVEY

For example, Turbulent Mediators are likely to describe themselves as “lazy” more often than Assertive Mediators – and most other personality types (all except two). But a neutral assessment may reveal this to be not entirely accurate. All other things being equal, Turbulent people generally work hard to compensate for what they see as a weakness. The “lazy” label doesn’t fit, typically. The poor self-evaluation of their work ethic is just as likely the result of their negative slant as it is a measurable reality.

68% of Turbulent Mediators say they see many of their mistakes as failures, compared to 24% of Assertive Mediators.

### [“THOUGHT PATTERNS”](#) SURVEY

Assertive Mediators are more likely to see a mistake as a one-off accident or simple carelessness – as the occasional kind of thing everyone does. But they are unlikely to let it take up too much real estate in their minds. These personalities typically do the same with their flaws. They usually prefer to use their time thinking about positive possibilities.

It’s not that Assertive Mediators are any less idealistic or sensitive. It’s just a different, less pensive expression of these qualities. They tend to filter their caring for others, as well as other things, through a rosier-colored lens. For example, a small majority of them see themselves as “lazy” (as [Prospecting](#) personality types tend to do). It’s notably less than the number of Turbulent Mediators who apply the label to themselves. But the word “lazy” is probably not nearly as dire and filled with judgment for Assertive Mediators as it is for their Turbulent counterparts.

87% of Assertive Mediators say they feel confident to face day-to-day difficulties, compared to 48% of Turbulent Mediators.

### [“HANDLING STRESS”](#) SURVEY

Assertive Mediators, relying on optimism and self-assurance to inspire them, can put a lot of energy into their humanistic goals. These personalities are usually good at fostering encouragement and hope. But an automatic habit of blanketing everything with a sunny appraisal can fog over areas that need improvement. People rarely attend to the things they shrug off. Where Turbulent Mediators may ask too much of themselves, Assertive Mediators may run the danger of asking too little, if there are problems hidden behind an illusion of everything being just fine.

## **Emotions and Outcomes**

82% of Assertive Mediators say they are usually optimistic about the outcomes of the risks they take, compared to 44% of Turbulent Mediators.

### [“RISK”](#) SURVEY

Mediators make their decisions via the [Feeling](#) personality trait. They choose a point of view that emphasizes empathy and caring for others. But our research shows a clear difference between the way Assertive and Turbulent Mediators live with their emotions and relate to other people.

63% of Turbulent Mediators describe themselves as prone to crying “often to very often,” compared to 28% of Assertive Mediators.

#### [“CRYING” SURVEY](#)

Outwardly expressed emotions can show up more often in Turbulent Mediators’ lives than in the lives of their Assertive cousins. Crying more than others may not appear like a good thing at first glance. But any experience teaches those who are willing to learn – and Mediators are typically ready students of life. Being familiar with emotional expression can come in handy when relating to others’ feelings. Experience can provide a shortcut to understanding. Sharing similar ordeals can increase the potential for kindhearted listening.

90% of Turbulent Mediators say they often feel regret, compared to 56% of Assertive Mediators.

#### [“REGRET: GENERAL ATTITUDES” SURVEY](#)

Assertive personalities, including Assertive Mediators, are often wrongly labeled as arrogant. Being self-important is hardly a universal characteristic of Assertive people. They may sometimes seem less invested than their intense Turbulent peers. They are subject to fewer regrets in their lives and are less likely to feel sorry or apologize for the things they do.

This aura of arrogance is probably relative when considering Assertive Mediators, due to their quieter behavior. Compared to the rest of humanity, they may give the impression of being humble, but standing next to Turbulent Mediators, they may look almost brash.

76% of Turbulent Mediators think the way they express their personality changes significantly when they are at work, compared to 51% of Assertive Mediators.

#### [“WORK PERSONALITY” SURVEY](#)

Assertive Mediators lean more toward presenting themselves just as they are. They are not afraid of just being themselves. Their confidence makes the opinions of others less essential to their outlook and decisions. Being less likely to cave to the views of others suggests that these personalities have a greater tendency to act independently.

This independent approach can allow Assertive Mediators to work unencumbered by the baggage others may try to pile on. This independence is only a problem if they take it too far. They may fail to ask for or accept feedback and advice from others at crucial times. In poll results factoring in all personality types, Assertive Mediators are above average in saying that they hesitate to ask for help even when they need it.

61% of Assertive Mediators find it easy to make important decisions without consulting anyone first, compared to 36% of Turbulent Mediators.

#### [“RELYING ON OTHERS” SURVEY](#)

Opinions weigh more heavily on Turbulent Mediators. Having concern for what others think is a typical quality in most Turbulent personality types. But Turbulent Mediators may feel this concern more deeply. Combine their Turbulent nature, the sensitivity that is a core feature of their type, and their ever-changing interests, and together, these features leave them always checking in with others. They often seek the views of the people in their lives to quiet or confirm their nagging doubts.

As people-centric individuals with lingering uncertainty, Turbulent Mediators naturally go to others for encouragement and feedback. Since they value opinions, these personalities are also more likely to take note when people speak. Both types of Mediators tend to see themselves as good listeners, but valuing others' opinions likely adds to Turbulent Mediators' ability to pay attention.

## Summary

- Self-assessments through an idealistic lens often drive Turbulent Mediators to put in more effort than their Assertive counterparts, but it can also make them very hard on themselves.
- Positive impulses motivate Assertive Mediators to reach for their humanistic goals and foster hope and encouragement, but these personalities may overlook negatives/problems that need their attention.
- Turbulent Mediators report feeling negative emotions to a far greater extent than Assertive Mediators, but this can help increase their empathy levels.
- The opinions of others have less effect on Assertive Mediators and can allow them to be more independent, but it may also leave them paying less attention to valuable feedback and perspectives.
- Turbulent Mediators' high regard for the opinion of others potentially makes them better listeners and team players – even if in an [Introverted](#) way.

## The Differences Are Differences Across the Board

We've explored some of the prominent differences between Assertive and Turbulent Mediator personalities. But Identities tend to affect all parts of one's life, and the principles discussed above tend to generalize into other parts of Mediators' lives. Using the ideas we've presented, Mediators can gain a better understanding of how they see themselves, how they approach the world, and how they interact with others. Mediators of both types can use such insights to better navigate their lives.