Personality Type Profile
Individual report

Case study 1
Monday 11 February 2015
Your Personality Type Profile
Individual report

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About this report

This report is based upon the Personality Type Profile assessment, which explores your preferences, motivators and talents.

Information is presented against key areas shown to be important in the working environment.

Since the questionnaire is a self report measure, the results reflect your self perceptions. Research indicates that a good understanding of self, personal motivators, strengths and development areas will help you develop more effective relationships and better respond to the demands of your working environment.

The information within this report should be treated as confidential.

How to use this report

This development report contains information related to your Personality Type Profile.

The Personality Type Profile does not measure effectiveness, rather provides an indication of what behaviour you may find more natural and energising.

The appropriateness of descriptions and development suggestions will be influenced by other relevant factors, such as your experience, skills and knowledge. These results should be seen as an indicator only.

Although underlying personality may remain the same, over time people have the capacity to change and develop their behaviour, communication and interpersonal style. This report should be used to enhance your self-awareness, understanding of others and increase your personal effectiveness.
Introduction to Personality Type Profile

Personality Type Profile is based on the theory of Psychological Types by Carl Jung (1921), later developed by Isabel Briggs Myers and Katherine Cook Briggs (1962). They proposed that much variation in human behaviour can be accounted for by four fundamental preferences, these are:

- **EXTRAVERSION (E)** or **INTROVERSION (I)**: Where we prefer to focus our attention and energy. Either on the outer world of people and activity (Extraversion) or on the inner world of ideas and experience (Introversion).
- **SENSING (S)** or **INTUITION (N)**: The way we prefer to take in information. Either from what is real and tangible (Sensing) or from seeing the big picture and possibilities (Intuition).
- **THINKING (T)** or **FEELING (F)**: The way we prefer to make decisions. Either using logic and reason (Thinking) or focusing on values and the impact on people (Feeling).
- **JUDGING (J)** or **PERCEIVING (P)**: How we prefer to manage our outer lives. Either through being planned and organised (Judging) or through being flexible and open-ended (Perceiving).

According to Jung’s model, individuals have a preference within each pair, for example, for either Introversion or Extraversion, as we might do for being either left or right handed. However, everyone has the capacity to develop both sides of their personality, just as we can develop our ability to write left or right handed. In other words, our natural preference may remain the same, but we can and will use all the behaviours within the framework.

The combinations of preferences result in 16 different Personality Type Profiles, as shown in this table:

**Your Personality Type Profile is**

**ISTJ**

which is given the label of

**The Realist**
As **The Realist** you are likely to be reliable, stable and decisive. You are driven to complete tasks and achieve results, which leaves little time and energy for socialising at work. You are likely to be hard working and adapt to or create routine easily. Performing duties quietly you may feel you work best when you can work independently on achieving tasks, for this reason you may appear somewhat cool or aloof and your efforts on the task at times may go unnoticed or unappreciated.

With an interest in accuracy, details and being practically efficient, you are likely to enjoy work that requires organisation and planning. You tend to be highly responsible and dependable, working diligently towards clarity and results. However, you may be too focused on the present, missing opportunities in future possibilities.

You tend to be a private person both at home and at work. Rarely sharing your emotions, you may appear quiet and serious and some may see you as somewhat formal. You are likely to take a no-nonsense approach and uphold traditional values, and others will probably see you as a pillar of strength and loyalty with a strong sense of duty, however, you may also be seen as too critical in your communication or when logically evaluating new approaches.

You are likely to want and appreciate that things are clearly stated, and at your best you contribute real value by making sure things happen at the right time and in the right place. You may not give yourself this much credit, tending to be modest and underestimate yourself. With a task focused and decisive approach based on objective evidence, you may override those who emphasise different things, and others may experience you as rigid at times.
Your communication style

This area represents how you typically prefer to communicate, influence and persuade people. Key aspects of The Realist communication style are:

- Precision and accuracy.
- Being direct and straightforward.
- Focusing on realities and facts.
- Being pragmatic and realistic.
- Using logic and rationality.

As The Realist your communication style will tend to be reserved and considered, precise, logical and structured. You are likely to enjoy getting to the point and considering the detail and finer grain steps. Focusing on the realities and the present, your approach is usually very practical and pragmatic. You probably value providing, and receiving, step by step and literal communication that is clear and succinct. With your ability to absorb facts and details, you tend to provide and make use of in-depth information of what has been done before.

You often focus on immediate priorities and finding practical ways forward to achieve results. Your problem-solving approach will use rationality and logic, and you tend to deal with things from a basis of facts, details and accuracy, which may not be obvious to others as they are likely to hear the decisions rather than how you arrived at it. You are likely to have a common sense approach, and will probably value reliability and working with what you know works. The importance of efficiency is usually emphasised by you, and you will aim to have a clear purpose or goal with tangible ways to achieve it.
Your behavioural style

This area focuses on your typical behaviour, thinking and working style. Key aspects of The Realist behavioural style are:

- Being personally well-structured and focused.
- Quietly and diligently working towards set goals and outcomes.
- Taking considered action following reflection.
- Tending to be individualistic and independent.
- Focusing on quality and being highly competent.

As The Realist you are likely to focus on practical reality, which is logically ordered. With an interest in the realities of a situation, what can be experienced, you tend to be systematic and efficient, preferring a step by step approach from premise and evidence to conclusion. You may at times overlook personal or subjective issues that appear not to fit into your logical framework. It will be important to you that solutions and decisions are based on a solid case or rationale. As The Realist you also tend to methodically and diligently manage the information gathering and the follow-through of your decision in line with your thinking and your need to find logical solutions.
Your decision-making style

Key aspects of The Realist decision-making style are:

- Assimilate a large amount of facts and knowledge gained from experience.
- Decisions based on logic and objectivity.
- Pay less attention to considering different possibilities.
- Make decisions that are based in fact and past experiences.
- Reflect on and process detailed information.
- Uncomfortable with leaving to chance.

You are likely to spend a significant amount of time gathering detailed, factual information and storing knowledge from your experiences. When faced with something new you like to spend time assimilating the facts and structuring them logically. You will probably not want to spend much energy or time on considering many different ideas, possibilities, and alternatives, particularly when there is no tangible or sufficiently robust substance to them.

As your decision-making process dedicates a lot of time to information gathering, you are likely to process the actual decision through implementing logic and rationality. You may not give much attention to people aspects or subjective views, unless it is logically necessary to do so for the best possible outcome.

Throughout your process of gathering information and making the decision, you work best when you have the quiet space to reflect and process information. With a dependable and often duty bound approach, you are likely to ensure that any decisions are well executed and clarified through a plan and structure, leaving few things to chance.
Your learning style

Learning styles are the characteristic ways in which we tend to acquire, perceive and process information. As The Realist the descriptions below portray typical aspects of your preferred learning style.

**Defined exercises or tasks, following instructions.**

**Demonstrations, recitation, tests and quizzes.**

**Independent projects.**

**Reading well-organised, deep and accurate information.**

**Working through step by step.**

**Teachers with real experience who provide real examples.**

You are likely to be a methodical and detailed learner, valuing precision and practicality and enjoying working quietly and diligently. You need material to be well structured and thought through, and may find that you get frustrated by mistakes and vague information or instructions.

Often an independent learner, you will quite readily take material and tasks away, preferring to take the time to absorb things in depth and detail. You prefer to take in new learning in a step by step fashion, and will be likely to thrive on well-ordered, quiet and organised learning environments or processes. Resources that are in-depth and robust will appeal to you, and you will seek to know exactly where and how you can access material to learn from.

You tend to learn well through repetition, and when working with others you enjoy smaller group discussions that are clear and purposeful. You will often provide valuable insights if questioned, but may need to be prompted to offer it (possibly assuming others will already know). You can feel unprepared if you are put on the spot and uncomfortable if you are expected to make up your own ideas or put in the limelight. Typically conscientious, you are not likely to enjoy leaving things to chance and prefer to have time for planning or preparation. You may be reluctant to take action unless you feel that you know absolutely everything about a topic.
Your personality under pressure

It is during times of stress that we are least likely to manage ourselves effectively. As The Realist this may have the following causes and implications:

### Causes of stress

- Working with others who deny facts and realities.
- Too much vagueness, uncertainty and unknown elements.
- Missing deadlines and underperforming.
- Being excluded or feeling kept in the dark.
- Others trying to change your plan or suggesting leaving it to chance.

### Reactions to stress

- Confusion with facts and details.
- Impulsive behaviour and thoughtlessness.
- Catastrophising about the future by taking things out of proportion.
- Checking and re-checking in order to be right.
- Excessive worrying and negative thinking.

### Actions to manage stress

- Accepting negative feelings and focusing on what can be done.
- Choosing to spend time with those who understand you.
- Accepting assistance or asking for help from others with the detail and the workload.
- Reviewing responsibilities and being realistic.
- Practicing relaxation techniques.
**Your strengths**

Key strengths for **The Realist** include:

<table>
<thead>
<tr>
<th>Strengths</th>
<th>...and how to maximise them</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finding practical solutions to immediate problems.</td>
<td>Identify critical moves for the business to be market leaders.</td>
</tr>
<tr>
<td>Acting as a mine of information to assist colleagues.</td>
<td>Use personal and business experiences to shape the strategic mindset.</td>
</tr>
<tr>
<td>Breaking down implementation into achievable and workable steps.</td>
<td>Help redefine the organisation infrastructure to create new operating methods and practices.</td>
</tr>
<tr>
<td>Being prepared, organised and dependable.</td>
<td>Provide key dynamics in shaping survival and success.</td>
</tr>
<tr>
<td>Getting the detail right.</td>
<td>Ground the business in reality, understand detail of the operation and the challenges it faces.</td>
</tr>
<tr>
<td>Following work through to completion.</td>
<td>Monitor workflow for opportunities to standardise organisation activities.</td>
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<tr>
<td>Demonstrating high levels of reliability.</td>
<td>Apply discipline and control over organisation activity to gain improved levels of efficiency.</td>
</tr>
<tr>
<td>Applying clarity of thinking and language.</td>
<td>Use experience and factual communication to address imminent problems and enable the business to move forward.</td>
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## Your development areas

Typical development areas for **The Realist** include:

<table>
<thead>
<tr>
<th>Development areas</th>
<th>...and what to do about them</th>
</tr>
</thead>
<tbody>
<tr>
<td>Putting others off by being critically evaluative in too much detail.</td>
<td>Seek opportunities to engage with others (e.g. seek advice) and understand alternative viewpoints.</td>
</tr>
<tr>
<td>Failing to demonstrate appreciation of others contributions and efforts; not putting enough into managing impressions.</td>
<td>Practice commenting positively on others contributions more regularly. Be more conscious of own reputation (e.g. through gathering feedback) and notice others’ reactions.</td>
</tr>
<tr>
<td>Getting bogged down in detail and pragmatics; being overly led by previous experience.</td>
<td>Consult others who may have different views, ideas etc; create a bigger picture (perhaps with a mentor/colleague).</td>
</tr>
<tr>
<td>Not paying enough attention to new information and novel ideas.</td>
<td>Try out different approaches, for example by changing routines now and then.</td>
</tr>
<tr>
<td>Inflexibility; preferring to stick to the tried and tested.</td>
<td>Build in new and different methods regularly, e.g. by bringing at least one new approach from training courses.</td>
</tr>
<tr>
<td>Being too self-sufficient and aloof (particularly for those who value connection and dialogue). Over-relying on own thoughts, approach and experience.</td>
<td>Look for mutually beneficial collaborations and seek others input more regularly; get the balance right between impersonal contact (e.g. e-mailing) and personal contact.</td>
</tr>
<tr>
<td>Appearing to lack drive and motivation.</td>
<td>Change pace and direction where there is opportunity; find ways to share goals and desires more often with others.</td>
</tr>
<tr>
<td>Responding to last minute changes or unexpected disruptions to the plan.</td>
<td>Accept and adapt to others who may not be as planned as yourself.</td>
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Your personal development

Answer the questions below to begin mapping out a personal development plan.

Your reflections
- What have you learnt or become aware of from reading your Profile?

Your strengths
- How are your strengths working for you?
- How can you make more use of your strengths?

Your development
- How are your development areas limiting or hindering your performance?
- What support do you need to improve your development areas?
Your scores

The table below shows your score on each of the four preferences. For example, a score of 12 on Extraversion (E) and 5 on Introversion (I) would mean that you chose 12 Extravert answers and 5 Introvert answers. This would indicate an overall preference for Extraversion (E).

Remember that your Personality Type Profile is only an indicator as to your preference, ultimately your preference is for you to decide. However, scoring higher does not necessarily mean this is a strength, but you may find it to be more natural and energising.
Personality Type Profile descriptions

**ISTJ The Realist**
Reliable, stable, and decisive in practical affairs. They are steady workers, create routine easily and perform duties quietly. With an interest in accuracy, details and being practically efficient. Highly responsible and dependable they are likely to enjoy work that requires organisation and planning.

**ISFJ The Supporter**
Kind, sympathetic and dependable, they take great satisfaction from caring for the needs of others and feeling useful. They prefer things clearly stated, to apply themselves practically and avoid too much theory and ambiguity. They tend to be sensible, patient and observant, building knowledge easily about people and have a hardworking and thorough approach to tasks.

**INFJ The Reflector**
Warm, insightful and original, they tend to value smooth, harmonious working relationships, respond well to praise and will be focused on understanding and motivating others. Usually enjoy visioning a future for self and others, with a strong drive to contribute to the welfare of others. They often show determination and perseverance in their endeavours.

**INTJ The Individualist**
Depth of thought and decisions often come naturally to them, they tend to be theoretical and like stretching their ideas and thinking. Preferring to have clear goals to work towards, they take work seriously and strive hard to achieve. They enjoy responding to challenges that require creativity and originality.

**ISTP The Adaptor**
Enjoy having the freedom to do their own thing, thrive on excitement and action but can also be quiet and reflective. They have a natural interest in how and why things work with a hands-on approach. With a firm grasp of the reality of situations, they tend to be efficient and enjoy practical problem solving.

**ISFP The Companion**
Friendly and kind, offering support and care for those who are important to them. Motivated by their inner beliefs and values, they devote their energy to making a difference to others. Highly adaptable and flexible, they enjoy living ‘in the moment’ and dealing with what is ‘real’ and want communication to be concrete and straightforward.

**INFP The Idealist**
They present a calm and pleasant face to the world and may be seen as reticent or even shy. They care deeply about people or particular causes and will stick to their ideals with passionate conviction. They are mostly adaptable and accepting and have feelings that run deep but may seldom be expressed.

**INTP The Scientist**
Highly logical and analytical, they focus on getting to the ‘truth’ or to the bottom of something. They tend to exhibit precision in both thought and language and place great importance on clarity and understanding. They may theorise about everything that captures their interest and have an awareness of the bigger picture and possibilities.

**ESTP The Performer**
Radiate warmth and optimism and seek the company of others. Successful at building relationships through an easy-going, positive and inclusive style. Often work best without too many rules where they can be efficient, adaptable and fast. They enjoy dealing with practical and tangible matters, often coming up with easy to understand solutions.

**ENFP The Motivator**
Friendly, tactful and sympathetic, they value harmonious relationships above all. They communicate care and concern and bring others with them through an inclusive approach, helping others to develop and achieve. Honourable in meeting commitments, they tend to be persevering and conscientious, even in small matters.

**ENTP The Creator**
Enthusiastic and entrepreneurial with an interest in a wide variety of things. They are likely to be motivated by new challenges being versatile and quick to improvise or ‘think on their feet’. They enjoy applying their ingenuity and tend to master things that interest them. They apply intellectual curiosity to problem solving and have a witty sense of humour.

**ESTJ The Organiser**
Enjoy positions of responsibility, organising people and resources to ensure things are done correctly and efficiently. They tend to be systematic and decisive, liking tangible results. Loyal to fulfilling their duties, dependable and consistent, others are likely to look to them for efficient procedures, actions and leadership.

**ESFJ The Enabler**
Highly sociable and energised by being around other people. Typically express emotions readily and prefer open and honest relationships. Comfortable with routine and schedules, they tend to enjoy organising and participating in large-scale social events and creating a harmonious environment. They respond well to praise and are usually loyal to others.

**ENFJ The Strategist**
Enjoy taking the lead and making things happen. They value reason, logic and objective analysis, to ensure correct decisions are made about future strategy. They often demonstrate a strong personality and are decisive and tough when required. They work effectively when leading others and operate to high standards.