



Personality Type Profile

Individual report

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Contents

4	About this report
5	Introduction to Personality Type Profile
6	Your overview
7	Your communication style
8	Your behavioural style
9	Your decision-making style
10	Your learning style
11	Your personality under pressure
12	Your strengths
13	Your development areas
14	Your personal development
15	Personality Type Profile descriptions

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:

		Sensing		Intuition	
		Thinking	Feeling	Feeling	Thinking
Introversion	Judging	ISTJ	ISFJ	INFJ	INTJ
	Perceiving	ISTP	ISFP	INFP	INTP
Extraversion	Perceiving	ESTP	ESFP	ENFP	ENTP
	Judging	ESTJ	ESFJ	ENFJ	ENTJ

Your Personality Type Profile is

INFP

which is given the label of
The Idealist

Your overview

Based on your responses to the questionnaire your 'best fit' Personality Type Profile is **The Idealist**.

Values driven

Determined

Creative

Flexible

Visionary

Loyal

Curious

Understanding

Sensitive

Big picture

Future oriented

Empathic

Intuitive

Authentic

As **The Idealist** you are likely to be driven by your inner values which drive your decision making and your behaviour.

You tend to lead through communicating your ideals. You are likely to be energised by creating positive change, inspiring people to think about things differently and ensuring what you do is aligned to your values. You are likely to take on the role of holding the moral conscience of the organisation/team and to commit to upholding what is positive and good. Others likely see you as a curious, creative and somewhat of an original thinker who presents a calm and pleasant demeanour. At times, you may come across as a little reticent or shy, particularly to those with more forthright styles, as you tend to prefer to observe situations and may take time to show your warmth.

Motivated by having a purpose beyond your pay cheque, you enjoy exploring ideas and possibilities for positive change in the future. You have the capacity to work with considerable energy and productivity when fully engaged, showing great determination and steadfastness. Working with routine and practical details may hold less interest and you may be less inclined to focus your efforts in this way. People who prefer a more logical and direct approach may perceive you as impractical or idealistic at times. You value relationships based on depth, authenticity, rapport and mutual growth and will invest a lot of energy and loyalty in meeting the needs of those who recognise your personal vision. However, you may be inclined to put others needs first, at the expense of meeting your own.

You are comfortable working with others and are keenly aware of their feelings and needs and are typically adept at showing concern and empathy for others. You likely adopt a facilitative leadership style, leading alongside or behind others by supporting and empowering them.

Your communication style

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

Taking a global and conceptual perspective.

Placing importance on authenticity.

Being focused on values; what is really important.

Having an idealistic approach and focusing on possibilities.

Using your intuition and being sensitive to the emotional tone of the conversation.

As **The Idealist** your communication style will tend to be reflective, exploratory, personal and values led. Although you often have an internal focus, you are likely to enjoy people contact and enjoy discussions in a harmonious environment. You may be seen as a mediator at times, being able to see both sides of a debate with empathy. You like to feel included and involved and enjoy communications which are exploratory and innovative and where you can share and challenge ideas.

When communicating, influencing or persuading, your focus will typically be on applying a personal and responsive approach. You may find it uncomfortable trying to explain things that you are particularly passionate about. You tend to focus on insights and meaning and engage with others to encourage and facilitate their growth and development. Valuing authenticity and connection, you often engage in positive relationships and tend to be sensitive in picking up signals regarding others' emotions and energy. Often having a creative approach, you bring deep and different thoughts or ideas, although you may at times find it difficult to communicate these clearly so others understand things the way you do.

Your behavioural style

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

Taking time to explore ideas and possibilities fully.

Being open to new possibilities.

Being open-ended.

Taking considered action after reflection.

Needing plenty of personal space and independence.

Being, and often seen as, individualistic.

As **The Idealist** you are likely to place great emphasis on your personal values and will stay committed to these even when they may not seem to be rational or logical to others. Although you are typically highly flexible, you can become rigid if your values are compromised. As you often tend to focus on the bigger picture you may be difficult to pin down with detail. With a focus and energy around finding possibilities that have great personal value to you, you can come across as original and enthusiastic; if a little unpredictable as your reasoning is not always expressed. You are likely to be particularly attracted by new projects and where there are possibilities for focusing on people and their development or well-being.

Your thinking process is usually driven more by inspiration and ideas than by critical analysis and decisions tend to be made with personal warmth and integrity. Working with others, you tend to be happy to go with the flow or with others' wishes, unless it is something of particular importance to you.

Your decision-making style

Key aspects of **The Idealist** decision-making style are:

Enjoy exploring possibilities and gathering information.

Contribute creative and innovative ideas.

Pay less attention to practical details of decision-making.

Energised by making decisions that accord with your values.

Apply intuition as a basis for making decisions.

Place less emphasis on structuring the follow-through of decisions.

You tend to be energised by spending time on generating and exploring possibilities and considering alternatives. Others are likely to see you as capable of contributing novel and wide ranging ideas which can be valuable at the start of projects and in creative problem solving. You will typically be attracted to new opportunities and explorations and consider practical details less important. To ensure your ideas remain realistic, you may need to consciously factor in pragmatic considerations at the early stages of decision-making.

It is likely to be important that decisions accord with your personal values and that consideration is made to how the decision will affect others. You can often be idealistic, at least in the first instance, with inspiration and energy being important; factors, facts and logic considered less so. You tend to trust your inner feelings and intuition strongly and may intuitively know that a decision is the right one. At times you may find it difficult to explain the rationale behind your decisions.

You may get easily distracted by a wide range of competing possibilities and ideas. Spending most of your time and energy gathering information and working towards making a decision, you prefer inwardly reflecting and processing. Your decision making can be decisive and immediate when necessary, otherwise you may tend to keep things open or procrastinate. When it comes to activating decisions you are likely to be less concerned with structuring the follow-through.

Your learning style

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

Small group projects or one-to-one interaction and discussion.

Serious reading and independent study.

Tutorials, simulation and games.

Low structured learning environments.

Personal relationships and low friction discussion.

You are likely to enjoy absorbing and understanding things in-depth. You tend to respond well to complex and personal tasks and will need plenty of time for reflective exploration. You like to learn through calm discussion in smaller groups, as well as through observation and reading. Cooperation, positive feedback, imaginative presentation, participation and encouragement are also powerful for your learning.

You tend to learn well through impressions, and may not need to have all of the facts and details to feel you know something. You like to understand values and ideas behind the subject and will often be more interested in people than science or technology. For theory to feel interesting it should support your own beliefs and values, and you can be switched off by obvious and narrow subjects.

Enjoying new ideas and creativity, you tend to learn in an unstructured and seemingly random way, by linking information from a variety of sources. Clear deadlines are likely to help you to be productive. You tend to be quite happy being an independent learner, although when working with others you have a strong desire for harmony and connection, although you may not show this. You prefer smaller groups and like individual attention, however, you will usually not enjoy being put on the spot.

Your personality under pressure

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

Causes of stress

- Core values challenged by others.
- A lack of meaning and purpose.
- An atmosphere of criticism, negativity and conflict.
- Others handling you coldly or impersonally.
- Letting others down.

Reactions to stress

- Lose confidence in own competence or that of others.
- Uncharacteristic difficulty expressing yourself verbally.
- Overextending yourself to avoid conflict and rejection.
- Becoming over reflective and dwelling on problems.
- Withdrawing emotionally.

Actions to manage stress

- Take time to gain perspective by becoming more grounded and realistic.
- Validation of feelings from others (rather than reasoning).
- Being authentic and assertively facing the conflict issue directly.
- Finding ways to make your work have meaning or purpose.

Your strengths

Key strengths for **The Idealist** include:

Strengths

...and how to maximise them

Supporting and nurturing others.

Coach and mentor others to develop their potential.

Encouraging teamworking and team harmony.

Communicate and focus people on the common purpose of the organisation.

Acting as the conscience for the team and organisation.

Inspire others by role modelling the organisations values.

Noticing, praising and encouraging others.

Play an active role in managing and leading teams.

Exploring and incorporating new methods and approaches.

Actively review ways of working and contribute to improving products and services.

Being open to new ideas, possibilities and concepts.

Facilitate employee input on culture and change initiatives.

Communicating in-depth, particularly in writing.

Contribute to organisational communications, especially on communicating vision and purpose.

Seeing connections with the bigger picture.

Become involved in strategy formation and encouraging collaboration across groups.

Your development areas

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

Development areas

...and what to do about them

Lacking sufficient assertiveness and failing to influence or impact on others.

Adopt and practice specific assertive behaviours.

Spending too long thinking and reflecting, potentially missing opportunities or failing to deal with things directly.

Find the right balance between reflection and action; step outside your comfort zone and identify things that can be done quickly. Take more risks and get things under way.

Taking on too much and lacking a pragmatic approach, getting spread too thinly.

Plan and scope work, seek input from others, push back or challenge unachievable deadlines.

Lacking immediacy, not managing workload effectively and potentially being too scattered under pressure.

Get clear on priorities, set specific daily goals and practice making and sticking to firm decisions.

Finding negativity, criticism or conflict difficult to deal with.

Try tackling difficult conversations directly. Maintain perspective so as not to take things personally.

Being too idealistic.

Differentiate between ideal and acceptable outcomes; be realistic about timescales.

Being too dependent on validation and support.

Take real ownership and accept responsibility.

Withdrawing and not communicating your feelings.

Share with others how you are feeling, what you want and your concerns.

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?

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 Activator

Highly resourceful and with a clear pragmatic approach. They enjoy troubleshooting and finding different solutions to problems. Action orientated individuals who can be tough-minded when required. Typically bring a lot of energy to new activities and are not bound by existing procedures or rules.

ESFP 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 Energiser

Warmly enthusiastic and high-spirited, easily involving themselves in a wide variety of activities. Others may be drawn to their charisma and optimism and be motivated to engage with them. Interested in possibilities, they tend to be versatile and curious and feel they can do almost anything so long as it is important to and interests them.

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 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.

ENTJ 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.



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