



MYERS-BRIGGS TYPE INDICATOR® | STEP II™ INTERPRETIVE REPORT

Prepared for
J. SAMPLE

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About Your Report

Your Myers-Briggs® Step II™ Interpretive Report is an in-depth, personalized description of your personality preferences, derived from your answers to the MBTI® assessment. It includes your Step I™ results and your four-letter type, along with your Step II results, which show some of the unique ways you express your Step I type.

The MBTI assessment was developed by Isabel Myers and Katharine Briggs as an application of Carl Jung's theory of personality types. This theory suggests that we have opposite ways of directing and receiving energy (Extraversion or Introversion), taking in information (Sensing or Intuition), deciding or coming to conclusions about that information (Thinking or Feeling), and approaching the outside world (Judging or Perceiving).

Everyone can and does use each of these eight parts of personality at least some of the time but prefers one in each pair over the other, just as most people have a natural preference for using one hand rather than the other. No preference in a pair is better or more desirable than its opposite.

The MBTI assessment does not measure your skills or abilities in any area. Rather, it is a tool to help you become aware of your particular style and to better understand and appreciate the helpful ways that people differ from one another.

YOUR REPORT CONTAINS

- Your Step I™ Results
- Your Step II™ Facet Results
- Applying Step II™ Results to Communicating
- Applying Step II™ Results to Making Decisions
- Applying Step II™ Results to Managing Change
- Applying Step II™ Results to Managing Conflict
- How the Parts of Your Personality Work Together
- Integrating Step I™ and Step II™ Information
- Using Type to Gain Understanding
- Overview of Your Results

Extraversion

You focus on the outside world and get energy through interacting with people and/or doing things.



Introversion

You focus on the inner world and get energy through reflecting on information, ideas, and/or concepts.

Sensing

You notice and trust facts, details, and present realities.



Intuition

You attend to and trust interrelationships, theories, and future possibilities.

Thinking

You make decisions using logical analysis to achieve objectivity.



Feeling

You make decisions using person-centered values to achieve harmony.

Judging

You tend to be organized and orderly and to make decisions quickly.



Perceiving

You tend to be flexible and adaptable and to keep your options open as long as possible.



Your Step I™ Results

The paragraphs below and the graph that follows them provide information about the personality type you reported. Each of the four preferences you indicated is shown by a line on that side of the graph. The longer the line, the more clearly you expressed that preference.

Your reported Myers-Briggs personality type
ISTJ

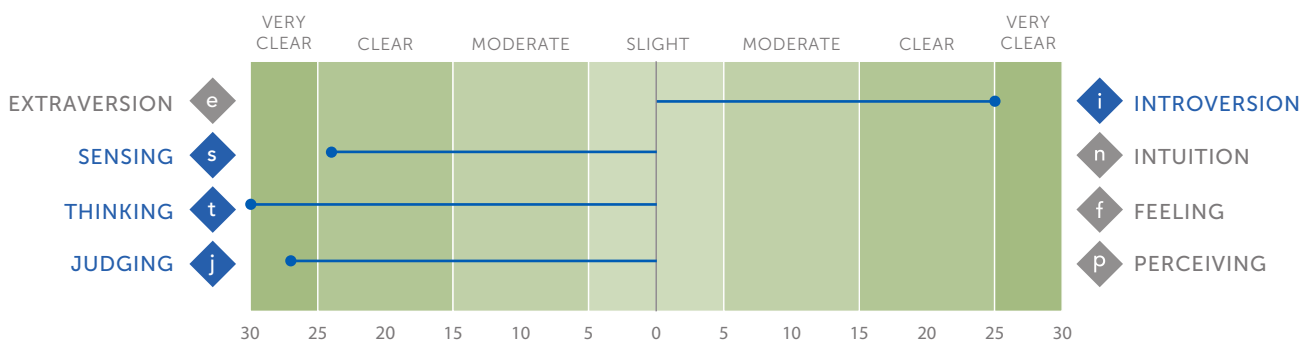
Your preferences
Introversion | Sensing | Thinking | Judging

ISTJs are typically dependable, realistic, and practical. They remember and use facts and want things clearly and logically stated. They are thorough, systematic, hardworking, and careful with details and procedures. When they see something that needs to be done, ISTJs accept the responsibility. They don't enter into activities impulsively, but once committed, they are hard to distract or discourage. They lend stability to projects and persevere in the face of adversity.

"On duty," ISTJs appear sound and sensible and seem calm and composed. Even in a crisis they seldom show their highly individual and intense inner reactions. ISTJs' practical judgment and respect for procedures make them come across as consistent and moderate. They assemble facts to support their evaluations and communicate the facts in an objective way. They seek solutions to current problems from their past experience and that of others.

ISTJs are likely to be most satisfied working in an environment that values organization and accuracy. People can count on them to notice what needs to be done and follow through in a careful, methodical, and timely manner.

CLARITY OF YOUR PREFERENCES: ISTJ



PCI RESULTS: INTROVERSION | 25 SENSING | 24 THINKING | 30 JUDGING | 27

Does This Type Fit You?

Note the parts of the preceding description that fit you and any that don't. Your Step II results on the next pages may help clarify any areas that don't describe you well. If the Step I type you reported doesn't fit, your Step II results may help suggest a different type that is more accurate for you.

STEP II™ FACETS



Extraversion

Initiating
Expressive
Gregarious
Active
Enthusiastic



Introversion

Receiving
Contained
Intimate
Reflective
Quiet



Sensing

Concrete
Realistic
Practical
Experiential
Traditional



Intuition

Abstract
Imaginative
Conceptual
Theoretical
Original



Thinking

Logical
Reasonable
Questioning
Critical
Tough



Feeling

Empathetic
Compassionate
Accommodating
Accepting
Tender



Judging

Systematic
Planful
Early Starting
Scheduled
Methodical



Perceiving

Casual
Open-Ended
Pressure-Prompted
Spontaneous
Emergent

Your Step II™ Facet Results

The MBTI Step II assessment indicates some of the complexity of your personality by showing your results on five different parts, or *facets*, for each of the Step I preference pairs, as shown on the left. Knowing your results on these 20 facets can help you better understand your unique way of experiencing and expressing your type.

Facts About the Facets

- The five facets within a preference do not cover or explain the full meaning of the preference.
- Each facet has a theme, such as “Ways to connect with others.”
- Each facet has two opposite poles (e.g., Initiating and Receiving).
- The facets are scored differently than are the preferences, and so your five facet scores don’t add up to your Step I preference score.

How to Read Your Step II™ Results

The next few pages show graphs of your facet results. Each graph includes

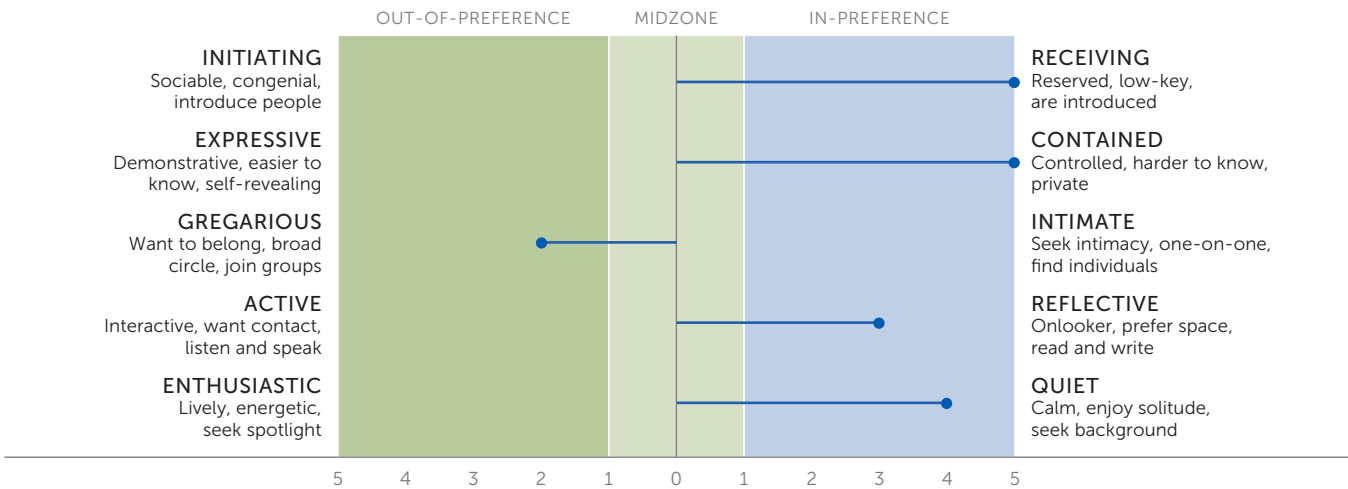
- Brief descriptions of two opposite MBTI Step I preferences.
- The names of the five facet poles associated with each Step I preference and three descriptive words or phrases for each pole.
- A line indicating your score. The length of the line shows how clearly you scored toward that pole.
 - You are more likely to favor the pole on the same side as your Step I preference, an *in-preference* result, represented by a score of 2–5 on a blue background. Thus you are more likely to favor the Initiating pole if you prefer Extraversion and the Receiving pole if you prefer Introversion.
 - Or you might favor a pole that is opposite to your Step I preference, an *out-of-preference* result, represented by a score of 2–5 on the opposite side on a dark green background.
 - Or you might show no clear preference for either pole, a *midzone* result, represented by a score of 0 or 1 on either side on a light green background.

Below each graph is a chart describing your facet results. The left column lists the facet theme (e.g., “Ways to connect with others”), your facet result, and its category (in-preference, out-of-preference, or midzone). The middle and right columns list ways people with your facet results are typically described. If a set of statements in the chart doesn’t seem to fit, perhaps you would be better described by the opposite pole or the midzone. To understand an opposite facet pole, read the short descriptors for each in the graph above.





EXTRAVERSION  Directing energy toward the outer world of people and objects

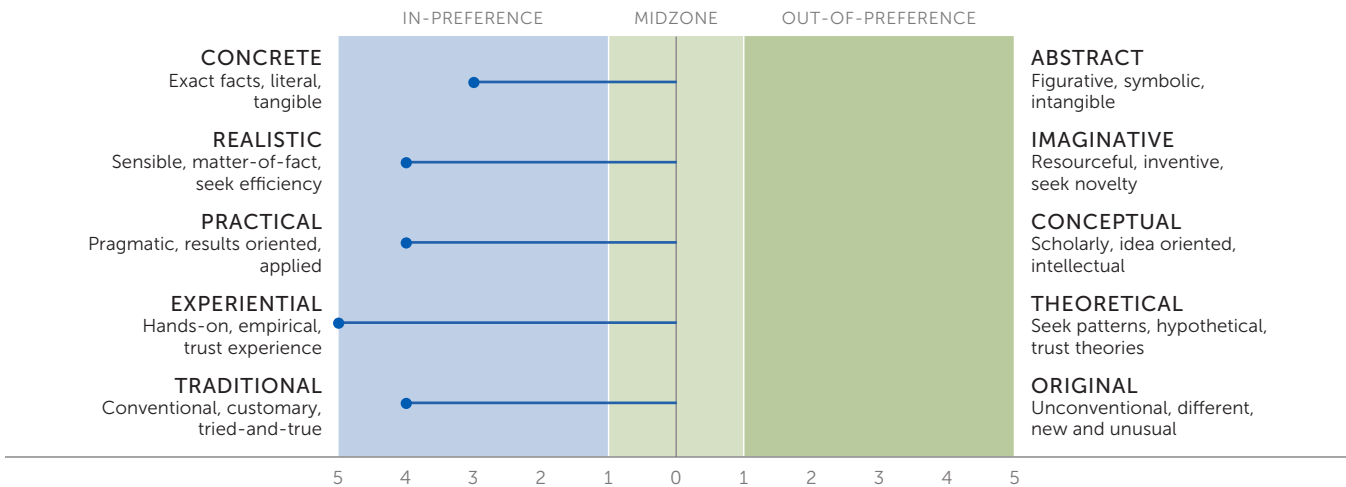
INTROVERSION  Directing energy toward the inner world of experience and ideas



<p>Ways to connect with others</p> <p>RECEIVING in-preference</p>	<p>Consider social obligations unimportant and leave them to others.</p> <p>Prefer in-depth discussion about important issues; hate small talk.</p> <p>May be seen by others as quiet and shy.</p>	<p>Believe it is intrusive to set people up socially and don't want others to do it for you.</p> <p>When making telephone calls, prefer to be alone; when receiving calls, see them as unwelcome interruptions.</p>
<p>Communicating feelings, thoughts, interests</p> <p>CONTAINED in-preference</p>	<p>Keep your feelings and interests to yourself; when you do open up, others take notice.</p> <p>Are seen by others as hard to get to know.</p> <p>Assume others are uninterested in your thoughts.</p>	<p>Feel capable of solving problems on your own and prefer doing so.</p> <p>Find it very hard to discuss what upsets you, especially when you are distressed.</p>
<p>Breadth and depth of relationships</p> <p>GREGARIOUS out-of-preference</p>	<p>Interact comfortably in large groups.</p> <p>Are energized by being in groups.</p> <p>Like some time alone after a social gathering.</p>	<p>Have short conversations with many people at social occasions, rather than settling down for one long conversation.</p>
<p>Ways to communicate, socialize, learn</p> <p>REFLECTIVE in-preference</p>	<p>Prefer detached observation and reflection to active participation in the outside world.</p> <p>Can concentrate better on written material than on someone talking.</p>	<p>Learn and retain material better by reading it.</p> <p>Feel more secure writing down your ideas than giving an oral presentation.</p>
<p>Level and kind of energy</p> <p>QUIET in-preference</p>	<p>Prefer calm, serenity, even silence.</p> <p>Are bothered by noisy circumstances and places.</p> <p>Present yourself modestly and prefer to stay in the background.</p>	<p>Don't feel the need to talk in a social situation.</p> <p>Find that your contributions are easily overlooked.</p> <p>Have a calming effect on groups.</p> <p>Like being with other quiet people.</p>


SENSING 
Focusing on what can be perceived using the five senses


INTUITION 
Focusing on perceiving patterns and interrelationships

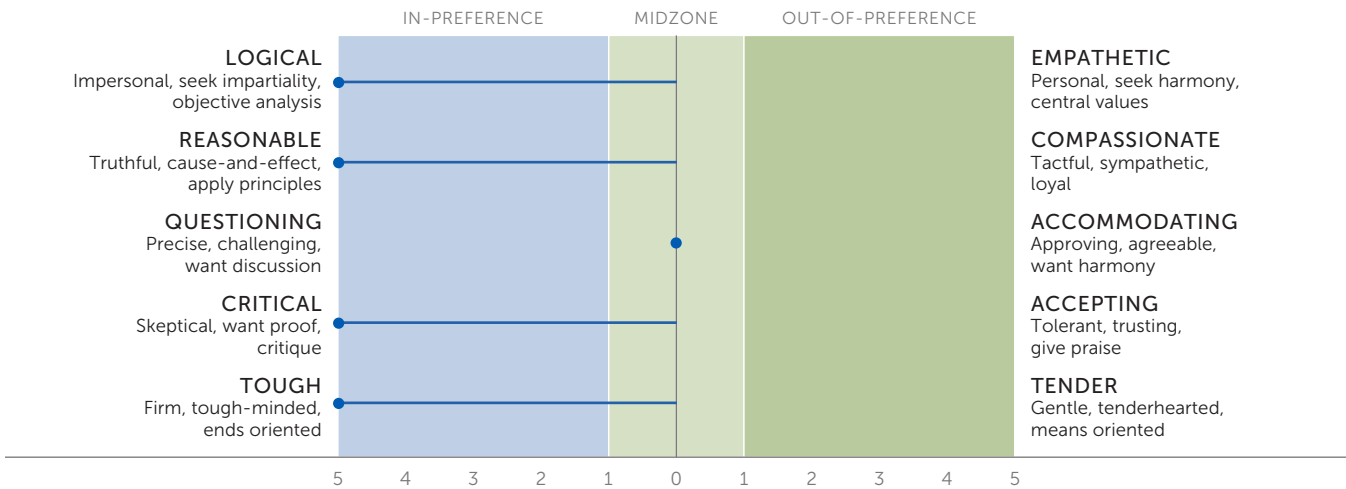


Focus of attention CONCRETE in-preference	<p>Are grounded in reality and trust the facts. Interpret things literally. Are cautious about making inferences. May find it hard to see trends and link facts to the bigger picture.</p>	<p>Begin with what you know to be true, and have all the facts in order before moving on. May be seen by others as resistant to change, although you may not see yourself that way.</p>
How information is used REALISTIC in-preference	<p>Take pride in your common sense and ability to realistically appraise situations. Value efficiency, practicality, and cost-effectiveness. Are seen as matter-of-fact and sensible.</p>	<p>Appreciate direct experiences and tangible results. Believe that good techniques lead to good results.</p>
How ideas are used PRACTICAL in-preference	<p>Find that applying ideas is more appealing than the ideas themselves. Need to see an idea's application to understand it.</p>	<p>Are impatient listening to ideas if a practical use isn't the end result. Favor practical utility over intellectual curiosity.</p>
Kind of knowledge trusted EXPERIENTIAL in-preference	<p>Learn best from direct, hands-on experience and rely on it to guide you. Are careful not to generalize too much. Focus more on the past and present than the future.</p>	<p>Concentrate on what is happening now rather than thinking about meanings and theories. May sometimes get stuck on details at the expense of larger considerations.</p>
Approach to traditions TRADITIONAL in-preference	<p>Identify strongly with what is familiar. Are comfortable with the tried-and-true because it provides a precedent to follow. Admire and support established institutions and methods.</p>	<p>Are reluctant to change things that are working well. Enjoy participating in traditions at work and at home.</p>



THINKING 
Basing conclusions on logical analysis
with a focus on objectivity

FEELING 
Basing conclusions on personal or social values
with a focus on harmony



<p>Ideal decision-making approach LOGICAL in-preference</p>	<p>Believe that logical analysis is best for decision making. Use sequential reasoning, with premises and defined rules, to reach consistent conclusions. Use hard data to make your decisions.</p>	<p>Focus on cause and effect. Like to maintain clear boundaries between issues. Can easily identify the pros and cons of an issue.</p>
<p>Actual decision-making method REASONABLE in-preference</p>	<p>Are confident and clear about your objectives and decisions. Live your life logically, with premises leading to conclusions.</p>	<p>Use reasoning to make decisions. Approach situations as an impartial observer. View situations objectively and analytically.</p>
<p>Ways to handle differences QUESTIONING-ACCOMMODATING midzone</p>	<p>Hold questions until others have had a chance to ask their questions. Question and disagree in a style that is neither confrontational nor conciliatory.</p>	<p>Become more confrontational and direct when an important value is threatened. Ask questions only in areas of interest.</p>
<p>Communicating about disagreements CRITICAL in-preference</p>	<p>Are argumentative and skeptical. Appear almost unemotional in your interactions. Like to clarify what's wrong, since nothing is perfect.</p>	<p>Take little for granted and concede little. Like to critique, are surprised when others don't accept critiques as justified and helpful. Engage in critique rather than criticism when at your best.</p>
<p>How to carry out decisions TOUGH in-preference</p>	<p>Like to use intellectual and interpersonal pressure to get your way. Focus firmly on achieving your objective. Once a decision has been made, assume there are no alternatives or those available won't work.</p>	<p>Are results oriented and comfortable focusing on the bottom line. Don't pay much attention to people's emotions and may be seen as cold.</p>

JUDGING

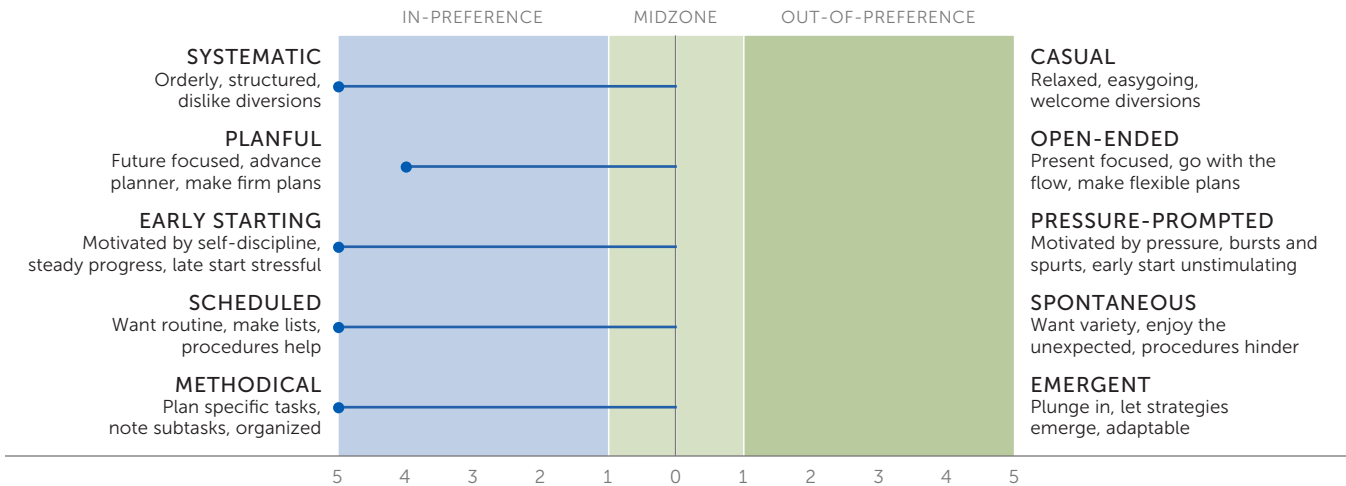


Preferring decisiveness and closure



PERCEIVING

Preferring flexibility and spontaneity



<p>General organizational style</p> <p>SYSTEMATIC in-preference</p>	<p>Live by the motto "Be prepared!"</p> <p>Plan for the worst-case scenario with many contingencies in place.</p>	<p>Work within a superstructure of efficiency.</p> <p>Dislike any kind of diversion.</p> <p>Don't like surprises.</p>
<p>Approach to planning</p> <p>PLANFUL in-preference</p>	<p>Like to make long-range plans, especially for leisure activities.</p> <p>Enjoy looking ahead and planning for the future.</p>	<p>May enjoy the planning more than the doing.</p> <p>Feel that long-range planning makes you more efficient and ensures that things will happen the way you want.</p>
<p>Ways to manage time pressures</p> <p>EARLY STARTING in-preference</p>	<p>Allow yourself plenty of time to accomplish an activity efficiently.</p> <p>Don't like feeling overwhelmed with too much to do.</p> <p>Arrange your world so you don't have to deal with last-minute rushes.</p>	<p>Work on multiple tasks comfortably by starting ahead of time and working on each task for short, concentrated periods of time.</p> <p>Can't forget incomplete tasks; feel calm and satisfied when you complete something.</p>
<p>Use of schedules and routines</p> <p>SCHEDULED in-preference</p>	<p>Are comfortable with routines and don't like them upset.</p> <p>Like established methods and procedures.</p> <p>Others may be more aware of your routines than you are.</p>	<p>Prefer to control how you spend your time.</p> <p>Enjoy scheduling both work and fun activities.</p> <p>Appear rather predictable but like it that way.</p>
<p>Approach to completing large tasks</p> <p>METHODICAL in-preference</p>	<p>Develop detailed plans for the task at hand.</p> <p>Thoroughly prepare in precise ways, specifying all the steps needed to accomplish the goal.</p>	<p>Define the subtasks of your work, including the order in which things should happen.</p> <p>Are likely to deliver what you have prepared in advance with little deviation.</p>



Applying Step II™ Results to Communicating

All aspects of your type influence how you communicate, especially as part of a team. Nine of the facets are particularly relevant to communication. Your preferences for these nine facets along with tips for better communication appear below.





In addition to the tips in the table, keep in mind that communication for every type includes

- Telling others what kind of information you need.
- Asking others what they need.
- Monitoring your impatience when other styles dominate.
- Realizing that others likely are not trying to annoy you when they use their own communication styles.

YOUR FACET RESULT	COMMUNICATION STYLE	ENHANCING YOUR STYLE
Receiving	Focus on the task to be done rather than social expectations about introducing people.	Consider that sometimes the task may be better done when people know one another first.
Contained	Keep your thoughts and emotional reactions to yourself.	Recognize when it's really important to say how you feel and then speak accordingly.
Reflective	Like to communicate by reading and writing.	Recognize that your message might not get across unless you're willing to say it aloud.
Quiet	Experience your enthusiasms internally and don't show them to others.	Be aware that others will think you are uninterested; selectively let people know what really interests you.
Concrete	Talk about the here-and-now detail.	Be open to the inferences that can arise from the details.
Questioning–Accommodating midzone	Ask some questions comfortably as long as this doesn't impede group consensus.	Choose carefully when you need to agree or when you need to ask questions.
Critical	Naturally take a critiquing stance to just about everything.	Recognize that others may mistake your critiquing for personal criticism and be clear when this isn't your intent.
Tough	Embody the phrase "Let's get on with it!"	Be aware that sometimes your way of moving ahead may be wrong for the situation.
Methodical	Identify the steps and their order before starting a task.	Be tolerant of others who plunge in without identifying steps.

Applying Step II™ Results to Making Decisions

Effective decision making requires gathering information from a variety of perspectives and applying sound methods of evaluating that information. Knowledge of the Step II facets gives us specific ways to enhance our decision making, especially those facets related to Sensing, Intuition, Thinking, and Feeling. Below are general questions associated with those facets. The facet poles you prefer are in *blue italics*. If you are in the midzone, neither pole is highlighted.

SENSING 	INTUITION 
<i>Concrete:</i> What do we know? How do we know it?	Abstract: What else could this mean?
<i>Realistic:</i> What are the real costs?	Imaginative: What else can we come up with?
<i>Practical:</i> Will it work?	Conceptual: What other interesting ideas are there?
<i>Experiential:</i> Can you show me how it works?	Theoretical: How is it all interconnected?
<i>Traditional:</i> Does anything really need changing?	Original: What's a new way to do this?
THINKING 	FEELING 
<i>Logical:</i> What are the pros and cons?	Empathetic: What do we like and dislike?
<i>Reasonable:</i> What are the logical consequences?	Compassionate: What impact will this have on people?
Questioning: But what about...?	Accommodating: How can we make everyone happy?
<i>Critical:</i> What's wrong with this?	Accepting: What's beneficial in this?
<i>Tough:</i> Why aren't we following through now?	Tender: What about the people who will be hurt?

Six different ways of evaluating information, called decision-making styles, have been identified based on two facets of the Thinking–Feeling preference pair: Logical–Empathetic and Reasonable–Compassionate.

Your style is **Logical and Reasonable**. This style means that you likely

- Trust the Thinking preference and readily make decisions based on logical analysis of data.
- Recognize the impact of your decisions on people and relationships but see that as secondary.
- Focus on accuracy to achieve a good decision.
- Are seen as precise, objective, and confident.
- Are sometimes seen as inflexible.

TIPS

In individual problem solving, start by asking *all* the questions in the chart above.

- Pay careful attention to the answers. The questions that are opposite to the ones in *blue italics* may be key since they represent perspectives you aren't likely to consider.
- Try to balance your decision-making style by considering the less preferred parts of your personality.

In group problem solving, actively seek out people with different views. Ask for their concerns and perspectives.

- Do a final check to make sure that all the questions above have been asked and that different decision-making styles are included.
- If you are missing a perspective, make extra efforts to consider what it might add.



Applying Step II™ Results to Managing Change

Change seems to be inevitable and affects people in different ways. To help you deal with change,

- Be clear about what is changing and what is remaining the same.
- Identify what you need to know to understand the change and then seek out that information.

To help others deal with change,

- Encourage open discussion about the change; be aware that this is easier for some than for others.
- Make sure that both logical reasons and personal or social values have been considered.

Your personality type also influences your style of managing change, particularly your results on the nine facets below. Review the facets and tips for enhancing your response to change.

YOUR FACET RESULT	CHANGE MANAGEMENT STYLE	ENHANCING YOUR STYLE
Contained	Keep your feelings about the change to yourself and figure out how to handle it on your own.	As soon as you know your own views, talk to someone you trust and get his or her input.
Gregarious	Discuss the changes and their impact on you with the broadest range of people.	Be aware that people vary in their level of interest in what you have to say and thus be selective in whom you talk to.
Concrete	May get stuck on some aspects of change and ignore others.	Ask someone to help you move from the facts and details to reasonable possibilities.
Realistic	Focus on the commonsense aspects of the change.	Realize that commonsense outcomes may not be immediately apparent.
Experiential	Want to see an example of how the change will work.	Accept that the impact of some changes can't be demonstrated in advance.
Traditional	Hope that many of the established ways of doing things will continue.	Accept that some changes are necessary and may promote continuity in the long run.
Tough	Will actively embrace or resist change, depending on whether you agree with it.	Step back and consider whether your stance will really get you what you want in the long run.
Planful	Plan as far in advance as possible for the changes.	Allow for the unexpected in your long-range plan—it will happen!
Methodical	Detail the many steps necessary to implement the changes.	Know that circumstances may require carefully developed steps to be changed in the moment.



Applying Step II™ Results to Managing Conflict

Conflicts are inevitable when working with others. People of distinct personality types may differ in what they define as conflict, how they react to it, and how they reach resolution. Although sometimes unpleasant, conflicts often lead to improved work situations and enhanced relationships.

Part of conflict management for every type includes

- Taking care of getting the work done while maintaining your relationships with the people involved.
- Recognizing that all perspectives have something to add, but any perspective used in its extreme and to the exclusion of its opposite will ultimately impede conflict resolution.

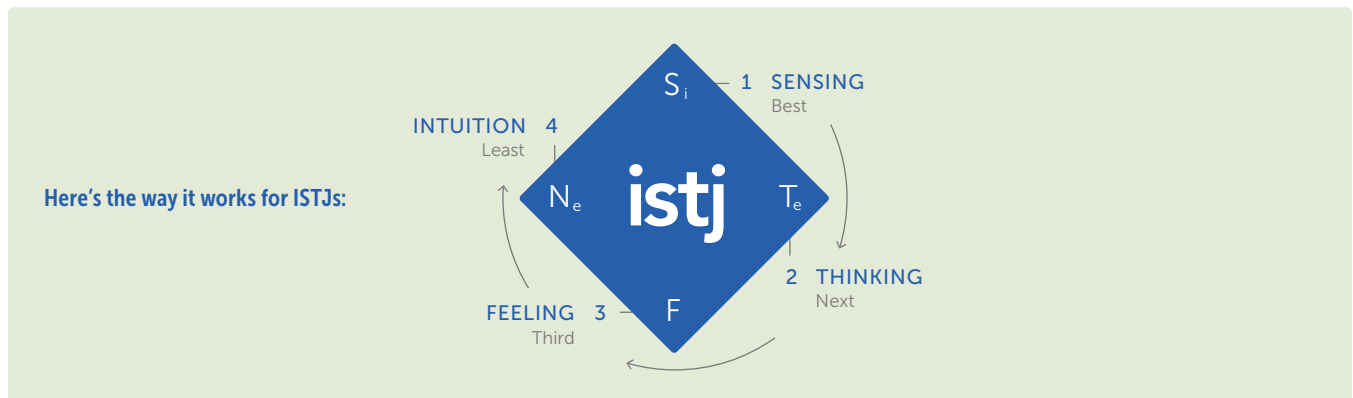
The table below explains how your results on six Step II facets may affect your efforts to manage conflict.

YOUR FACET RESULT	CONFLICT MANAGEMENT STYLE	ENHANCING YOUR STYLE
Contained	Attempt to solve the issue yourself and keep your reactions inside.	Be aware that trying to solve this on your own may be successful but others also may really need your input.
Gregarious	Involve all relevant people in resolving the conflict, not just those you know well.	Respect the need of some people to remain uninvolved until they are ready to participate.
Questioning– Accommodating <i>midzone</i>	Ask some questions for clarification before reaching agreement.	Be careful that your style of questioning does not come off as confrontational.
Critical	Point out what is still wrong and needs correcting.	Realize that your style may upset others and try to pull back and be more accepting.
Tough	Push to resolve the conflict immediately so that progress can be made.	Recognize that delays in implementation may be necessary to reach the goal.
Early Starting	Believe conflicts can be avoided by starting work on projects early.	Make allowances for people for whom starting early isn't comfortable or effective.

In addition to your facet results, your decision-making style (as explained earlier) affects how you manage conflict. Your decision-making style is Logical and Reasonable. You are likely to focus on the logic of the situation, thinking that others see it the same way. To make your efforts to manage conflict more effective, keep in mind that not all situations are win-lose, and resist taking a competitive stance.

How the Parts of Your Personality Work Together

The essence of type involves the way people take in information (Sensing or Intuition) and how they make decisions (Thinking or Feeling). Each type has a favorite way of doing those two things. The two middle letters of your four-letter type (S or N and T or F) show your favorite processes. Their opposites, whose letters don't appear in your four-letter type, are third and fourth in importance for your type. Remember—you use all parts of your personality at least some of the time.



Using Your Favorite Processes

People who prefer Extraversion like to use their favorite process mostly in the outer world of people and things. For balance, they use their second process in their inner world of ideas and impressions. People who prefer Introversion tend to use their favorite process mostly in their inner world and to balance this with the use of their second process in the outer world.

Thus ISTJs use

- Sensing mainly internally (S_i) to consider the facts and details they have stored in their heads.
- Thinking mainly externally (T_e) to communicate their structured, logical decisions to others.

Using Your Less Favored Processes

When you frequently use the less preferred parts of your personality, Feeling and Intuition, remember that you are working outside your natural comfort zone. You may feel awkward, tired, or frustrated at these times. As an ISTJ, you may become overly focused on details at first and then worry a great deal about negative possibilities.

To bring back some balance, try the following:

- Take more breaks in your activities when you are using these less familiar parts of your personality—Feeling and Intuition.
- Make an effort to find time to do something enjoyable that involves using your favorite processes—Sensing and Thinking.



Using Your Type Effectively

ISTJs' preference for Sensing and Thinking makes them mostly interested in

- Acquiring and using facts and experiences.
- Reaching logical conclusions about them.

They typically devote little energy to the less preferred parts of their personality, Intuition and Feeling. These parts may remain inexperienced and be less available for use in situations where they might be helpful.

As an ISTJ,

- If you rely too much on your Sensing, you are likely to miss the big picture, other meanings of the information, and new possibilities.
- If you make judgments exclusively using Thinking, you may neglect to compliment people when you should and fail to notice the impact of your decisions on others.

Your personality type is likely to develop in a natural way over your lifetime. As people get older, many become interested in using the less familiar parts of their personality. When they are in midlife or older, ISTJs often find themselves devoting more time to things that were not very appealing when they were younger. For example, they report greater pleasure in considering new ways of doing things and in personal relationships.

How the Facets Can Help You Be More Effective

Sometimes a particular situation calls for using a less preferred part of your personality. Your facet results can make it easier for you to temporarily adopt a less natural approach. Begin by identifying which facets are relevant and which poles are more appropriate to use.

- If you are *out-of-preference* on one or more of the relevant facets, make sure to focus on using approaches and behaviors related to those out-of-preference facets.
- If you are in the *midzone*, decide which pole is more appropriate for the situation at hand and make sure you use approaches and behaviors related to that pole.
- If you are *in-preference*, ask someone at the opposite facet pole for help in using that approach or read a description of that pole to get clues for modifying your behavior. Once you have a good approach, resist shifting back into your comfort zone.

Here are two examples of how to apply these suggestions.

- If you are in a situation where your natural way of taking in information (Sensing) may not be appropriate, try to modify your Concrete approach (an in-preference result) by considering the meanings and implications of your factual information (Abstract).
- If you are in a situation where you might need to adapt your way of getting things done (Judging), try to modify your Scheduled approach to accomplishing tasks (an in-preference result) by asking yourself if staying open to unexpected events (Spontaneous) might lead to better results in this particular situation.

YOUR STEP II™
INDIVIDUALIZED TYPE

Gregarious

istj

Integrating Step I™ and Step II™ Information

When you combine your Step I reported type and your Step II out-of-preference facets, the result is your Step II individualized type, shown on the left.

If, after reading all the information in this report, you don't think you have been accurately described, perhaps a different four-letter type or some variation on the facets will fit you better.

To help you figure out your best-fit type,

- Focus on any type letters you thought were incorrect or any preference pairs on which you had some out-of-preference or midzone facet results.
- Read the type description for the type you would be if the letter or letters you question were the opposite preference.
- Consult your MBTI interpreter for suggestions.
- Observe yourself and ask others how they see you.

Using Type to Gain Understanding

Knowledge of type can enrich your life in several ways. It can help you

- *Better understand yourself.* Knowing your own type helps you understand the assets and liabilities of your typical reactions.
- *Understand others.* Knowing about type helps you recognize that other people may be different. It can enable you to see those differences as useful and broadening, rather than annoying and restricting.
- *Gain perspective.* Seeing yourself and others in the context of type can help you appreciate the legitimacy of other points of view. You can then avoid getting stuck in believing your way is the only way. No perspective is always right or always wrong.

Reading about type and observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive use of those differences.

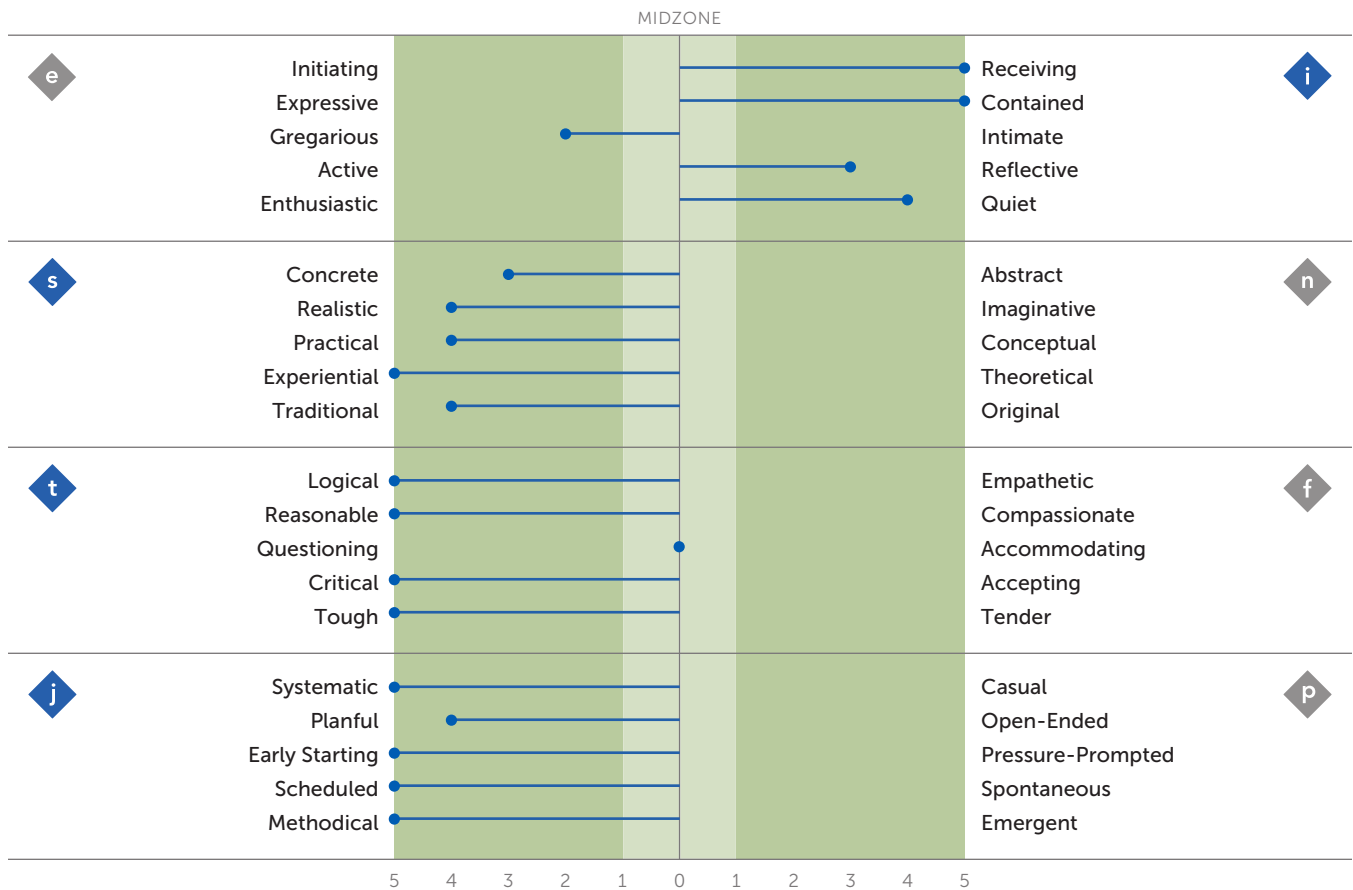


Overview of Your Results

Your Four-Letter Type from the Step I™ Assessment

ISTJs tend to be serious, quiet, thorough, and dependable. They see to it that everything is well organized and accurate. They are practical, orderly, matter-of-fact, logical, and realistic. ISTJs take responsibility, notice what needs to be done, and follow through steadily, regardless of protests or distractions.

YOUR RESULTS ON THE 20 FACETS FROM THE STEP II™ ASSESSMENT



YOUR STEP II™ INDIVIDUALIZED TYPE

Gregarious
ISTJ

Interpreter's Summary

PREFERENCE CLARITY FOR REPORTED TYPE: ISTJ

Introversion: Clear (25)

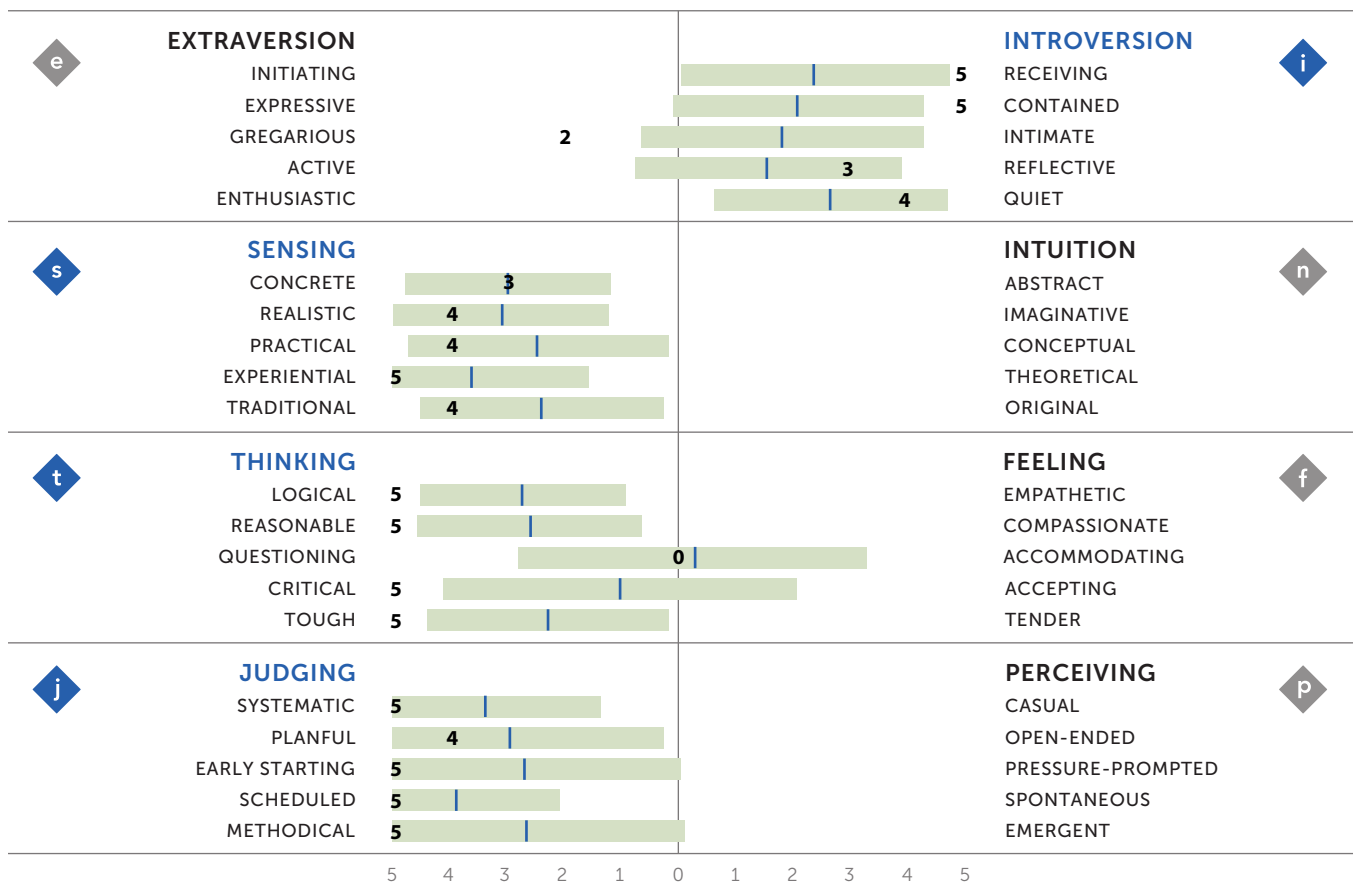
Sensing: Clear (24)

Thinking: Very Clear (30)

Judging: Very Clear (27)

FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ISTJs

The bars on the graph below show the average range of scores that occurred for the ISTJs in the US national sample. The bars show scores that are -1 to +1 standard deviation from the mean. The vertical line in each bar shows ISTJs' mean score. The bold numbers show the respondent's scores.



Polarity Index: 87

The polarity index, which ranges from 0 to 100, shows the consistency of a respondent's facet scores within a profile. Most adults score between 50 and 65, although higher indexes are common. An index that is below 45 means that the respondent has many scores in or near the midzone. This may be due to mature situational use of the facet, answering the questions randomly, lack of self-knowledge, or ambivalence about use of a facet. Some such profiles may be invalid.

Number of Omitted Responses: 0