



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

Prepared for
GLEN LIPKA

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Interpreted by
Pam Fox Rollin
IdeaShape

Developed by
Naomi L. Quenk, PhD
Jean M. Kummerow, PhD



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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
INTJ

Your preferences
Introversion | Intuition | Thinking | Judging

INTJs are typically innovators in their field. They trust their inner vision of how things fit together and relentlessly move their ideas to action. They would rather spend time on what they believe is important than on what's popular with others. INTJs are independent and individualistic, and others may see them as stubborn at times. They move ahead with or without the support of others, and they have a single-minded concentration.

They like using logic to solve complex, challenging problems. Routine, everyday tasks bore them. They analyze and attempt to fit pieces together into a coherent whole. Although INTJs are usually organized and follow through, they may sometimes ignore details that don't fit with their vision of the future. If these details are important, their ideas may not work as well as they would like.

INTJs are likely to be most satisfied in a work environment that values their insights and ideas and lets them work independently. People can count on them for their vision and innovative solutions to problems in their field.

CLARITY OF YOUR PREFERENCES: INTJ



PCI RESULTS: INTROVERSION | 6 INTUITION | 11 THINKING | 3 JUDGING | 1

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

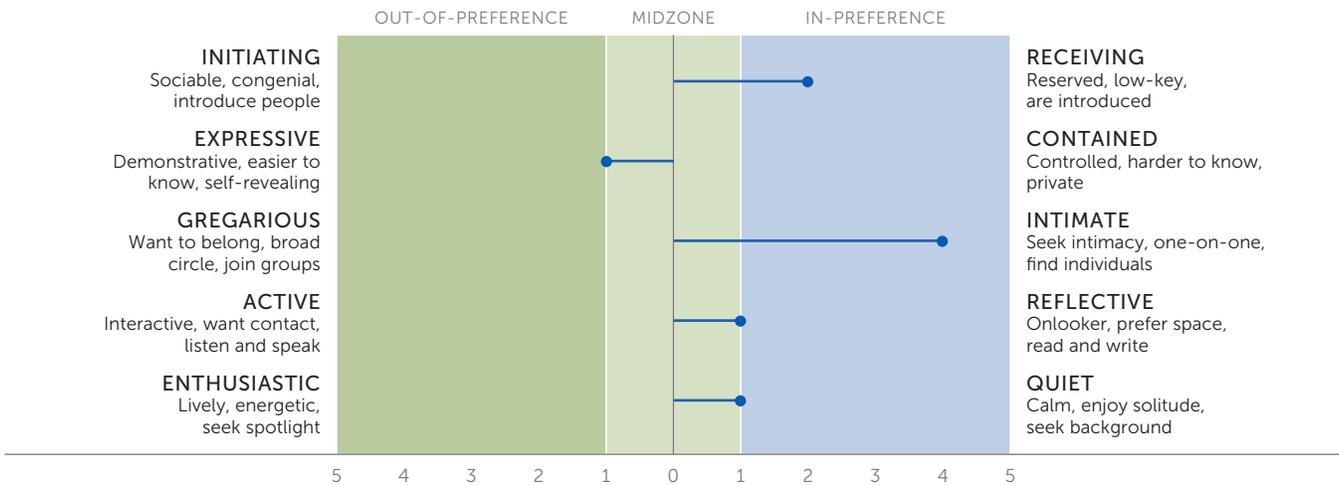
The next few pages show graphs of your facet results. Each graph includes

- 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

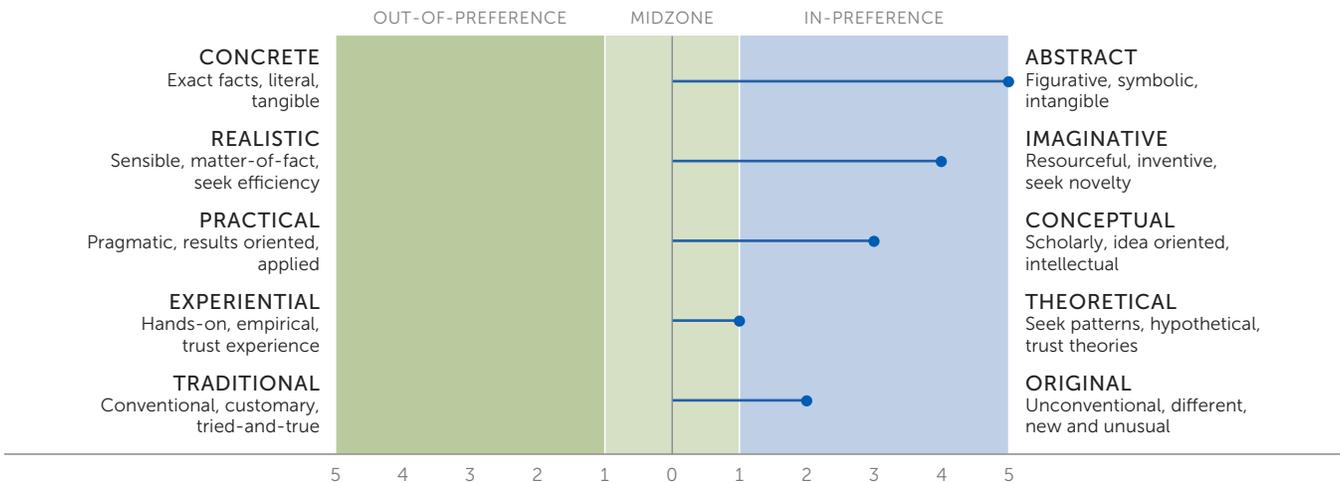


<p>Ways to connect with others RECEIVING in-preference</p>	<p>Consider social obligations unimportant and leave them to others. Prefer in-depth discussion about important issues; hate small talk. May be seen by others as quiet and shy.</p>	<p>Believe it is intrusive to set people up socially and don't want others to do it for you. When making telephone calls, prefer to be alone; when receiving calls, see them as unwelcome interruptions.</p>
<p>Communicating feelings, thoughts, interests EXPRESSIVE-CONTAINED midzone</p>	<p>Reveal personal information only after deciding you are comfortable with people knowing that much about you. Keep personal thoughts and feelings to yourself in many circumstances; as a result, some people see you as hard to get to know.</p>	<p>Will discuss personal thoughts and feelings with people you know well. Will contribute freely when you know the topic well, even when the conversation is with strangers.</p>
<p>Breadth and depth of relationships INTIMATE in-preference</p>	<p>Would rather relate to a few significant others than be in a large group. Draw sharp distinctions between friends and acquaintances. Seek in-depth involvement with individuals.</p>	<p>Respect others' individuality and want the same respect in turn. Need to trust people before sharing much about yourself.</p>
<p>Ways to communicate, socialize, learn ACTIVE-REFLECTIVE midzone</p>	<p>Talk in person about personal information and communicate technical information in writing. Prefer to learn new subject matter through face-to-face contact.</p>	<p>Can be at ease actively participating in events or quietly observing them. If familiar with the subject, prefer to learn more by reading.</p>
<p>Level and kind of energy ENTHUSIASTIC-QUIET midzone</p>	<p>Readily show enthusiasm when you know the people or the topic well; otherwise, you stay in the background. Find your desire for quiet or action depends on how full or quiet your day has been.</p>	<p>Are seen quite differently by the people who regularly see your enthusiastic side and the people who regularly see your quiet side.</p>



SENSING **s**
Focusing on what can be perceived using the five senses

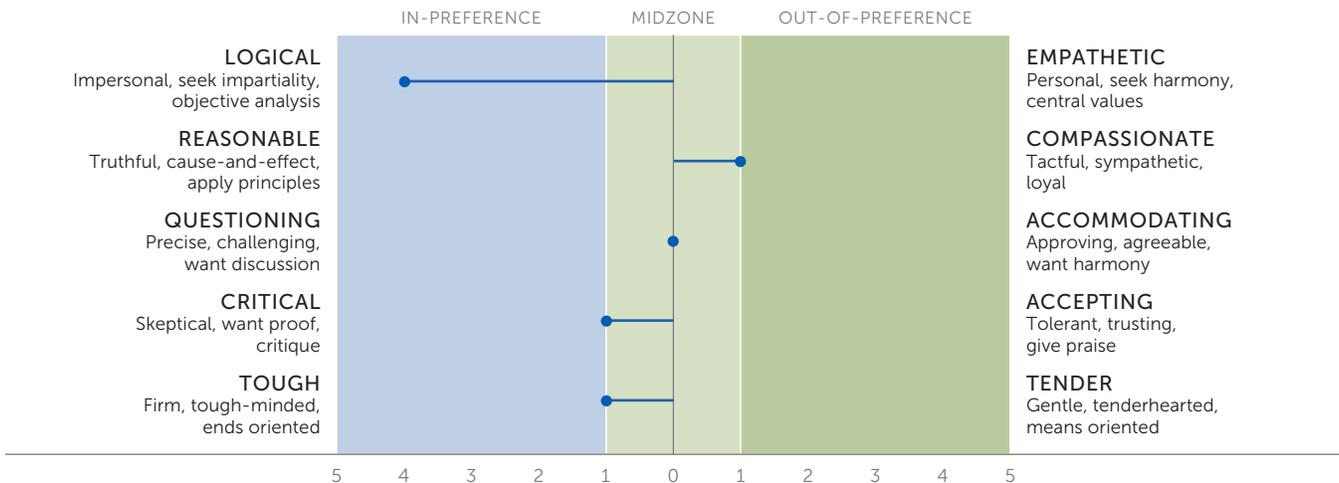
INTUITION **n**
Focusing on perceiving patterns and interrelationships



<p>Focus of attention ABSTRACT in-preference</p>	<p>Like to go beyond the surface and read between the lines. May use metaphors to explain your views. Consider context and interrelationships important.</p>	<p>Make mental leaps and enjoy brainstorming. May find it hard to identify the evidence for your ideas. May find it hard to disengage from the tangents you've followed.</p>
<p>How information is used IMAGINATIVE in-preference</p>	<p>Like ingenuity for its own sake. Want to experience what is innovative and different. Are resourceful in dealing with new and unusual experiences.</p>	<p>Prefer not to do things the same way twice. Readily envision what is needed for the future and enjoy strategic planning. May enjoy humor and word games based on nuance.</p>
<p>How ideas are used CONCEPTUAL in-preference</p>	<p>Enjoy the role of scholar and thinker. Like acquiring new knowledge for its own sake. Value mental virtuosity.</p>	<p>Focus on the concept, not its application. Prefer starting with an idea. Find that practical uses for your ideas may come as afterthoughts.</p>
<p>Kind of knowledge trusted EXPERIENTIAL-THEORETICAL midzone</p>	<p>Have a mild interest in theories that explain things that are important to you. Are not likely to pursue theories in any great depth.</p>	<p>See theories as explaining patterns you note, but are more interested in seeing those patterns work.</p>
<p>Approach to traditions ORIGINAL in-preference</p>	<p>Place a high value on uniqueness. Need to demonstrate originality. Value cleverness and inventiveness.</p>	<p>Would rather figure out your own way than read the directions. Will change things whether or not they work as they are.</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

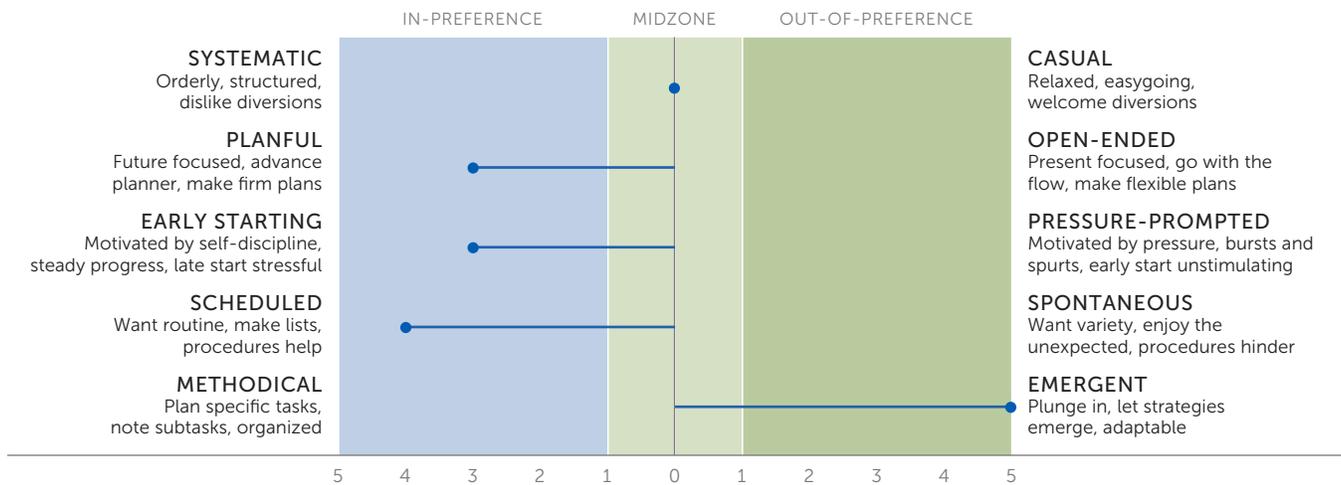


<p>Ideal decision-making approach LOGICAL in-preference</p>	<p>Believe that logical analysis is best for decision making.</p> <p>Use sequential reasoning, with premises and defined rules, to reach consistent conclusions.</p> <p>Use hard data to make your decisions.</p>	<p>Focus on cause and effect.</p> <p>Like to maintain clear boundaries between issues.</p> <p>Can easily identify the pros and cons of an issue.</p>
<p>Actual decision-making method REASONABLE-COMPASSIONATE midzone</p>	<p>Make decisions based on both a concern for others and the logic of the situation.</p> <p>May sometimes be seen as ambivalent.</p>	<p>May vacillate when making your decision if using objective criteria will hurt someone important to you.</p>
<p>Ways to handle differences QUESTIONING-ACCOMMODATING midzone</p>	<p>Hold questions until others have had a chance to ask their questions.</p> <p>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.</p> <p>Ask questions only in areas of interest.</p>
<p>Communicating about disagreements CRITICAL-ACCEPTING midzone</p>	<p>Critique selected ideas and actions.</p> <p>Clarify what's wrong and what's right in a situation.</p>	<p>Readily see flaws in arguments.</p> <p>May or may not critique out loud, depending on the circumstances.</p>
<p>How to carry out decisions TOUGH-TENDER midzone</p>	<p>Try to separate emotional issues from outcomes.</p> <p>Will push others toward action.</p>	<p>Prefer a conciliatory approach at first, but can be tough when needed.</p> <p>Are devoted and loyal to people close to you.</p>



JUDGING 
Preferring decisiveness and closure

PERCEIVING 
Preferring flexibility and spontaneity



<p>General organizational style SYSTEMATIC-CASUAL midzone</p>	<p>Like a general plan with some contingencies. Find too much detail in a plan inhibiting. Don't mind interruptions if no agenda is in place.</p>	<p>Dislike distractions when involved in a project. Find that an advance plan permits comfortable deviation because you can always return to the plan.</p>
<p>Approach to planning PLANFUL in-preference</p>	<p>Like to make long-range plans, especially for leisure activities. Enjoy looking ahead and planning for the future.</p>	<p>May enjoy the planning more than the doing. 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 EARLY STARTING in-preference</p>	<p>Allow yourself plenty of time to accomplish an activity efficiently. Don't like feeling overwhelmed with too much to do. 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. Can't forget incomplete tasks; feel calm and satisfied when you complete something.</p>
<p>Use of schedules and routines SCHEDULED in-preference</p>	<p>Are comfortable with routines and don't like them upset. Like established methods and procedures. Others may be more aware of your routines than you are.</p>	<p>Prefer to control how you spend your time. Enjoy scheduling both work and fun activities. Appear rather predictable but like it that way.</p>
<p>Approach to completing large tasks EMERGENT out-of-preference</p>	<p>Focus on the overall goal rather than specifics. Communicate your thinking in an organized manner so people assume you prepared thoroughly.</p>	<p>Trust that you will know what to do when the time arrives. Wait to see what's right at the time, but move forward with seeming confidence.</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.
Expressive–Contained midzone	Share some of your reactions with others but not all of them.	Consider which people need to hear your reactions and which people don't.
Active–Reflective midzone	Are comfortable interacting in person or quietly observing, depending on the circumstances.	Pay attention to the style of those with whom you're interacting and try to match that style.
Enthusiastic–Quiet midzone	Show your enthusiasm or not, depending on your interest in the topic.	Be aware that people will see different sides of you (depending on the context) and may be confused.
Abstract	Talk about what you can infer from the here-and-now data.	Be open to the important details that you may be ignoring.
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–Accepting midzone	Critique or accept depending on the importance of the issue.	Be aware that when you are stressed, you are more likely to be critical inappropriately.
Tough–Tender midzone	Take a tough or a tender stance depending on the circumstances.	Be aware that under stress, you are likely to be tough.
Emergent	When working on a shared task, may neglect to let others know what you will work on next.	Try to communicate what you are doing to those who need more pieces of the task up front.

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. If you are in the midzone, neither pole is highlighted.

SENSING 	INTUITION 
Concrete: What do we know? How do we know it?	Abstract: What else could this mean?
Realistic: What are the real costs?	Imaginative: What else can we come up with?
Practical: Will it work?	Conceptual: What other interesting ideas are there?
Experiential: Can you show me how it works?	Theoretical: How is it all interconnected?
Traditional: Does anything really need changing?	Original: What's a new way to do this?
THINKING 	FEELING 
Logical: What are the pros and cons?	Empathetic: What do we like and dislike?
Reasonable: What are the logical consequences?	Compassionate: What impact will this have on people?
Questioning: But what about...?	Accommodating: How can we make everyone happy?
Critical: What's wrong with this?	Accepting: What's beneficial in this?
Tough: 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 Compassionate**. This style means that you likely

- Work very hard to gain consensus.
- Are generally seen as self-determined, efficient, and confident while also being flexible and caring.
- Sometimes appear unpredictable in your decisions.
- Regret decisions that you made when your compassion overruled your initial logical approach.

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 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
Expressive–Contained midzone	Let others know some of your views about the change but keep some to yourself.	Be sensitive to your need to share or withhold your views in a particular circumstance, and act accordingly.
Intimate	Discuss the changes and their impact on you only with those closest to you.	Consider sharing feelings with selected people outside your intimate circle.
Abstract	May make unwarranted inferences about the meaning of the change.	Check out your inferences with some facts and data.
Imaginative	Enjoy the novel aspects of the change and the resourcefulness it requires.	Recognize that there are real costs involved in pursuing novelty.
Experiential–Theoretical midzone	Are interested in theories that explain the immediate situation.	Help others see the relevance of both perspectives.
Original	Embrace change for the sake of change.	Be selective about which changes are really worth pursuing.
Tough–Tender midzone	Start with a tender stance but may become tough.	Stay open to the people issues as long as possible.
Planful	Plan as far in advance as possible for the changes.	Allow for the unexpected in your long-range plan—it will happen!
Emergent	Decide in the moment what’s best to do next; resist planning.	Remember—planning some steps now may prevent problems in the future.



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.

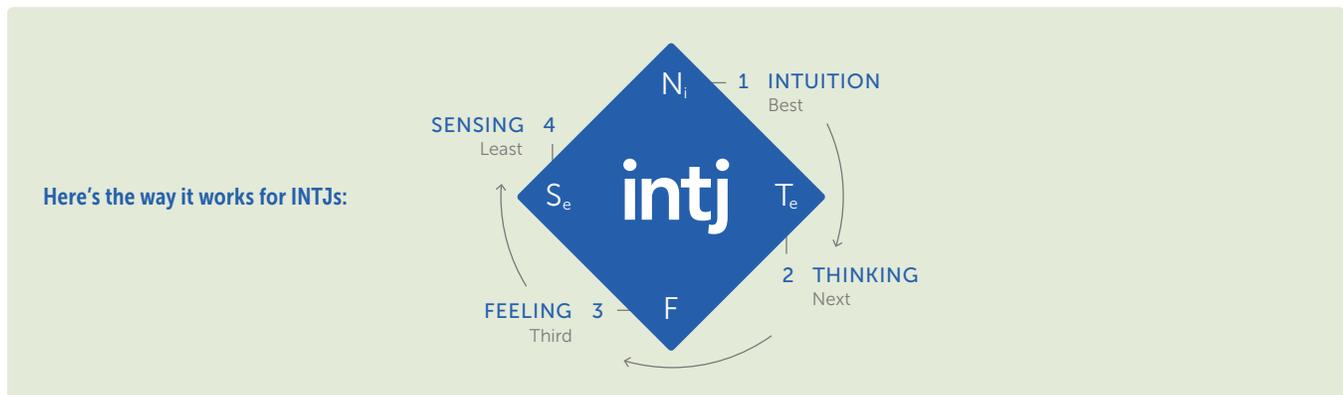
The table below explains how your results on six Step II facets may affect your efforts to manage conflict.

YOUR FACET RESULT	CONFLICT MANAGEMENT STYLE	ENHANCING YOUR STYLE
Expressive–Contained midzone	Discuss the conflict and your feelings about it, but perhaps not immediately.	Notice the style of those you are with and attempt to match their need to talk now or wait.
Intimate	Rely on yourself or a few trusted others in resolving the conflict.	Widen your circle to include others affected; they may have something valuable to contribute.
Questioning–Accommodating midzone	Ask some questions for clarification before reaching agreement.	Be careful that your style of questioning does not come off as confrontational.
Critical–Accepting midzone	Look for both what’s wrong and what’s right.	Point out both of these sides in a kind way.
Tough–Tender midzone	Wait until the group has tried to reach consensus; if it doesn’t, push for your own way.	Monitor the timing of when you give up on consensus and push to action.
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 Compassionate. You likely intend to take a dispassionate approach to conflict but end up being overly kind and considerate to people. To make your efforts to manage conflict more effective, be aware that others may see you as inconsistent or as playing favorites. Try to be clear on what you are doing and why.

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 INTJs use

- Intuition mainly internally (N_i) to develop a unifying vision of what really matters.
- Thinking mainly externally (T_e) to communicate their analyses and logical decisions to others.

Using Your Less Favored Processes

When you frequently use the less preferred parts of your personality, Feeling and Sensing, remember that you are working outside your natural comfort zone. You may feel awkward, tired, or frustrated at these times. As an INTJ, you may focus exclusively on your own theories about the world at first and then become fixated on minor, external details.

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 Sensing.
- Make an effort to find time to do something enjoyable that involves using your favorite processes—Intuition and Thinking.



Using Your Type Effectively

INTJs' preference for Intuition and Thinking makes them mostly interested in

- Exploring ideas and possibilities.
- Reaching logical conclusions about them.

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

As an INTJ,

- If you rely too much on your Intuition, you are likely to miss the relevant facts and details and what past experience might suggest.
- 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, INTJs often find themselves devoting more time to things that were not very appealing when they were younger. For example, they report greater pleasure in tasks that require attention to facts and details 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 (Intuition) may not be appropriate, try to modify your Abstract approach (an in-preference result) by considering important facts and details you may have missed (Concrete).
- 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

Emergent

intj

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.

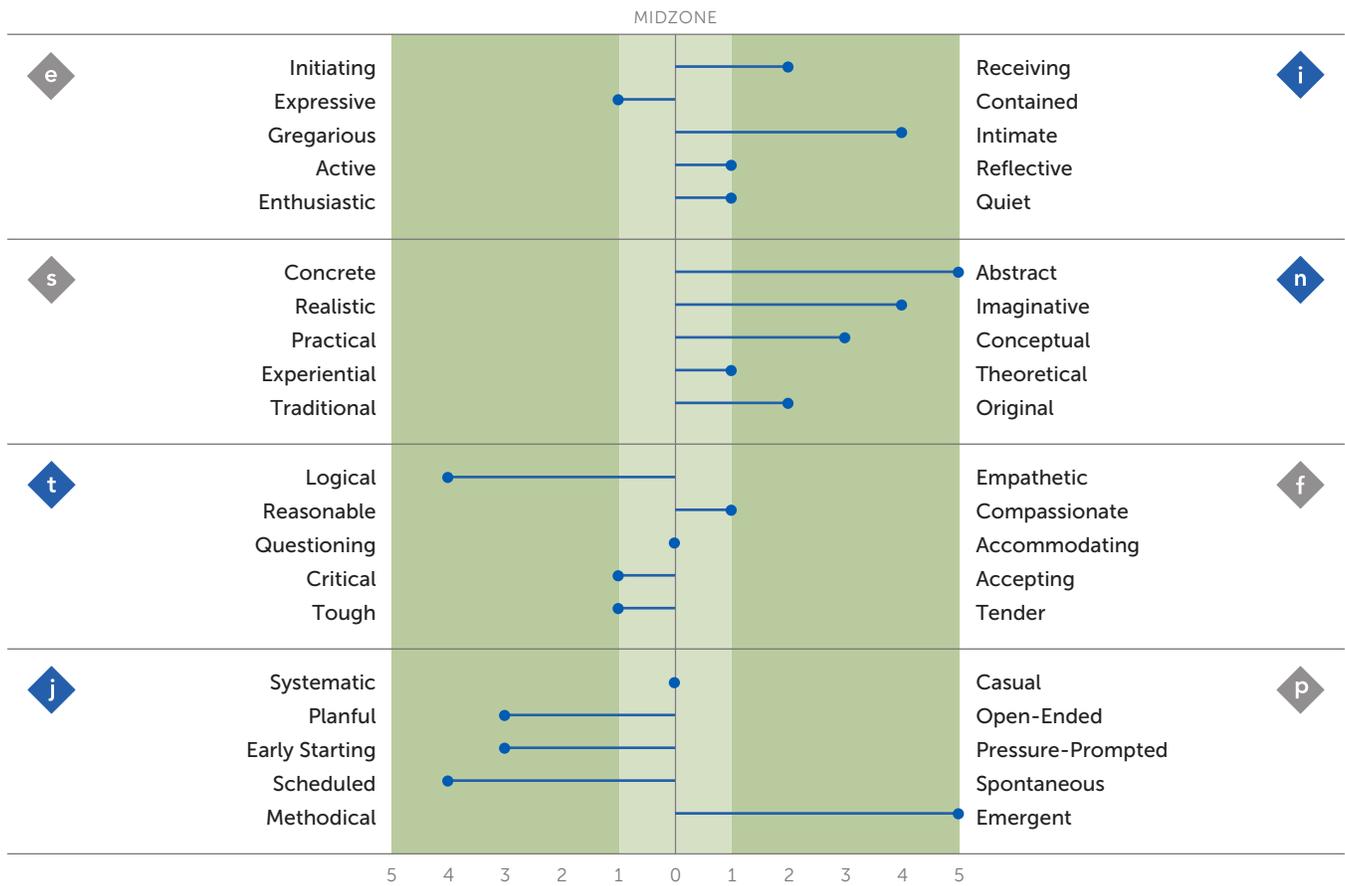
Reading about type and observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive use of those differences.

Overview of Your Results

Your Four-Letter Type from the Step I™ Assessment

INTJs tend to be independent-minded, theoretical, and original. They have great drive for their own ideas and purposes. They are skeptical, critical, determined, and sometimes stubborn. In areas of expertise, they will develop systems to organize and carry through a project with or without help.

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



YOUR STEP II™ INDIVIDUALIZED TYPE

Emergent
INTJ

Interpreter's Summary

PREFERENCE CLARITY FOR REPORTED TYPE: INTJ

Introversion: Moderate (6)

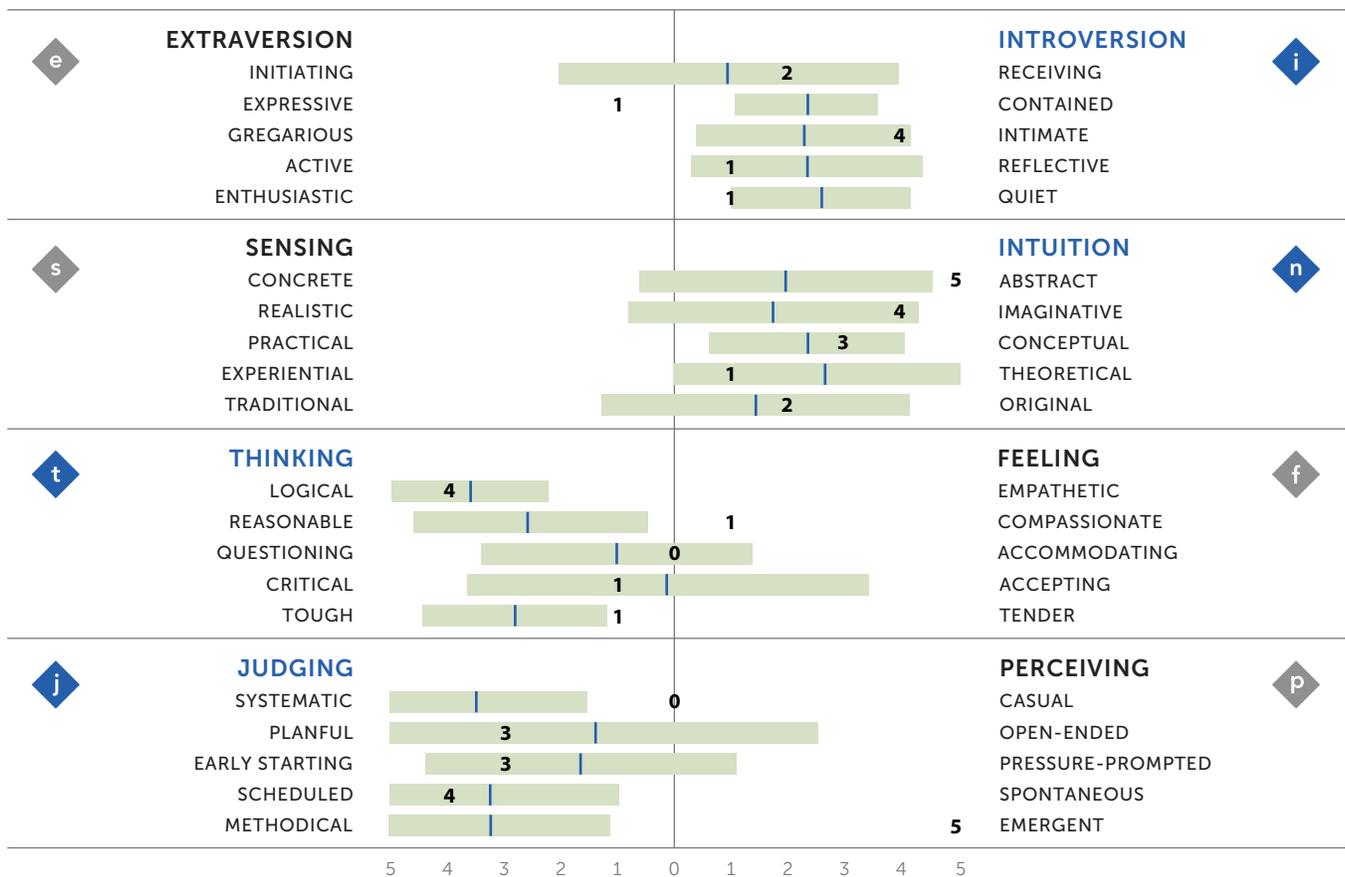
Intuition: Moderate (11)

Thinking: Slight (3)

Judging: Slight (1)

FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER INTJs

The bars on the graph below show the average range of scores that occurred for the INTJs 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 INTJs' mean score. The bold numbers show the respondent's scores.



Polarity Index: 56

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