MYERS-BRIGGS TYPE INDICATOR® | STEP II™

INTERPRETIVE REPORT

Prepared for

JACK SAMPLE

August 20, 2015

Interpreted by

Joe Trainer

XYZ

XYZ Ltd.

Developed by

Naomi L. Quenk, PhD

Jean M. Kummerow, PhD

CPP, Inc. | 800.624.1765 | www.cpp.com

Myers-Briggs Type Indicator® Step II™ Interpretive Report Copyright 2001, 2003, 2015 by Peter B. Myers and Katharine D. Myers. All rights reserved. Myers-Briggs Type Indicator, Myers-Briggs, MBTI, Step I, Step II, and the MBTI logo are trademarks or registered trademarks of The Myers & Briggs Foundation in the United States and other countries. The CPP logo is a trademark or registered trademark of CPP, Inc., in the United States and other countries.

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

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.

Extraversion e You focus on the outside world and get energy through interacting with people and/or doing things.		**Introversion** i You focus on the inner world and get energy through reflecting on information, ideas, and/or concepts.
Sensing s You notice and trust facts, details, and present realities.		**Intuition** n You attend to and trust interrelationships, theories, and future possibilities.
Thinking t You make decisions using logical analysis to achieve objectivity.		**Feeling** f You make decisions using person-centered values to achieve harmony.
Judging j You tend to be organized and orderly and to make decisions quickly.		**Perceiving** p 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.

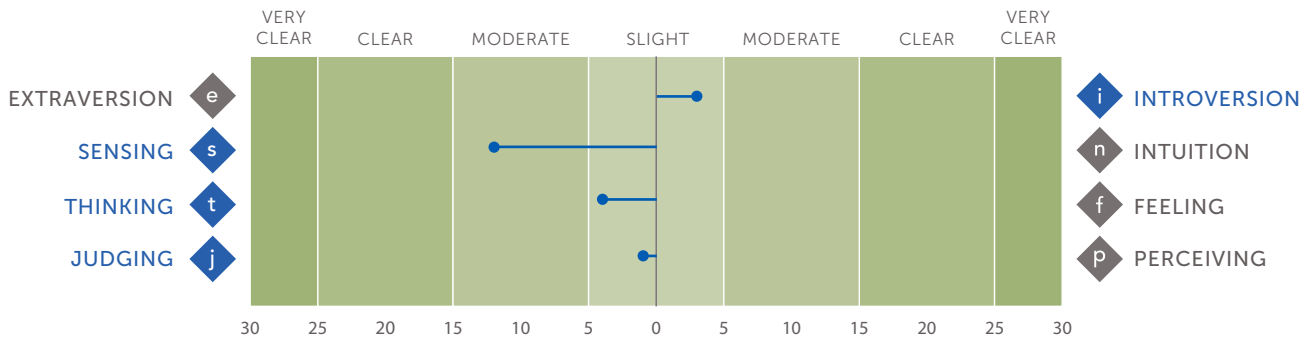
Your reported Myers-Briggs personality type	Your preferences
ISTJ	Introversion | Sensing | Thinking | Judging

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 | 3	SENSING | 12	THINKING | 4	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	Introversion
Initiating	Receiving
Expressive	Contained
Gregarious	Intimate
Active	Reflective
Enthusiastic	Quiet

Sensing	Intuition
Concrete	Abstract
Realistic	Imaginative
Practical	Conceptual
Experiential	Theoretical
Traditional	Original

Thinking	Feeling
Logical	Empathetic
Reasonable	Compassionate
Questioning	Accommodating
Critical	Accepting
Tough	Tender

Judging	Perceiving
Systematic	Casual
Planful	Open-Ended
Early Starting	Pressure-Prompted
Scheduled	Spontaneous
Methodical	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

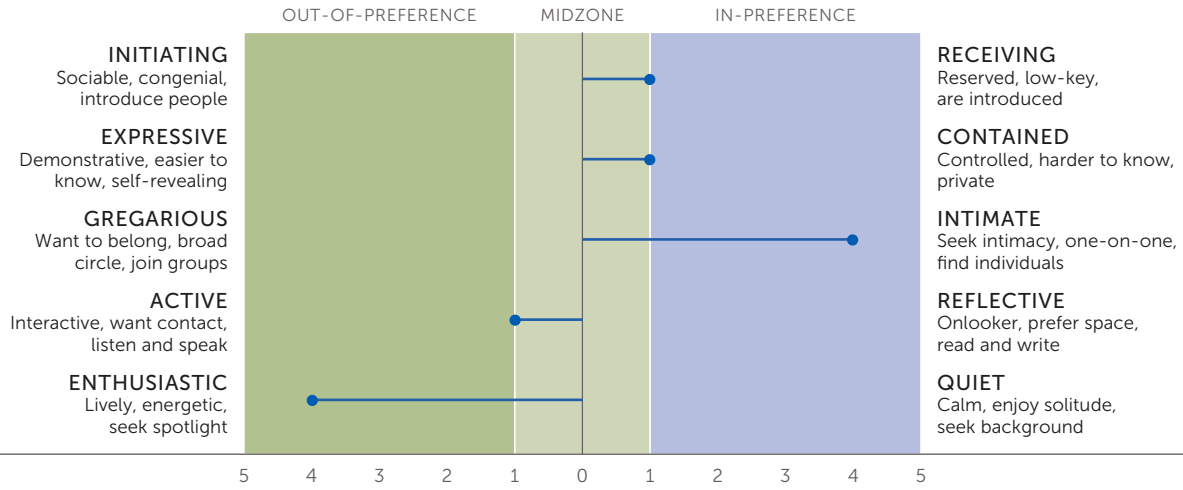
The next few pages show graphs of your facet results. Each graph includes

- 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 (e)
Directing energy toward the outer world of people and objects

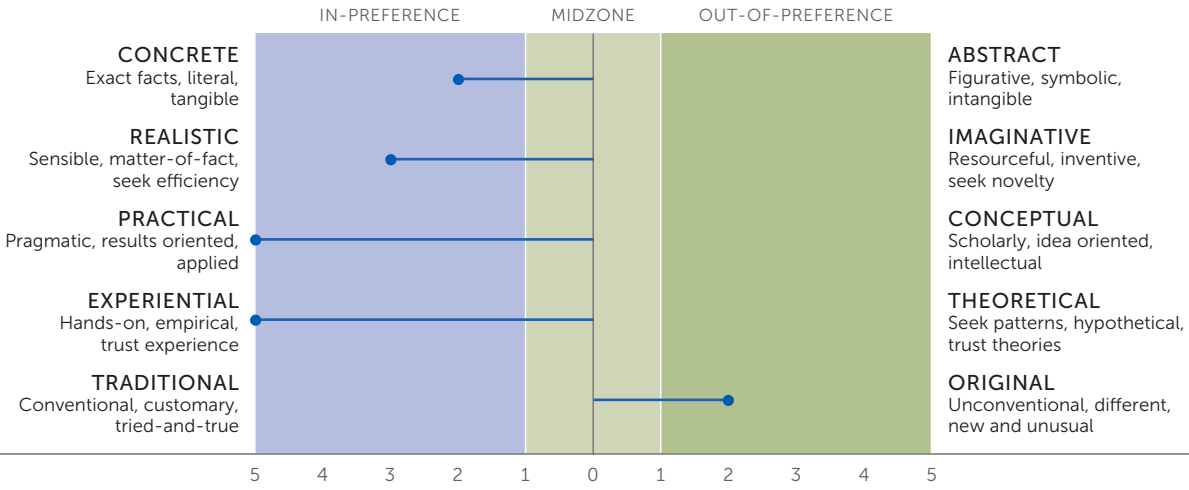
INTROVERSION (i)
Directing energy toward the inner world of experience and ideas



Ways to connect with others **INITIATING–RECEIVING** midzone	Appear at ease socially in familiar situations, and much less so in large social gatherings. Are willing to introduce people to each other if no one else does so, but would prefer not to.	Will initiate conversations in social situations with people you already know or if your role calls for this.
Communicating feelings, thoughts, interests **EXPRESSIVE–CONTAINED** midzone	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.	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.
Breadth and depth of relationships **INTIMATE** in-preference	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.	Respect others' individuality and want the same respect in turn. Need to trust people before sharing much about yourself.
Ways to communicate, socialize, learn **ACTIVE–REFLECTIVE** midzone	Talk in person about personal information and communicate technical information in writing. Prefer to learn new subject matter through face-to-face contact.	Can be at ease actively participating in events or quietly observing them. If familiar with the subject, prefer to learn more by reading.
Level and kind of energy **ENTHUSIASTIC** out-of-preference	Like being where the action is. Are enthusiastic and animated when sharing what you know. Like being the center of attention in areas of expertise.	Seek some excitement if things get too quiet. Prefer not to spend too much time alone. May be quite talkative and witty with familiar people.

SENSING (S)
Focusing on what can be perceived using the five senses

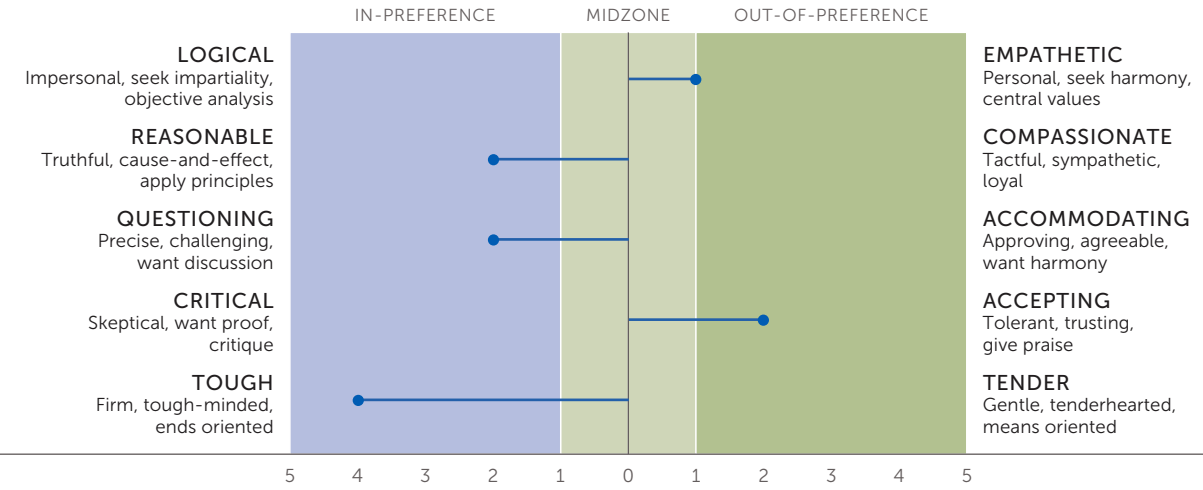
INTUITION (N)
Focusing on perceiving patterns and interrelationships



Focus of attention **CONCRETE** in-preference	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.	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.
How information is used **REALISTIC** in-preference	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.	Appreciate direct experiences and tangible results. Believe that good techniques lead to good results.
How ideas are used **PRACTICAL** in-preference	Find that applying ideas is more appealing than the ideas themselves. Need to see an idea's application to understand it.	Are impatient listening to ideas if a practical use isn't the end result. Favor practical utility over intellectual curiosity.
Kind of knowledge trusted **EXPERIENTIAL** in-preference	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.	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.
Approach to traditions **ORIGINAL** out-of-preference	Look for what could be better, new, or different. Like being original and different, but not so much as to be out of the mainstream.	Are often seen as both creative and practical. May occasionally surprise others by going off in new and different directions.

THINKING (t)
Basing conclusions on logical analysis with a focus on objectivity

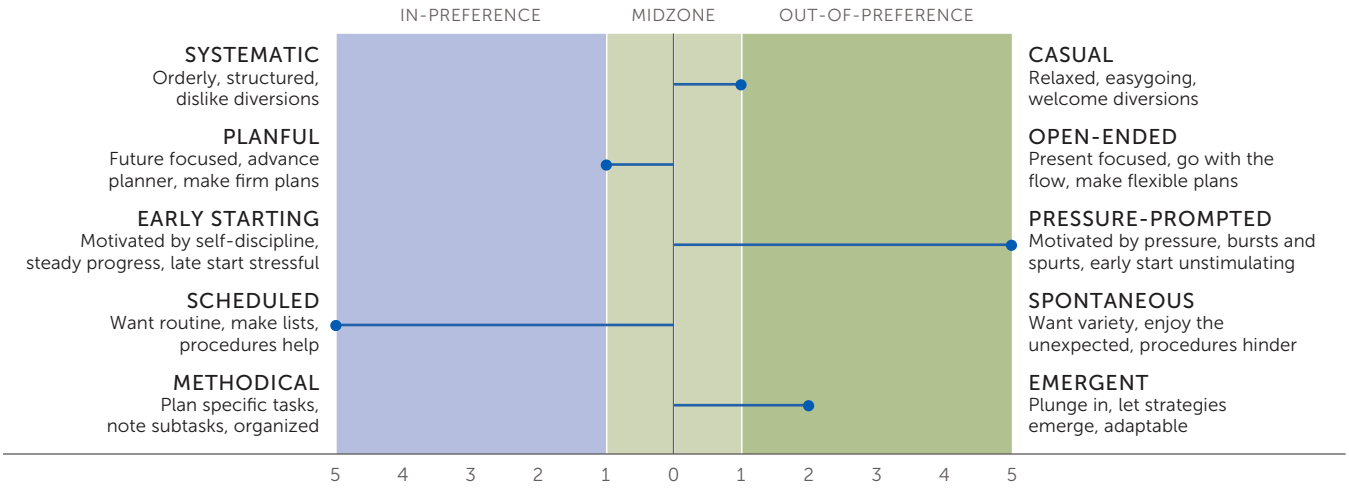
FEELING (f)
Basing conclusions on personal or social values with a focus on harmony



Ideal decision-making approach **LOGICAL–EMPATHETIC** midzone	Believe the ideal way to make decisions is to consider the logical consequences as well as people's feelings. Respect a dispassionate approach, but not in the extreme.	Appear neither coldly logical nor overly concerned with people's feelings. May experience some tension between an analytical and a personal approach.
Actual decision-making method **REASONABLE** in-preference	Are confident and clear about your objectives and decisions. Live your life logically, with premises leading to conclusions.	Use reasoning to make decisions. Approach situations as an impartial observer. View situations objectively and analytically.
Ways to handle differences **QUESTIONING** in-preference	Are intellectually independent. Use questions to clarify ideas. Are precise in your questions, liking to zero in on discrepancies. Are tenacious in getting the answers you need.	May need to have all your questions answered before you can trust any conclusions. Feel questioning is appropriate, even if something is already right.
Communicating about disagreements **ACCEPTING** out-of-preference	Welcome a broad range of ideas and approaches. Appear to accept all ideas equally, not imposing your thoughts on others. Prefer a participative management style.	Are modest about your own work and may be reluctant to promote it over others' ideas. Are seen as open, fair, and approachable, but some people may be confused about what you really think.
How to carry out decisions **TOUGH** in-preference	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.	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.

JUDGING (j) — Preferring decisiveness and closure

PERCEIVING (P) — Preferring flexibility and spontaneity



General organizational style **SYSTEMATIC–CASUAL** midzone	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.	Dislike distractions when involved in a project. Find that an advance plan permits comfortable deviation because you can always return to the plan.
Approach to planning **PLANFUL–OPEN-ENDED** midzone	Like to plan at work and be flexible at home, or vice versa. May plan for a few important personal goals but not everything.	May go back and forth between enjoying the here and now and planning for the future.
Ways to manage time pressures **PRESSURE-PROMPTED** out-of-preference	Get bored if too little is happening. Like the variety and challenge of keeping several activities running smoothly at the same time.	Rather enjoy the stress of meeting deadlines. Find that when you use your organizational skills effectively you can successfully manage multiple activities.
Use of schedules and routines **SCHEDULED** in-preference	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.	Prefer to control how you spend your time. Enjoy scheduling both work and fun activities. Appear rather predictable but like it that way.
Approach to completing large tasks **EMERGENT** out-of-preference	Focus on the overall goal rather than specifics. Communicate your thinking in an organized manner so people assume you prepared thoroughly.	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.

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
Initiating–Receiving midzone	Are willing to introduce people to one another if no one else is doing so.	Be sensitive to the situation when deciding whether to take an initiating or a receiving role.
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	Readily show enthusiasm for the subject at hand.	Be careful not to overwhelm and override others; make sure you ask for input.
Concrete	Talk about the here-and-now detail.	Be open to the inferences that can arise from the details.
Questioning	Want to ask questions.	Be selective in choosing questions to ask so as not to intimidate people.
Accepting	Take a naturally inclusive stance toward a broad range of views.	Be aware that others may be frustrated by your refusal to favor one view over the others.
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.
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 (s)		INTUITION (n)	
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 (t)		FEELING (f)	
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 midzone with an underlying Thinking preference. This style means that you likely

- Pay attention to the Thinking and Feeling perspectives when you consider and actually make decisions.
- Make decisions from either point of view, depending on circumstances.
- Sometimes look back on a decision as good, but sometimes regret the decision and how you made it.
- Are better off in ambiguous situations basing your decisions on logical analysis, since that is consistent with your overall preference.

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.
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.
Original	Embrace change for the sake of change.	Be selective about which changes are really worth pursuing.
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–Open-Ended midzone	Like to know the general directions the changes may take but don't need to know all the plans.	Pay attention to when more specifics in the plan are needed and when they are not.
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.

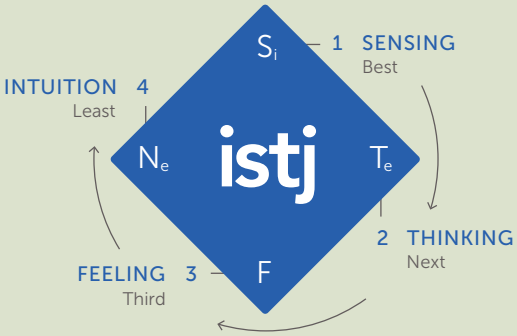
YOUR FACET RESULT	CONFLICT MANAGEMENT STYLE	ENHANCING YOUR STYLE
Expressive–Contained midzone	Discuss the conflict and your feelings about it, but perhaps not immediately.	Notice the style of those you are with and attempt to match their need to talk now or wait.
Intimate	Rely on yourself or a few trusted others in resolving the conflict.	Widen your circle to include others affected; they may have something valuable to contribute.
Questioning	Ask many questions of others to reveal all the issues in the conflict.	Be aware that people may take your questioning style as challenging rather than helpful in resolving the issue; be clear about your intent.
Accepting	Look for points of agreement in others' arguments and ideas.	Recognize that some things are really worthy of criticism, so don't insist on agreement.
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.
Pressure-Prompted	Feed off the pressure of working at the last minute and so fail to recognize that conflict can emerge from this style itself.	Use your style when working alone but set earlier deadlines for yourself when others depend on you to complete tasks.

In addition to your facet results, your decision-making style (as explained earlier) affects how you manage conflict. Your decision-making style is midzone Thinking. You are likely to pay attention to the logic of the situation, the people involved, and their feelings. To make your efforts to manage conflict more effective, consider these sides but weight the logical side more heavily because you prefer Thinking overall.

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.

Here's the way it works for ISTJs:



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

Enthusiastic
Original
Accepting
Pressure-Prompted
Emergent

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.

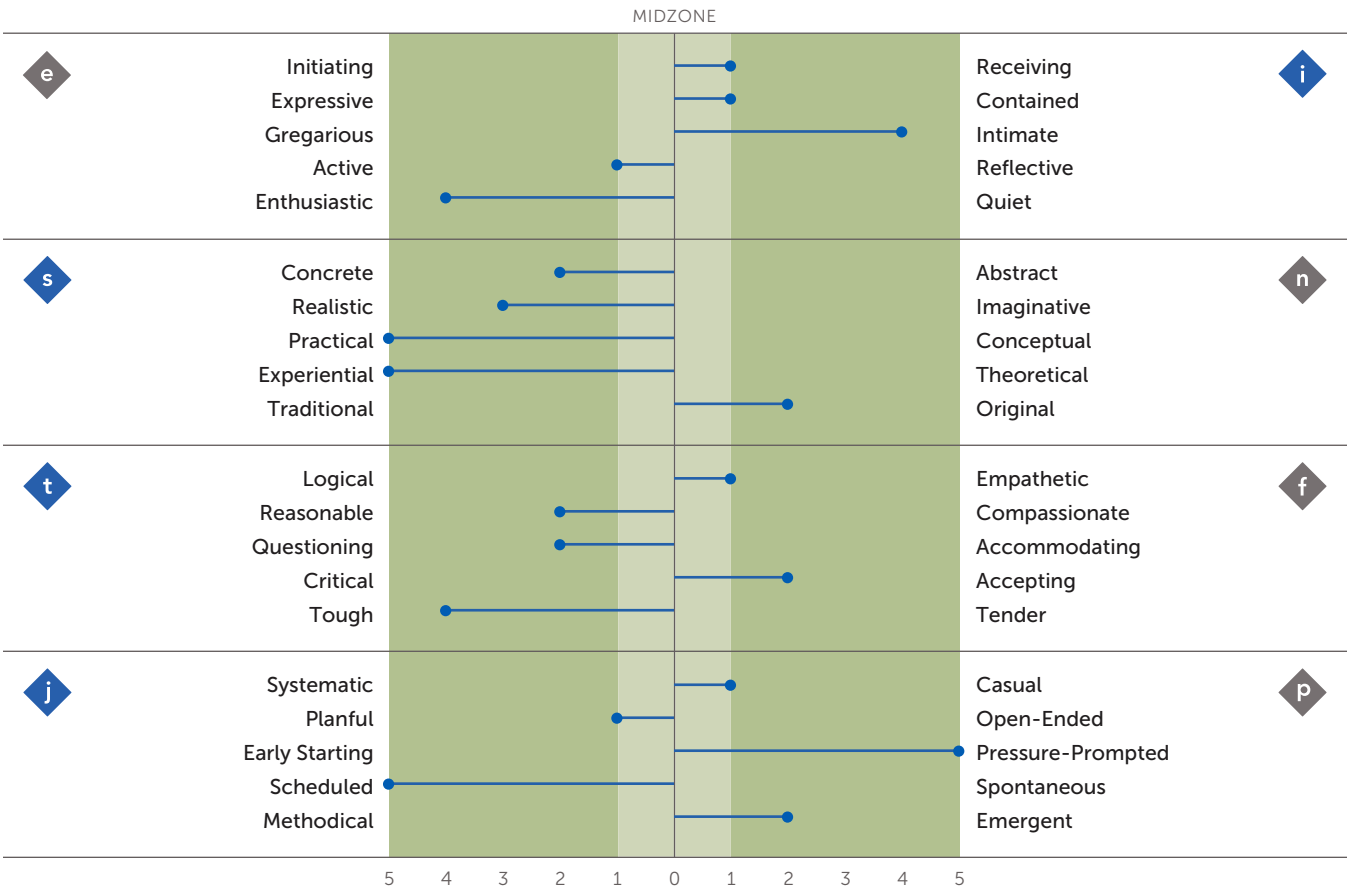
Reading about type and observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive use of those differences.

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

Enthusiastic, Original, Accepting, Pressure-Prompted, Emergent

ISTJ

 © Full copyright information appears on page 1.

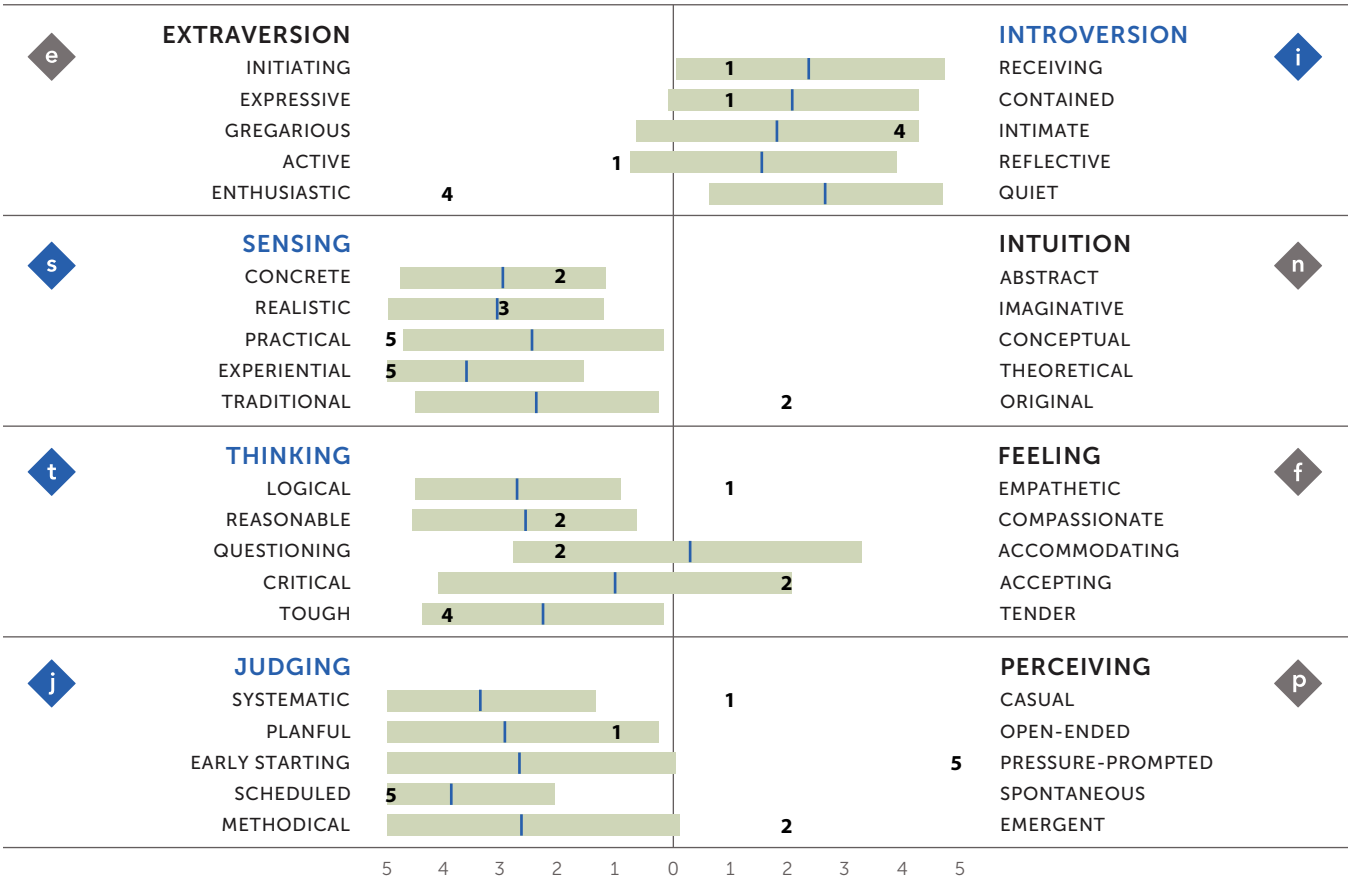
Interpreter's Summary

PREFERENCE CLARITY FOR REPORTED TYPE: ISTJ

Introversion: Slight (3) | Sensing: Moderate (12) | Thinking: Slight (4) | Judging: Slight (1)

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: 61

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

Myers-Briggs Type Indicator® Step II™ Interpretive Report Copyright 2001, 2003, 2015 by Peter B. Myers and Katharine D. Myers. All rights reserved. Myers-Briggs Type Indicator, Myers-Briggs, MBTI, Step I, Step II, and the MBTI logo are trademarks or registered trademarks of The Myers & Briggs Foundation in the United States and other countries. The CPP logo is a trademark or registered trademark of CPP, Inc., in the United States and other countries.