

Sam Sample
27 Mar 2013

EXPERT

STANDARD REPORT

JUNG TYPE INDICATOR





REPORT STRUCTURE

The Standard Report presents Sam Sample's profile results in the following sections:

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DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

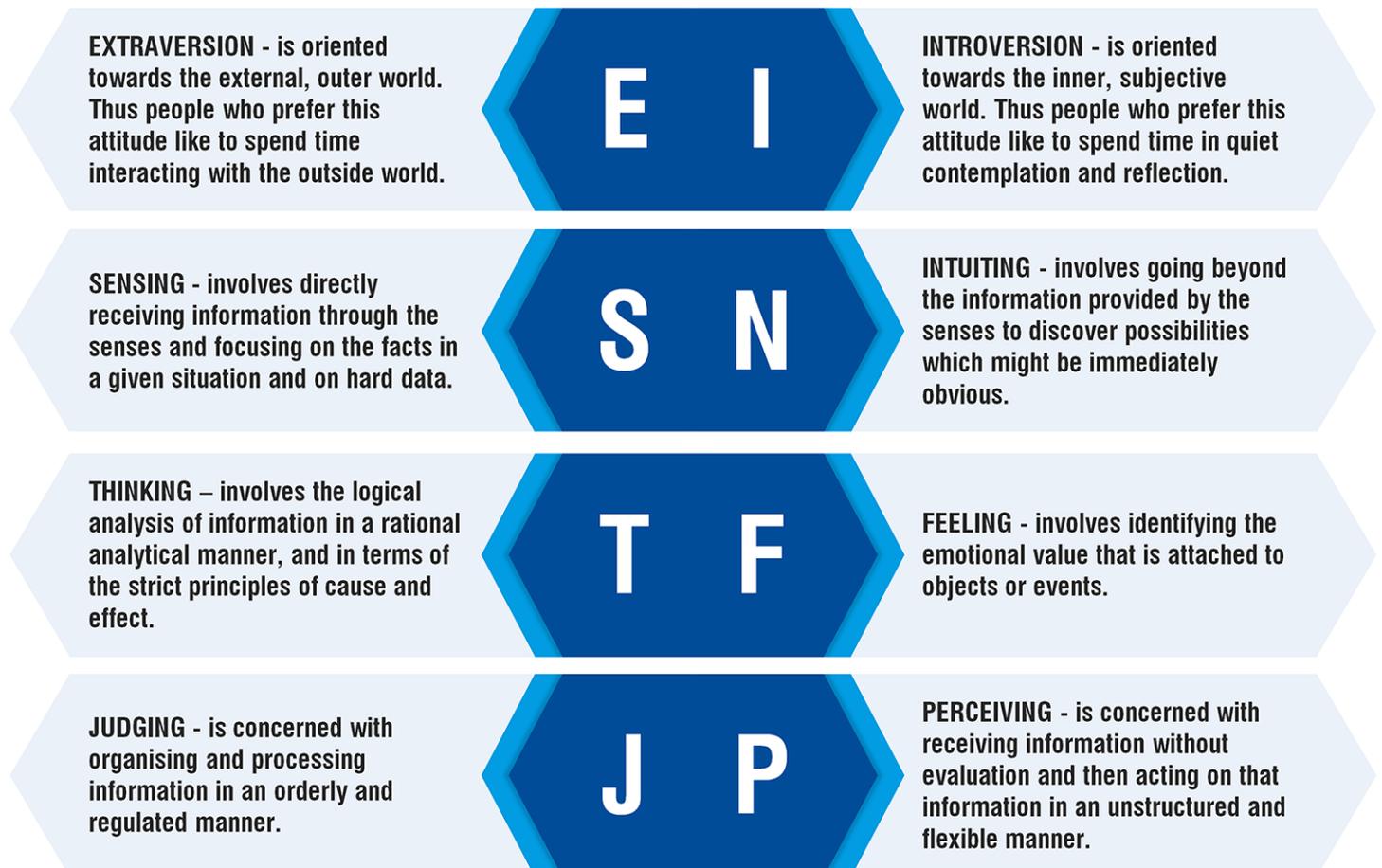
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



GUIDE TO USING THIS REPORT

INTRODUCTION

The Jung Type Indicator (JTI) is a questionnaire designed to assess a person's preferences along the four dimensions of Extraversion-Introversion, Sensing-Intuition, Thinking-Feeling and Judging-Perception.



From knowing these preferences, it is possible to anticipate how a person will normally prefer to act in a variety of situations. It is also possible to anticipate how a person will typically prefer to approach many aspects of his/her work. It is important to emphasise that the JTI only assesses preferences and does not directly assess actual skills. However, the JTI can provide useful insights for:

- Personal development
- Counselling and guidance
- Interpersonal communication
- Team building



THE STANDARD REPORT

The report is presented firstly in terms of the respondent's scores on the four main dimensions of the Jung Type Indicator. The report then considers a number of different aspects of the respondent's approach to tasks and situations at work. Finally, the report concludes with a consideration of possible strengths and development areas.

Before turning to the results, it should also be pointed out that the indicated scores on each of the four dimensions represent the respondent's most typical set of preferences across a wide variety of situations and circumstances. However, there may be specific circumstances where the behaviour and approach may differ from what would be predicted from the JTI scores. The extent to which this will be the case will depend on the extent to which the respondent has already made the effort to develop skills in those areas which are not naturally preferred.

FURTHER CONSIDERATIONS

To provide a more comprehensive view of this individual you may wish to also look at the following assessments:

Fifteen Factor Questionnaire Plus (15FQ+)

The 15FQ+ is an assessment of personality and individual differences. The 15FQ+ is based on one of the most researched and respected models of personality, identifying behaviour preferences across Cattell's 16 personality constructs (Cattell, 1946) and the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation.

Values and Motives Inventory (VMI)

The VMI profiles a person's motivations to determine the amount of energy and effort they are likely to expend in different activities. The VMI measures occupationally relevant values under three main categories, these are: interpersonal, intrinsic and extrinsic.

General Reasoning Test (GRT2)

The GRT2 assesses the ability to reason using words, numbers and abstract concepts. It has been specifically designed to discriminate between candidates of average ability, whose aptitude is being assessed for general level employment and training. Tests such as the General Reasoning Test have consistently been found to be the best single predictor of both performance and trainability in roles that require a good level of general mental ability.

Critical Reasoning Test Battery (CRTB2)

Critical Reasoning is an ability that is central to all roles that require the incumbent to take logical decisions based on complex information. The test comprises two sub-tests which measure verbal and numerical critical reasoning. The Critical Reasoning Test Battery contains problems which are relevant to management and business functions and was designed to distinguish between individuals of high ability.



THE JTI PROFILE

CLASSIC PROFILE AND TYPE

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E-I	4	EXTRAVERSION is oriented towards the external, outer world.		INTROVERSION is oriented towards the inner, subjective world.
S-N	7	SENSING involves directly receiving information through the senses.		INTUITING involves going beyond the information provided by the senses.
T-F	7	THINKING involves the logical analysis of information in a rational analytical manner.		FEELING involves identifying the emotional value that is attached to objects or events.
J-P	5	JUDGING is concerned with organising and processing information in an orderly and regulated manner.		PERCEIVING is concerned with receiving information without evaluation.

A person's JTI profile can often be categorised within one of the 16 basic JTI 'types'. A description of each of these 16 types is provided on the booklet 'Jung Type Indicator: The Sixteen Types' or on the website www.jungtype.com.

Sam Sample's scores on the JTI dimensions did not place him clearly into any one of the 16 JTI types. His profile rather shows features of each of the type categories ENFJ and ENFP.

- ISTJ
- ISTP
- INTP
- INTJ
- ISFJ
- ISFP
- INFP
- INFJ
- ESTJ
- ESTP
- ENTP
- ENTJ
- ESFJ
- ESFP
- ENFP
- ENFJ



PERSONALITY ASSESSMENT

Extraversion - Introversion

Sam Sample's score on this dimension falls within the middle band but still tends somewhat towards the direction of Extraversion. On the whole therefore, he will enjoy mixing and working with other people and would probably prefer time spent with others than time spent entirely alone. He will enjoy working with other people and will enjoy meeting people and making new contacts in his work.

Sam Sample will enjoy getting involved in discussion and conversation at work, whether in formal situations such as meetings or in more informal settings. He will like to make an active contribution to any discussion and will not be one of those who merely sits back and listens. He will tend to be fairly spontaneous in what he says, not necessarily planning his input carefully beforehand, but preferring instead to say what he thinks and then letting himself be influenced by the discussion as it proceeds.

He tends to be more of a practically-minded person rather than a 'thinker'. He will want to get involved in doing things rather than merely talking about things and would get frustrated if his work did not involve a fair amount of practical activity. Although he is probably able to concentrate on non-practical tasks reasonably well, he will probably find it difficult to concentrate on an entirely non-practical activity for an extended period of time. He will therefore appreciate a fair amount of variety in his work.

Sensing - Intuition

Sam Sample's score on this dimension falls basically within the middle range of the scale, though rather more towards the 'intuitive' direction. On the whole therefore, he will see the more abstract features and patterns in a situation as being of most importance, but not at the expense of important issues of detail. He will try to get an overall perspective of a situation in order to get an intuitive sense of what is happening and will pay attention to the detailed facts wherever he feels it is necessary to do so.

He will show an interest in the current needs of the organisation, but his real interest will be in future needs and possibilities. He will show some regard for traditional methods and practices, but will feel that tradition should not be allowed to get in the way of progress. He will therefore want to experiment with new methods and approaches and to encourage their introduction wherever appropriate. And since he may well feel that he has a fairly creative and innovative mind, he will probably enjoy taking an active part in the creative process himself.

Sam Sample will want to see at least some evidence for any new ideas that are proposed and would be reluctant to support the introduction of methods which are entirely unevaluated. Nevertheless, he would probably not want to see progress being hindered by an over-concern for hard evidence.



Thinking - Feeling

Sam Sample's score on this scale falls roughly within the central band of the scale but somewhat more towards the feeling end. This means that feeling and subjectivity will influence him rather more than logic and his initial appraisal of a situation will tend to be based on his spontaneous, intuitive feelings. He will apply logic where necessary though will be unlikely to sacrifice his intuitive feelings unless the opposing logical arguments are compelling.

When dealing with other people, he will want to know how they react to an idea or a proposed course of action. He will pay attention to their intuitive feelings and these will be the principal source of feedback for him. Nevertheless, he will still consider what is fair and reasonable given the requirements of a situation and will not make his decisions only on the basis of what other people feel. He will also be concerned to know about peoples' emotions and will want to express sympathy and sensitivity if others are upset or unhappy.

Judging - Perception

Sam Sample's score on this dimension falls within the middle band of the scale showing equal tendencies towards 'Judging' and 'Perception'. He will therefore value spontaneity and flexibility, but not to the extent where he will not recognise the need for careful planning. His approach to projects will be to set up a plan of action once enough information has been gained. He will plan the basics and also some of the details but will prefer to leave other details to be settled at the time.

During the project itself, he will keep a careful eye on progress to ensure that the project is on schedule and that targets are being achieved. He will want to make sure that external circumstances are not changing and will want to keep well informed if they do. If circumstances do change, he will normally think quite carefully before instituting a new plan of action. If circumstances change dramatically, then he will not find it too difficult to adapt, having kept some of his options open at the outset. He should also be able to be flexible where necessary as he will not feel completely constrained by earlier decisions he has taken.



WORK STYLE THEMES

Working Relationships

Sam Sample's natural extraversion and his tendency towards 'feeling' suggests that relationships at work will be very important to him. He is likely to seek a lot of contact with other people and will place a high value on this contact. He is likely to be very sociable and friendly and will show concern and caring for others around him.

He will enjoy co-operating with other people at work, both because he enjoys the company of other people and also because he will welcome the opportunity to be of assistance to others in their work. He will enjoy helping people with practical things, whether by co-operating with them at work tasks or by trying to help them sort out their problems and difficulties. He will also show sensitivity and tact towards others, being careful not to express his opinions in ways that could be hurtful or demotivating to the other person.

Management Style

Sam Sample's management style will involve a fair amount of active contact with his subordinates along with a reasonable amount of planning and organisation of their work. He will enjoy active involvement with the work itself and will like to maintain contact with his subordinates, giving them assistance and guidance where necessary and helping them out if they have difficulties. He will expect his subordinates to be productive in their work in terms of tangible output but will maintain a degree of flexibility in relation to both how and when tasks are completed.

His approach to project management will be to provide an initial outline plan for the project, specifying some parts of the project in detail but at the same time leaving some of the responsibility for decision making to his subordinates. He will want to keep an eye on progress and to be made aware of any problems that arise. He will also be ready to join if needed to help out his subordinates at a practical level if they are having difficulties.

Sam Sample will tend towards rather more informal relationships with his subordinates and will not want to see them paying too much respect to his 'status' as their manager. His own approach towards them will also be fairly relaxed and easy going.

He will tend to encourage his subordinates in the direction of innovation and creativity, though not entirely at the expense of traditional methods and skills. On the whole, he will want them to have an orientation towards the future and will welcome new ideas for how established practices can be improved.

Sam Sample will want to demonstrate a fair amount of sensitivity to his subordinates in his role as their manager. He will not readily criticise an individual if his work is not up to scratch and will tend rather to look for reasons, either personal or work related, which could explain the person's lowered performance.

He will see it as important to establish harmony amongst team members and will do what he can to establish effective working relationships. If there are difficulties between team members he will try to deal with them by understanding each individual's point of view and encouraging those involved to do the same.



Thinking Style

Sam Sample's orientations towards 'intuition' rather than 'sensing' and towards 'feeling' rather than 'thinking' suggest that his thinking style will tend to be non-analytical, leaning towards the hypothetical and the creative and also somewhat subjective in nature. He will enjoy working with ideas, which may occasionally be somewhat detached from reality and focused towards 'the possible' rather than 'the actual'. He will probably enjoy creative thinking in which his task is to develop new ideas, perhaps for products or services or for ways of working.

Although he is likely to be a source of new ideas, some of his ideas could be somewhat impractical or unrealistic. However, as long as he is surrounded by colleagues who are more pragmatically minded than he, his creativity could be a source of inspiration for the team.

Sam Sample's tendency towards extraversion suggests that his thinking will be more of an externalised than internalised process. He will enjoy discussion with others and he will like to use this as a means of developing his own thinking on a set of issues. He will generally prefer not to have to work on ideas entirely in isolation and will sometime need the stimulus of others around him to feed his thinking. On balance, he will prefer to communicate his ideas orally to his colleagues rather than only in written form.

Decisions and Actions

Sam Sample will enjoy seeing ideas turned into action and may often want to get involved himself at a later stage in doing whatever has been decided. However, he will not want to move forward with a decision too quickly and will try to ensure that at least a reasonable amount of time has been devoted to a careful consideration of the issues beforehand.

He will show some concern for precise details and will want to get a grasp of the basic facts when making a decision, but he will nevertheless be rather more influenced by his global, intuitive appraisal of the situation. Although he will try to take the immediate needs of the organisation into consideration when making a decision, his main emphasis will be upon the longer-term outlook.

Dependability and Structure

Sam Sample's responses to the JTI suggest that he is fairly independent-minded and unconventional in nature. He will not particularly enjoy working within traditional, hierarchical structures and will tend to see himself as having a role in encouraging the organisation to move forward in its thinking and in its approach. As a reasonably well structured and well organised person, he will be seen as someone who can normally be depended upon to achieve the goals he has set for himself. He will also be seen as someone whose ideals are important to him and as a person who can be relied upon to provide an input to organisational change.



STRENGTHS AND DEVELOPMENT AREAS

The following section lists a number of points which can be inferred from Sam Sample's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

SPECIAL STRENGTHS

Sam Sample's special strengths will come from his ability to bring others together and enhance co-operation within a team or within an organisation. He will also place a particular emphasis in his work on getting others to accept people-oriented values.

POSSIBLE SELF-DEVELOPMENT AREAS

Sam Sample's scores on each for the four JTI dimensions fell in the middle range, suggesting a balance on each of these aspects of personality. No self-development areas will therefore be reported in this section.