

**Sam Sample**  
**10 Feb 2015**

**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.

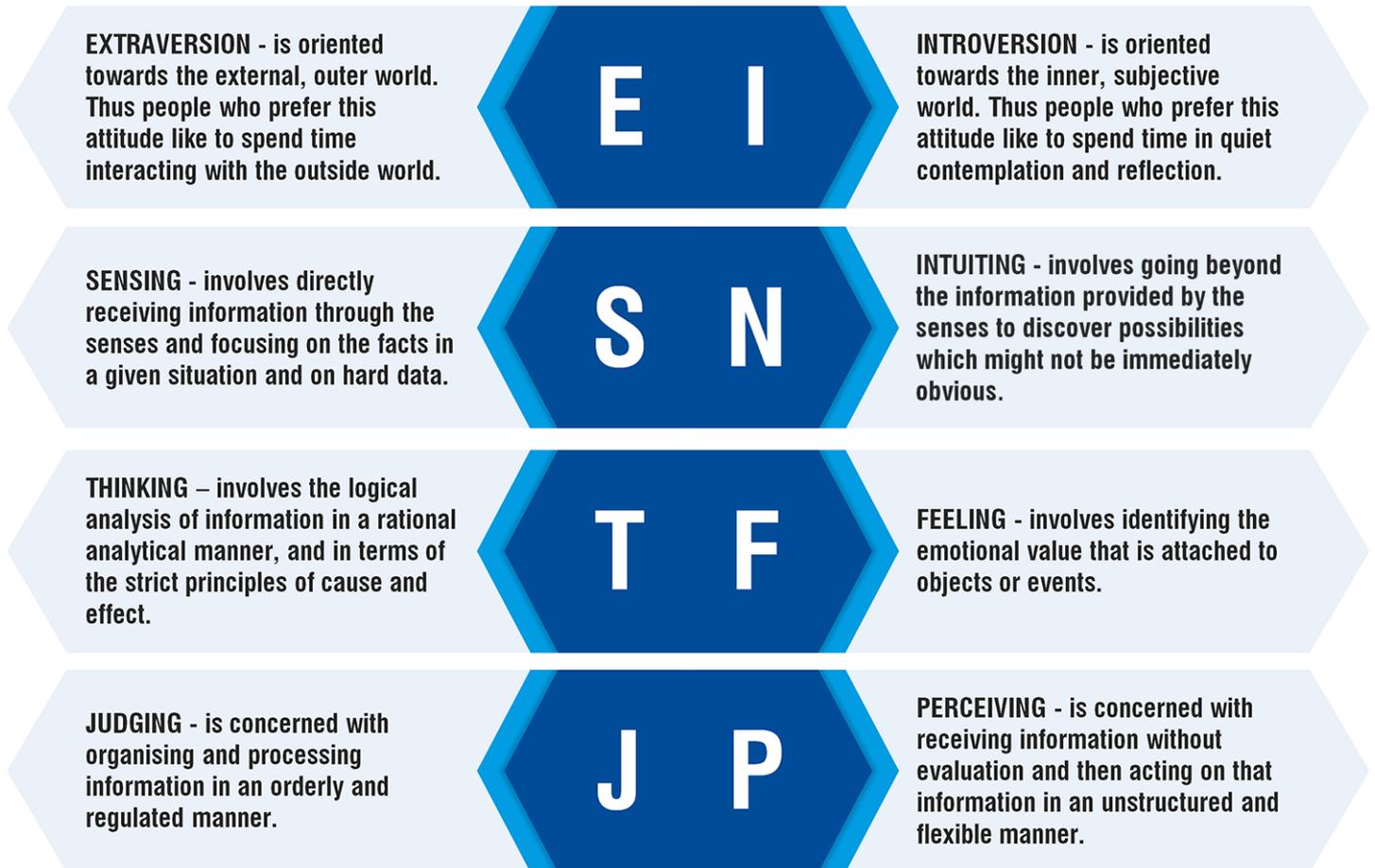
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities 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
<b>E-I</b>	<b>10</b>	<b>EXTRAVERSION</b> is oriented towards the external, outer world.		<b>INTROVERSION</b> is oriented towards the inner, subjective world.
<b>S-N</b>	<b>6</b>	<b>SENSING</b> involves directly receiving information through the senses.		<b>INTUITING</b> involves going beyond the information provided by the senses.
<b>T-F</b>	<b>3</b>	<b>THINKING</b> involves the logical analysis of information in a rational analytical manner.		<b>FEELING</b> involves identifying the emotional value that is attached to objects or events.
<b>J-P</b>	<b>4</b>	<b>JUDGING</b> is concerned with organising and processing information in an orderly and regulated manner.		<b>PERCEIVING</b> 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](http://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 ISTJ and INTJ.

<b>ISTJ</b>	<b>ISTP</b>	<b>INTP</b>	<b>INTJ</b>
<b>ISFJ</b>	<b>ISFP</b>	<b>INFP</b>	<b>INFJ</b>
<b>ESTJ</b>	<b>ESTP</b>	<b>ENTP</b>	<b>ENTJ</b>
<b>ESFJ</b>	<b>ESFP</b>	<b>ENFP</b>	<b>ENFJ</b>



## PERSONALITY ASSESSMENT

### Extraversion - Introversion

Sam Sample's score on this dimension places him right at the extreme introverted end of the scale. He will therefore greatly enjoy time spent by himself, absorbed in his own thoughts and ideas. He will far prefer to spend his time at work by himself and may see contact with other people as a distraction from what he is really interested in doing. He will enjoy work which involves deep concentration and requires him to apply himself undisturbed for extended periods of time.

When he does need to communicate with others at work, he will tend to say what has to be said rather than waste time, as he may see it, in idle conversation. His contributions to meetings will be precise and to the point and usually carefully thought out beforehand. He will rarely speak out spontaneously without having given at least some consideration to what he is going to say and will keep his contributions to a minimum, preferring to let others do the talking. In contrast, he is likely to communicate far more effectively in writing and this, for him, will be the preferred method of communication.

If his work happens to be essentially practical in nature, then he is likely to get absorbed by the processes of what he is doing and may spend much of his time lost in thought. Otherwise, he will have little interest in practical issues and would far prefer to make his contribution in terms of his thinking rather than his actions.

At the social level, Sam Sample will probably enjoy the company of a few close friends and colleagues rather than having a wide circle of contacts and associates. He will show little interest in meeting new people and would far prefer to concentrate on the relationships he already has.

### Sensing - Intuition

Sam Sample's score on this dimension falls within the middle band, showing more or less equal tendencies towards sensing and intuition. He is likely therefore to show a good balance between attention to detail on the one hand and concern with the abstract and underlying features of a situation on the other. He will want to look for patterns in a situation and try to interpret the situation in an abstract way but will also be keen to ensure that he has made an accurate appraisal of the facts of the situation in the first place.

He will be concerned to see that any proposed innovations are well supported by evidence, and if evidence is lacking, then he will want to see a program of careful evaluation put in place. At the same time however, he will encourage innovation and change wherever he believes this is called for. In considering any course of action, he will be concerned with the future needs of the organisation but not at the expense of the immediate needs. Solutions which will only work in the long term will not be satisfactory to him if they do not also deal with the present realities.

Where innovation is called for, Sam Sample will be happy to join in the innovation process himself and will probably feel that he has at least some capability for creativity. He will feel reasonably content with working at the hypothetical / conceptual level but will also feel himself able to deal with concrete issues which require an accurate appraisal of the facts of a situation.



## Thinking - Feeling

On this dimension, Sam Sample scores fairly strongly in the direction of Thinking. He will therefore feel it is important to use a logical approach, both when dealing with things and when dealing with people. He will try as far as possible not to let himself be influenced by his feelings about a situation and will also try not to let himself be influenced by the feelings other people may express.

If people do attempt to appeal to him at an emotional level, this will generally not be particularly successful as he will be more interested in the facts of a person's situation rather than what they are feeling. He will attempt to deal with people on the basis of what is fair and just rather than on the basis of sentimentality.

Sam Sample will generally be fairly direct with people and will not worry too much about speaking his mind, even if others do not greatly like what he has to say. This is not because he is not concerned about others' feelings but because he will consider it important that decisions be taken without recourse to sentiment.

## Judging - Perception

Sam Sample's score on this dimension falls within the central band of the scale but somewhat towards the Judging side of the dimension. He will therefore consider that planning in detail is of importance if he is to achieve his objectives. When taking on a project he will ensure that each stage has been carefully considered and that intermediary targets have been set for himself or others to achieve as part of the overall project schedule.

During the project itself, he will want to keep a careful eye on progress to ensure that targets are being met and all is going ahead as it should. If the circumstances change, he will prefer to think carefully about alternative courses of action rather than be rushed into a decision. If the situation changes greatly, he will be prepared to take immediate action but he will prefer to cover in advance for such eventualities by prior planning wherever possible.



## WORK STYLE THEMES

### Working Relationships

Sam Sample's very high level of Introversion and his tendency towards 'Thinking' rather than 'Feeling' suggest that he will not see his relationships at work as being of particular importance to him. He is unlikely to seek contact with others at work and will place relatively little value on what contact he does have. He may at times give the impression of not being particularly sociable and will tend not to show any great interest in people at a more personal level.

He will prefer to work alone rather than with others and will not particularly enjoy co-operating in group tasks, preferring to make his contribution at an individual level and leaving it to others to incorporate the results of his work into the group effort. Being analytically-minded, he may sometimes take a fairly critical standpoint when evaluating the work of others and he may at times fail to take other peoples' sensitivities into consideration when expressing his point of view.

### Management Style

Sam Sample's style of management will generally be to lead by organisation and by example rather than by active participation. He will tend not to get involved in the work itself, but will organise the work of his subordinates 'from a distance', as it were. At the beginning of a project, he will set out the responsibilities of each member of the team, set them targets and objectives and provide a schedule for the project as a whole. He will typically set out his requirements in writing, showing how each element of the project will fit in with the whole.

During the project itself, he will expect his subordinates to keep him informed of progress. If there are problems, he will want his subordinates to think them through themselves and to find their own solution rather than actively joining in himself to sort things out. If they are unable to deal with the problems, he will then set out, often in writing, what changes should be made to the initial plans and what course of action those involved should take.

On the whole, Sam Sample will want to see a balance between formality and informality in his relationships with his subordinates. On the one hand, he will expect them to show at least some regard for his position as their manager and will expect a reasonable degree of conscientiousness from them, but on the other hand he will want them to feel that status should not get in the way of an effective working relationship and so will therefore encourage his subordinates to be reasonably informal with him.

He will want to see innovation and a forward looking orientation from his subordinates but will also emphasise to them the importance of a firm foundation of traditional skills and approaches. At the same time, he will also discourage either extreme adherence to traditional methods or overly radical ideas which do not have at least some basis in terms of current realities.

Sam Sample will feel it is important to demonstrate firmness with his subordinates and so will be prepared to be direct where necessary. If he feels an individual's work is not up to standard, he will bring it to the person's attention and will make it clear to them what improvements are needed. He may sometimes feel that the requirements of the job or the organisation are more important than individual sensitivities and, as a consequence, may occasionally be perceived by his subordinates as not taking their personal needs and feelings into consideration.

He will see the need for effective working relationships between his subordinates, but will not feel this to be crucial as long as team performance as a whole is not suffering. If there are difficulties between team members, then he will take a fairly systematic approach to evaluating each side's point of view and suggesting a resolution where possible.



## Thinking Style

Sam Sample's orientation towards 'thinking' rather than 'feeling' suggests that his thinking style will tend to be analytic in nature. He will enjoy working both with facts and with ideas and will enjoy subjecting new ideas to critical appraisal, both in relation to the logic of the ideas and the evidence in support of them. He will show some tendency towards creativity in his thinking, though will also maintain his thinking within the bounds of what is practical and of relevance to current realities.

Sam Sample's very high level of introversion suggests that his thinking will be very strongly internalised in nature. He will need isolation from others if his thinking is to be at its best and he may not find discussion with others to be a useful process at all in shaping his thinking. He will probably show a very strong preference for communicating his ideas in writing rather than presenting them orally to colleagues.

## Decisions and Actions

Sam Sample will tend to make decisions fairly quickly, preferring to see an idea or project getting off the ground without unnecessary delay. He will tend therefore to take a decision as soon as he feels sufficient information has been gained and will not want to devote a particularly large amount of time to detailed evaluation or consultation. His own role in this process however will be much more that of the decision-maker rather than that of the action-taker, far preferring to leave the required actions to others and so allowing himself more time to devote to the more thought-oriented processes involved in his work.

He will feel it important to gain a global picture of the situation before making a decision but will also want to make sure that he has paid attention to the specific details. In any decision he takes, he will try to achieve a balance between consideration of the longer-term needs of the organisation and the more immediate and pressing needs of the situation.

## Dependability and Structure

Sam Sample's responses to the JTI suggest that he will show a regard for basic organisational values and will fit in quite well with traditional hierarchical structures. He will show a reasonable independence of mind but will still feel a sense of duty in his work. His high level of structure and organisation and his orientation towards task completion should mean that he will be seen as a dependable individual who can be relied on to do what is asked of him by the organisation and by his managers.



## 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 lie in the combination of his conceptual, theoretical and critical thinking abilities with his determination to achieve the goals he sets out for himself.

### POSSIBLE SELF-DEVELOPMENT AREAS

The following are areas which may possibly be of value for Sam Sample to look into in relation to his future self-development. Since the JTI assesses only a person's preferences rather than their actual skills or behaviour, it may be that Sam Sample has already developed his capabilities in some of the areas mentioned below:

- He may need to externalise his thoughts rather more and to communicate his ideas to others more directly and on a more frequent basis.
- He may need to shift the balance from merely thinking about issues to the taking of positive and direct action.
- He may need to use discussion with others rather more as a way of opening himself to ideas which differ from his own.
- He may need to take other peoples' feelings into consideration rather more when deciding on a course of action.
- He may need to pay attention to some of his more subjective feelings and learn to discriminate which of these feelings can contribute in a positive way to his normally objective and analytical style.