

Sam Sample
10 Feb 2015

SOLUTIONS

JUNG PERSONALITY TYPES

**SOLUTIONS
DEVELOPMENT**



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. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

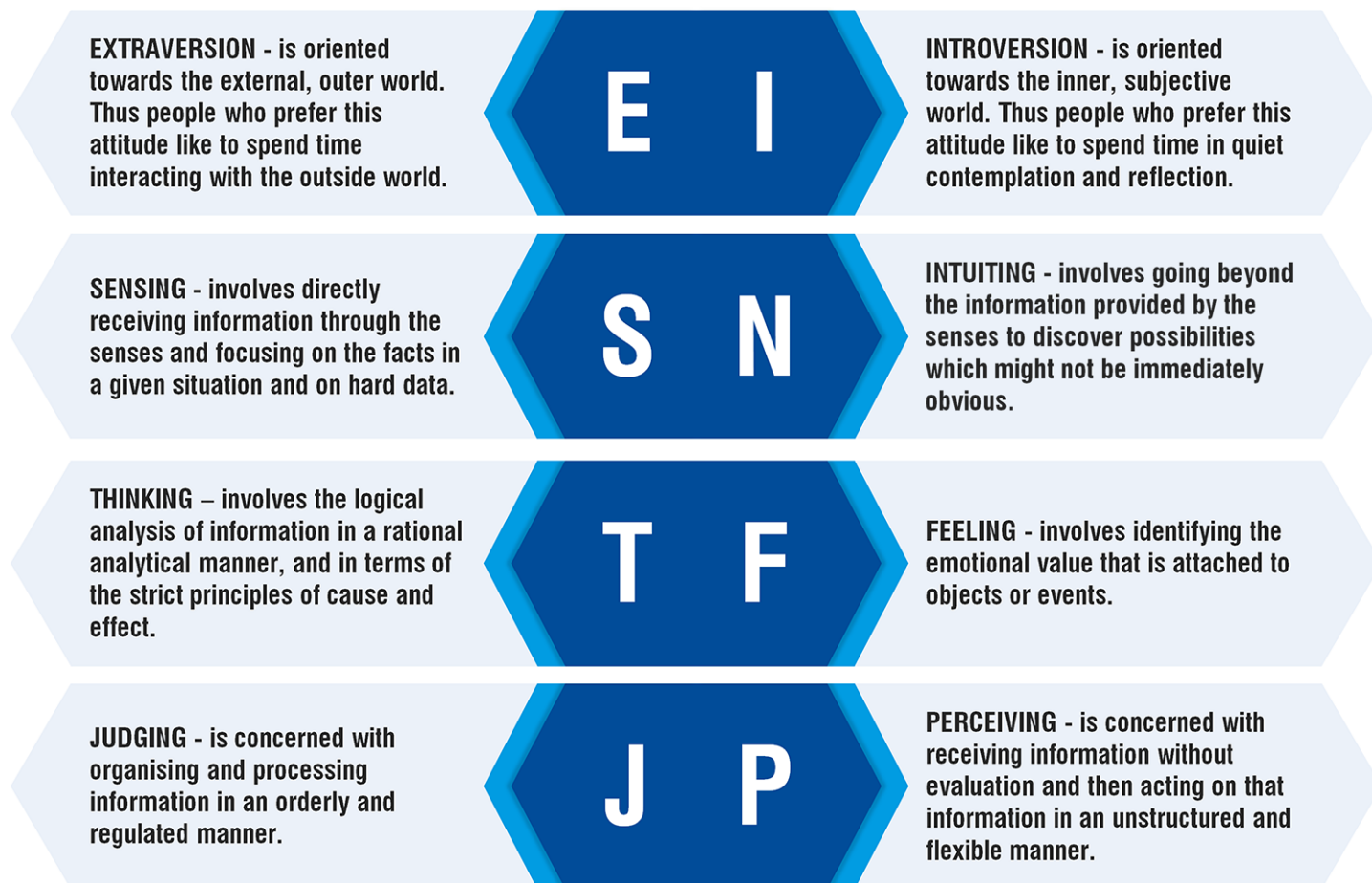
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities 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, guidance, interpersonal communication and team building.

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.



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	9	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	5	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	3	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 INTJ and INFJ

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 places him strongly in the direction of introversion. He will therefore very much enjoy time spent by himself and will enjoy being absorbed in his own thoughts and ideas. At work, he will far prefer to work by himself and may not particularly enjoy being distracted from his work by the need to communicate with others. He will enjoy dealing with tasks that require undisturbed concentration and will usually be able to apply himself to such tasks without difficulty.

When he does need to make contact with others, he will tend to be precise and to the point and is unlikely to let himself get drawn into conversation on matters unrelated to work. At meetings, he will carefully consider what he wishes to say beforehand and then keep his contribution to a minimum, preferring to let others do most of the talking. He will rarely speak out spontaneously at a meeting, unless he feels it is particularly necessary to do so. In contrast, he will communicate much more effectively and efficiently in writing, this being for him the preferred method of communication.

If his work is practical in nature, then he is likely to concentrate carefully on what he is doing and will tend to be absorbed by the processes which are involved in his work. Otherwise, he will have relatively little interest in practical matters, being far more concerned to make his contribution in terms of his ideas 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 not show a great deal of interest in meeting new people and will probably rather concentrate on the relationships he already has.

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 within the middle band, showing more or less equal tendencies towards 'Thinking' and 'Feeling'. He will therefore approach most situations initially from a logical perspective but will then try to factor into the analysis his more subjective appraisal of the situation based on his intuitions and his 'gut reactions'.

When dealing with people, Sam Sample will try to strike a balance between how people feel and the requirements of the situation. He will want to know if anyone might be adversely affected by a proposed course of action and will pay attention to their reactions. Nevertheless, he will be firm when necessary, trying at the same time to be fair to all concerned.

Sam Sample will also show a reasonable amount of interest in people at the emotional level. He will want to know how they are feeling and will be prepared to help if people are experiencing difficulties. At the same time, he will not let himself be influenced unduly and will be able to remain more detached if he feels the situation warrants it.

Judging - Perception

Sam Sample's score on this dimension falls fairly strongly in the direction of 'Judging'. It will therefore be very important to him that he achieves the objectives that he has set for himself or that others have set for him at work. In preparing a project, he will set out a detailed plan of action without delay and will ensure that targets are specified at each stage along the way. He will prepare an overall schedule for the project and will check to see that resources will be available when they are needed.

He will try to monitor progress wherever possible during the course of the project in order to ensure that deadlines and targets are being met. If the circumstances change, he will not be rushed into immediate action but will take his time to carefully consider the changed situation and to plan an alternative course of action. If the situation changes dramatically, he may not find it particularly easy to adapt his original plans since his preference is for planned rather than unplanned action. He will instead try instead to anticipate all such eventualities at the outset to ensure that as many contingencies as possible are covered in advance.



WORK STYLE THEMES

Working Relationships

Sam Sample's very high level of introversion combined with his balance between 'Thinking' and 'Feeling' suggests that although relationships at work may hold some importance to him at the personal level, he may not particularly value a high level of contact with others at work. He is likely to be seen as a reasonably friendly person who is often quite considerate though not especially sociable, preferring to spend the greater part of his time working by himself rather than with others.

He will not particularly enjoy co-operating in group tasks and would rather make his contribution at an individual level, leaving it to others to incorporate the results of his work into the group effort. However, when he does have to work with others, he will try to co-operate and will take a fairly constructive attitude rather than being especially critical. If he does disagree with others, he may not feel particularly inclined to say so unless it is on an issue that he considers to be important. When he does speak his mind, he will do so with a reasonable amount of tact and discretion and will try to take peoples' sensitivities into consideration where possible.

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.

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.

In general, Sam Sample will try to strike a balance between firmness on the one hand and sensitivity on the other. If he feels an individual's work is not up to standard, then he will be prepared to raise it with them and will be prepared to be reasonably direct about it, but he will also want to understand the individual's perspective as well and will want to know if particular personal or work circumstances may be contributing to the observed poor performance.

He will be concerned about harmony within the team but will not see this as essential if the team are already performing up to standard. He will want to see that individuals are able to co-operate effectively with one another and are able to work together as colleagues and, if this is not so, then he may be prepared to raise it as an issue for discussion.



Thinking Style

Sam Sample's orientation towards 'intuition' rather than 'sensing' suggests that his thinking style will tend towards innovation and creativity. He is likely to enjoy working both with conceptual / theoretical ideas and also ideas of a more subjective nature. He will tend to focus on possibilities for the future rather than current realities and will enjoy having responsibility for the development of new ideas or new ways of working. Although he will take a fairly analytic approach in his thinking, his ideas may not always be especially pragmatic and he would be best placed working with others who are able to bring a more realistic perspective to the ideas he contributes.

Sam Sample's high level of introversion suggests that his thinking will be strongly internalised in nature. He will need isolation from others if his thinking is to be at its best and he will generally not find discussion with others to be a useful process in shaping his thinking. He will probably show a strong preference for communicating his ideas in writing rather than presenting them only in oral form 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 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 will be somewhat unconventional in his ideas and independent-minded by nature. He will be motivated principally by his desire to bring about change in an organisation and his ideals will be a force which will determine his actions. He will be seen as someone who can be depended upon to achieve the goals that he sets for himself though also as someone whose path will sometimes be of his own choosing. Where his ideals do not match those of the organisation, then he will be inclined to want the organisation to change its direction rather than changing to fit the organisation himself.



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 learn to be more flexible when preparing for a major project and not plan everything in such fine detail.
- He may need to learn to trust his own ability to cope in a crisis where things do not go as he had expected or planned.
- He may need to delay decision making and implementation for a little longer until he is sure he has gathered all information which will be relevant to his final decision.