



This profile is designed to help you understand your results on the *Myers-Briggs Type Indicator*® (MBTI®) assessment. Based on your individual responses, the MBTI instrument produces results to identify which of sixteen different personality types best describes you. Your personality type represents your preferences in four separate categories, with each category composed of two opposite poles. The four categories describe key areas that combine to form the basis of a person's personality as follows:

- **Where you focus your attention – Extraversion (E) or Introversion (I)**
- **The way you take in information – Sensing (S) or INTuition (N)**
- **The way you make decisions – Thinking (T) or Feeling (F)**
- **How you deal with the outer world – Judging (J) or Perceiving (P)**

Your MBTI type is indicated by the four letters representing your preferences. Based on your responses to the assessment, your reported MBTI type is ESTJ, also described as Extraverted Thinking with Sensing. Your results are highlighted below.

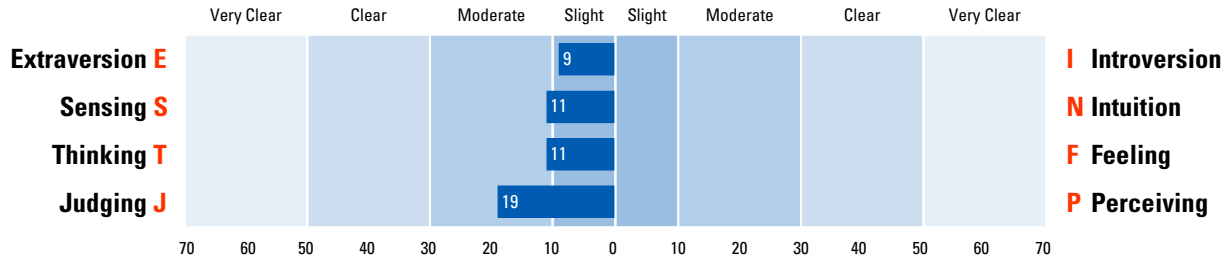
**Reported Type: ESTJ**

<b>Where you focus your attention</b>	<b>E</b> <b>Extraversion</b> People who prefer Extraversion tend to focus their attention on the outer world of people and things.	<b>I</b> <b>Introversion</b> People who prefer Introversion tend to focus their attention on the inner world of ideas and impressions.
<b>The way you take in information</b>	<b>S</b> <b>Sensing</b> People who prefer Sensing tend to take in information through the five senses and focus on the here and now.	<b>N</b> <b>Intuition</b> People who prefer Intuition tend to take in information from patterns and the big picture, and focus on future possibilities.
<b>The way you make decisions</b>	<b>T</b> <b>Thinking</b> People who prefer Thinking tend to make decisions based primarily on logic, and on objective analysis of cause and effect.	<b>F</b> <b>Feeling</b> People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centred concerns.
<b>How you deal with the outer world</b>	<b>J</b> <b>Judging</b> People who prefer Judging tend to like a planned and organised approach to life, and prefer to have things settled.	<b>P</b> <b>Perceiving</b> People who prefer Perceiving tend to like a flexible and spontaneous approach to life, and prefer to keep their options open.

Your responses to the MBTI assessment not only indicate your preferences; they also indicate the relative *clarity* of your preferences – that is, how clear you were in expressing your preference for a particular pole over its opposite. This is known as the *preference clarity index*, or pci. The bar graph on the next page charts your pci results. Note that a longer bar suggests you are quite sure about your preference, while a shorter bar suggests you are less sure about that preference.



**Clarity of Reported Preferences: ESTJ**



**PCI Results** Extraversion 9 Sensing 11 Thinking 11 Judging 19

Your type professional can give you more insight into your Profile results as well as elaborate on the type description provided for you in the chart below. Does the description of your reported type seem to fit you? Many people find that their MBTI results describe them quite well. For others, changing a letter or two may help them discover an MBTI type that more accurately captures their personality. If you feel the characteristics do not fit you quite right, the person who administered the MBTI instrument can help you identify a better-fitting type.

**Type Description: ESTJ**

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

- Decisive, clear and assertive
- Logical, analytical and objectively critical
- Adept at organising projects, procedures and people
- Likely to value competence, efficiency and results
- Likely to prefer proven systems and procedures
- Focused on the present, applying relevant past experience to deal with problems
- Usually seen by others as conscientious, dependable, decisive, outspoken and self-confident

Each type, or combination of preferences, tends to be characterised by its own interests, values and unique gifts. Whatever your preferences, you may use some behaviours that are characteristic of contrasting preferences. For a more complete discussion of the sixteen types, and applications such as career choice, relationships and problem solving, see the *Introduction to Type®* booklet by Isabel Briggs Myers (1998) or *Gifts Differing* by Isabel Briggs Myers with Peter B. Myers (1995). These publications and many others to help you understand your personality type are available from CPP, Inc.

