

English Edition

Interpretive Report

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Report prepared for
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The MBTI® Personality Assessment

This Step II™ report is an in-depth, personalised description of your personality preferences, derived from your answers to the *Myers-Briggs Type Indicator*® Step II European Edition. It includes your Step I™ results (your four-letter type), along with your Step II results, which show some of the unique ways that you express your Step I type.

The MBTI® instrument was developed by Isabel Myers and Katharine Briggs as an application of Carl Jung's theory of psychological types. This theory suggests that we have opposing ways of gaining energy (Extraversion or Introversion), gathering or becoming aware of information (Sensing or Intuition), deciding on or coming to a conclusion about that information (Thinking or Feeling), and dealing with the world around us (Judging or Perceiving).

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| <ul style="list-style-type: none"> ▪ If you prefer Extraversion, you focus on the outside world to get energy through interacting with people and/or doing things. | <ul style="list-style-type: none"> ▪ If you prefer Introversion, you focus on the inner world and get energy through reflecting on information, ideas and/or concepts. |
| <ul style="list-style-type: none"> ▪ If you prefer Sensing, you notice and trust facts, details and present realities. | <ul style="list-style-type: none"> ▪ If you prefer Intuition, you attend to and trust inter-relationships, theories and future possibilities. |
| <ul style="list-style-type: none"> ▪ If you prefer Thinking, you make decisions using logical, objective analysis. | <ul style="list-style-type: none"> ▪ If you prefer Feeling, you make decisions to create harmony by applying person-centred values. |
| <ul style="list-style-type: none"> ▪ If you prefer Judging, you tend to be organised and orderly and make decisions quickly. | <ul style="list-style-type: none"> ▪ If you prefer Perceiving, you tend to be flexible and adaptable and keep your options open as long as possible. |

It is assumed that you use each of these eight parts of your personality but prefer one in each area, just as you have a natural preference for using one hand rather than the other. No preference pole is better or more desirable than its opposite.

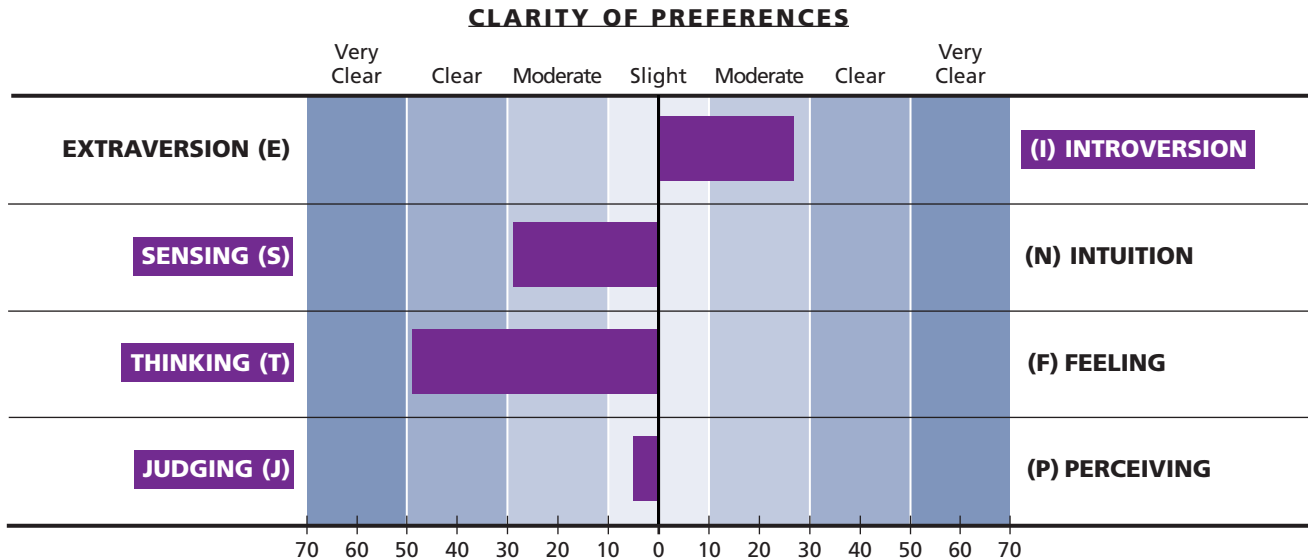
The MBTI instrument is not a measure of your skills or abilities in any area. Rather it is a way to help you become aware of your particular style and to better understand and appreciate the helpful ways that people differ from one another.

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

Your Step I™ Results

The graph below and the paragraphs that follow it provide information about the personality type you have reported. Each of the four preferences you indicated is shown by a bar on that side. The longer the bar, the more clearly you have expressed that preference.



Your type came out to be
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, hard working, and careful with particulars and procedures. When they see something that needs to be done, ISTJs accept the responsibility.

They do not 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 organisation and accuracy. People can count on them to notice what needs to be done and follow through in a careful, methodical and timely manner.

DOES THIS TYPE FIT YOU?

Note the parts of the description above that fit you and any that don’t. Your Step II results on the next pages may help to clarify any areas that do not describe you well. If the Step I type you reported does not fit, your Step II results may help suggest a different type that is more accurate for you.

Your Step II™ Facet Results

Your personality is complex and dynamic. The Step II tool describes some of that complexity by showing your results on five different parts or *facets* of each of the MBTI instrument's four pairs of opposite preferences shown below.

<p>EXTRAVERSION (E) ↔ (I) INTROVERSION</p> <p>Initiating Expressive Gregarious Active Enthusiastic</p>	<p>Receiving Contained Intimate Reflective Quiet</p>	<p>SENSING (S) ↔ (N) INTUITION</p> <p>Concrete Realistic Practical Experiential Traditional</p>	<p>Abstract Imaginative Conceptual Theoretical Original</p>
<p>THINKING (T) ↔ (F) FEELING</p> <p>Logical Reasonable Questioning Critical Tough</p>	<p>Empathetic Compassionate Accommodating Accepting Tender</p>	<p>JUDGING (J) ↔ (P) PERCEIVING</p> <p>Systematic Planful Early Starting Scheduled Methodical</p>	<p>Casual Open-Ended Pressure-Prompted Spontaneous Emergent</p>

When reviewing your results, bear in mind that:

- Each facet has two opposite poles. You are more likely to favour the pole that is on the same side as your overall preference (an *in-preference* result) - for example, the Initiating pole if you prefer Extraversion or the Receiving pole if you prefer Introversion.
- For any particular facet, you might favour a pole that is opposite to your overall preference (an *out-of-preference* result) or show no clear preference for either pole (a *Midzone* result).
- Knowing your preferences on these twenty facets can help you to better understand your unique way of experiencing and expressing your type.

HOW TO READ YOUR STEP II™ RESULTS

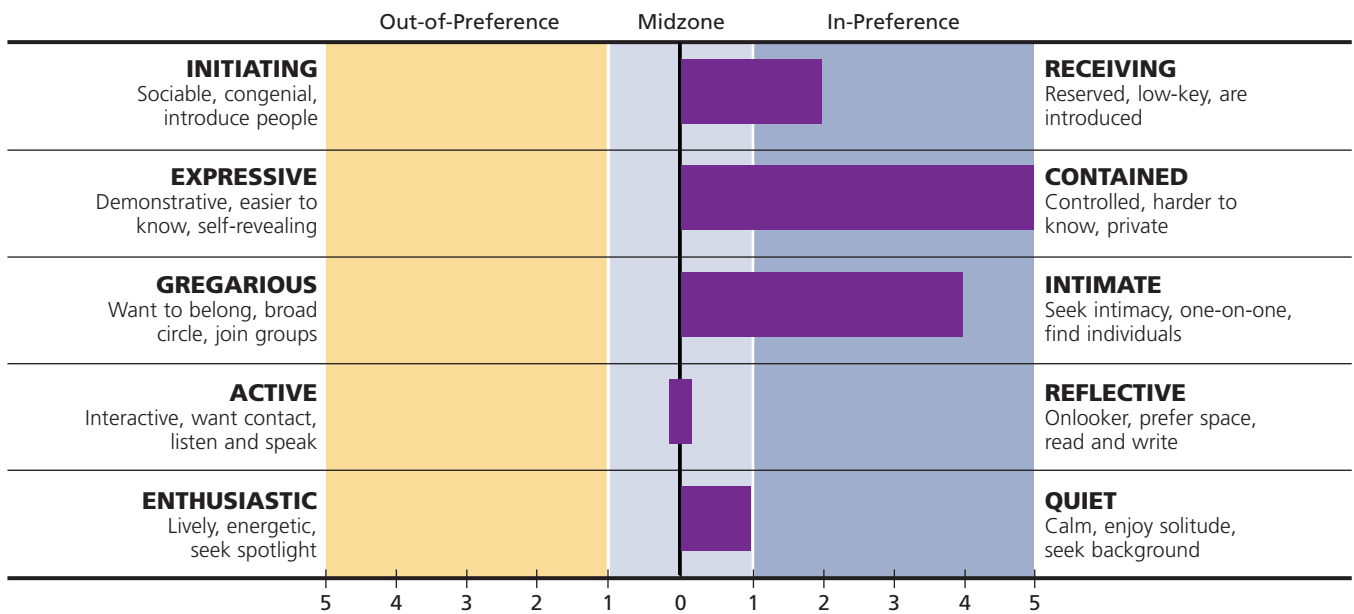
The next few pages give you information for each set of facets. Each page has a graph of your results on the facets. The graph gives:

- Brief definitions of the MBTI Step I preferences shown.
- The names of the five facet poles associated with each MBTI preference, along with three descriptive words or phrases for each facet pole.
- A bar showing the pole you prefer or the Midzone. The length of that bar shows how clearly you reported your preference for that pole. By looking at the graph, you can see whether your result on a facet is in-preference (scores of 2–5 on the same side as your preference), out-of-preference (scores of 2–5 on the side opposite your preference) or in the Midzone (scores of 0 or 1).

Below the graph are statements that describe the characteristics of each in-preference, out-of-preference or Midzone result. If a set of statements does not seem to fit, perhaps you would be better described by the opposite pole or by the Midzone. To understand an opposite facet pole, look at the three words or phrases that describe it on the graph.

EXTRAVERSION (E)
Directing energy towards the outer world of people and objects

(I) INTROVERSION
Directing energy towards the inner world of experience and ideas



Receiving (in-preference)

- Consider social obligations unimportant and leave them to others.
- Prefer in-depth discussion about important issues; hate small talk.
- May be seen by others as quiet and shy.
- Believe it is intrusive to set people up socially and don't want others to do it for you.
- Find telephone calls to be unwelcome interruptions.
- Prefer to be alone when you do have to make phone calls, especially social calls.

Contained (in-preference)

- Keep your feelings and interests to yourself; when you do open up, others take notice.
- Are seen by others as hard to get to know because you process so much inside.
- Assume others will be uninterested in your thoughts.
- Feel capable of solving problems on your own and prefer doing so.
- Find it very hard to discuss what upsets you, especially when you are extremely distressed.

Intimate (in-preference)

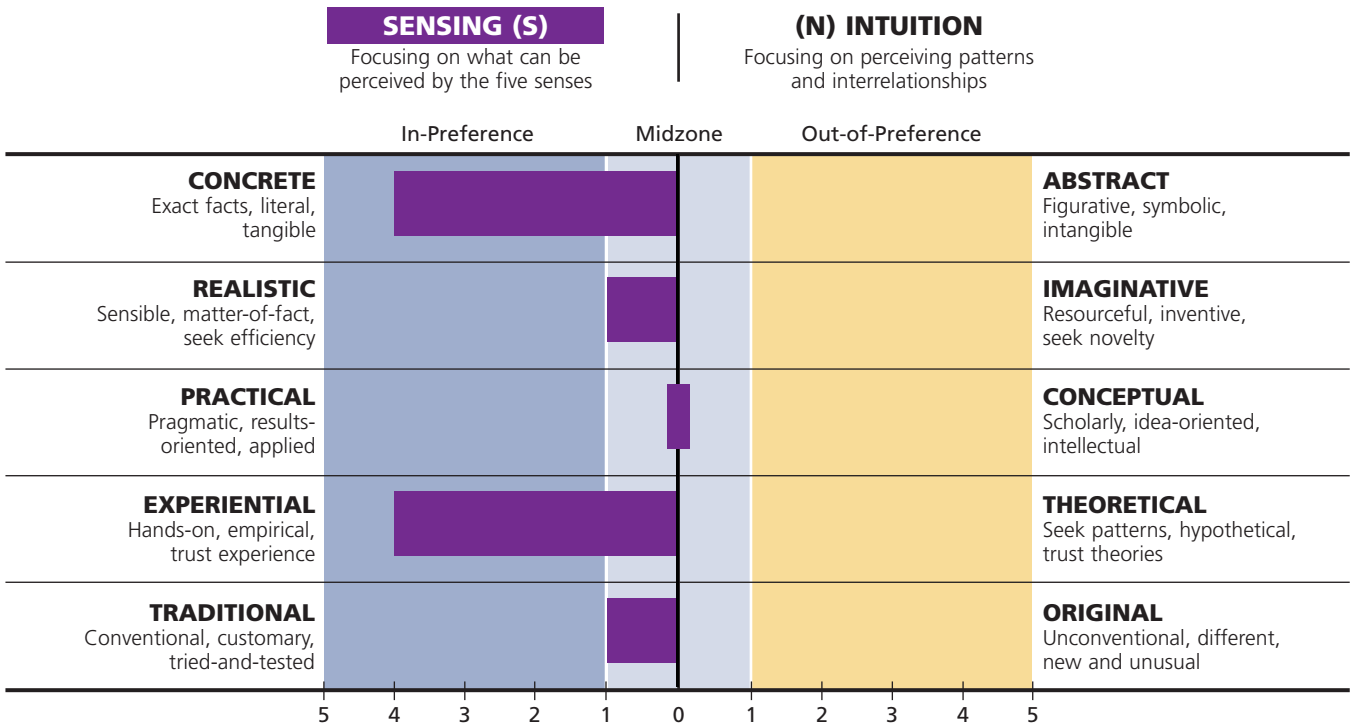
- Would rather relate to a few significant others than be in a large group.
- Draw sharp distinctions between friends and acquaintances.
- Seek close, one-on-one, in-depth involvement with others.
- Respect others' individuality and want the same respect in turn.
- Need to trust people before sharing much about yourself.

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.

Enthusiastic-Quiet (Midzone)

- Readily show enthusiasm when you know the people or the topic well; otherwise, you stay in the background.
- Find that your desire for quiet or action depends on how full or quiet your day has been.
- Are seen quite differently by the people who regularly see your enthusiastic side and the people who regularly see your quiet side.



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.

Realistic-Imaginative (Midzone)

- Like to search for and find new ideas or methods.
- Carefully avoid embracing anything that seems too far-fetched or involves a lengthy search.
- Move relatively quickly to see how your ideas work and what their limits are.
- Stay in touch with the common sense aspects of any situation.

Practical-Conceptual (Midzone)

- Blend pragmatism and curiosity.
- Enjoy alternating back and forth between ideas and their applications.
- Search out new ideas and meanings.
- Want to see your best ideas used, not just thought about.

Experiential (in-preference)

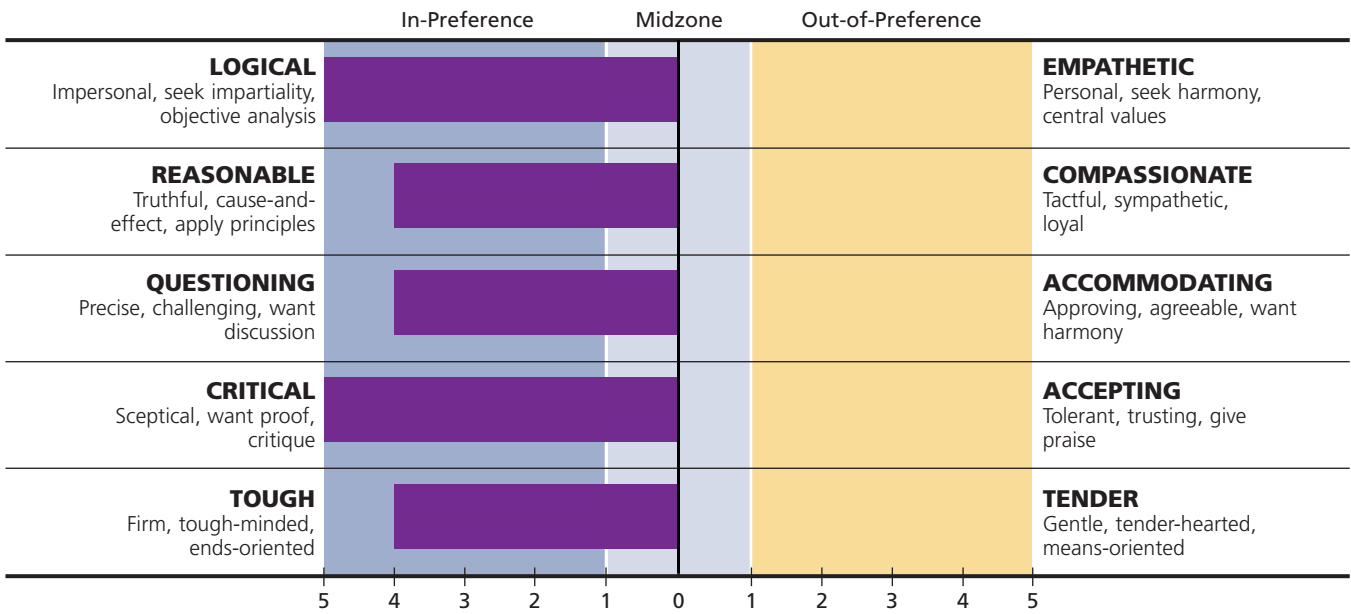
- Learn best from direct, hands-on experience and rely on it to guide you.
- Are careful not to generalise too much.
- Focus more on the past and present than the future.
- Concentrate on what is happening now rather than thinking about meanings and theories.
- May sometimes get stuck on details at the expense of larger considerations.

Traditional-Original (Midzone)

- Are comfortable following established and proven methods.
- Are eager to change procedures that don't work.
- Value some traditions in family and work activities.
- Prefer a conventional approach but are willing to consider an innovative one.
- Enjoy novelty when it doesn't conflict with your traditional values.

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

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



Logical (in-preference)

- Believe that logical analysis is best for decision making.
- Use sequential reasoning, with premises and defined rules, to reach consistent conclusions.
- Use hard data to make your decisions.
- Focus on cause and effect.
- Like to maintain clear boundaries between issues.
- Can easily identify the pros and cons of an issue.

Reasonable (in-preference)

- Use reasoning to make decisions.
- Approach situations as an impartial observer.
- Are confident and clear about your objectives and decisions.
- Live your life logically, with premises leading to conclusions.
- View situations objectively and analytically.

Questioning (in-preference)

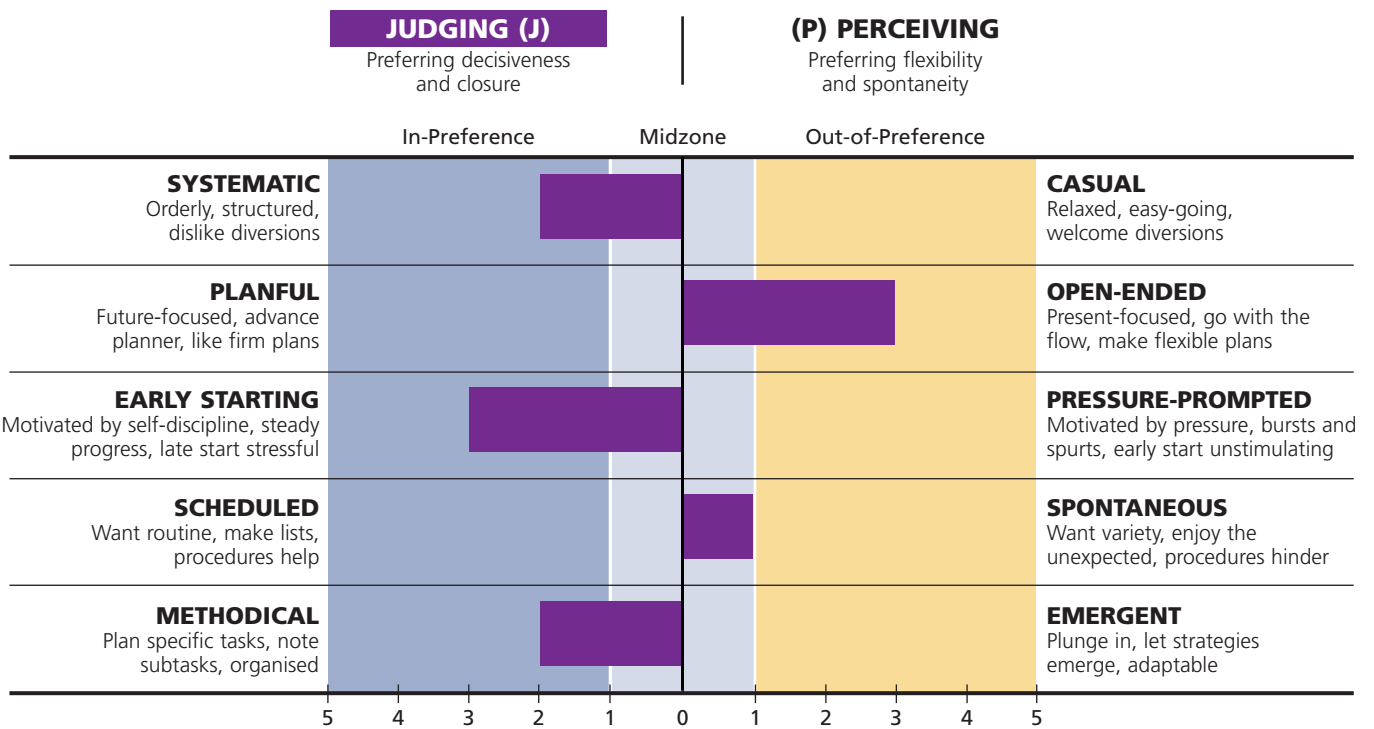
- Are intellectually independent.
- Use questions to clarify ideas.
- Are precise in your questions, liking to zero in on discrepancies.
- May need to have all of your questions answered before you can trust any conclusions.
- Are tenacious in getting the answers that you need.
- Feel questioning is appropriate, even if something is already right.

Critical (in-preference)

- Are argumentative and sceptical.
- Appear almost unemotional in your interactions.
- Take little for granted and concede little.
- Like to clarify what is wrong, as nothing is perfect.
- Like to critique and are surprised when others don't accept critiques as justified and helpful.
- Engage in critique rather than criticism when at your best.

Tough (in-preference)

- Like to use intellectual and interpersonal pressure to get your own way.
- Focus single-mindedly on achieving your objective.
- May assume that there are no alternatives or that 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.



Systematic (in-preference)

- Live by the motto "Be prepared!"
- Plan for the worst-case scenario with many contingencies in place.
- Work within a superstructure of efficiency.
- Dislike any kind of diversion.
- Do not like surprises.

Open-Ended (out-of-preference)

- Are reluctant to be locked into a long-range plan, especially in your leisure activities.
- Have a sense of adventure about the unexpected.
- Try to avoid too much structure and advance social commitments.
- Like to take advantage of chance events.

Early Starting (in-preference)

- Allow yourself plenty of time to accomplish an activity efficiently.
- Don't like feeling overwhelmed with too much to do.
- Arrange your world so you don't have to deal with last-minute rushes.
- Work on multiple tasks comfortably by starting ahead of time and working on each task for short, concentrated periods of time.
- Can't forget incomplete tasks; feel calm and satisfied when you complete something.

Scheduled-Spontaneous (Midzone)

- Welcome a moderate amount of routine in your life.
- Feel that some routine provides predictability as well as freedom to respond to opportunities.
- See routine as helpful in your work life but find it confining at home - or vice versa.

Methodical (in-preference)

- Develop detailed plans for the task at hand.
- Define the subtasks of your work, including the order in which things should happen.
- Thoroughly prepare in precise ways, specifying all the steps needed to accomplish the goal.
- Are likely to deliver what you have prepared in advance with little deviation.

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.
- Realising that others are probably not trying to annoy you when they use their own communication styles.

Your Facet Result	Communication Style	Enhancing Communication
Receiving	Focus on the task to be done rather than social expectations about introducing people.	Consider that sometimes the task may be better done when people know one another first.
Contained	Keep your thoughts and emotional reactions to yourself.	Recognise when it's really important to say how you feel and then speak accordingly.
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–Quiet Midzone	Show your enthusiasm or not, depending on your interest in the topic.	Be aware that people will see different sides of you (depending on the context) and may be confused.
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.
Critical	Naturally take a critiquing stance to just about everything.	Recognise that others may mistake your critiquing for personal criticism and be clear when this is not your intent.
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.
Methodical	Identify the steps and their order before starting a task.	Be tolerant of others who plunge in without identifying steps.

Applying Step II™ Results to Making Decisions

Effective decisions require gathering information from a variety of perspectives and applying sound methods of evaluating that information. The Step II facets give 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 ***bold italics***. If you are in the Midzone, neither pole is italicised.

<p style="text-align: center;">SENSING</p> <p><i>Concrete: What do we know and how do we know it?</i> Realistic: What are the real costs? Practical: Will it work? <i>Experiential: Can you show me how it works?</i> Traditional: Does anything really need changing?</p>	<p style="text-align: center;">INTUITION</p> <p>Abstract: What else could this mean? Imaginative: What else can we come up with? Conceptual: What other interesting ideas are there? Theoretical: How is it all interconnected? Original: What is a new way to do this?</p>
<p style="text-align: center;">THINKING</p> <p><i>Logical: What are the pros and cons?</i> <i>Reasonable: What are the logical consequences?</i> <i>Questioning: But what about . . . ?</i> <i>Critical: What is wrong with this?</i> <i>Tough: Why aren't we following through now?</i></p>	<p style="text-align: center;">FEELING</p> <p>Empathetic: What do we like and dislike? Compassionate: What impact will this have on people? Accommodating: How can we make everyone happy? Accepting: What is beneficial in this? Tender: What about the people who will be hurt?</p>

Six different ways of evaluating information, called decision-making styles, have been identified based on two facets of the Thinking–Feeling dichotomy: Logical–Empathetic and Reasonable–Compassionate.

Your style is Logical and Reasonable.
This style means that you probably

- Trust the Thinking preference and readily make decisions based on logical analysis of data.
- May recognise the impact of your decisions on people and relationships but see that as secondary.
- Focus on accuracy to achieve a good decision.
- Are seen as precise, objective and confident.
- Are sometimes seen as inflexible.

TIPS

In individual problem-solving, start by asking *all* the questions in the boxes above.

- Pay careful attention to the answers. The questions that are opposite to the ones in ***bold italics*** 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 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 Change Management
Contained	Keep your feelings about the change to yourself and work out how to handle it on your own.	As soon as you know your own views, talk to someone you trust and get his or her input.
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–Imaginative Midzone	Are concerned about both the cost effectiveness and the novel possibilities.	Validate both points of view and decide which makes more sense in this circumstance.
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.
Traditional–Original Midzone	Want to keep the best of the established methods but are willing to change others.	Let others know the reasons for your views to help them understand your perspective.
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.
Open-Ended	Let the changes unfold as they may.	Be aware that others may be uneasy with your unfolding approach; fill them in whenever you can.
Methodical	Detail the many steps necessary to implement the changes.	Know that circumstances may require that carefully developed steps be changed in the moment.

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.
- Recognising 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.

Some aspects of conflict management may be unique to your results for six Step II facets. The table below explains how your results for these facets may affect your efforts to manage conflict.

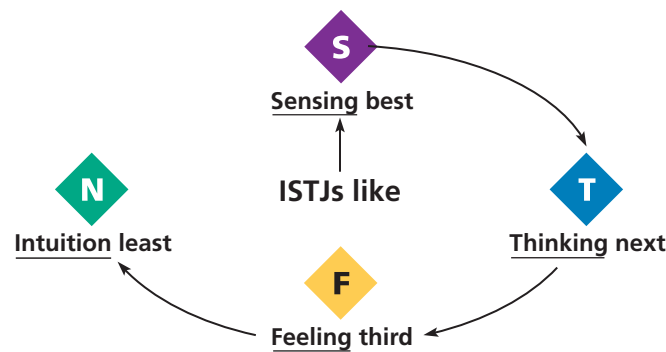
Your Facet Result	Conflict-Management Style	Enhancing Conflict Management
Contained	Attempt to solve the issue yourself and keep your reactions inside.	Be aware that trying to solve this on your own may be successful, but that others also may really need your input.
Intimate	Rely on yourself or a few 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.
Critical	Point out everything that is still wrong and needs correcting.	Realise that your style may upset others and try to pull back and be more accepting.
Tough	Push to resolve the conflict immediately so that progress can be made.	Recognise that delays in implementation may be necessary to reach the goal.
Early Starting	Believe conflicts can be avoided by starting work on projects early.	Make allowances for people for whom starting early is not comfortable or effective.

In addition to your facet results, your decision-making style (as explained earlier) affects how you manage conflict. Your decision-making style is Logical and Reasonable. You are likely to focus on the logic of the situation, thinking others see it the same way. To make your efforts to manage conflict more effective, keep in mind that not all situations are win-lose and resist taking a competitive stance.

How the Parts of Your Personality Work Together

The essence of type involves the way information is gathered (Sensing and Intuition) and how decisions are made (Thinking and Feeling). Each type has favourite ways of doing these two things. The two middle letters of your four-letter type (S or N and T or F) show your favourite 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 FAVOURITE PROCESSES

Extraverts like to use their favourite process mostly in the outer world of people and things. For balance, they use their second favourite in their inner world of ideas and impressions. Introverts tend to use their favourite process mostly in their inner world and to balance this with the use of their second favourite process in the outer world.

Thus ISTJs use:

- Sensing mainly internally to consider the facts and details they have stored in their heads.
- Thinking mainly externally to communicate their structured, logical decisions to others.

USING YOUR LESS-FAVoured PROCESSES

When you frequently use the less-preferred parts of your personality, Feeling and Intuition, remember that you are working outside of 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 favourite ways - 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 forget to compliment people when you should and ignore the impact of your decisions on others.

Your personality type is likely to develop in a natural way over your life. 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 behaviours 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 behaviours 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 behaviour. 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 information-gathering style (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 using your Midzone approach on Scheduled–Spontaneous by asking yourself if this situation calls for maintaining a routine (Scheduled) or whether staying open to the unexpected (Spontaneous) might lead to better results.

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 individualised type description:

Open-Ended
ISTJ

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 work out your best-fit type:

- Focus on any type letters you thought were incorrect or any type dichotomy 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 a qualified MBTI practitioner 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 recognise 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.

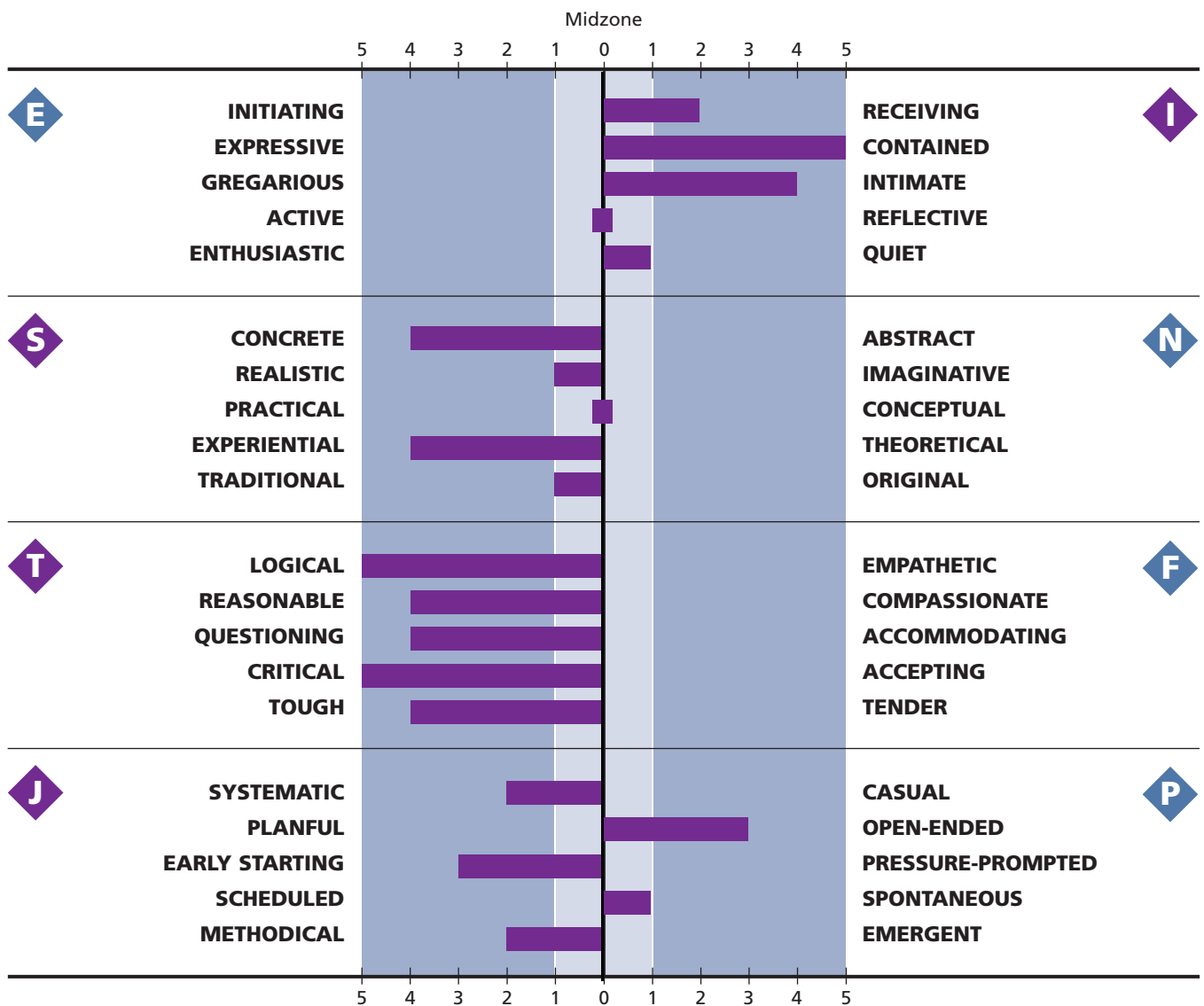
Reading about type and observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive uses of those differences.

Overview of Your Results

YOUR FOUR-LETTER TYPE FROM THE STEP I™ INSTRUMENT

ISTJs tend to be serious, quiet, thorough and dependable. They see to it that everything is well organised 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™ INSTRUMENT



When you combine your Step I reported type and your Step II out-of-preference facets, the result is your individualised type description:

Open-Ended
ISTJ

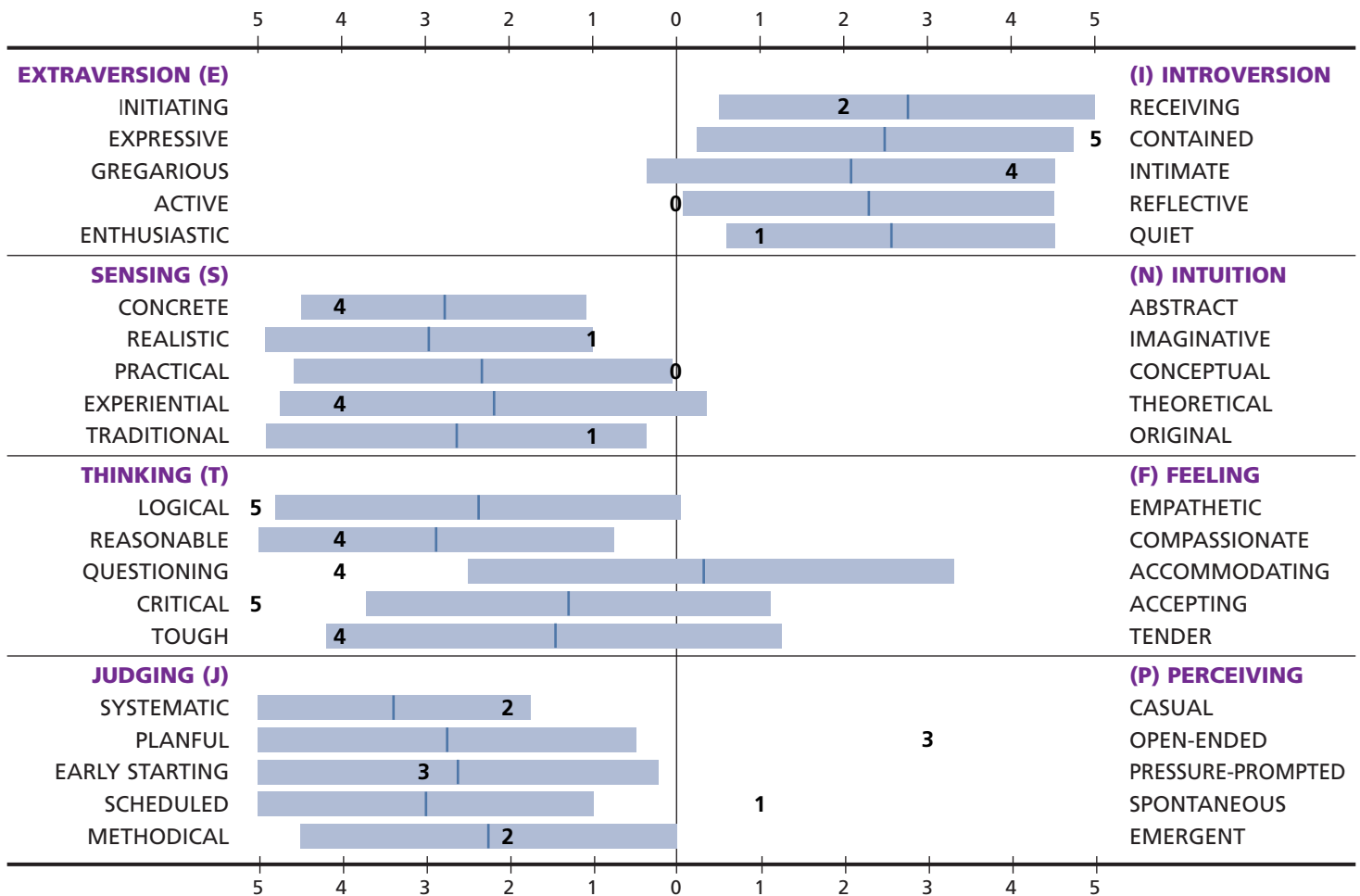
Interpreter's Summary

PREFERENCE CLARITY INDEXES FOR REPORTED TYPE: ISTJ

Introversion: Moderate (27)	Sensing: Moderate (29)	Thinking: Clear (49)	Judging: Slight (5)
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FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ISTJs

The bars on the graphs below show the average range of scores that occurred for the ISTJs in the European 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: 64

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: 2

