

Sam Sample

SOLUTIONS

JUNG PERSONALITY TYPES

**SOLUTIONS
DEVELOPMENT**

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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.

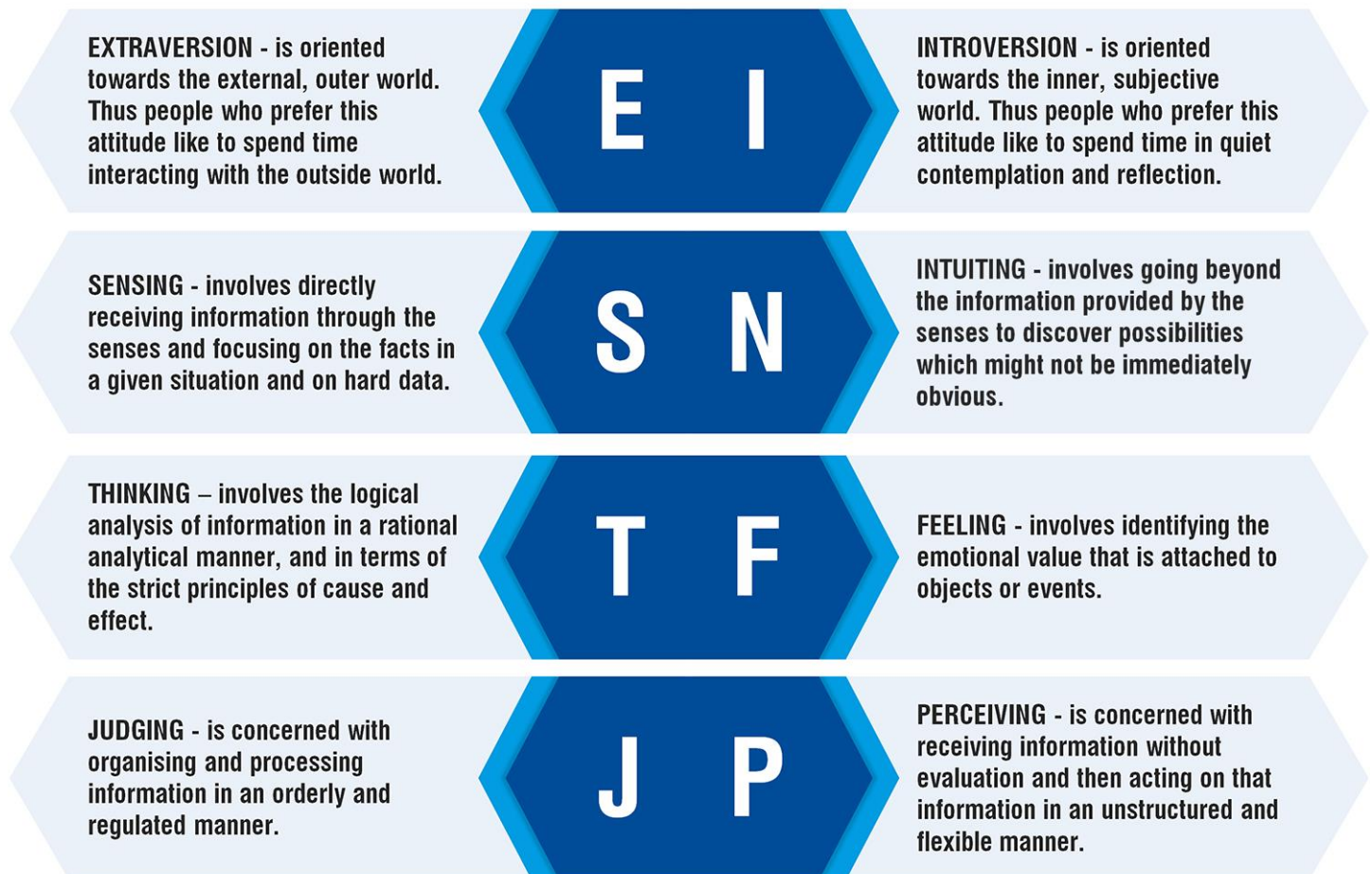
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities 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	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.		INTUITION 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	7	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 place him within the type category **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 central band of the scale but rather more towards the 'Perception' side. Flexibility and adaptability will therefore be of importance to him and he will want to exercise these qualities in most situations. However, he will not be overly averse to detailed project planning where this is called for and will achieve a compromise by setting out a basic plan, but leaving many of the finer details unsettled and to be decided at the time.

During the project itself, he will not feel the need to constantly monitor progress and will be happy as long as the general objective appears to be being achieved. He will want to keep informed of any changes in the external situation and will try to respond to these wherever he can. As far as possible, he will take a flexible approach to changed circumstances, evaluating what needs to be done and using his natural spontaneity to find a rapid response. Although he may occasionally not manage to achieve his deadlines, his adaptability should ensure that he will be able to cope with most contingencies that he is likely to encounter along the way.



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 active participation with his subordinates combined with flexibility as to how precisely they should do their jobs. 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 to see positive results from his subordinates but will normally leave it up to them to decide precisely how they do their work and when they complete it.

His approach to project planning will be to set out the general objectives and requirements for the project but then to leave much of the detailed planning to his subordinates. He will not feel particular need to monitor their progress constantly nor will he impose strict deadlines for task completion. On the other hand, he will want to keep contact with his subordinates and will always be on hand should they need help. He will also keep a careful eye on external circumstances and will institute a change in the direction of the project if he feels it necessary. Should the project run into severe difficulties, he will evaluate the situation, assess available resources and possible strategies for problem resolution and then set out for his subordinates the courses of action necessary to get the project back on track.

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 be concerned to see that worthwhile ideas are ultimately turned into action though will not want to rush through the process of decision making. He will want to see that sufficient information has been obtained before the decision is taken and will feel it important that a consultation process take place to ensure that all issues have been carefully considered.

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 unconventional and independent-minded by nature and will not want to feel constrained by his working situation. He will not particularly enjoy working within traditional, hierarchical structures and will not particularly want to be bound by externally imposed deadlines and frameworks. Instead, he will be guided by his ideology and will do his best work in an environment which is loose and unstructured and which presents him with challenges. As a consequence, he is unlikely to be seen as highly dependable and consistent but rather as somewhat individualistic and resourceful, both in his style and in the contribution he will make to an organisation.



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 largely from the enthusiasm that he brings to most of what he does. He will be strongly oriented towards change and will also enthuse others with his ideas and with his energy.

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.