

**Sam Sample**  
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**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.

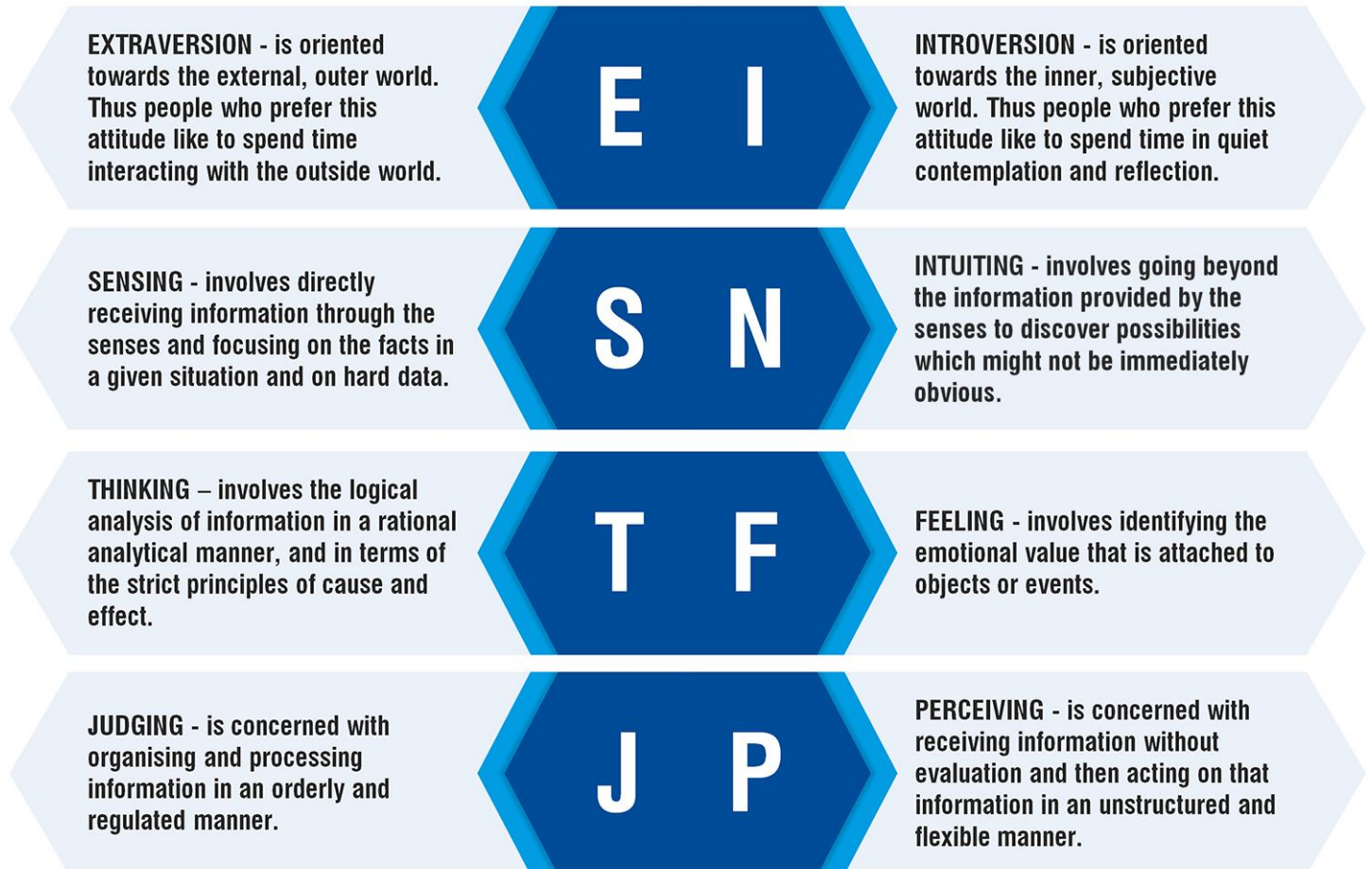
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities 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>9</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>8</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>8</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 place him within the type category **INFJ**.

ISTJ	ISTP	INTP	INTJ
ISFJ	ISFP	INFP	<b>INFJ</b>
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

On this dimension, Sam Sample falls fairly strongly in the direction of 'Intuition'. His focus will therefore tend towards the abstract features of a situation rather than the concrete. He will focus on the patterns rather more than on the details and will be concerned to read between the lines of the situation in order to develop an overall perspective.

Generally speaking, his interest will be to consider what is possible in a situation rather than what presently exists. He will value change in an organisation and his perspective will usually be towards the future. He will value experimentation and will want to see new methods incorporated wherever these would lead to genuine progress. Tradition, both in terms of methods and values, will probably not have a great deal of importance to him and he would be reluctant to see it used as an obstacle to change.

Sam Sample will see the importance of evidence and hard facts, but his inclination will generally be to experiment first, rather than to delay implementation simply because evidence is lacking. More generally, he will enjoy working with abstract ideas and concepts rather than purely concrete notions. He will enjoy thinking creatively and innovatively and will like to work with hypothetical ideas which are oriented towards the future needs rather than the present needs of the organisation.



## Thinking - Feeling

Sam Sample's score on this dimension falls strongly in the direction of 'Feeling'. To him, feeling and subjectivity will be rather more important than logical analysis and his evaluation of a situation will be guided principally by his subjective appraisal rather than by a strictly logical analysis of the situation. Logic may have some place in his thinking but never to the extent that it would cause him to abandon his more subjective, intuitive point of view.

When dealing with other people, he will want to know how they react to an idea or a proposed course of action. He will want to know their intuitive feelings and will also be concerned to know if anyone might be adversely affected. He will try to be responsive to peoples' feelings and will try to accommodate their points of view if at all possible.

Sam Sample will also show a lot of interest in people at the emotional level. He will want to know how they are feeling and will want to express sympathy and offer help if they are upset or unhappy.

## 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 tendency towards 'Feeling' rather than 'Thinking' suggests that although relationships at work will certainly have personal significance for him, he may still be very reticent in terms of actually creating relationships with colleagues and seeking contact with others. He will feel that people are important to him but his natural preference will be to restrict his associates at work to a relatively small number of people with whom he has to work closely.

Those people with whom he does come into contact will probably perceive him as a sensitive and considerate individual due to his ability to understand and empathise with how others may be feeling, willing to be of assistance if he can, though not forcing himself on others unless invited. When asked for assistance, he is more likely to offer help in terms of advice and support rather than in terms of practical involvement.

### 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 prefer to have informal rather than traditional relationships with his subordinates. He will not wish to emphasise his 'status' as their manager and he will tend himself to be fairly relaxed and easy going with them.

He will encourage his subordinates in the direction of innovation and creativity, and will reward such qualities rather more than the display only of traditional methods and skills. He will want them to have an orientation towards the future and will encourage them to work on new ideas for how established practices can be improved.

Sam Sample will want to demonstrate a good deal of sensitivity to his subordinates in his role as their manager. He will not find it particularly easy to 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 very important to establish harmony amongst team members and will do whatever he can to establish effective working relationships. If there are difficulties between team members he will try to deal with these 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 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.

In reaching his decisions, he will not place a great emphasis upon the precise details of the situation but will tend to take rather more of a global picture, making use of his intuitive appraisal of the situation. He will focus mostly on the long-term needs of the organisation and his decisions will tend to place relatively emphasis on the more immediate needs.

## 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 insight with his interest in and valuing of people. He will look for ways to increase the well-being of others, to establish people-oriented values in the organisation and to develop harmony among those he works with. Above all, it will be his vision, his insight and his forward-thinking approach which will bring a special quality to all that he does.

### 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 focus rather more on details and ensure he has made an accurate appraisal of facts before acting.
- He may need to consider rather more the value of traditional, but tried-and-tested methods where appropriate.
- He may need to focus rather more on current realities and short-term needs rather than focusing mainly on the long-term needs.
- He may need to introduce rather more objectivity into his thinking and be less swayed by his own feelings or those of others.
- He may need to learn to be tougher in his outlook with people where this is necessary for the good of the organisation or for others who may be involved.