



Personality Type Report

Summary

In 1921, Carl Jung published his seminal work, *Psychological Types*, which has for the past century been the basis for nearly all popular personality tests. In it, he posited that people exhibit tendencies toward certain personality types. He developed a model for conceptualizing these tendencies using four bipolar scales that represent eight total personality preferences.

Emotional Focus:

Extroverted (E) ↔ Introverted (I)

Information Gathering:

Sensor (S) ↔ Intuitive (N)

Decision Making:

Thinker (T) ↔ Feeler (F)

Structural Orientation:

Judgers (J) ↔ Perceivers (P)

People now often refer to personality types simply by the four-letter acronyms that indicate the four dominant preferences. There are 16 different combinations of these dominant preferences (see the table to the right). Jungian type theory has become so ingrained in popular psychology that, in fact, these 16 composite types have become synonymous with personality type and are almost universally understood in the field.

For more information on the history and theory of Personality Type, please refer to the [Introduction & Theory](#) section of the methodology.

Your Personality Type :

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

Even though personality types are usually referred to by their dominant traits (indicated by letters such as INTJ), it is important to bear in mind that these categories simply reflect a personal preference or predisposition, not a categorical absolute. People may be referred to as “Extroverts” or “Introverts”, but in truth, we are all a little bit of both, and have the potential to take on different types of personalities at different times. Our personalities are, in real life, infinitely variable.

Some psychologists have illustrated this variability using the analogy of handedness. If you’re right-handed, it doesn’t mean that you don’t use your left hand. It simply means that you use your right hand more often than you use your left hand. Some people may have a strong preference for one hand; others may be nearly ambidextrous (Hoffman, 2002). The same is true of personalities. A person may exhibit a preference for the Introvert trait, but it does not mean that they are not at least somewhat extroverted.

Emotional Focus

The first dimension of personality, Emotional Focus, is intended to measure whether you

direct your emotions and energy outward or inward. Or put another way – are you Extroverted or Introverted?

Extroverted (E) vs. Introverted (I)

Score Summary

The Career Personality Test included fifteen questions designed to measure emotional focus. Your answers were tabulated on a bipolar scale with the Extrovert personality type at one end and the Introvert personality type at the other. Extroverts tend to be outwardly focused, drawing energy from others around them. Introverts tend to be inwardly focused, drawing energy from contemplation, ideas and reflection. Your score on this scale is presented below:



Extroverts Explained

The classic difference between an extrovert and an introvert is in how they respond to large social gatherings. An extrovert leaves a social function feeling charged up and rejuvenated. An introvert, on the other hand, might soon feel drained and sapped of energy. Both may enjoy the party, but the revealing difference is in how their energy levels change.

Extroverts tend to be outwardly directed in their emotional focus, and draw energy from people and things around them. Generally, they might be considered more social and talkative than introverts, who tend to be more shy and quiet. Extroverts tend to avoid being alone and actively seek out groups. They work well in teams and interact well with others. Leaders in our society are almost invariably extroverts.

Extroverts also tend to be easier to read. Where introverts don't give off clear emotional signs, extroverts tend to wear their emotions on their sleeves. They give off clear emotional signals that make it easier for others to understand where they're at.

Information Gathering

The second dimension of personality, Information Gathering, is intended to measure how you process information. Do you primarily draw from facts and sensorial experiences or do you primarily draw from gut-level instinct? Or put another way – are you a Sensor or an Intuitive?

Sensor (S) vs. Intuitive (N)

Score Summary

The Career Personality Test included fifteen



Words People Might Use to Describe Extroverts:

- Friendly
- Talkative
- Social Butterfly
- Fun
- Assertive
- Expressive
- Gregarious
- Confident
- Outgoing

Strengths of an Extrovert:

- Work well in groups and teams
- Interact well with others
- People enjoy being around them
- Can be persuasive and convincing
- Sometimes make good salespersons or leaders

Weaknesses of an Extrovert:

- Have a hard time concentrating for long periods of time
- May depend too much on group and interpersonal interaction for affirmation and motivation.

questions designed to measure your mental preference for processing information. Your answers were tabulated on a bipolar scale with the Sensor personality type at one end and the Intuitive personality type at the other. Sensors tend to prefer concrete problems that can be readily solved through the application of facts and data. Intuitives tend to prefer abstract problems, where imagination and theoretical reasoning are more likely to produce results. Your score on this scale is presented below:



Intuitives Explained

Where sensors primarily seek specific answers to specific questions, intuitives prefer the big picture. The sensor sometimes has difficulty seeing the forest for the trees, but the intuitive is adept at seeing the situation as a whole. Intuitives have a keen ability to formulate relationships amongst disparate ideas. They can visualize patterns and conceptualize theories and possibilities. Intuitives try to understand the meaning of things, rather than just the specifics. They often ask why things happen and look to what *can be* rather than merely at what *is*.

Intuitives are at their best when they are in the position to use their imagination and creativity. Inventors, artists and scientists all tend to be intuitives. They work well with intangibles. They trust intuition and inspiration. They turn data into patterns and ambiguity into possibility.

Decision Making

The third dimension of personality, Decision Making, measures the way in which you make decisions. Do you primarily make decisions objectively or subjectively? Are you ruled more by your head or more by your heart? Or put another way – are you a Thinker or a Feeler?

Thinkers (T) vs. Feelers (F)

Score Summary

The Career Personality Test included fifteen questions designed to measure your approach to decision making. Your answers were tabulated on a bipolar scale with the Thinker personality type at one end and the Feeler personality type at the other. Thinkers tend to be ruled by their heads more than their hearts, and try to take a very objective approach to decision making. Feelers tend to be ruled by their hearts more than their heads, and take a much more subjective approach to



Words People Might Use to Describe Intuitives:

- Inventive
- Creative
- Insightful
- Imaginative
- Academic or learned
- Perceptive

Strengths of an Intuitive:

- Value knowledge for its own sake and engage in lifelong learning.
- Use their imagination and ingenuity to look for new ways of doing things.
- Grasp the big picture and are constantly asking "why?"
- Identify patterns and are able to conceptualize complexity.

Weaknesses of an Intuitive:

- Follow hunches too often without consideration of facts.
- Can have their heads in the clouds when certain tasks require a more practical, hands-on approach.



Words People Might Use to

decision making. Your score on this scale is presented below:



Thinkers Explained

Thinkers believe that it is more important to be right and honest with themselves than it is to be liked. They pride themselves on being very rational and objective. Where feelers tend to believe that the right decision is the one that takes others' feelings into account, thinkers remove themselves emotionally from their decisions. They believe that the right decision must be pure to itself – logical and rational by objective standards.

The feeler may seek harmony, but the thinker seeks fairness. Their impersonal and analytical approach to decision making often belies an egalitarian streak that strives for fairness and best results in the greatest number. Most importantly, however, thinkers are possessed of a fervent and enduring quest for truth.

Describe Thinkers:

- Analytical
- Logical
- Rational
- Objective
- Fair
- Thoughtful
- Critical

Strengths of a Thinker:

- Examine Pros & Cons objectively
- Train their minds on cause & effect reasoning
- Seek fairness & equality

Weaknesses of a Thinker:

- Tend to be too tough-minded when the situation might call for empathy.
- Can seem cold and impersonal at times.

Temporal & Structural Orientation

The final dimension of personality, Temporal & Structural Orientation, measures the way in which you deal with the outer world. Are you organized and decisive or are you spontaneous and adaptive? Do you prefer order or flexibility? Or put another way – are you a Judger or a Perceiver?

Judgers (J) vs. Perceivers (P)

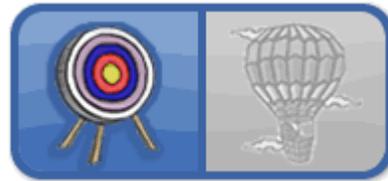
Score Summary

The Career Personality Test included fifteen questions designed to measure your orientation with time and structure. Your answers were tabulated on a bipolar scale with the Judger personality type at one end and the Perceiver personality type at the other. Judgers tend to be organized, controlled and decisive, preferring order to chaos. Perceivers tend to be spontaneous, impulsive and adaptive, preferring freedom to structure. Your score on this scale is presented below:



Judgers Explained

More so than in any of the other three personality dimensions, people usually exhibit a bit of both sides of this dyad. You may, for example, be very structured and organized in one part of your life,



Words People Might Use to Describe Judgers:

- Decisive
- Organized
- Resolute
- Strict
- Sensible
- In control
- Prudent
- Judicious

but flexible and spontaneous in another part. Nevertheless, people do exhibit a general preference, and that preference is telling.

Judgers appreciate decisiveness, planning, punctuality, order, tidiness, organization, schedules, security, and control. Conversely, perceivers appreciate flexibility, spontaneity, adaptiveness, tolerance, and individualism.

Judgers often find themselves in managerial positions and work well in the hierarchical structures of large companies and government agencies. They fight the encroachment of chaos, preserve order, and struggle with the unorthodox proclivities of the perceiver.

It is widely believed that this personality dyad is one of the greatest sources of workplace tension. Judgers tend to have very little tolerance with the free-spirited ways of the perceiver. Perceivers tend to be aghast at how controlling judgers can be.

Strengths of a Judger:

- Make excellent managers – delegate and follow through.
- Are decisive and brings issues to closure.
- Make deadlines (and don't leave things to the last minute).
- Are organized and methodical.

Weaknesses of a Judger:

- Can sometimes be "control freaks."
- Can rush to judgment.
- May not adapt well to sudden changes.

Source: MyPlan.com, LLC, 2016; includes information from the O*NET 20.3 database, 2016. O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.

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