

**Sam Sample**  
**09 Jun 2020**

**EXPERT**

# JUNG PERSONALITY TYPES



**SOLUTIONS  
GUIDANCE**



## REPORT STRUCTURE

This 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.

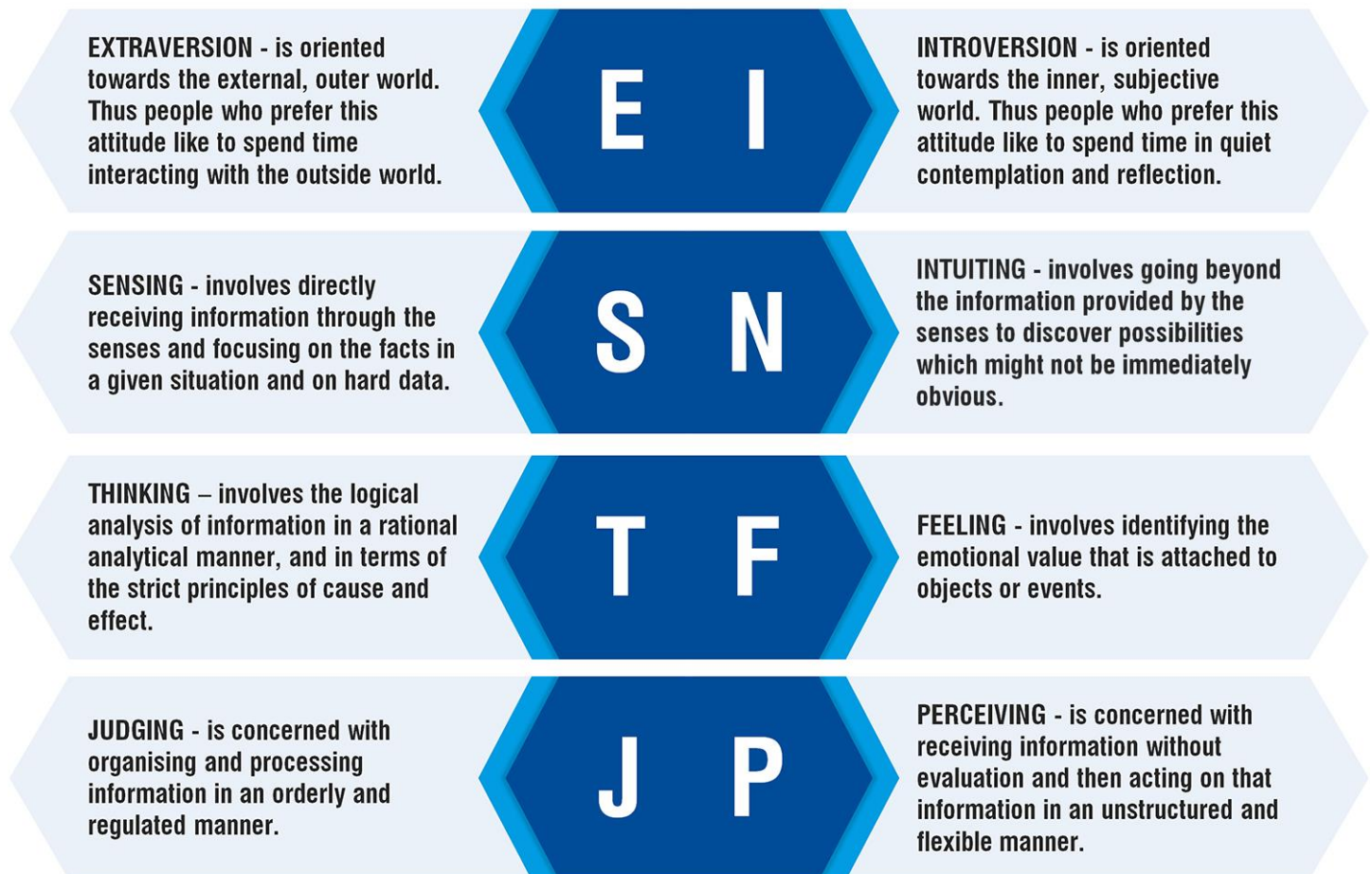
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities 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 Personality Types report is 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 Jung Personality Types only assesses preferences and does not directly assess actual skills. However, Jung's Types can provide useful insights for:

- Personal development
- Counselling and guidance
- Interpersonal communication
- Team building

The report is presented firstly in terms of the respondent's scores on the four main dimensions. 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 Personality Type 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.



## REFERENCE GROUP USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Personality & Values Questionnaire (PVQ)	Professionals and Managers	481

## RESPONSE STYLE

The PVQ contains a number of measures that examine the way in which respondents have approached the questionnaire:

- The response style indicators would suggest that Sam was happy to present herself openly, honestly and without wishing to project a positive or distorted image of herself.



# THE PERSONALITY TYPES PROFILE

## CLASSIC PROFILE AND TYPE

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E-I	8	<b>EXTRAVERSION</b> is oriented towards the external, outer world.		<b>INTROVERSION</b> is oriented towards the inner, subjective world.
S-N	9	<b>SENSING</b> involves directly receiving information through the senses.		<b>INTUITING</b> involves going beyond the information provided by the senses.
T-F	7	<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.
J-P	8	<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 profile can often be categorised within one of the 16 basic 'types'. A description of each of these 16 types is provided on the booklet 'The Sixteen Types' or on the website [www.jungtype.com](http://www.jungtype.com).

Sam Sample's scores on the questionnaire place her within the type category **Sam Sample's scores on the JTI place her within the type category INFP.**

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



## PERSONALITY ASSESSMENT

### EXTRAVERSION - INTROVERSION

On this first dimension of the JTI, Sam Sample scores fairly strongly in the direction of introversion. On the whole therefore, she will appreciate time spent by herself in order to have the opportunity for thought and reflection. At work, she will enjoy working by herself although will also appreciate at least some contact with others during each day. She will prefer to apply herself to tasks which require concentration and perseverance rather than have too great a variety of things to do.

When communicating with others, she will tend to be precise in what she says and will try to keep to the point. She will normally consider what she intends to say beforehand and so her contributions will tend to be well thought out. From time to time, she may contribute in a spontaneous way in a meeting or discussion, but on the whole will tend to take more of a back seat, allowing others to take the lead. In writing however, she will show less reticence and this will normally be her preferred means of communication.

Where her work, of necessity, involves doing things at a practical level, then she will concentrate well on the task at hand and will often be absorbed by the processes involved in what she is doing. In other respects though, she is likely to pay more attention to ideas than to turning those ideas into action and it is in the area of ideas rather than action that she would probably prefer to make her main contribution.

At the social level, Sam Sample will probably not have a very large circle of contacts and associates and will prefer to spend time with a relatively small number of colleagues. She may quite like meeting new people at work, though the social side of her work will probably not be an especially important factor for her.

### SENSING - INTUITION

On this dimension, Sam Sample scores very strongly in the direction of 'Intuition'. She will therefore focus on the abstract features of a situation, trying to read between the lines and sensing underlying patterns, rather than concentrating on the detail. She will try to develop an overall perspective on a situation and will use her intuition to help her perceive what may not be immediately obvious and apparent.

This focus on the abstract rather than on the specific may cause her to miss out on details which others would consider important. However, this will be not worry her too greatly since her interest is upon what might be possible in a situation rather than what is currently known to be possible. Her orientation therefore is very much towards the future and towards the possibilities for change. She will be keen to experiment wherever possible and will not feel the need to respect tradition merely for tradition's sake, neither in respect of working practices nor in respect of the more general values of the organisation.

Sam Sample will be unlikely to pay a great deal of attention to hard facts and evidence. For her, it will be more important to try out a new idea rather than be held back by an apparent lack of evidence. It is the development of the ideas themselves which will be important to her and she will prefer to leave the testing of the ideas to others who are more inclined in that direction.

More generally, Sam Sample will enjoy working with abstract ideas and concepts. Her thinking will be inspired by her natural tendency towards innovation and creativity and she will very much enjoy working with hypothetical ideas, especially in relation to the future needs of the organisation.



## 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 her rather more than logic and her initial appraisal of a situation will tend to be based on her spontaneous, intuitive feelings. She will apply logic where necessary though will be unlikely to sacrifice her intuitive feelings unless the opposing logical arguments are compelling.

When dealing with other people, she will want to know how they react to an idea or a proposed course of action. She will pay attention to their intuitive feelings and these will be the principal source of feedback for her. Nevertheless, she will still consider what is fair and reasonable given the requirements of a situation and will not make her decisions only on the basis of what other people feel. She 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 fairly strongly in the direction of 'Perception'. She will therefore try to remain flexible and adaptable in all situations. She will try to avoid detailed planning since she will believe in the importance of responding to each situation as it presents itself. When taking on a project, she will not be rushed into decision making, preferring to delay the start up until she feels she is sufficiently well informed. She will then set only a general goal for herself and others to achieve and will not want to plan each stage in great detail nor set highly detailed schedules to be followed.

During the course of the project, she will not feel a particularly strong need to monitor progress at the detailed level but will rather keep a general eye on things to ensure that the project is heading in the right direction and that progress is being maintained. She will keep abreast of any changes in the situation and will readily adapt her current course of action if the situation calls for it. Although her lack of structure and planning may mean that deadlines are not always achieved, she will make up for this in part by her flexibility and her ability to react to changed circumstances.



## WORK STYLE THEMES

### WORKING RELATIONSHIPS

Sam Sample's tendencies towards Introversion on the one hand and towards 'Feeling' rather than 'Thinking' on the other suggests that although relationships at work will be important to her, she may not go to particularly great lengths to create relationships with colleagues and seek contact with others. She will feel that people are important to her but her natural preference will be to restrict her associates at work to a fairly small number of people with whom she has to work closely.

Those people with whom she does come into contact will probably perceive her as a sensitive and considerate individual, willing to be of assistance if she can, though not forcing herself on others unless invited. When asked for assistance, she 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 be to maintain a certain distance from her subordinates and, at the same time, offer them flexibility as to how they should do their work. Her approach will be to set out her general requirements and goals but not to be specific over precise means by which those goals should be attained. She will only occasionally get involved at a practical level in her subordinates' work, preferring to give them the responsibility for the work and expecting them to report back to her when a task has been completed.

As regards specific projects, she will generally not plan in very great detail and neither will she expect her subordinates to do so. She will tend to set overall objectives for the project, but not specific targets nor deadlines. She will however become more actively involved if the project runs into difficulties and her subordinates are having difficulty coping. Her approach under such circumstances will be to evaluate the situation, assess available resources and possible strategies for problem resolution and then set out for her subordinates the courses of action necessary to get the project back on track.

On the whole, Sam Sample will adopt a relaxed and easy-going attitude to managing her subordinates and will want to de-emphasise the authority / status gap between herself and them. She will try to create relationships of an informal nature with her subordinates and will take a relatively lax approach regarding matters of discipline.

She will reward her subordinates for creativity and independence of thinking rather than their adherence to prescribed ways of doing things. She will encourage them to experiment with new approaches and will want them to orient their thinking towards the future and towards possibilities for future change.

Sam Sample will want to demonstrate a fair amount of sensitivity to her subordinates in her role as their manager. She will not readily criticise an individual if her 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.

She will see it as important to establish harmony amongst team members and will do what she can to establish effective working relationships. If there are difficulties between team members she 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 very strong orientation towards 'intuition' rather than 'sensing' and her inclination towards 'feeling' rather than 'thinking' suggest that her thinking style will tend to be non-analytical, leaning very strongly towards the hypothetical and the creative and also somewhat subjective in nature. She will very much enjoy working with ideas, which may often be somewhat detached from reality and focused very much towards 'the possible' rather than 'the actual'. She will probably enjoy creative thinking in which her task is to develop new ideas, perhaps for products or services or for ways of working.

Although she will probably be an abundant source of new ideas, many of her ideas could sometimes be somewhat impractical or unrealistic. However, as long as she is surrounded by colleagues who are more pragmatically minded than she, her creativity could be a real source of inspiration for the team.

Sam Sample's reasonably strong tendency towards introversion suggests that her thinking will tend to be somewhat internalised in nature. She will need to have a fair amount of time to herself in order to develop her ideas and will only occasionally feel it to be of value to discuss her ideas with others in order to help her shape her own thinking. On the whole, she will far prefer to communicate her ideas in writing rather than presenting them only in oral form to her colleagues.

## DECISIONS AND ACTIONS

Sam Sample might be described as a 'reflective decision-maker', feeling it important to devote time to evaluation and consultation before reaching a decision. She will want to ensure that sufficient information has been obtained before the decision is taken and will want to see a consultation process take place beforehand. She is likely to see her own role more as that of 'decision-maker' than of 'action-taker', enjoying the process of careful reflection somewhat more than the process of actually getting involved in whatever has to be done.

In reaching her decisions, she will tend to place relatively little emphasis on the precise details of the situation but will tend to take rather more of a global picture, making use of her intuitive appraisal of the situation. She will tend to focus especially on the long-term needs of the organisation and her decisions will tend to place relatively little emphasis on the more immediate needs of the situation.

## DEPENDABILITY AND STRUCTURE

Sam Sample's responses to the JTI suggest that she is unconventional and independent-minded by nature and will not want to feel constrained by her working situation. She will not enjoy working within traditional, hierarchical structures and will not particularly want to be bound by externally imposed deadlines and frameworks. Instead, she will be guided by her own sense of inner inspiration and will do her best work in an environment which is loose and unstructured and which presents her with challenges. As a consequence, she is unlikely to be seen as someone who is highly dependable and consistent but rather as someone who is somewhat resourceful and individualistic, both in her style and in the contribution she 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 strength will be her focus on people and upon values. She will use her insight and her understanding to bring people together, to work for harmony and to establish a system of commonly shared values within a team or within the organisation at large.

### POSSIBLE SELF-DEVELOPMENT AREAS

The following are areas which may possibly be of value for Sam Sample to look into in relation to her future self-development. Since the questionnaire assesses only a person's preferences rather than their actual skills or behaviour, it may be that Sam Sample has already developed her capabilities in some of the areas mentioned below:

- She may need to externalise her thoughts rather more and to communicate her ideas to others more directly and on a more frequent basis.
- She may need to shift the balance from merely thinking about issues to the taking of positive and direct action.
- She may need to use discussion with others rather more as a way of opening herself to ideas which differ from her own.
- She may need to focus rather more on details and ensure she has made an accurate appraisal of facts before acting.
- She may need to consider rather more the value of traditional, but tried-and-tested methods where appropriate.
- She may need to focus rather more on current realities and short-term needs rather than focusing mainly on the long-term needs.
- She may need to devote rather more time to detailed planning and scheduling before embarking on a major project.
- She may need to learn to reach decisions more quickly where action needs to be taken and results achieved.
- She may need to monitor her progress on tasks and learn to view task completion as a priority.