



Jung Type Indicator  
STANDARD REPORT

## Understanding Personality Types

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.

### **E** Extraversion

is oriented towards the external, outer world. Thus people who prefer this attitude like to spend time interacting with the outside world.

### **I** Introversion

is oriented towards the inner, subjective world. Thus people who prefer this attitude like to spend time in quiet contemplation and reflection.

### **S** Sensing

involved directly receiving information through the senses and focusing on the facts in a given situation and on hard data.

### **N** Intuiting

involves going beyond the information provided by the senses to discover possibilities which might not be immediately obvious.

### **T** Thinking

involves the logical analysis of information in a rational, analytical manner, and in terms of the strict principles of cause and effect.

### **F** Feeling

involves identifying the emotional value that is attached to objects or events.

### **J** Judging

is concerned with organising and processing information in an orderly and regulated manner.

### **P** Perceiving

is concerned with receiving information without evaluation and then acting on that information in an unstructured and flexible manner.

## Understanding How Personality Types Relate to Work Outcomes

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
- Counseling and Guidance
- Interpersonal Communication
- Team Building

## Understanding This Report

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 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.

## Further Considerations

To provide a more comprehensive view of this individual you may wish to also look at the following assessments:

- Personality Traits (15FQ+)
- Personality Drivers and Values (VMI)
- Selling Styles (SPI)
- Cognitive Ability (GRT Series)
- Critical Reasoning (CRTB2)

## The Sixteen JTI Categories

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 **ENFP**.



JTI PROFILE														
Scale	Raw	Left Score	1	2	3	4	5	6	7	8	9	10	Right Score	
EI	1	<b>Extraversion</b> is oriented towards the external, outer world.	[Progress bar from 1 to 4]											<b>Introversion</b> is oriented towards the inner, subjective world.
SN	9	<b>Sensing</b> involves directly receiving information through the senses.										[Progress bar from 9 to 10]		<b>Intuiting</b> involves going beyond the information provided by the senses.
TF	7	<b>Thinking</b> involves the logical analysis of information in a rational, analytical manner.							[Progress bar from 6 to 7]				<b>Feeling</b> involves identifying the emotional value that is attached to objects or events.	
JP	9	<b>Judging</b> is concerned with organising and processing information in an orderly and regulated manner.									[Progress bar from 8 to 9]		<b>Perceiving</b> is concerned with receiving information without evaluation.	

## The Four Main Dimensions of The JTI

### Extraversion - Introversion

The dimension of Extraversion - Introversion describes a person's preference either for the outer world of things and people (Extraversion) or for the inner world of thoughts and ideas (Introversion). Extraverts are people who enjoy interacting with the outside world. They like doing things at a practical level, they enjoy expending energy by being active and they enjoy interacting with others. In contrast, the Introvert prefers thought and imagination to action and interaction. Introverts enjoy time spent by themselves. The inner world of their thoughts is important to them and they need time alone to reflect upon their ideas.

It is important to emphasise that introverts are not necessarily shy people, just as extraverts are not necessarily socially confident people. Many introverts have considerable self-confidence when with others and conversely, many extraverts can feel quite shy when with others.

Sam Sample's score on this dimension places him at the most extreme position in the direction of extraversion. This means that he will greatly enjoy the company of other people, both at work and in his life outside work. He will not enjoy spending time for long periods alone and will look for company wherever he can. At work, he will very much enjoy spending time with colleagues and will want to work together with others wherever possible. He will particularly enjoy work which involves bringing him into contact with new people.

Sam Sample will greatly enjoy conversation and discussion. In almost all situations, he is likely to have something to say and will often be the first to put forward his views. He will very often say what comes into his mind, without necessarily thinking it through carefully beforehand and, indeed, will often use conversation and discussion with others as a means of clarifying in his own mind what he really thinks about an issue. Although he will probably not object to communication in writing where required, verbal communication will be his preferred approach. He will far prefer to discuss an issue with someone than to write them a memo about it.

Sam Sample is very much of a 'doer' rather than a 'thinker'. He will very much enjoy being active and will probably feel very frustrated if he doesn't have something of a practical nature to get on with. He will be interested in results and will have little interest in ideas for ideas' sake. He will positively want to see ideas turned into action and will certainly enjoy being the one who has the responsibility for seeing that this happens.

He will feel a strong need for variety in his work and will not want to have to concentrate on any single task for too long at any one time. This is especially so with tasks of a non-practical nature. Indeed, if a task did not involve at least some practical element, he could find it very extremely difficult to maintain the concentration required.

### Sensing - Intuition

The dimension of Sensing - Intuition primarily describes a person's inclination either to focus upon raw information and data as presented to the senses or to focus on the underlying patterns in that data and information. People who have a preference for Sensing prefer to look at situations as they are presented to them, examining the details with care and not wishing to go beyond the obvious and the immediate. Those with a preference for Intuition pay less attention to detail and evidence and are more concerned to absorb the general pattern and to read between the lines. They enjoy dealing with the hypothetical and are less concerned about the precise realities of the immediate situation.

On this dimension, Sam Sample scores very strongly in the direction of 'Intuition'. He 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. He will try to develop an overall perspective on a situation and will use his intuition to help him perceive what may not be immediately obvious and apparent.

This focus on the abstract rather than on the specific may cause him to miss out on details which others would consider important. However, this will be not worry him too greatly since his interest is upon what might be

possible in a situation rather than what is currently known to be possible. His orientation therefore is very much towards the future and towards the possibilities for change. He 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 him, 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 him and he 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. His thinking will be inspired by his natural tendency towards innovation and creativity and he will very much enjoy working with hypothetical ideas, especially in relation to the future needs of the organisation.

### Thinking - Feeling

The dimension of Thinking - Feeling describes a person's preference either for the logical, analytic processes of thinking and decision making or the processes of subjectivity and the reliance upon feeling and emotion. The 'Thinking' person likes to analyse situations in terms of cause-effect relationships and likes to use reason and logic in order to reach a conclusion. The 'Feeling' person on the other hand, likes to reach a point of view in a much more subjective way, letting himself be guided by his feelings and by the feelings of others.

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

The dimension of Judging - Perception describes a person's preference either for structure, order and planning or for spontaneity, adaptability and flexibility. The person who falls at the Judging end of this dimension likes to make decisions as soon as sufficient information has been gained and then sets about achieving an objective via a carefully thought out, structured sequence of stages. The person who falls at the Perception end of the dimension likes to put off decision-making in order to gain as much information as possible. When he does decide to act, he will do so in an unstructured and flexible manner without detailed prior planning.

Sam Sample's score falls very strongly towards the 'Perception' end of this dimension. Flexibility and adaptability will therefore be particularly important to him. When taking on a project he will avoid taking major decisions until he feels he has gained as much information as possible about a situation in order to gain a clear view of the ultimate objective. He will seek information and advice from those around him and will not wish to go ahead until he considers himself sufficiently well informed.

In preparing for the project, he will avoid detailed planning unless absolutely necessary. His preference will be to set out a general target for himself or others to follow and to decide on appropriate courses of action at each stage along the way. He will not feel a need to check in advance for the availability of needed resources since he will feel confident that it will be possible to make all necessary arrangements at the time.

His lack of structure may mean that he may not always achieve deadlines as reliably as other. However, he will compensate for this with his ability to respond in a crisis and his ability to cope with unforeseen situations. He will demonstrate a great deal of flexibility and will find it easy to adapt to whatever situation presents itself.

## Work Style Themes

### Working Relationships

Sam Sample's very high level of extraversion and his tendency towards 'Feeling' rather than 'Thinking' suggests that relationships at work will be very important to him. He will want to have a lot of contact with other people and he is likely to be highly sociable and friendly, showing a good deal of concern and caring for others around him due to his particular ability to understand and empathise with how others may be feeling.

He will enjoy co-operating with other people at work, both because he enjoys the company of other people and also because he will enjoy helping others in their work. He will especially enjoy working with people at a practical level, whether by co-operating with them on work tasks or by trying to help them sort out their problems and difficulties. He will be sensitive and tactful 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 a high level of active participation with his subordinates combined with a great deal of flexibility as to how precisely they should do their jobs. He will very much enjoy active involvement with the work itself and will like to maintain a lot of 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 the detailed planning to his subordinates. He will not feel the need to monitor their progress constantly nor will he impose strict deadlines for task completion. On the other hand, he will want to keep a very high level of 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 readily institute a change in the direction of the project if he feels it necessary. Should the project run into severe difficulties, he will rapidly 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.

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

He will reward his subordinates for creativity and independence of thinking rather than their adherence to prescribed ways of doing things. He 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 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 very strong orientation towards 'intuition' rather than 'sensing' and his inclination towards 'feeling' rather than 'thinking' suggest that his thinking style will tend to be non-analytical, leaning very strongly towards the hypothetical and the creative and also somewhat subjective in nature. He 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'. 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 will probably be an abundant source of new ideas, many of his ideas could sometimes 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 real source of inspiration for the team.

Sam Sample's very high level of extraversion suggests that his thinking will be a highly externalised process. He will frequently use discussion with others as a means of shaping his own thinking and will far prefer to communicate his ideas directly to others by oral means rather than in writing. He is likely to be considerably less productive in his thinking if he is required to work in isolation, only communicating his ideas to others once they have been fully formulated.

## Decisions and Actions

Sam Sample will have a strong desire to see ideas turned into action though will not want to rush through the process of decision making. He will want to ensure that as much information has been obtained before the decision is taken and will feel it important that a fairly lengthy consultation process take place in order that all issues have been carefully considered.

In reaching his decisions, he 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 his intuitive appraisal of the situation. He will tend to focus especially on the long-term needs of the organisation and his decisions will tend to place relatively little emphasis on the more immediate needs of the situation.

The combination of high 'extraversion' with high 'intuition' in Sam Sample's JTI profile suggests that he has the potential to make an important contribution as an agent for change within an organisation. However, this will be very much in the role of an 'initiator' only and he will probably also need a team of people around him who will be more prepared to put in the effort to see each project through to completion.

## Dependability and Structure

Sam Sample's responses to the JTI suggest that he is unconventional and independent-minded by nature and will tend to react against any forces which he sees as constraining him. He will not enjoy working within traditional, hierarchical structures and will not want to be bound by externally imposed deadlines and frameworks. Instead, he will be guided by his own sense of inner inspiration and will thrive in an environment which is loose and unstructured and which allows him to pursue each challenge as it arises. As a consequence, he is unlikely to be seen as someone who is 'dependable and consistent' (and perhaps therefore 'predictable') but rather as someone who is highly individualistic and resourceful, both in his style and in the contribution he will make to an organisation.

## Strengths and Development Areas

### 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. 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 reflect on his ideas a little more before communicating them to others or taking action.
- He may need to spend more time in more focused concentration on certain aspects of his work.
- 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 devote rather more time to detailed planning and scheduling before embarking on a major project.
- He may need to learn to reach decisions more quickly where action needs to be taken and results achieved.
- He may need to monitor his progress on tasks and learn to view task completion as a priority.