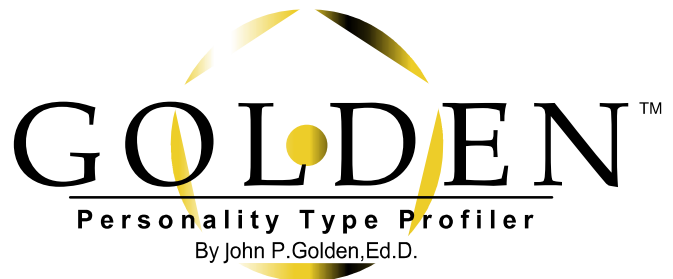


The Power to Predict Performance.™



Individual Report

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Pearson, Inc.

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PEARSON

Introduction

Self-awareness is the foundation of professional development and growth. Gain insight into your work personality by carefully reviewing this report, which will help you develop a:

- deeper understanding of your strengths and growth opportunities,
- clearer picture of how your behavior impacts others, and
- better appreciation for people's personal styles and how to interact with them effectively.

MODEL OF PERSONALITY

The Golden Personality model is based on four core personality dimensions. Personality is the essence of who you are as a unique individual. It is reflected in what you say, how you feel about yourself, how you act, and how you choose to live your life. Knowing your personality characteristics will help you better understand your actions, feelings, and relationships with others. People typically favor one aspect of each of the following four dimensions. Keep in mind that preferring one versus another aspect is not right or wrong, better or worse. Rather, these preferences indicate ways of behaving that come most naturally to us.

Where you focus your energy

- Extraverting: energy directed externally toward people and things.
- Introverting: energy directed inward toward thoughts and ideas.

How you gather information

- Sensing: process information in an exact, detailed, and literal manner.
- Intuiting: process information in a symbolic and global fashion.

How you make decisions

- Thinking: make decisions based on logic and rationality.
- Feeling: make value-based decisions based on empathy and compassion.

How you approach life

- Judging: planned, organized, and orderly approach.
- Perceiving: open-ended, flexible, and emergent approach.

TABLE OF CONTENTS

Global Personality Style	A Deeper Look
Portrait of Your Type 3	Your Facet Results 11
Summary of Your Global Results 4	Response to Daily Stressors 15
Map of Sixteen Types 6	Summary Report 16
Your Work Personality	
Likely Strengths 7	
Growth Opportunities..... 8	
Communication and Team Work 9	
Motivation and Learning 10	

Portrait of Your Type

YOUR TYPE: INFJ

Introverting, iNtuiting, Feeling, Judging.

As an INFJ you are an imaginative, inspired, tenacious, creative, and inward looking person who is also periodically stubborn, easily bored by routine work, and who often pays little attention to obstacles. Outside obstacles and expectations mean less to you than the high personal standards you set for yourself. INFJs make decisions easily and your friends and associates tend to perceive you as a self-confident and individualistic thinker.

More than any other type, you live in a world of ideas, an array of concepts, and associations so unique that most people around you will not fully comprehend your vision. You focus on the possible, develop plans to bring your ideas into practice, and pour all of your energy into achieving your goal. You often see problems well before they arise and decide in advance what to do in case of difficulties. As an INFJ, you trust your intuition and are not afraid to act on an instinctual level. Your ability to make value judgments on the basis of intangible data often baffles other personality types. But your experiences usually validate your insights. In persuasive writing you know instinctively how to reach people and communicate your vision with clarity. You, better than any other personality type, can express emotion and move people with your written communication.

Genuineness and sincerity are what matter to you. You do not casually reveal your inner self to others. INFJs invest their time, energy, and affection in only a few people, measuring friendships by depth and longevity, rather than by breadth or number. You seek to understand others deeply and to have that understanding reciprocated. Although you cherish the companionship of people, you prefer a quiet working environment, often finding that you work best when alone. To perform at your peak, you require a harmonious working environment. You are a true perfectionist when it comes to the quality of your work. You are not satisfied until the job is perfect, the design is ideal, or the document is flawless. When a project demands working long hours without a break, INFJs can often outlast even the most tenacious co-workers and muster the patience and tenacity needed to finish the job.

Creativity is your hallmark. Whatever field of work you choose, it is critical for an INFJ to stop for a moment and pay close attention to your own personal needs so that the flower of your creativity can reach full bloom.

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

Personality Types

There are 16 different personality types. You are an INFJ.

Summary of Global Results

Your global results provide insight to how the four different dimensions of your personality work together to form your personality type. The results indicate your level of preference for each of two opposite scales. A strong preference is not necessarily better than a slight preference, or vice versa - the preferences simply indicate how strongly you favor certain behaviors versus others. You may have relatively equal preference (e.g., a CLEAR preference for Extraverting and a CLEAR preference for Introverting), but slightly favor one scale.

Your Type is **INFJ**
Where you focus your energy: **Introverting**
How you gather information: **iNtuiting**
How you make decisions: **Feeling**
How you approach life: **Judging**

You have a **Clear** preference for **Introverting**

	Not Clear	Slight	Clear	Strong	Very Strong
Extraverting					
Introverting					

Extraverting

- focuses attention externally toward people and things
- enjoys being sociable, talkative, and gregarious
- enjoys discussions more than reading
- active rather than reflective

Introverting

- focuses attention inward on thoughts and ideas
- prefers a few close friends to many acquaintances
- likes to reflect on ideas before sharing them
- needs quiet time away from action and noise

You have a **Clear** preference for **iNtuiting**

	Not Clear	Slight	Clear	Strong	Very Strong
Sensing					
iNtuiting					

Sensing



- processes information in an exact, detailed, and literal fashion
- lives in the present, prefers facts — what is known
- focuses on practical issues and topics

iNtuiting

- processes information in a symbolic and global fashion
- lives for the future, prefers theory — what is possible
- focuses on big picture issues and topics

Summary of Global Results

You have a **Strong** preference for **Feeling**

	Not Clear	Slight	Clear	Strong	Very Strong
Thinking					
Feeling					



Thinking

- makes decisions based on logic and rationality
- prefers to deal in objective reason and logic
- does not get personally involved in his/her decisions

Feeling

- focuses on how a decision will impact others
- makes decisions based on person-centered values
- gets personally involved in his/her decisions

You have a **Slight** preference for **Judging**

	Not Clear	Slight	Clear	Strong	Very Strong
Judging					
Perceiving					

Judging

- prefers an orderly, organized and planned lifestyle
- likes to make decisions and reach closure
- prefers systematic approaches

Perceiving

- prefers a flexible, open-ended and emergent lifestyle
- holds off deciding until there is more information
- prefers spontaneity and limited structure

PERSONAL NOTES

Map of Sixteen Types

Brief descriptions of the sixteen types enable you to see how your personality style differs from others. Keep in mind there are no "good" or "bad" types. The sixteen types can also be grouped into four higher-level clusters called temperaments. The four temperaments show how some personality types are more similar than others. You are an INFJ and your temperament is NF.

SP Efficient and Resourceful

ISTP Producing <ul style="list-style-type: none"> • quiet and reserved • efficient and expedient • keenly observe environment • interested in how and why • cool observers of life 	ISFP Performing <ul style="list-style-type: none"> • quietly friendly, modest and free spirited • loyal followers • idealists with high standards • keen senses • can be totally absorbed in action of the moment
ESTP Promoting <ul style="list-style-type: none"> • adaptable realists who ride with the tide • highly observant of surroundings • masterful at moving things in their direction • enjoy the fast lane 	ESFP Entertaining <ul style="list-style-type: none"> • warm, friendly, charming, witty • hands-on problem solvers • enjoy life's simple pleasures • life of the party

NF Imaginative and Innovative

INFP Supporting <ul style="list-style-type: none"> • deeply caring and idea oriented • peacekeepers • absorbed in projects • encourage growth and development with quiet enthusiasm 	INFJ Foreseeing <ul style="list-style-type: none"> • quietly determined • concerned for others' welfare • focus inner thoughts on helping others • put creative effort into their work
ENFP Inspiring <ul style="list-style-type: none"> • enthusiastic, charming, interesting • naturally curious and imaginative • know everyone • fascinated by relationships around them 	ENFJ Mentoring <ul style="list-style-type: none"> • responsive and responsible • outgoing, energetic and sociable • catalysts who enjoy drawing out the best in others • warmly enthusiastic

ESTJ Supervising <ul style="list-style-type: none"> • practical and realistic • value productivity and efficiency • enjoy management • excel at bringing order to groups 	ESFJ Providing <ul style="list-style-type: none"> • sociable, supportive and warm-hearted • active team participant • helpful toward others • use interpersonal skills to maintain important relationships
ISTJ Maintaining <ul style="list-style-type: none"> • serious, traditional and quiet • task-oriented, no nonsense style • excellent follow-through • work to conserve the resources of the group 	ISFJ Protecting <ul style="list-style-type: none"> • dependable and responsible • sympathetic, quiet and conscientious • polite and tremendously devoted • work independently in support of team

ENTP Improvising <ul style="list-style-type: none"> • creative, confident thinkers • intellectual and outspoken • argue both sides of issues • good at juggling many balls 	ENTJ Leading <ul style="list-style-type: none"> • direct and strategic • confident and well-informed • frank and decisive • natural organization builders and leaders
INTP Designing <ul style="list-style-type: none"> • strongly defined interests • skilled with logic • enjoy theory, science, ideas • single minded focus on topics of interest 	INTJ Contemplating <ul style="list-style-type: none"> • independent thinkers • develop strategy based on a clear vision • high achievement drive • emphasize competency

SJ Responsible and Reliable

NT Competent and Visionary

Likely Strengths

You are likely to possess strengths (i.e., behaviors, skills, and competencies) that are common to your personality type. Review the strengths listed below and note those that are true for you. It is important to identify which strengths come naturally to you, as these are assets that you can leverage in your work environment.

LIKELY STRENGTHS OF AN INFJ

Contributions to an Organization

- Is quietly forceful, personable, and genuinely concerned for others.
- Identifies possibilities and relationships missed by most others.
- Has single-minded concentration and the ability to follow through.
- Offers insight about future opportunities.
- Enjoys tackling complex issues involving people and material.
- Focuses on building harmony and works toward the common good of all.
- Generates innovative solutions to complex problems.
- Brings creativity and a future orientation to an organization.
- Trusts and pursues his or her unique and creative inner vision, even if it means taking risks.

Leadership Style

- Becomes an advocate for others and their talents when leading.
- Inspires others to follow through his or her enthusiasm and faith.
- Places intense attention and persistence on bringing his or her inspirations into reality.
- Prefers planning in advance and covering all contingencies to avoid crises.
- Is willing to be a pioneer, venturing forth into uncharted territories.
- Courageously challenges confirmed experts or popularly accepted beliefs.

Questions to Consider:

Where can you best use your strengths?

In what situations or roles are your strengths most valuable?

PERSONAL NOTES

Growth Opportunities

You may also have growth opportunities - weaknesses or undeveloped skills - that are common to your personality type. Review the growth opportunities listed below and note which are true for you. Identifying growth opportunities helps you increase self-awareness and minimize blindspots.

GROWTH OPPORTUNITIES FOR AN INFJ

- Practice being more objective, realistic, and open to current facts.
- Learn when to cut your losses if visions do not pan out.
- Practice speaking up about ideas; be more assertive.
- Try not to take criticism or conflict too personally.
- Remember to pay attention to personal needs to prevent burnout.

Questions to Consider:

Recall situations where you could have been more effective.
What could you have done differently?
How will new skills change your work performance?

PERSONAL NOTES

Communication and Teamwork

Effective work environments are based on effective communication and team work. The communication style and team preferences listed below are typical of your type. Consider whether they are true for you.

COMMUNICATION STYLE

- Keeps his or her energy and excitement contained.
- Needs time to reflect before replying and waits to be drawn out.
- Prefers to speak with individuals rather than large groups.
- Prefers written reports over talking in person.
- Uses language that is global and colorful, instead of precise and plain.
- Enjoys giving new insights and using unusual approaches.
- Is persuaded by emotionally presented, personal material.
- Communicates personal experiences to make points.

TEAM PREFERENCES

- Encourages harmony and gets everyone to contribute.
- Provides big picture overviews and in-depth synopses.
- Brings creative and clear perceptions and visions to the table.
- Masterfully synthesizes people, resources, goals, and visions.
- Becomes irritated by team members who show little caring for others.
- Irritates others by stubbornly clinging to an idea.
- Dislikes pessimistic members and those who fail to contribute.

Questions to Consider:

When is your communication style most effective? Least effective?
What do you contribute to a team?
How could you be more effective?

PERSONAL NOTES

Motivation and Learning

Your motivation is what drives your work satisfaction and productivity. Understanding your motivation enables you to seek situations or tasks that best fit your personality. Learning style preferences help you recognize how you learn best. Below are motivators and preferred learning styles associated with your type. Review each and consider whether they are true for you.

MOTIVATORS

- Functions best within a quiet and orderly environment.
- Needs caring and harmonious surroundings.
- Appreciates positive feedback about his or her own unique contributions.
- Seeks opportunities to learn, grow, and solve problems.
- Prefers the freedom to express and carry out his or her ideas, preferably one at a time.
- Avoids situations where he or she cannot be creative and innovative.

PREFERRED LEARNING STYLE

- Values life-long learning by interacting with others or through reading and writing.
- Prefers tools and materials that are organized.
- Enjoys future-oriented concepts, theories, abstractions, and ideas.
- Avoids dictatorial educational settings, as well as black and white thinking.

Questions to Consider:


In your current work, when are you most motivated? Least motivated?
How do you learn best?

PERSONAL NOTES

A Deeper Look: Extraverting vs. Introverting

YOUR EI FACET RESULTS

You have a **Clear** preference for **Talkative**

 Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Talkative					
Quiet					

Talkative: animated and expressive; sociable and gregarious; opens up to others.

Quiet: calm and serene; private and personal; hesitant to self-disclose or show feelings.

You have a **Strong** preference for **Reserved**

	Not Clear	Slight	Clear	Strong	Very Strong
Socially Bold					
Reserved					

Socially Bold: friendly and outgoing; initiates conversations; comfortable leading; likes public speaking.

Reserved: shy and retiring; prefers others to initiate; follows others' lead; dislikes public speaking.


You have a **Clear** preference for **Intimate**

	Not Clear	Slight	Clear	Strong	Very Strong
Outgoing					
Intimate					

Outgoing: has a wide circle of friends; dislikes working alone; enjoys meeting many people.

Intimate: has a few close friends; enjoys working alone; can concentrate for long periods of time.


You have a **Clear** preference for **Participative**

 Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Participative					
Reflective					

Participative: active and energetic; seeks stimulating activities; prefers to learn through discussion.

Reflective: values peace and quiet; needs solitude to reflect and recharge; prefers to learn by reading.

 **Out of Pattern:** Each facet has two opposite scales. For a given facet, you may favor a scale that is opposite to what you might expect based on your global results. These "Out of Pattern" preferences help you gain insight into your unique way of expressing your type.

A Deeper Look: Sensing vs. iNtuiting

YOUR SN FACET RESULTS

You have a **Clear** preference for **Abstract**

	Not Clear	Slight	Clear	Strong	Very Strong
Concrete	<div></div>				
Abstract	<div></div>				

Concrete: deals with tangible facts and "what is" rather than "what could be"; likes to work out details.

Abstract: enjoys ideas and possibilities; values imagination; bored by details.

You have a **Clear** preference for **Innovative**

	Not Clear	Slight	Clear	Strong	Very Strong
Practical					
Innovative	<div></div>				

Practical: prefers established methods to achieve end results; dislikes improvising.

Innovative: likes variety and new ideas; enjoys resolving a crisis with a novel solution.

You have a **Clear** preference for **Visionary**

	Not Clear	Slight	Clear	Strong	Very Strong
Conventional	<div></div>				
Visionary	<div></div>				

Conventional: values customs and traditions; follows accepted practices; dislikes standing out.

Visionary: values inspiration, uniqueness, and originality; comfortable appearing unconventional.

You have a **Clear** preference for **Trendsetting**

	Not Clear	Slight	Clear	Strong	Very Strong
Traditional	<div></div>				
Trendsetting	<div></div>				


Traditional: predictable and established; careful with facts; opposes changes for sake of change.

Trendsetting: focuses on change and the big picture; seeks new trends; becomes bored with routine.

A Deeper Look: Thinking vs. Feeling

YOUR TF FACET RESULTS

You have a **Strong** preference for **Rational**

 Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Rational					
Empathetic					

Rational: decisions based on logical analysis; impersonal problem solving style.

Empathetic: decisions based on values and person-centered principles; empathetic problem solving style.


You have a **Very Strong** preference for **Compassionate**

	Not Clear	Slight	Clear	Strong	Very Strong
Autonomous					
Compassionate					

Autonomous: fair, impartial, objective, and independent; more task- than relationship-oriented.

Compassionate: considers feelings, beliefs and needs of others; more relationship- than task-oriented.

You have a **Strong** preference for **Analytic**


 Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Analytic					
Warm					

Analytic: values logic and scientific principles in decision making; analytical style.

Warm: values warmth and compassion in decision making; personable style.


You have a **Strong** preference for **Competitive**

 Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Competitive					
Nurturing					

Competitive: critical, skeptical, tough-minded style; enjoys a good argument.


Nurturing: cooperative, accepting and supportive style; prefers harmony and dislikes confrontation.

 **Out of Pattern:** Each facet has two opposite scales. For a given facet, you may favor a scale that is opposite to what you might expect based on your global results. These "Out of Pattern" preferences help you gain insight into your unique way of expressing your type.

A Deeper Look: Judging vs. Perceiving

YOUR JP FACET RESULTS

You have a **Clear** preference for **Open-ended**


 Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Planned					
Open-ended					

Planned: likes schedules and closure; emphasizes planning, anticipating contingencies, and organization.

Open-Ended: likes working things out as they unfold; emphasizes adaptability and flexibility.

You have a **Slight** preference for **Casual**

 Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Reliable					
Casual					

Reliable: punctual, responsible, orderly; early starter who gets things done.

Casual: comfortable with diversions; energized by deadlines; procrastinates; works well under pressure.

You have a **Slight** preference for **Deliberate**

	Not Clear	Slight	Clear	Strong	Very Strong
Deliberate					
Spontaneous					

Deliberate: exact, cautious, risk-avoidant, and goal-oriented; prefers a settled, non-impulsive lifestyle.


Spontaneous: changeable and opportunistic; comfortable taking risks; sometimes impulsive.

You have a **Clear** preference for **Conforming**

	Not Clear	Slight	Clear	Strong	Very Strong
Conforming					
Nonconforming					

Conforming: prefers security, stability and structure; most effective with clear goals and direction.

Nonconforming: prefers freedom to develop own rules and goals; works effectively without structure.

 **Out of Pattern:** Each facet has two opposite scales. For a given facet, you may favor a scale that is opposite to what you might expect based on your global results. These "Out of Pattern" preferences help you gain insight into your unique way of expressing your type.

Response to Daily Stressors

It is important to understand how you respond to stress in your daily life. Your results on the global and facet scales indicate how you typically react to stress.

TENSE VS. CALM GLOBAL SCALES

You have a **Strong** preference for **Calm**

	Not Clear	Slight	Clear	Strong	Very Strong
Tense					
Calm					

Tense

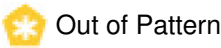
- unsure and cautious
- uncertain about the likely consequences of actions
- worries about things that cannot be changed
- concerned about the opinions of others

Calm

- optimistic and self-confident
- unconcerned about what others think
- calm and relaxed where others might be worried
- does not dwell on things that cannot be changed

FACET SCALES

You have a **Strong** preference for **Concerned**



Out of Pattern

	Not Clear	Slight	Clear	Strong	Very Strong
Concerned					
Optimistic					

Concerned: worries about the future and unpredictable events; takes insensitive remarks personally.

Optimistic: comfortable being in unfamiliar or unpredictable situations; shrugs off insensitive comments.

You have a **Strong** preference for **Confident**

	Not Clear	Slight	Clear	Strong	Very Strong
Unsure					
Confident					

Unsure: hesitant, easily embarrassed, and relatively concerned about what others may think.

Confident: decisive, confident, and relatively unconcerned about what others may think.

Summary Report

ENERGY DIRECTION

	%	Score	Not Clear	Slight	Clear	Strong	Very Strong
EXTRAVERTING	33	29					
INTROVERTING	34	30					
Talkative	38	8					
* Quiet	29	6					
Socially Bold	17	4					
Reserved	50	12					
Outgoing	33	7					
Intimate	38	8					
Participative	48	10					
* Reflective	19	4					

DECISION MAKING

	%	Score	Not Clear	Slight	Clear	Strong	Very Strong
THINKING	48	45					
FEELING	52	48					
Rational	63	15					
* Empathetic	38	9					
Autonomous	0	0					
Compassionate	100	21					
Analytic	63	15					
* Warm	38	9					
Competitive	63	15					
* Nurturing	38	9					

INFORMATION GATHERING

	%	Score	Not Clear	Slight	Clear	Strong	Very Strong
SENSING	18	16					
INTUITING	37	33					
Concrete	33	10					
Abstract	33	10					
Practical	0	0					
Innovative	38	9					
Conventional	19	4					
Visionary	43	9					
Traditional	13	2					
Trendsetting	33	5					

LIFESTYLE ORIENTATION

	%	Score	Not Clear	Slight	Clear	Strong	Very Strong
JUDGING	18	19					
PERCEIVING	16	17					
Planned	11	3					
* Open-ended	22	6					
Reliable	14	5					
* Casual	19	7					
Deliberate	19	5					
Spontaneous	15	4					
Conforming	33	6					
Nonconforming	0	0					

RESPONSE TO DAILY STRESSORS

	%	Score	Not Clear	Slight	Clear	Strong	Very Strong
TENSE	44	21					
CALM	56	27					
Concerned	57	12					
* Optimistic	43	9					
Unsure	33	9					
Confident	67	18					

* Out of Pattern