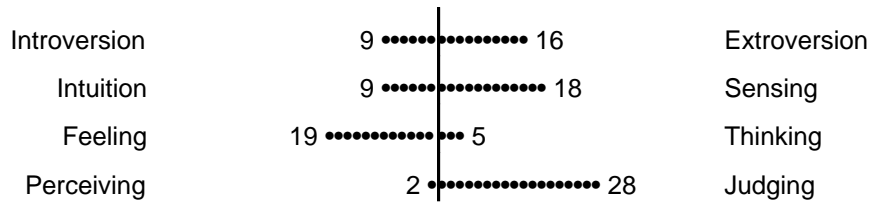


Personality Type Profile of Firstname Lastname



Each trait may be assessed individually by using the appropriate scale found under the Tools menu. A differential of five or more between a trait on the left side and its opposite on the right indicates a clear preference.

| Personality Type ESFJ | | Differential |
|-----------------------|----|--------------|
| Extroversion | 16 | 7 |
| Sensing | 18 | 9 |
| Feeling | 19 | 14 |
| Judging | 28 | 26 |

| |
|----------------------------|
| Dominant Approach |
| Feeling 19 |
| Auxiliary Reserve Approach |
| Intuition 9 |

| |
|---------------------|
| Style Preference |
| Dominant Feeling 19 |

| |
|-----------------------------|
| Adaptation Style Percentage |
| 74% Low |

- Type Summary:
- Willing to give personal attention in offering their assistance.
 - Tendency to idealize relationships and feel distress when things do not work out as planned.
 - Liable to concede administrative leadership but not managerial control.
 - Conscientious about work and dealing with the public.
 - Outgoing in expressing their emotions.

Dominant Approach

The Feeling Dominant approach interprets reality through the means of human values and a perceptive process that involves experience and reflection. It deals with the aspects of interpretation, cause and effect, action and consequence along with a whole other assortment of ways for bringing together the outcome of an action with its original beginning. In a word this means "reverse logic."

- They can place more emphasis on maintaining trust and cooperation than achieving objectives.
- Feeling personalities see things developing long before the situation or event can even get started.
- The Feeling personality will seldom compromise the subject of their attention in order to reach the goal.
- The ability to experience suffering, joy, sadness, and anger are all associated with the Feeling Dominant approach.

Auxiliary Reserve Approach

Intuitive Auxiliary Reserve personalities experience difficulty relating to uncertainties in the future. Their vulnerability becomes even more apparent when they are asked to deal with changes that affect the way they operate within an organization. This characteristic of their personality poses some interesting prospects. On the one hand, it leads them to conservatism and the importance of preserving the status quo. On the other hand, it offers them creative insights and images that often go beyond their customary view of reality.

They experience the stress of living in a world where there really are "no guarantees." Therefore, having security and independence are most important to this personality.

Extroverted personalities, experience this discomfort internally, while Introverted personality types with the Intuitive Auxiliary Reserve are more likely to find their stress level affected by their external involvement.

Releasing energy through creative pastimes is an important means of dealing with the stress that accumulates through the Intuitive Auxiliary Reserve.

Style Preference

Style preference is an indication of how you are flexing your behaviours between two alternate behavioural styles. Your Dominant Trait uses one particular Style and your Auxiliary Trait uses a completely opposite style to organizing things. People with a Dominant Preference find it easier to work on their strengths and want to refine their own approach to people and situations. Their level of independence is often higher and their need to control their environment is also quite high. People with an Auxiliary Preference have developed a unique pattern that uses many opposing and varied styles to dealing with people and situations. At times and in some areas they are well organized and highly conformist, while in other areas they project independence and a less structured way of doing things. This is one way of dealing with the differences between people having the same Personality Type.

Your Style Preference is Dominant Feeling

Your preferred style is to follow the structured and orderly approach to managing people and situations. Your lifestyle carries over into your work and you are comfortable in using the same approach to your work that you apply to everyday living. Your coworkers will see you as much the same type of person either on or off the job.

Adaptation Style Percentage

These measurements describe how you are stretching your behaviour traits to become more flexible and productive in your role. Each of the Type characteristics is covered below and details how you are interacting with others and how your coworkers are likely perceiving you. The percentages within each characteristic also indicate behavioural differences between individuals who have the same Personality Type. There are many factors that can affect these scales depending on the level of compatibility between yourself and others on the team.

v.2.0.0 (c) 2008 What's My Type?

React:

This scale monitors sociability and your willingness to interact with others.

- A Low Percentage means that you project yourself well and are satisfied with your level of interaction with others.
- A Moderate percentage means that you are moving to increase or decrease your level of interaction to accommodate situations.
- A High Percentage means that you are not satisfied with your level of involvement and are either being cautious with opening up to others or needing to express yourself toward others with a new approach.

Your Adaptation Style Percentage for the React scale is 86 (High).

- You are concerned with giving good first impressions.
- Avoiding conflicts and misunderstandings is very important.
- Serving the other person's needs is a priority.
- You are sending a variety of messages about the level of attention that you are receiving.

Look:

This scale monitors the sources of information you rely on.

- A Low Percentage means that you are finding enough relevant information that you need to make evaluations.
- A Moderate percentage means that you are re-evaluating the reliability of your information sources.
- A High Percentage means that you are finding it more difficult to gather and assimilate the information that you need to be successful.

Your Adaptation Style Percentage for the Look scale is 83 (Moderate).

- You are shifting back and forth between intuitive "hunches" and gathering concrete data.
- Your resistance to change is directly related to changing rules and procedures.
- You are tentative when dealing with complicated procedures.
- You are impatient when it comes to finding solutions, objectives and setting goals.

Decide:

This scale monitors the decision making style you follow.

- A Low Percentage means that you are clear and concise in your decision making process.
- A Moderate percentage means that you are making more complex decisions that are outside of your normal pattern of using logical analysis or emotional reasoning.
- A High Percentage means that you are having to continuously balance your emotional and intellectual needs to achieve personal satisfaction.

Your Adaptation Style Percentage for the Decide scale is 71 (Low).

- Your decisions and reactions are consistent, reliable and predictable.
- Prefer defending current positions or policies rather than risk developing new procedures.
- Easily make conversation and are effective with your communication.
- You are popular with managers and co-workers who follow an uncomplicated approach to their work.

Organize:

This scale monitors the patterns you develop for organizing yourself.

- A Low Percentage means that you are adapting well to the pace of your work and adjusting to timelines.
- A Moderate percentage means that you are adapting to your environment by trying to control the pace of your work and the scheduling of multiple projects.
- A High Percentage means that you are working continuously to maintain a balanced workload that is stretching your limits.

Your Adaptation Style Percentage for the Organize scale is 57 (Low).

- Respond positively in spite of repeated setbacks and failures.
- Motivate yourself to deal with the situation at hand.
- You are emotionally intelligent and responsive to the immediate situational climate.
- You are accepted for your rather unorthodox contributions to the organization that stand out from the rest.