

STEP III™ INTERPRETIVE REPORT



MBTI® STEP III™ INTERPRETIVE REPORT

PREPARED FOR

Jane Sample

April 16, 2009



Personal Demographics

Client Name: **Jane Sample**
Gender: **Female**
Age: **43**
Date: **Thursday, April 16, 2009**

Letter Preferences and Clarity

I very clear
N clear
T clear
P moderate

Number of Omissions

The client has omitted 2 items.
This number of omissions is not likely to affect the validity of the report.



FOR YOUR ATTENTION

Statements based on reported type: Some statements are based on scales or patterns that include the respondent's reported type. These statements are preceded by the following symbol: *. If the person's reported type and best-fit type are different, the interpreter should review these statements for accuracy and discuss them with the client.

One reason why reported and best fit type may be different is that some preference clarity categories may fall in the *slight* range. Statements in the report that are based on a preference for which the pcc is in the *slight* range are preceded by the following symbol: #. If a client questions the accuracy of such a statement, it *may* be due to an incorrectly reported preference. The interpreter should discuss the accuracy of these statements with the client.

About the MBTI® Step III™ Instrument

The *Myers-Briggs Type Indicator® Step III™* instrument is based on C.G. Jung's theory of psychological Type as developed and extended by Isabel Briggs Myers. Type theory is concerned with two basic processes:

- Perception:** How you take in information and what you do and do not pay attention to, and
Judgment: How you use that information to make decisions, form opinions, and take action.

How effectively you take in information and make decisions is important in determining how satisfied you are with your life, because some approaches are constructive and valuable, while others may prevent you from making important decisions or reaching your goals.

The MBTI® Step III™ Instrument provides information about how you use your perception and judgment and suggests ways you can enhance your effectiveness. Isabel Myers firmly believed that:

“Understanding your patterns of perception and judgment can make your perceptions clearer, your judgments sounder, and your life closer to your heart's desire.”

You can use your MBTI Step III results to:

- Understand or gain insight into your typical behavior, attitudes, and motives
- Recognize and appreciate behaviors or choices that have been helpful to you
- Become aware of behaviors or choices that may be getting in your way
- Learn new behaviors
- Use different ways of evaluating your choices
- Decide whether to make different choices

The information in the report is derived from your responses to the Step III instrument.

The report was developed using the following assumptions:

- You have arrived at this particular point in your life for good reasons. You made the best choices you could, given the information and resources available and the inner and outer demands on you at the time.
- Any stress, strain, conflict, or dissatisfaction that you are experiencing at present may indicate that now is a good time to evaluate your current situation and think about your desires for the future.
- If you have experienced or learned new things, are in a different environment, or if the demands on you have changed, you may wish to reconsider your usual ways of doing things and explore other approaches.
- A decision *not* to change or do anything differently is also appropriate, especially if you are satisfied with yourself and the way your life is going.

This report is designed to be reviewed and interpreted with a professional who has been trained in Step III interpretation. The goal of this joint effort is to:

- Assess the accuracy of report contents: Only you can determine whether the results fit you or not.
- Discuss the results and explore the various ways you can use them to understand and gain insight into your current development and explore ways you might wish to enhance the way you function.

Part One: One of Sixteen General Personalities

Part One of the report shows which one of sixteen possible personalities you reported when you answered the Step III questions. It describes characteristics that come naturally to people whose personality is similar to yours. Each description emphasizes the advantages that result from doing what is natural and enjoyable for people with that personality. The description then lists some of the challenges people with your personality may experience when they are required to use opposite, less natural or enjoyable parts of their personality.

Depending on your age and stage of life, some advantages and challenges listed for people with a personality similar to yours may not describe you. Younger people may not have had enough experience to recognize some of their potential assets and older people may have already dealt successfully with some of their challenges. Your actual unique personality is the result of natural qualities, your stage of life and life experiences, the opportunities you've enjoyed, and the difficulties you've faced.

Part Two: Your Unique Personality

Part Two of the report is also derived from your responses to the Step III questions. It contains four individualized sections that describe your current approach to:

- A. Yourself and the World
- B. People and Relationships
- C. Responsibility and Work
- D. Problem solving and Decision making

Each of these four sections contains brief statements that describe your present approach in that area. Each statement is followed by questions or suggestions that appear in **color** for easy identification. You may wish to think about and/or discuss some or all of these questions and suggestions. Doing so may give you important insights into yourself or a different way of looking at how you function. Such an exploration can help you achieve greater satisfaction and effectiveness in key areas of your life. The professional with whom you are working is trained to help you focus on the areas that will be of most interest and use to you. He or she can also recommend additional resources as necessary.

PART ONE

The personality description that follows is an extension of the work of Isabel Briggs Myers and is one of the sixteen distinct personalities identified by Myers. It is a general description of people whose personality is similar to yours and therefore it probably won't fit you in all respects. You can use this *general description* along with the *individualized material* in Part Two of the report to understand your particular path to development and the effective use of your personality.

Your Personality*

Your responses to the Step III instrument indicate that you are most energized when you are developing logically coherent ideas and models in your areas of interest. You probably enjoy coming up with innovative strategies and methods to implement your concepts. You may at times become so narrowly focused on the exploratory, analytic process that you devote your energies exclusively to only one narrow issue. To help you focus your attention more broadly, you typically rely on your natural tendency to integrate a wide range of seemingly unconnected data and events. People tend to see you as dispassionately objective, analytical, private, and intently focused on whatever you choose to do.

Your combination of gifts may give you a remarkable ability to think about, process, conceptualize, and systematize a great many complex ideas simultaneously, as well as to manage a large number of facts and details that help you get a handle on the big picture. You are at your best when you are free to concentrate on logically analyzing and interpreting ideas and following them wherever they may lead, or to a specific goal you have in mind, with little requirement that you relate to other people on matters extraneous to your interests or that you attend to irrelevant facts and details.

Your Personality Development

Your current personality development reflects how effectively you have learned to use your *perception* (the way you go about gathering information) and your *judgment* (the manner in which you arrive at conclusions) in response to life circumstances.

- The unique way in which you have moved toward your present effectiveness has been influenced by the natural characteristics of your personality, as described above.
- Some behaviors, attitudes, and approaches are likely to be relatively easy for you because they “fit” with your natural personality. These are the “developmental advantages” that are natural and expected for people with your personality.
- Other behaviors, attitudes, and approaches may be more difficult and tiring because they require you to “go against” your preferred characteristics. These are the “developmental challenges” that are natural and expected for people with your personality.

Developmental Advantages

The behaviors, attitudes, and approaches that fit your natural personality may make it relatively easy for you to:

- Use logic and innovation to solve problems
- Take a skeptical approach to ideas, your own as well as those of others
- Be flexible, spontaneous and open to new ideas in most areas
- Focus your attention intensely on your areas of interest
- Spot the flaws in someone's reasoning
- Evaluate both sides of an issue with fairness and objectivity
- Gather and organize facts and details that support your ideas and projects

Developmental Challenges

The behaviors, attitudes, and approaches that don't fit your natural personality may result in the following:

- It may be difficult for you to accept most things in the absence of logical or factual evidence
- You may be baffled by and have trouble dealing with people who do not behave logically
- You probably resist using your energies on uninteresting tasks that you see as pointless, even when you are required to do them
- At times you may feel misunderstood and unappreciated
- At times you may feel frustrated by having to deal with the realities of daily life in which you find yourself, because doing so takes valuable time away from pursuing your interests
- Telling others directly how you feel about things may be difficult
- It may be hard for you to avoid coming across as hypercritical and dismissive, even cynical at times
- It is likely very hard for you to engage in "small talk" or socialize comfortably

Evaluating Your Personality Description

You can use this general personality description to help you better understand and evaluate the individualized results in Part Two of the report. Bear in mind, however, that *if the above description seems way off the mark, it may not be accurate for you*. If that occurs, the professional with whom you are working can help you identify the personality description that fits you best.

*This description is based on the personality type INTP, which is one of the sixteen personality types elicited by the Myers-Briggs Type Indicator (MBTI) instrument. An *INTP* is a person who prefers *Introversion, Intuition, Thinking, and Perceiving*. If you would like further information about your own and other personality types, consult the professional with whom you are working and/or the resources listed at the end of this report.

PART TWO

The four sections in **Part Two** cover attitudes and behaviors that influence four important areas of your everyday functioning—how you see yourself and your relationship to the world, how you relate to other people, the way you approach responsibility and work, and how you go about making decisions and solving problems. The particular combination of descriptive statements in your report is unique to you—it is virtually impossible for anyone else's report to be exactly the same as yours!



SECTION A Your Approach to Yourself and the World

Depending on how you answered the Step III questions, you may find statements in Section A of your report about your current level of self-confidence, your approach to difficulties, your sources of enjoyment, your general outlook on life, and a number of other relevant areas.

YOUR RESULTS

- You typically prefer to follow others' lead rather than to take a leadership role yourself, at least in some areas of your life.

Are there times or situations where you do take the lead? What makes such instances different from your usual approach? [K051]

- You appear to have confidence in yourself and your ability to handle the situations you face in at least some areas of your life.

In which areas are you most confident and which least? What accounts for the difference? [C020]

- When you experience self-doubt, it may show itself in some awkwardness around people, so you might be seen as shy.

In what kinds of situations are you likely to feel most comfortable around people? Try to remind yourself of how you feel and act at those times, which may help your overall comfort level in social situations. [N060]

- You see difficulties as a challenge, are willing and ready to deal with them, and have confidence that you will succeed.

Do you ever seek out problems that need solving, or do you more often just deal with them when they come up? [M020]

- Your sense of well-being is reflected in seeing yourself as energetic, enthusiastic, and confident in your decision-making and in living your life in general.

Are there areas of your life where you are not so confident and energetic? Is your outlook ever affected by fatigue, illness, stress, or certain kinds of situations? [A50]

- You indicate that you do not worry beyond appropriate areas of concern.

When, if ever, do you find yourself worrying quite a lot? What might account for such a change from your typical behavior? [L094]

- You are so intently focused on the future that you may not be taking much pleasure in the present.

At least some of the time, make an effort to appreciate and enjoy the here-and-now. [L104]



SECTION B

Your Approach to People and Relationships

Possible statements in this section cover a wide range of attitudes and behaviors relating to your relationships with people in both your personal and work life. Areas addressed may include how you relate to individuals and groups, the way you handle disagreement, your attitude toward friendships and intimate relationships, and how others see you.

YOUR RESULTS

- You favor close relationships with relatively few people, rather than having a broad acquaintanceship with many people.

What happens when a close friend moves away or a friendship changes for some other reason? How do you meet your need or desire for a close friend? [E064]

- Your relationships might be more satisfying if you recognized others for their contributions and expressed your appreciation of them more openly.

Make an effort to notice people's positive contributions and let them know that you appreciate what they do. [L055]

- Sometimes you disagree with what is being said, but don't necessarily express your disagreement.

When are you most likely to express your disagreement out loud? What makes these situations different from those where you keep your disagreement to yourself? [T028]

- Some people may not find you easy to work with and may see you as cooperating with them only when it suits you.

Assuming the request for your cooperation is legitimate and does not violate your values and principles, you might try to be helpful when others ask for your assistance. Doing so may actually use up less of your energy and be more satisfying in the long run. [L024]

- You are quite reticent about expressing your personal feelings.

In what situations, or with which people, are you most comfortable expressing personal feelings? [E065]



SECTION C

Your Approach to Responsibility and Work

Statements in this section cover areas such as leadership, taking on responsibility, working with others, dealing with deadlines and other pressures, satisfaction with work, and preferred work style.

YOUR RESULTS

- You tend to take responsibility only for things that really interest you and reject responsibility in other areas, perhaps because you are not sure of yourself in those areas, or because you don't want to be burdened by being responsible for things in which you have no interest.

When you're not interested in being responsible for a particular effort or project where you may have some expertise, consider helping by offering constructive suggestions. If you have no expertise to offer, let those in charge exercise their superior skill and knowledge. Don't criticize their efforts without a firm basis for your criticism. [P111]

- You tend to work more steadily on things that are interesting than on things that are not.

Find some techniques to help you work more consistently on the less interesting parts of your responsibilities. Perhaps alternating doing the less interesting parts and then rewarding yourself by doing an interesting part, if possible, might help. If there simply are no interesting parts or they have to be done in a specific order, reward yourself by taking a break to do something you really enjoy. Successfully doing this may actually free up your time and energy for what you enjoy doing. [L082]

- You seem to have little or no interest in organizing your free time.

Does your lack of organization ever cause you to miss out on things you might have enjoyed?

[K040]

- You seem to be much more comfortable when your work does not involve pressure or deadlines.

What happens when pressure or deadlines are unavoidable? [K031]

- You like working on innovative projects, enjoy doing things in new ways, and prefer being free to follow your hunches.

How do you react when you don't have that freedom? [A7]

- You may feel frustrated because the demands of work leave you too little time to have fun in your life.

You may need to exert a fair amount of self-discipline to ensure that work doesn't always take precedence over fun and relaxation. Achieving a better balance between work and play will likely allow you to use your energies in both arenas more effectively and with greater satisfaction. [L105]

- From time to time at work, you seem to like finding new and original ways to do things.

Use every opportunity to devote as much time and effort as you can to devising new ways of doing your work. [N - I - (11R)*]

- As often as not, you seem to like starting well in advance of deadlines and working steadily to meet them.

Since this seems comfortable for you, use this approach more consistently by assuming that everything in a project will take longer than expected, and begin your work early enough to avoid compromising the quality of your effort in a last-minute rush. [P - I - (19L)*]

- In certain arenas at work, you seem to like keeping your options open so you're not locked into plans made way in advance.

Make it a consistent habit to keep your work schedule open-ended whenever possible so that you can react to opportunities or problems quickly. [P - I - (18R)]



SECTION D

Your Approach to Problem Solving and Decision Making

This section may contain statements that describe the way you go about solving problems, what factors you consider when making decisions and the kind of information you rely on, how much effort you devote to decision making, and how comfortable you are solving problems and acting on your decisions.

YOUR RESULTS

- You seem to be quite comfortable with and probably effective in situations that require you to stay open to new viewpoints or to engage in trouble-shooting.
Do you enjoy some kinds of trouble-shooting more than others? How do you usually approach a troubleshooting situation? And do you become bored or impatient if there are no new challenges to troubleshoot? [L142A]
- You stay open to new ideas and don't judge them, while at the same time you enjoy making decisions and make them in a timely fashion.
Does maintaining openness ever result in excessively delaying a decision? [A22]
- You seem to be a pretty decisive person, in spite of your natural inclination to stay open to new information and to delay decision making.
When, if ever, are you indecisive, so that you delay making a decision? [A36]
- You seem to get essential decisions made on time.
What kinds of decisions are you likely to delay making? [Q022]
- You seem to know when to stay open to new information and when you know enough to move ahead and decide, at least in some areas of your life.
In what areas, if any, is this not true for you? [Q030]
- You are pretty tough-minded, usually look at things on their merits, and act accordingly.
Has this approach caused you problems at times? [T022]

- You seem to know when a logical, dispassionate approach is appropriate and when attending to what matters to people is the better route to follow—regardless of whether or not you act on that knowledge.

What is different about circumstances when you act or don't act on this knowledge? Are there times when you did not act and regretted it later? If so, what things prevented you from acting? [Q040A]

- Your natural tendency to apply logic to all situations often makes you forget that things you really care about are truly important, even if they are not logical.

Have there ever been times when you made a logical decision and regretted the outcome later? It might help to consider that when your own and others' strong personal values and preferences are not honored in your decisions, the end result may be disastrous for all concerned. [L040]

- At times your tendency to consider the “big picture” is very effective, while at other times you may not pay enough attention to some important concrete facts and current realities when making decisions.

Before you make your decisions final, remember to ask yourself whether you have paid attention to the concrete facts and evidence that may be relevant to the situation. Consider asking someone who is good at details whether you might have overlooked anything important. [V16]

- You appreciate a spontaneous approach to life's events and feel constrained by schedules and routines.

How do you handle situations where schedules and routines can't be avoided? [L131]

- From time to time you consider new and different ways to approach the issues bearing on problems or decisions you face.

Try more often to use this approach by listing all the solutions you can think of, even those that may seem zany or wildly unrealistic. Then review your list and consider how these solutions could be made to work without all of the disadvantages they appear to have at first. [N - I - (11R)*]

- You like getting started on the issues pretty well in advance of when you have to make decisions or solve problems.

Make it a point to use this approach consistently to confront difficult decisions and problems early on by getting as much information as you can about every facet of your choices, so when the time comes you are prepared. [P - I - (19L)*]

Going on from Here

Take a moment to reflect on the information you've received in your Step III™ Interpretive Report:

- Did the results overall fit you well?
- Did you gain insight into why some people may misunderstand you or misinterpret your motives?
- Were you pleased to find that your own efforts to develop parts of yourself “showed up” in the report?
- Did some of the questions, comments, and suggestions help you think differently about some aspects of your life?
- Were you initially surprised at some statements but on reflection, discover interesting ways they might be accurate for you?

Resources

If you are interested in additional exploration, the resources below are designed to help you learn more about your own and other personalities and how they develop. You may also find it interesting and helpful to reread your report from time to time. Sometimes information can take on different meanings at a different time or when it is viewed from the vantage point of age and new life experiences.

Myers, I.B. (1998) Introduction to Type, Sixth Edition, Rev. by Kirby, L.K. and Myers, K. D. Palo Alto, CA: CPP, Inc.

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Quenk, N. L. (2000). In the grip: Understanding type, stress, and the inferior function. Mountain View, CA: CPP, Inc.

Quenk, N. L. (2002). Was that really me? How everyday stress brings out our hidden personality. Boston, MA: Davies-Black Publishing.

Zeisset, Carolyn (2006). The art of dialogue: Exploring personality differences for more effective communication. Gainesville, FL: Center for Applications of Psychological Type.

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