

MYERS-BRIGGS TYPE INDICATOR® | STEP II™ PROFILE

Prepared for
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Your Myers-Briggs® Step II™ Profile gives you information about your personality type based on your answers to the MBTI® assessment. It first indicates your Step I™ results—your reported four-letter type. Next it shows your Step II results—your expression of five facets for each of the four Step I preference pairs.

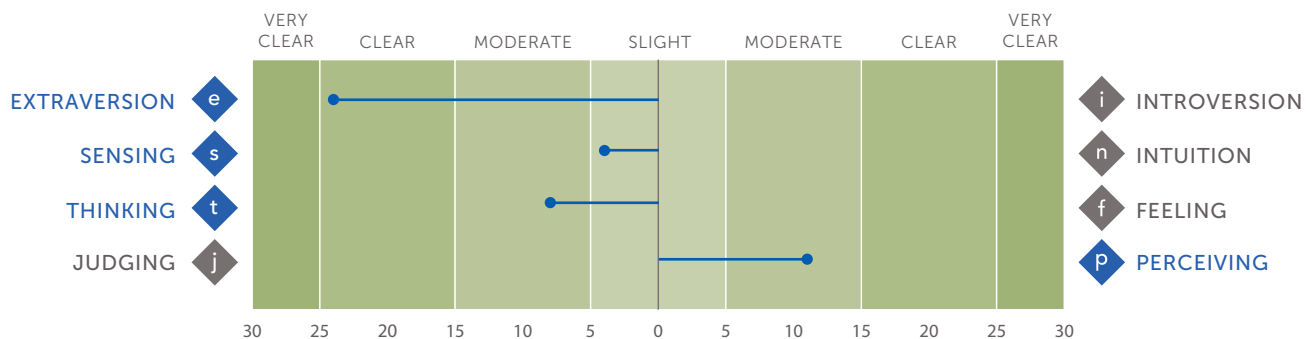
Your Step I™ Results

ESTPs tend to be easygoing, adaptable, action-oriented realists. They like on-the-spot problem solving. They don't worry much about the future but rather enjoy what's happening now. They prefer actions to long explanations. They are most comfortable with real things that can be handled, taken apart, and put together.

Your reported Myers-Briggs personality type
ESTP

Your preferences
Extraversion | Sensing | Thinking | Perceiving

CLARITY OF YOUR PREFERENCES: ESTP



PCI RESULTS: EXTRAVERSION | 24 SENSING | 4 THINKING | 8 PERCEIVING | 11

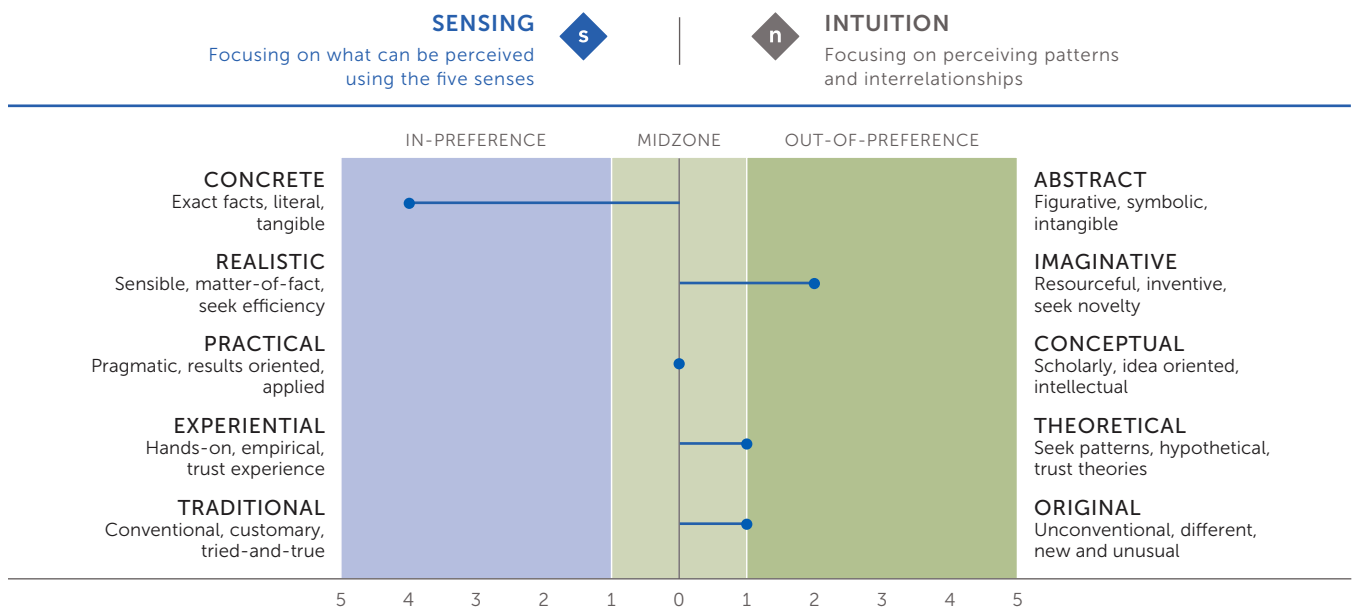
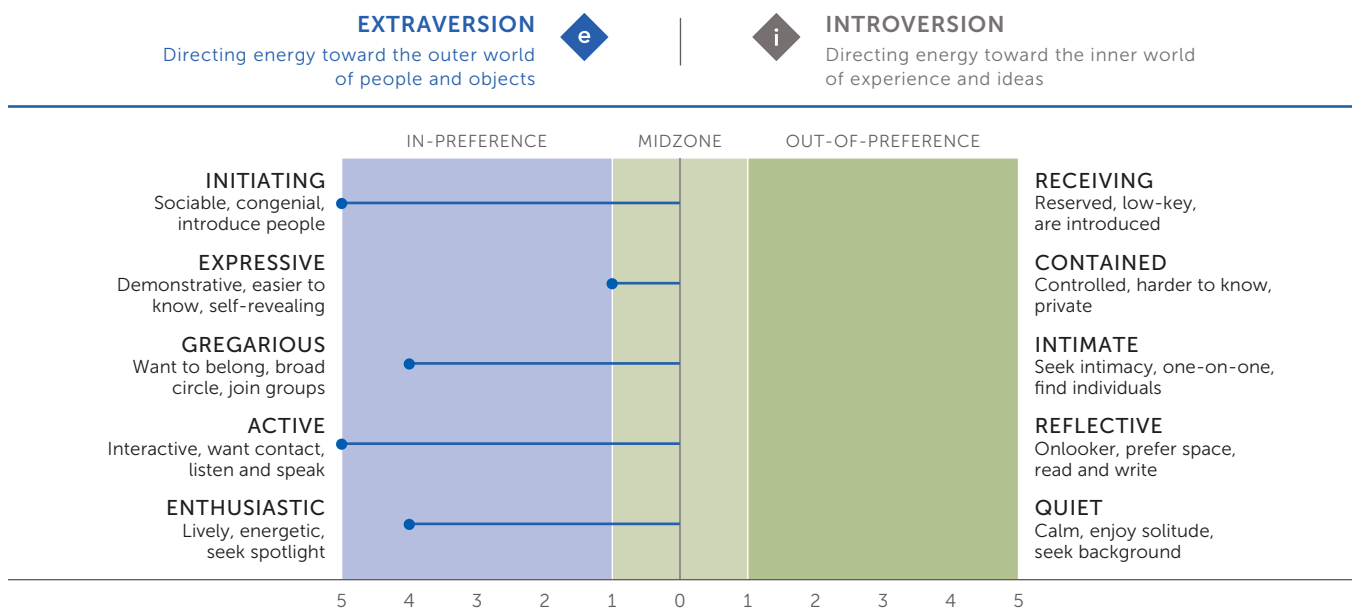
The length of the lines on the preference clarity index (pci) graph above shows how clearly or consistently you chose one preference over the other in each pair. The longer the line, the more often your answers indicated that preference, and the more likely it is that the MBTI assessment has accurately reflected your preference.



Your Step II™ Results

The graphs that follow show your Step II results—your expression of five facets for each of the Step I preference pairs. Be aware that a preference is broader than its facets and so your five facet scores do not add up to your Step I preference score.

The length of each line on the graphs shows how consistently you chose one facet pole over the other. The longer the line, the clearer your preference is for that pole. Scores of 2–5 that are on the same side as your Step I preference indicate *in-preference* results. Scores of 2–5 on the opposite side of your Step I preference indicate *out-of-preference* results. Scores of 0 and 1 are in the *midzone* and often mean a situational or muted use of either pole.





PROFILE

MYERS-BRIGGS TYPE INDICATOR® | STEP II™

JAMES POORE

ESTP | 4

THINKING

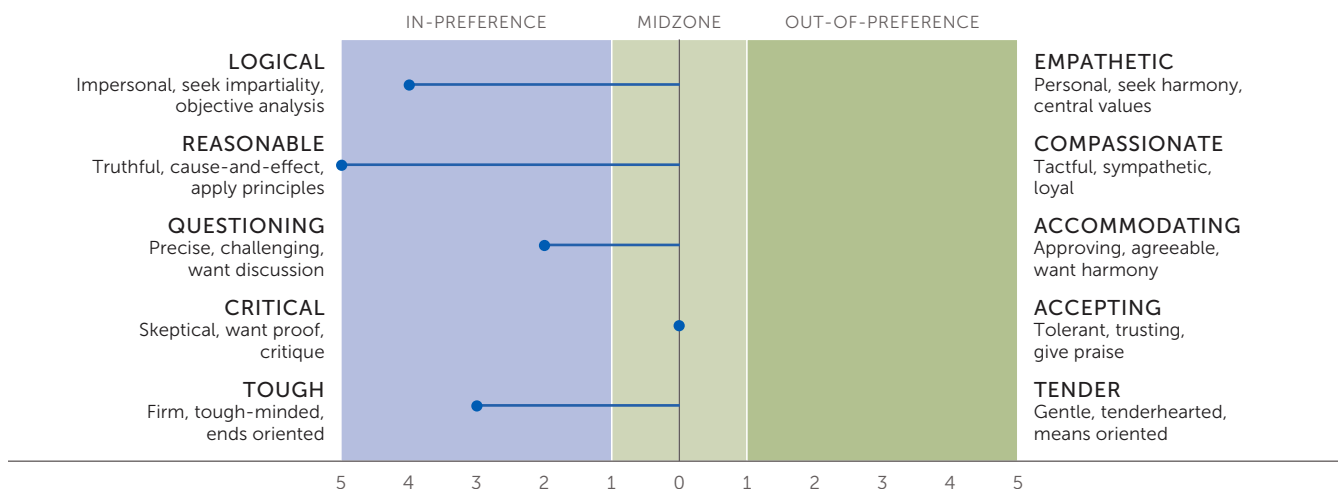


Basing conclusions on logical analysis
with a focus on objectivity



FEELING

Basing conclusions on personal or social values
with a focus on harmony



JUDGING

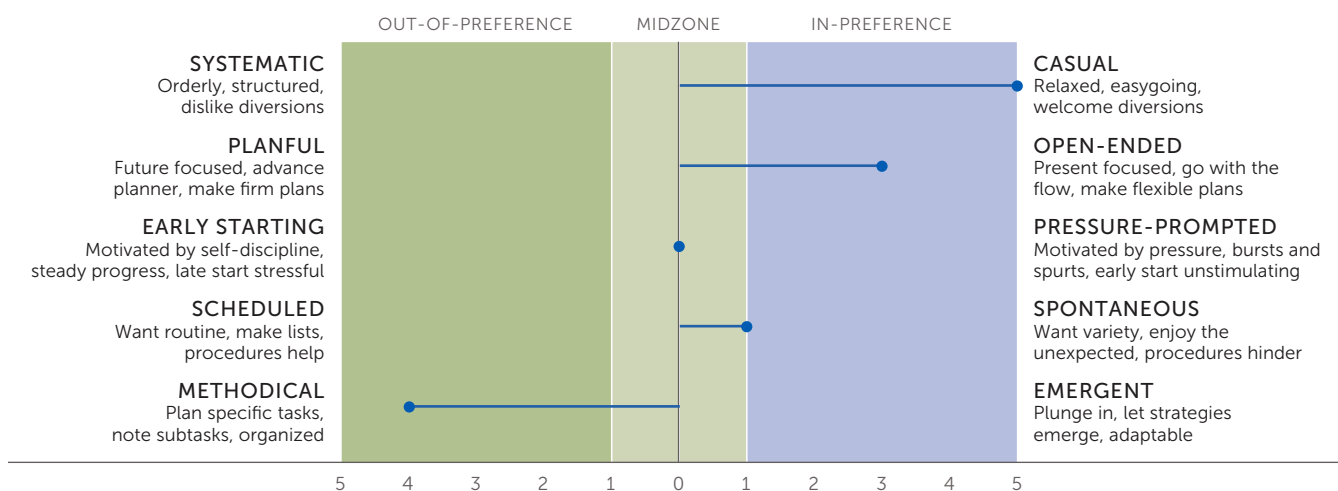


Preferring decisiveness and closure



PERCEIVING

Preferring flexibility and spontaneity



Interpreter's Summary

PREFERENCE CLARITY FOR REPORTED TYPE: ESTP

Extraversion: Clear (24)

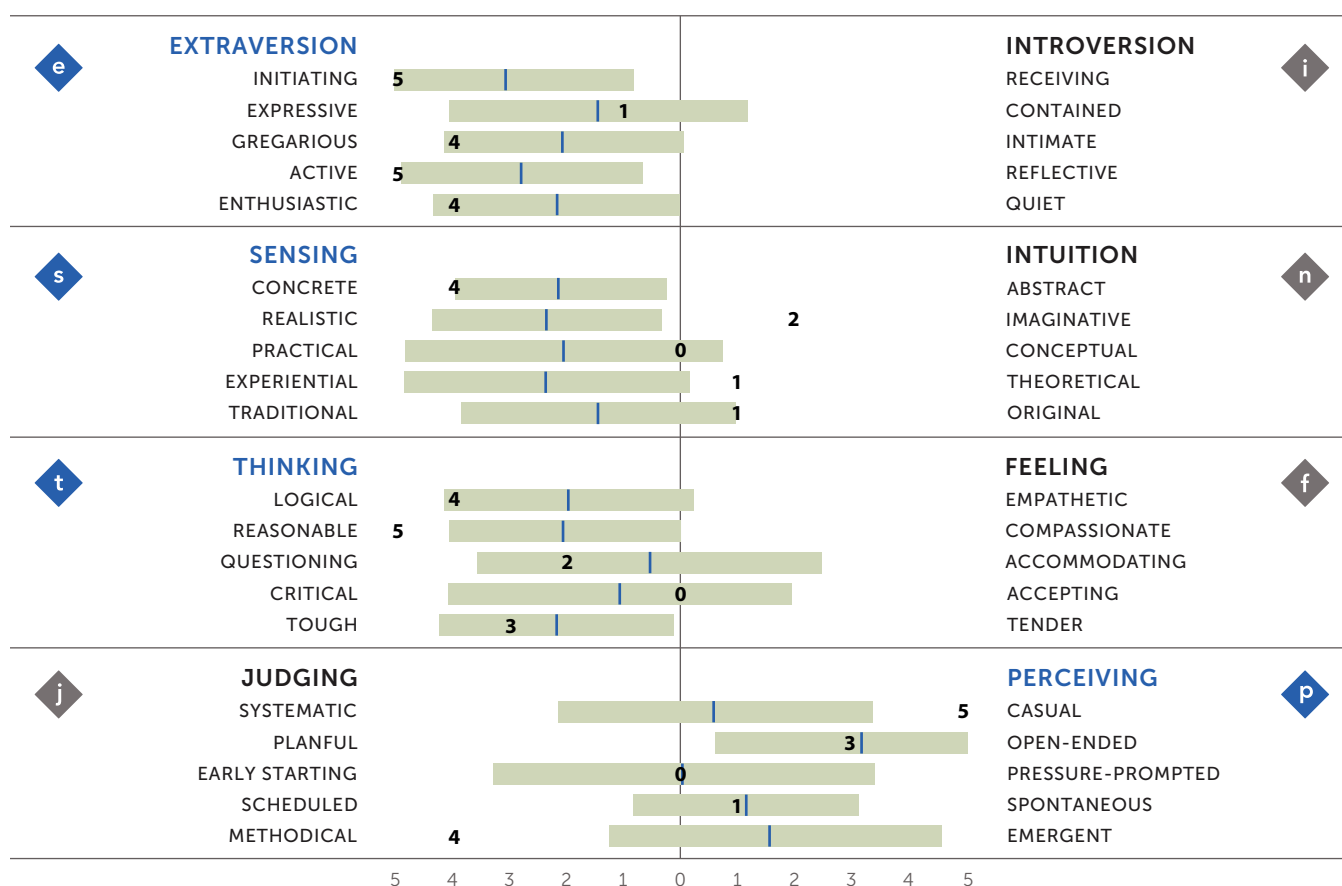
Sensing: Slight (4)

Thinking: Moderate (8)

Perceiving: Moderate (11)

FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ESTPs

The bars on the graph below show the average range of scores that occurred for the ESTPs in the US national sample. The bars show scores that are -1 to +1 standard deviation from the mean. The vertical line in each bar shows ESTPs' mean score. The bold numbers show the respondent's scores.



Polarity Index: 65

The polarity index, which ranges from 0 to 100, shows the consistency of a respondent's facet scores within a profile. Most adults score between 50 and 65, although higher indexes are common. An index that is below 45 means that the respondent has many scores in or near the midzone. This may be due to mature situational use of the facet, answering the questions randomly, lack of self-knowledge, or ambivalence about use of a facet. Some such profiles may be invalid.

Number of Omitted Responses: 0

ESTP

ESTP people look for facts and rules to explain things. They prefer to use logic (thinking) first and facts (sensing) second in their decision making. They will use these processes to judge and react to people around them as well as to themselves. Because ESTP's rely so heavily on facts (sensing), they tend to be logical, analytical, impersonal, objectively critical, and not likely to be convinced by anything not firmly based in reasoning.

As extraverts, ESTP's use their thinking process to manage and control as much of the world around them as possible. They like to be in positions of command. ESTP's have a thinking pattern governed by analysis and logic; therefore they, like Mr. Spock, frequently find a large portion of the human race illogical. It is difficult for ESTP's to see any sense to needs differing widely from their own. However, when they realize that something matters a lot to someone, this becomes a fact and is usually accepted as a responsibility.

Since ESTP's believe that personal and public conduct should be governed by logic, they control their own conduct in this manner in so far as is possible. They have a definite formula for life and in order to change, they must change their formula. This is often painful for them.

ESTP's are perceptive types and are in some danger of neglecting judgment and failing to do necessary things to meet deadlines (i.e. procrastination). However, one outstanding trait of ESTP's is economy of effort -- an asset if they develop the judging process and can know how much effort is needed and do what the situation calls for without fuss or wasted motion. It is imperative that ESTP's develop their judging processes or the economy of effort becomes laziness and nothing of importance gets done.

Since ESTP's view life with sensing rather than intuition, they are primarily interested in facts and realities perceived through the five senses. ESTP's tend to be matter-of-fact, realistic, and at times painfully direct since they are not particularly sensitive to the feelings of others. Although ESTP's can be practical, they must balance their perception process with judgment in order to be most efficient. ESTP's are more curious about new things than about new ideas, and will eagerly pursue the tangible and avoid the abstract.

ESTP's prefer jobs where results are immediate, visible, and tangible. They are interested in high salaried, status jobs.

Because feeling, the direct rival of thinking, is the ESTP's least developed and least manageable process, it may build up pressure and explode inappropriately. Therefore, ESTP's need to make sure they develop positive outlets for their feelings, particularly through expressing appreciation for others. Thinkers are naturally critical and find it difficult to express appreciation. This can make them seem aggressive and overbearing to the sensitive feeling types. However, ESTP's can put feeling into their life formulas and develop it effectively. They will find this process an asset in both their professional and personal relationships.

Popular Occupations for ESTPs

Civil Service/" Action "

Police officer
Fire fighter
Paramedic
Detective
Pilot
Investigator

Finance

Stockbroker
Banker
Investor
Personal financial planner
Auditor
Insurance salesperson

Trade

Carpenter
Craftsperson/artisan
Farmer
General contractor
Construction worker
Chef/cook

Business

Entrepreneur
Real estate broker/agent
Land developer
Wholesaler
Retail salesperson
Car salesperson

Entertainment/Sports

Sportscaster
News reporter
Promoter
Tour agent
Dancer
Bartender
Auctioneer
Professional athlete/coach
Fitness instructor/trainer

Effects of Preferences in Work Situations*

Extraversion	Introversion
Like variety and action	Like quiet for concentration
Often impatient with long, slow jobs	Tend not to mind working on one project for a long time uninterruptedly
Are interested in the activities of their work and in how other people do it	Are interested in the facts/ideas behind their work
Often act quickly, sometimes without thinking	Like to think a lot before they act, sometimes without acting
When working on a task, find phone calls a welcome diversion	When concentrating on task, find phone calls intrusive
Develop ideas by discussion	Develop ideas by reflection
Sensing	Intuition
Like using experience and standard ways to solve problems	Like solving new complex problems
Enjoy using developed skills more than learning new ones	Enjoy learning a new skill more than using it
May distrust and ignore their inspirations	May follow their inspirations, good or bad
Seldom make errors of fact	Frequently make errors of fact
Like to do things with a practical bent	Like to do things with an innovative bent
Like to present the details of their work first	Like to present an overview of their work first
Prefer continuation of what is, with fine tuning	Prefer change, sometimes radical, to continuation of what is
Thinking	Feeling
Use logical analysis to reach conclusions	Use values to reach conclusions
Can work without harmony	Work best in harmony with others
May hurt people's feelings without knowing it	Enjoy pleasing people, even in unimportant things
Tend to decide impersonally, sometimes paying insufficient attention to people's wishes	Often let decisions be influenced by their own and other people's likes and dislikes
Tend to be firm-minded and can give criticism when appropriate	Tend to be sympathetic and dislike, even avoid, telling people unpleasant things
Look at the principles involved in the situation	Look at the underlying values in the situation
Judgment	Perception
Work best when they can plan their work and follow their plan	Enjoy flexibility in their work
Like to get things settled and finished	Like to leave things open for last-minute changes
May not notice new things that need to be done	May postpone unpleasant tasks that need to be done
Tend to be satisfied once they reach a decision on a thing, situation, or person	Tend to be curious and welcome a new light on a thing, situation, or person
Reach closure by deciding quickly	Postpone decisions while searching for options
Seek structure and schedules	Adapt well to changing situations and feel restricted without change

*Adapted from Introduction to Type by Isabel Briggs Myers, Consulting Psychologists Press, Inc., 1987

Preferred Methods of Communication*

Extraversion	Introversion
Communicate energy and enthusiasm	Keep energy and enthusiasm inside
Respond quickly without long pauses to think	Like to think before responding
Focus of talk is on people and things in the external environment	Focus is on internal ideas and thoughts
Need to moderate expression	Need to be drawn out
Seek opportunities to communicate in groups	Seek opportunities to communicate one-to-one
Prefer face-to-face over written communication	Prefer written over face-to-face communication
In meetings, like talking out loud before	In meetings, verbalize already well
Sensing	Intuition
Like evidence (facts, details, and examples) presented first	Like global schemes, with broad issues presented first
Want practical and realistic applications shown	Want possible future challenges discussed
Rely on direct experience to provide anecdotes	Rely on insights and imagination to provoke discussion
Use an orderly step-by-step approach in presentations	Use a round-about approach in presentations
Like suggestions to be straightforward and feasible	Like suggestions to be novel and unusual
Refer to a specific example	Refer to a general concept
Thinking	Feeling
Prefer to be brief and concise	Prefer to be sociable and friendly
Want the pros and cons of each alternative to be listed	Want to know why an alternative is valuable and how it affects people
Can be intellectually critical and objective	Can be interpersonally appreciative
Convinced by cool, impersonal reasoning	Convinced by personal information, enthusiastically delivered
Present goals and objectives first	Present points of agreement first
Consider emotions and feelings as data to weigh	Consider logic and objectivity as data to value
Judgment	Perception
Want to discuss schedules and timetables with tight deadlines	Willing to discuss the schedule but are uncomfortable with tight deadlines
Dislike surprises and want advance warning	Enjoy surprises and like adapting to last-minute changes
Expect others to follow through, and count on it	Expect others to adapt to situational requirements
State their positions and decisions clearly	Present their views as tentative and modifiable
Communicate results and achievements	Communicate options and opportunities
Talk of purpose and direction	Talk of autonomy and flexibility
In meetings, focus on the task to be done	In meetings, focus on the process to be appreciated
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*Adapted from Talking in Type by Jean Kummerow, Center for Applications of Psychological Type, 1985

TEACHING AND LEARNING BEHAVIORS BY STYLES

SF	ST	NT	NF
TEACHERS MAY BE CHARACTERIZED AS:			
-Nurturers -Supporters -Empathizers	-Trainers -Information Givers -Instructional Managers	-Intellectual Challengers -Inquirers -Theoreticians	-Facilitators -Stimulators -Creators/Originators
LEARNERS MAY BE CHARACTERIZED AS:			
-Sympathetic -Friendly -Interpersonally Oriented	-Realistic -Practical -Matter of Fact	-Logical -Intellectual -Knowledge Oriented	-Curious -Insightful -Imaginative
CURRICULUM OBJECTIVES EMPHASIZE:			
-Positive Self Concept -Socialization	-Basic Skills -Acquisition of Content	-Critical Thinking -Concept Development	-Creative Thinking -Moral Development
LEARNING ENVIRONMENTS EMPHASIZE:			
-Personal Warmth -Interaction and Collaboration	-Purposeful Work -Organization and Competition	-Discovery -Inquiry and Independence	-Originality -Flexibility and Imagination
INSTRUCTIONAL STRATEGIES EMPHASIZE:			
-Personal and Social Awareness -Group Projects -Personal Sharing -Oral Reports -Communications	-Behavior Modification -Practice and Drill -Convergent Thinking Tasks -Demonstrations -Producing Products	-Information Processing -Research -Inductive Reasoning -Written Reports -Problem-Solving	-Self Expression -Imagination -Divergent Thinking -Creative-Artistic Expression -Values Clarification
TEACHING STRATEGIES INCLUDE:			
-Group Investigations -Classroom Meetings -Peer Tutoring -Lab Training -Team Games and Tournaments	-Programmed Instruction -Command Style Teaching -Mastery Learning -Drill and Repetition -Memorization	-Inquiry Training -Concept Formation -Use of Socratic Methods of Questioning -Problem-solving -Comprehensive Planning	-Non-directive Teaching -Synectics -Boundary-breaking (breaking mind sets) -Analyzing and working with Moral Dilemmas -Creative Problem Solving
EVALUATION PROCEDURES INCLUDE:			
-Personal Journals -Sociograms -Oral Reports -Ranking Procedures -Trained Observations -Collection of Unobtrusive Data -Self Reporting	-Objective Tests -Checklists -Behavioral Objectives -Use of Mechanical Devices -Demonstrations of Specific Skills -Criterion Referenced Tests	-Open Ended Questions -Essays -Demonstration of Abilities to: Apply Synthesize Interpret Intergrate Analyze Evaluate -Think Divergently	-Fluency of Expression -Flexibility of Response -Originality of Response -Elaboration of Detail -Development of Aesthetic Criteria -Producing Creative Products -Observations of Value Systems in Action -Unobtrusive Data Collection

Characteristics Frequently Associated With Each Type

Sensing Types		Intuitive Types		I N T R O V E R T S
ISTJ Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.	ISFJ Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.	INFJ Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.	INTJ Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.	
ISTP Cool onlookers -- quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.	ISFP Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the present moment and do not want to spoil it by undue haste or exertion.	INFP Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surrounding.	INTP Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.	
ESTP Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.	ESFP Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.	ENFP Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.	ENTP Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.	
ESTJ Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.	ESFJ Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.	ENFJ Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.	ENTJ Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.	E X T R A V E R T S

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