



MYERS-BRIGGS TYPE INDICATOR® | STEP II™ INTERPRETIVE REPORT

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About Your Report

Your Myers-Briggs® Step II™ Interpretive Report is an in-depth, personalized description of your personality preferences, derived from your answers to the MBTI® assessment. It includes your Step I™ results and your four-letter type, along with your Step II results, which show some of the unique ways you express your Step I type.

The MBTI assessment was developed by Isabel Myers and Katharine Briggs as an application of Carl Jung's theory of personality types. This theory suggests that we have opposite ways of directing and receiving energy (Extraversion or Introversion), taking in information (Sensing or Intuition), deciding or coming to conclusions about that information (Thinking or Feeling), and approaching the outside world (Judging or Perceiving).

Everyone can and does use each of these eight parts of personality at least some of the time but prefers one in each pair over the other, just as most people have a natural preference for using one hand rather than the other. No preference in a pair is better or more desirable than its opposite.

The MBTI assessment does not measure your skills or abilities in any area. Rather, it is a tool to help you become aware of your particular style and to better understand and appreciate the helpful ways that people differ from one another.

YOUR REPORT CONTAINS

- Your Step I™ Results
- Your Step II™ Facet Results
- Applying Step II™ Results to Communicating
- Applying Step II™ Results to Making Decisions
- Applying Step II™ Results to Managing Change
- Applying Step II™ Results to Managing Conflict
- How the Parts of Your Personality Work Together
- Integrating Step I™ and Step II™ Information
- Using Type to Gain Understanding
- Overview of Your Results

Extraversion

You focus on the outside world and get energy through interacting with people and/or doing things.



Introversion

You focus on the inner world and get energy through reflecting on information, ideas, and/or concepts.

Sensing

You notice and trust facts, details, and present realities.



Intuition

You attend to and trust interrelationships, theories, and future possibilities.

Thinking

You make decisions using logical analysis to achieve objectivity.



Feeling

You make decisions using person-centered values to achieve harmony.

Judging

You tend to be organized and orderly and to make decisions quickly.



Perceiving

You tend to be flexible and adaptable and to keep your options open as long as possible.



Your Step I™ Results

The paragraphs below and the graph that follows them provide information about the personality type you reported. Each of the four preferences you indicated is shown by a line on that side of the graph. The longer the line, the more clearly you expressed that preference.

Your reported Myers-Briggs personality type
ISFJ

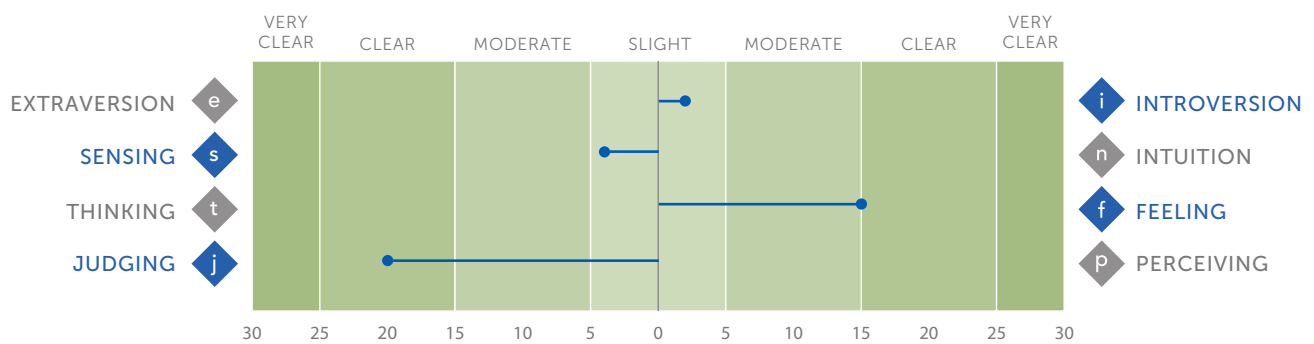
Your preferences
Introversion | Sensing | Feeling | Judging

ISFJs are typically dependable and helpful to others, often behind the scenes. They accept responsibility beyond the call of duty and follow through until their work is completed. They notice what needs to be done to help people and then quietly do it. They focus on seeing the facts clearly and accurately, especially those related to people. Facts are also important to ISFJs in making practical decisions. They are sympathetic, tactful, and supportive of others in need. They often notice and do little things that help others feel good and also get the job done.

ISFJs tend to act soundly and sensibly. However, in a crisis it is difficult for them to remain calm and composed. They find it hard to hide their distress and may worry until the situation is resolved. Usually ISFJs are thorough, painstaking, and patient with details and procedures. They rely on their past experiences for guidance. They come across as consistent, kind, and moderate.

ISFJs are likely to be most satisfied in a work environment that values responsibility, organization, accuracy, and people. People can count on them to notice what needs to be done for others and to follow through in a timely manner.

CLARITY OF YOUR PREFERENCES: ISFJ



PCI RESULTS: INTROVERSION | 2 SENSING | 4 FEELING | 15 JUDGING | 20

Does This Type Fit You?

Note the parts of the preceding description that fit you and any that don't. Your Step II results on the next pages may help clarify any areas that don't describe you well. If the Step I type you reported doesn't fit, your Step II results may help suggest a different type that is more accurate for you.

STEP II™ FACETS



Extraversion

Initiating
Expressive
Gregarious
Active
Enthusiastic



Introversion

Receiving
Contained
Intimate
Reflective
Quiet



Sensing

Concrete
Realistic
Practical
Experiential
Traditional



Intuition

Abstract
Imaginative
Conceptual
Theoretical
Original



Thinking

Logical
Reasonable
Questioning
Critical
Tough



Feeling

Empathetic
Compassionate
Accommodating
Accepting
Tender



Judging

Systematic
Planful
Early Starting
Scheduled
Methodical



Perceiving

Casual
Open-Ended
Pressure-Prompted
Spontaneous
Emergent

Your Step II™ Facet Results

The MBTI Step II assessment indicates some of the complexity of your personality by showing your results on five different parts, or *facets*, for each of the Step I preference pairs, as shown on the left. Knowing your results on these 20 facets can help you better understand your unique way of experiencing and expressing your type.

Facts About the Facets

- The five facets within a preference do not cover or explain the full meaning of the preference.
- Each facet has a theme, such as “Ways to connect with others.”
- Each facet has two opposite poles (e.g., Initiating and Receiving).
- The facets are scored differently than are the preferences, and so your five facet scores don’t add up to your Step I preference score.

How to Read Your Step II™ Results

The next few pages show graphs of your facet results. Each graph includes

- Brief descriptions of two opposite MBTI Step I preferences.
- The names of the five facet poles associated with each Step I preference and three descriptive words or phrases for each pole.
- A line indicating your score. The length of the line shows how clearly you scored toward that pole.
 - You are more likely to favor the pole on the same side as your Step I preference, an *in-preference* result, represented by a score of 2–5 on a blue background. Thus you are more likely to favor the Initiating pole if you prefer Extraversion and the Receiving pole if you prefer Introversion.
 - Or you might favor a pole that is opposite to your Step I preference, an *out-of-preference* result, represented by a score of 2–5 on the opposite side on a dark green background.
 - Or you might show no clear preference for either pole, a *midzone* result, represented by a score of 0 or 1 on either side on a light green background.

Below each graph is a chart describing your facet results. The left column lists the facet theme (e.g., “Ways to connect with others”), your facet result, and its category (in-preference, out-of-preference, or midzone). The middle and right columns list ways people with your facet results are typically described. If a set of statements in the chart doesn’t seem to fit, perhaps you would be better described by the opposite pole or the midzone. To understand an opposite facet pole, read the short descriptors for each in the graph above.

EXTRAVERSION

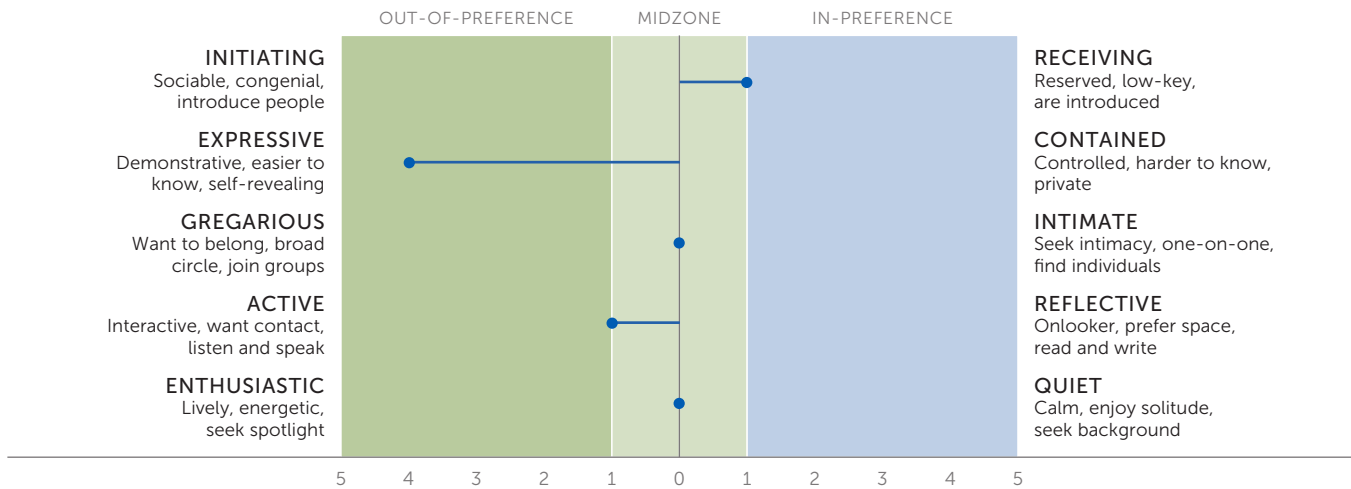


Directing energy toward the outer world of people and objects

INTROVERSION





Directing energy toward the inner world of experience and ideas

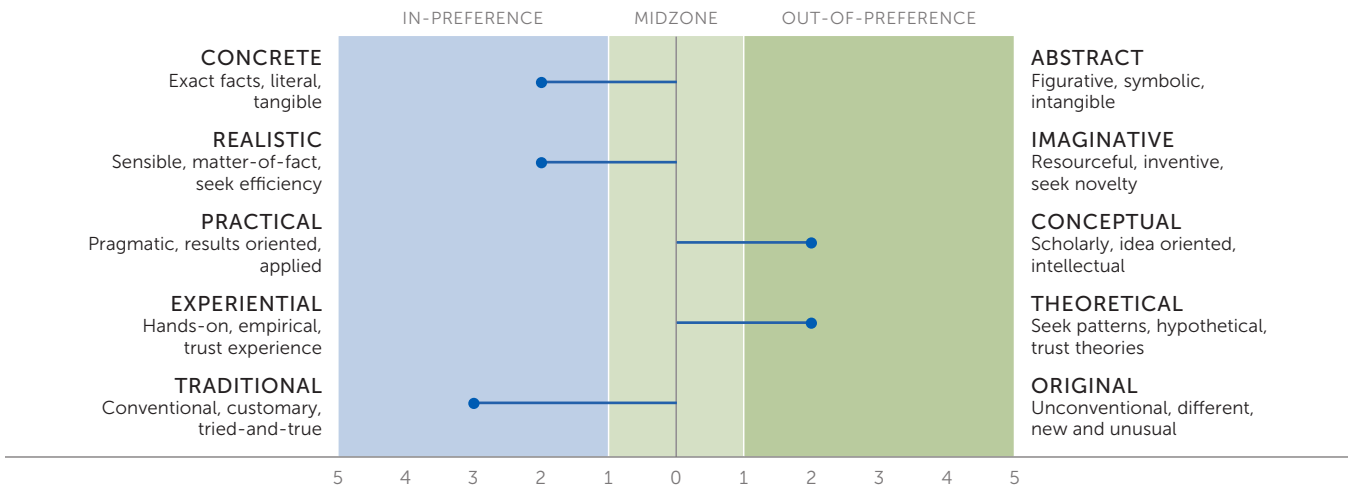


Ways to connect with others INITIATING–RECEIVING midzone	Appear at ease socially in familiar situations, and much less so in large social gatherings. Are willing to introduce people to each other if no one else does so, but would prefer not to.	Will initiate conversations in social situations with people you already know or if your role calls for this.
Communicating feelings, thoughts, interests EXPRESSIVE out-of-preference	Talk a lot and are seen as sociable rather than reserved. Want people close to you to be as expressive of their feelings as you are. Typically talk about your deepest feelings only with intimate friends.	Open up with those you don't know well when you feel secure. Are seen as energetic and enthusiastic. May be seen as dominating a conversation when you seek in-depth answers to your questions.
Breadth and depth of relationships GREGARIOUS–INTIMATE midzone	Like large group activities or one-on-one conversations at different times. Find that your degree of comfort with strangers depends on the situation.	Appear outgoing at times and reserved at other times. May not want many intense intimate relationships.
Ways to communicate, socialize, learn ACTIVE–REFLECTIVE midzone	Talk in person about personal information and communicate technical information in writing. Prefer to learn new subject matter through face-to-face contact.	Can be at ease actively participating in events or quietly observing them. If familiar with the subject, prefer to learn more by reading.
Level and kind of energy ENTHUSIASTIC–QUIET midzone	Readily show enthusiasm when you know the people or the topic well; otherwise, you stay in the background. Find your desire for quiet or action depends on how full or quiet your day has been.	Are seen quite differently by the people who regularly see your enthusiastic side and the people who regularly see your quiet side.



SENSING 
Focusing on what can be perceived using the five senses

INTUITION 
Focusing on perceiving patterns and interrelationships

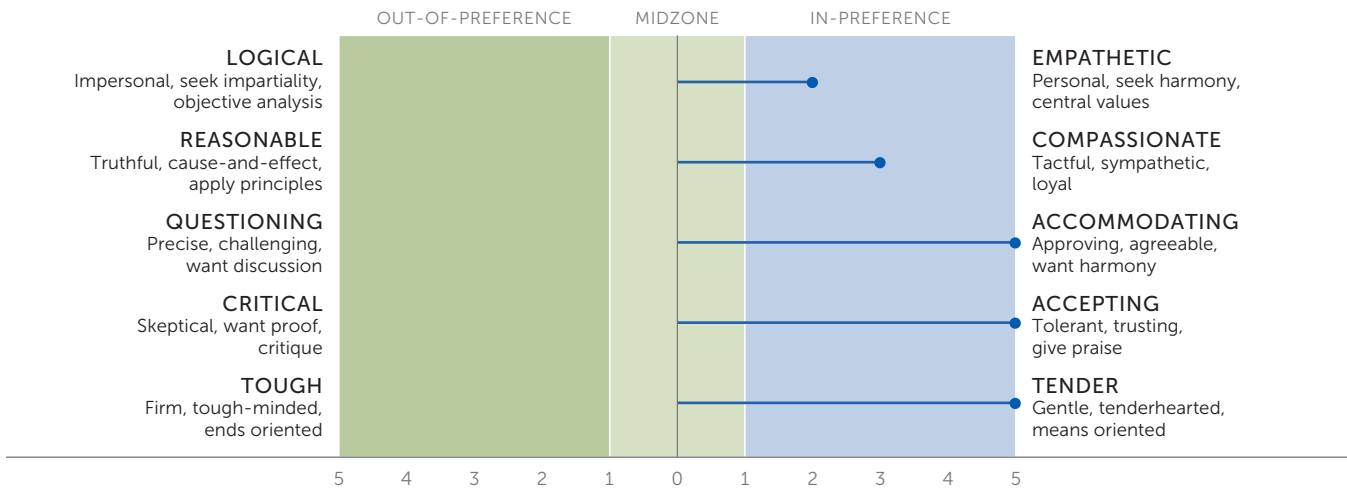


Focus of attention CONCRETE in-preference	Are grounded in reality and trust the facts. Interpret things literally. Are cautious about making inferences. May find it hard to see trends and link facts to the bigger picture.	Begin with what you know to be true, and have all the facts in order before moving on. May be seen by others as resistant to change, although you may not see yourself that way.
How information is used REALISTIC in-preference	Take pride in your common sense and ability to realistically appraise situations. Value efficiency, practicality, and cost-effectiveness. Are seen as matter-of-fact and sensible.	Appreciate direct experiences and tangible results. Believe that good techniques lead to good results.
How ideas are used CONCEPTUAL out-of-preference	Read avidly and enjoy exploring the world of ideas. Research a problem by finding out what has been written about it. May be more attracted to an academic career in your area than to being a practitioner.	Build a conceptual framework from the facts. Need facts and examples to make abstract concepts real. Like refining and improving others' ideas.
Kind of knowledge trusted THEORETICAL out-of-preference	Are curious about how parts of the world relate to each other. Are attracted to theoretical explanations.	Like to search for patterns among details and find a way to tie things together. Are interested in theory not for its own sake but for how it may be useful.
Approach to traditions TRADITIONAL in-preference	Identify strongly with what is familiar. Are comfortable with the tried-and-true because it provides a precedent to follow. Admire and support established institutions and methods.	Are reluctant to change things that are working well. Enjoy participating in traditions at work and at home.



THINKING
FEELING

Basing conclusions on logical analysis with a focus on objectivity
Basing conclusions on personal or social values with a focus on harmony



Ideal decision-making approach EMPATHETIC in-preference	Focus on how a decision may affect what's important to you and others. Have a knack for identifying your own and others' feelings about an issue. Are sensitive to the overall mood in a group.	Believe that following your personal appraisal of a situation is the best way to make a decision. Weigh positive and negative feelings in a situation and decide on that basis.
Actual decision-making method COMPASSIONATE in-preference	Trust your own values as a reliable basis for decision making. Are in touch with your own and others' feelings and values.	Are influenced by your likes and dislikes in making decisions. Subjectively decide, based on benefit and harm to the people involved.
Ways to handle differences ACCOMMODATING in-preference	Agree readily with others' viewpoints to achieve consensus. Believe in compromise and collegiality. Want to include people in your circle and have them all agree. Come across as modest and deferential.	See questioning as conveying criticism and promoting conflict. Will ask some questions when you feel strongly about the issue. Minimize differences by emphasizing points of agreement or by reframing the issue.
Communicating about disagreements ACCEPTING in-preference	Focus on the good in people and situations. Like to praise, forgive, and be kind to others. Expect others to respond to you with kindness.	Believe a win-win situation is usually possible. May be very disappointed when a win-win outcome does not occur.
How to carry out decisions TENDER in-preference	Want people to like you and are seen as warm. Use gentleness and affection to achieve your objective. Recognize that a purely rational decision can't always be achieved.	See lots of ways to arrive at an agreement. Give others the benefit of the doubt. Want everyone to feel good about the end result.

JUDGING

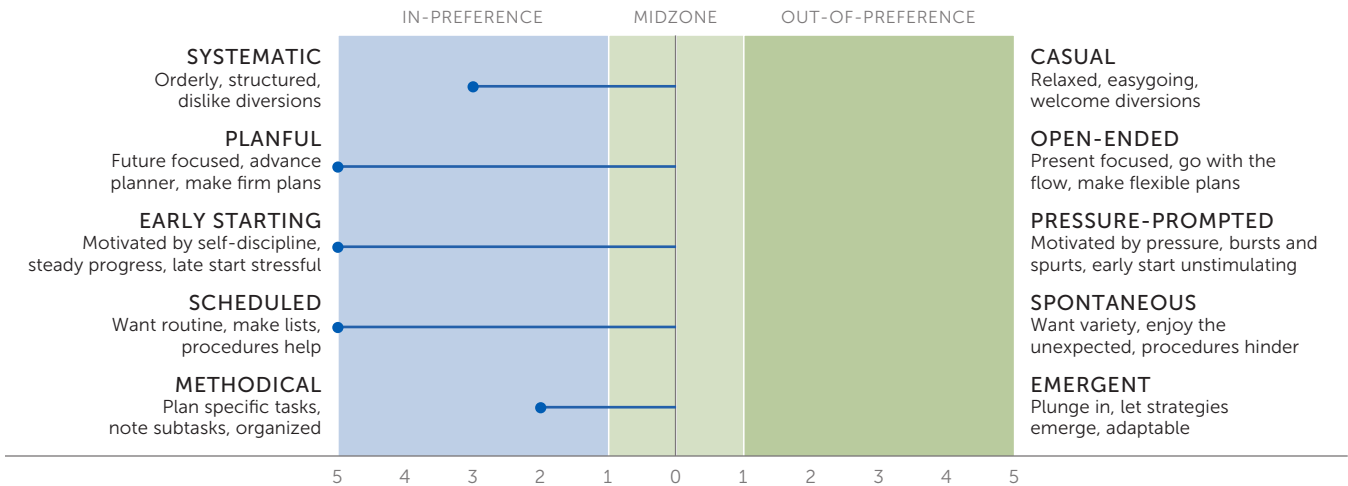


Preferring decisiveness and closure



PERCEIVING

Preferring flexibility and spontaneity



<p>General organizational style</p> <p>SYSTEMATIC in-preference</p>	<p>Live by the motto "Be prepared!"</p> <p>Plan for the worst-case scenario with many contingencies in place.</p>	<p>Work within a superstructure of efficiency.</p> <p>Dislike any kind of diversion.</p> <p>Don't like surprises.</p>
<p>Approach to planning</p> <p>PLANFUL in-preference</p>	<p>Like to make long-range plans, especially for leisure activities.</p> <p>Enjoy looking ahead and planning for the future.</p>	<p>May enjoy the planning more than the doing.</p> <p>Feel that long-range planning makes you more efficient and ensures that things will happen the way you want.</p>
<p>Ways to manage time pressures</p> <p>EARLY STARTING in-preference</p>	<p>Allow yourself plenty of time to accomplish an activity efficiently.</p> <p>Don't like feeling overwhelmed with too much to do.</p> <p>Arrange your world so you don't have to deal with last-minute rushes.</p>	<p>Work on multiple tasks comfortably by starting ahead of time and working on each task for short, concentrated periods of time.</p> <p>Can't forget incomplete tasks; feel calm and satisfied when you complete something.</p>
<p>Use of schedules and routines</p> <p>SCHEDULED in-preference</p>	<p>Are comfortable with routines and don't like them upset.</p> <p>Like established methods and procedures.</p> <p>Others may be more aware of your routines than you are.</p>	<p>Prefer to control how you spend your time.</p> <p>Enjoy scheduling both work and fun activities.</p> <p>Appear rather predictable but like it that way.</p>
<p>Approach to completing large tasks</p> <p>METHODOICAL in-preference</p>	<p>Develop detailed plans for the task at hand.</p> <p>Thoroughly prepare in precise ways, specifying all the steps needed to accomplish the goal.</p>	<p>Define the subtasks of your work, including the order in which things should happen.</p> <p>Are likely to deliver what you have prepared in advance with little deviation.</p>



Applying Step II™ Results to Communicating

All aspects of your type influence how you communicate, especially as part of a team. Nine of the facets are particularly relevant to communication. Your preferences for these nine facets along with tips for better communication appear below.



In addition to the tips in the table, keep in mind that communication for every type includes

- Telling others what kind of information you need.
- Asking others what they need.
- Monitoring your impatience when other styles dominate.
- Realizing that others likely are not trying to annoy you when they use their own communication styles.

YOUR FACET RESULT	COMMUNICATION STYLE	ENHANCING YOUR STYLE
Initiating–Receiving midzone	Are willing to introduce people to one another if no one else is doing so.	Be sensitive to the situation when deciding whether to take an initiating or a receiving role.
Expressive	Say whatever is on your mind to anyone who will listen.	Recognize when it's important <i>not</i> to say what's on your mind and then don't say it.
Active–Reflective midzone	Are comfortable interacting in person or quietly observing, depending on the circumstances.	Pay attention to the style of those with whom you're interacting and try to match that style.
Enthusiastic–Quiet midzone	Show your enthusiasm or not, depending on your interest in the topic.	Be aware that people will see different sides of you (depending on the context) and may be confused.
Concrete	Talk about the here-and-now detail.	Be open to the inferences that can arise from the details.
Accommodating	Seek to ensure harmony by being agreeable.	Be aware that people may think you have no real opinions or that you're hiding your real views; let them know what you care about.
Accepting	Take a naturally inclusive stance toward a broad range of views.	Be aware that others may be frustrated by your refusal to favor one view over the others.
Tender	Try to win people over to your point of view.	Accept that someone may get hurt; sometimes a win-win result is not possible.
Methodical	Identify the steps and their order before starting a task.	Be tolerant of others who plunge in without identifying steps.

Applying Step II™ Results to Making Decisions

Effective decision making requires gathering information from a variety of perspectives and applying sound methods of evaluating that information. Knowledge of the Step II facets gives us specific ways to enhance our decision making, especially those facets related to Sensing, Intuition, Thinking, and Feeling. Below are general questions associated with those facets. The facet poles you prefer are in *blue italics*. If you are in the midzone, neither pole is highlighted.

SENSING 	INTUITION 
<i>Concrete:</i> What do we know? How do we know it?	Abstract: What else could this mean?
<i>Realistic:</i> What are the real costs?	Imaginative: What else can we come up with?
Practical: Will it work?	<i>Conceptual:</i> What other interesting ideas are there?
Experiential: Can you show me how it works?	<i>Theoretical:</i> How is it all interconnected?
<i>Traditional:</i> Does anything really need changing?	Original: What's a new way to do this?
THINKING 	FEELING 
Logical: What are the pros and cons?	<i>Empathetic:</i> What do we like and dislike?
Reasonable: What are the logical consequences?	<i>Compassionate:</i> What impact will this have on people?
Questioning: But what about...?	<i>Accommodating:</i> How can we make everyone happy?
Critical: What's wrong with this?	<i>Accepting:</i> What's beneficial in this?
Tough: Why aren't we following through now?	<i>Tender:</i> What about the people who will be hurt?

Six different ways of evaluating information, called decision-making styles, have been identified based on two facets of the Thinking–Feeling preference pair: Logical–Empathetic and Reasonable–Compassionate.

Your style is *Empathetic and Compassionate*. This style means that you likely

- Trust the Feeling preference and readily make decisions based on your system of values.
- Recognize logical cause-and-effect factors but see them as secondary.
- Seek to create and maintain harmony through your decisions.
- Are seen as sensitive and tactful.
- Are sometimes seen as too kind and considerate.

TIPS

In individual problem solving, start by asking *all* the questions in the chart above.

- Pay careful attention to the answers. The questions that are opposite to the ones in *blue italics* may be key since they represent perspectives you aren't likely to consider.
- Try to balance your decision-making style by considering the less preferred parts of your personality.

In group problem solving, actively seek out people with different views. Ask for their concerns and perspectives.

- Do a final check to make sure that all the questions above have been asked and that different decision-making styles are included.
- If you are missing a perspective, make extra efforts to consider what it might add.



Applying Step II™ Results to Managing Change

Change seems to be inevitable and affects people in different ways. To help you deal with change,

- Be clear about what is changing and what is remaining the same.
- Identify what you need to know to understand the change and then seek out that information.

To help others deal with change,

- Encourage open discussion about the change; be aware that this is easier for some than for others.
- Make sure that both logical reasons and personal or social values have been considered.

Your personality type also influences your style of managing change, particularly your results on the nine facets below.

Review the facets and tips for enhancing your response to change.

YOUR FACET RESULT	CHANGE MANAGEMENT STYLE	ENHANCING YOUR STYLE
Expressive	Freely share your feelings about the change with others.	Limit your expressiveness to those who appreciate your style; give others time to think things through.
Gregarious–Intimate <i>midzone</i>	Talk to many or a few people, depending on your situation and who is available.	Make sure to pick the most appropriate people to talk to, not just those who are available.
Concrete	May get stuck on some aspects of change and ignore others.	Ask someone to help you move from the facts and details to reasonable possibilities.
Realistic	Focus on the commonsense aspects of the change.	Realize that commonsense outcomes may not be immediately apparent.
Theoretical	Put the change into a theoretical system.	Recognize that people’s experiences may not be explained adequately by your theory.
Traditional	Hope that many of the established ways of doing things will continue.	Accept that some changes are necessary and may promote continuity in the long run.
Tender	Want people affected by the changes treated with kindness and consideration.	Decide how much insensitivity you can tolerate and act accordingly.
Planful	Plan as far in advance as possible for the changes.	Allow for the unexpected in your long-range plan—it will happen!
Methodical	Detail the many steps necessary to implement the changes.	Know that circumstances may require carefully developed steps to be changed in the moment.



Applying Step II™ Results to Managing Conflict

Conflicts are inevitable when working with others. People of distinct personality types may differ in what they define as conflict, how they react to it, and how they reach resolution. Although sometimes unpleasant, conflicts often lead to improved work situations and enhanced relationships.

Part of conflict management for every type includes

- Taking care of getting the work done while maintaining your relationships with the people involved.
- Recognizing that all perspectives have something to add, but any perspective used in its extreme and to the exclusion of its opposite will ultimately impede conflict resolution.

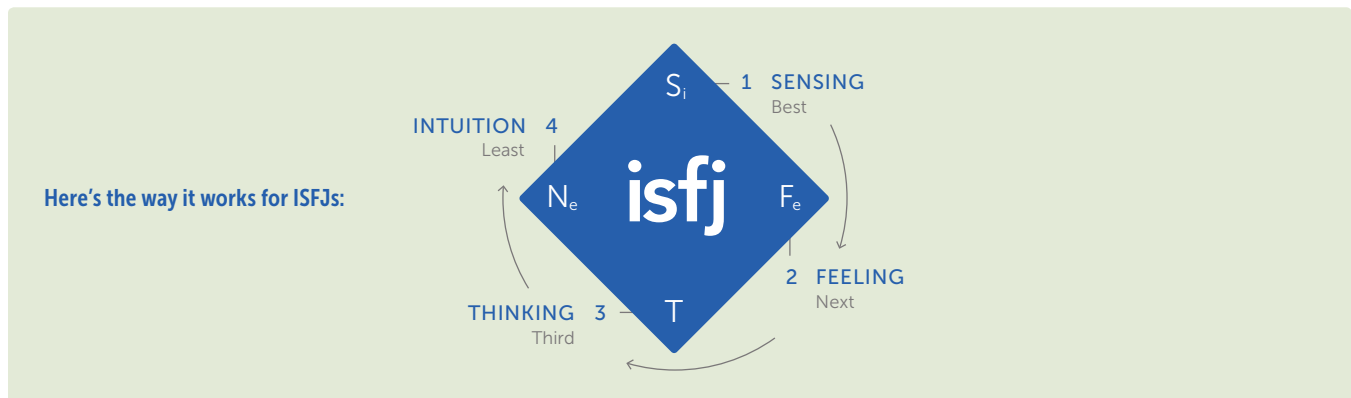
The table below explains how your results on six Step II facets may affect your efforts to manage conflict.

YOUR FACET RESULT	CONFLICT MANAGEMENT STYLE	ENHANCING YOUR STYLE
Expressive	Discuss the conflict and your emotional reactions to it immediately.	Be aware that even though others may not speak up immediately, they may feel strongly about the issue.
Gregarious–Intimate midzone	Involve either many people or a few trusted others in resolving the conflict, depending on the situation.	Make sure that your approach fits the particular situation; you may need to either increase or reduce the number of people you involve.
Accommodating	Try to create harmony by accommodating different views.	Let people know when an issue is really important to you and what you want; you may be giving in too often.
Accepting	Look for points of agreement in others' arguments and ideas.	Recognize that some things are really worthy of criticism, so don't insist on agreement.
Tender	Strive for cooperation and minimize points of disagreement.	Recognize when cooperation is no longer helpful; sometimes people need to agree to disagree.
Early Starting	Believe conflicts can be avoided by starting work on projects early.	Make allowances for people for whom starting early isn't comfortable or effective.

In addition to your facet results, your decision-making style (as explained earlier) affects how you manage conflict. Your decision-making style is Empathetic and Compassionate. You are likely to focus on taking person-centered values into account, believing that others who don't are insensitive. To make your efforts to manage conflict more effective, be aware of two possible extreme responses—giving in before others know your views, and insisting that *your* way be followed.

How the Parts of Your Personality Work Together

The essence of type involves the way people take in information (Sensing or Intuition) and how they make decisions (Thinking or Feeling). Each type has a favorite way of doing those two things. The two middle letters of your four-letter type (S or N and T or F) show your favorite processes. Their opposites, whose letters don't appear in your four-letter type, are third and fourth in importance for your type. Remember—you use all parts of your personality at least some of the time.



Using Your Favorite Processes

People who prefer Extraversion like to use their favorite process mostly in the outer world of people and things. For balance, they use their second process in their inner world of ideas and impressions. People who prefer Introversion tend to use their favorite process mostly in their inner world and to balance this with the use of their second process in the outer world.

Thus ISFJs use

- Sensing mainly internally (S_i) to consider the facts and details they have stored in their heads.
- Feeling mainly externally (F_e) to communicate what's important to themselves and others.

Using Your Less Favored Processes

When you frequently use the less preferred parts of your personality, Thinking and Intuition, remember that you are working outside your natural comfort zone. You may feel awkward, tired, or frustrated at these times. As an ISFJ, you may become overly focused on details at first and then worry a great deal about negative possibilities.

To bring back some balance, try the following:

- Take more breaks in your activities when you are using these less familiar parts of your personality—Thinking and Intuition.
- Make an effort to find time to do something enjoyable that involves using your favorite processes—Sensing and Feeling.



Using Your Type Effectively

ISFJs' preference for Sensing and Feeling makes them mostly interested in

- Acquiring facts and experiences.
- Using them to promote harmony in their own and other people's lives.

They typically devote little energy to the less preferred parts of their personality, Intuition and Thinking. These parts may remain inexperienced and be less available for use in situations where they might be helpful.

As an ISFJ,

- If you rely too much on your Sensing, you are likely to miss the big picture, other meanings of the information, and new possibilities.
- If you make judgments exclusively using Feeling, you may overlook the flaws, the pros and cons, and the logical implications of your decisions.

Your personality type is likely to develop in a natural way over your lifetime. As people get older, many become interested in using the less familiar parts of their personality. When they are in midlife or older, ISFJs often find themselves devoting more time to things that were not very appealing when they were younger. For example, they report greater pleasure in considering new ways of doing things and in activities that call for logical analysis.

How the Facets Can Help You Be More Effective

Sometimes a particular situation calls for using a less preferred part of your personality. Your facet results can make it easier for you to temporarily adopt a less natural approach. Begin by identifying which facets are relevant and which poles are more appropriate to use.

- If you are *out-of-preference* on one or more of the relevant facets, make sure to focus on using approaches and behaviors related to those out-of-preference facets.
- If you are in the *midzone*, decide which pole is more appropriate for the situation at hand and make sure you use approaches and behaviors related to that pole.
- If you are *in-preference*, ask someone at the opposite facet pole for help in using that approach or read a description of that pole to get clues for modifying your behavior. Once you have a good approach, resist shifting back into your comfort zone.

Here are two examples of how to apply these suggestions.

- If you are in a situation where your natural way of taking in information (Sensing) may not be appropriate, try to modify your Concrete approach (an in-preference result) by considering the meanings and implications of your factual information (Abstract).
- If you are in a situation where you might need to adapt your way of getting things done (Judging), try to modify your Scheduled approach to accomplishing tasks (an in-preference result) by asking yourself if staying open to unexpected events (Spontaneous) might lead to better results in this particular situation.

YOUR STEP II™
INDIVIDUALIZED TYPE

Expressive
Conceptual
Theoretical

isfj

Integrating Step I™ and Step II™ Information

When you combine your Step I reported type and your Step II out-of-preference facets, the result is your Step II individualized type, shown on the left.

If, after reading all the information in this report, you don't think you have been accurately described, perhaps a different four-letter type or some variation on the facets will fit you better.

To help you figure out your best-fit type,

- Focus on any type letters you thought were incorrect or any preference pairs on which you had some out-of-preference or midzone facet results.
- Read the type description for the type you would be if the letter or letters you question were the opposite preference.
- Consult your MBTI interpreter for suggestions.
- Observe yourself and ask others how they see you.

Using Type to Gain Understanding

Knowledge of type can enrich your life in several ways. It can help you

- *Better understand yourself.* Knowing your own type helps you understand the assets and liabilities of your typical reactions.
- *Understand others.* Knowing about type helps you recognize that other people may be different. It can enable you to see those differences as useful and broadening, rather than annoying and restricting.
- *Gain perspective.* Seeing yourself and others in the context of type can help you appreciate the legitimacy of other points of view. You can then avoid getting stuck in believing your way is the only way. No perspective is always right or always wrong.

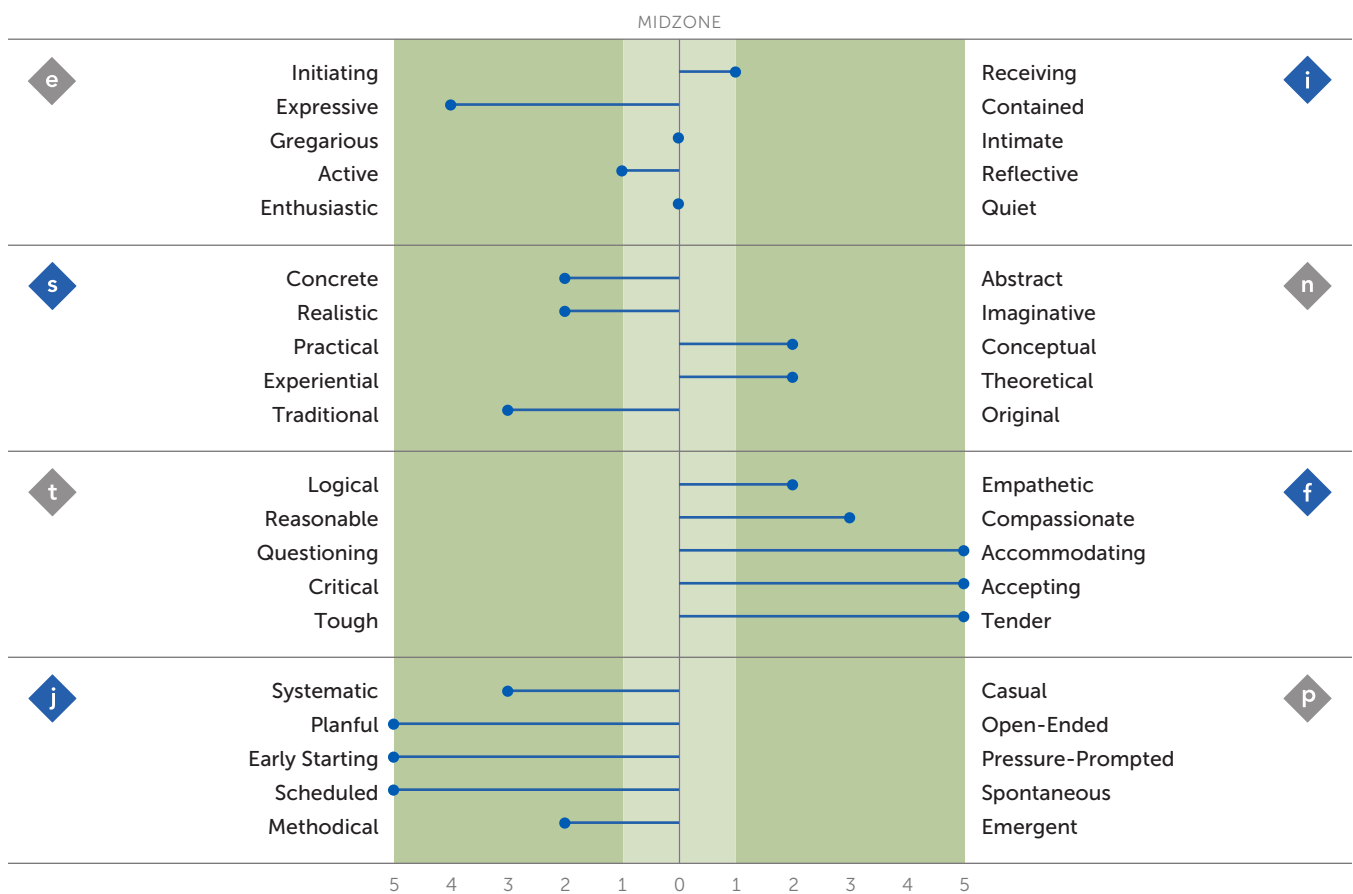
Reading about type and observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive use of those differences.

Overview of Your Results

Your Four-Letter Type from the Step I™ Assessment

ISFJs tend to be conscientious, responsible, quiet, and friendly. They work devotedly to meet their obligations. Thorough, painstaking, and accurate, ISFJs are patient with the necessary detail. They lend stability to any project or group. They are loyal, considerate, sensitive, and concerned with how other people feel.

YOUR RESULTS ON THE 20 FACETS FROM THE STEP II™ ASSESSMENT



YOUR STEP II™ INDIVIDUALIZED TYPE

Expressive, Conceptual, Theoretical

ISFJ

Interpreter's Summary

PREFERENCE CLARITY FOR REPORTED TYPE: ISFJ

Introversion: Slight (2)

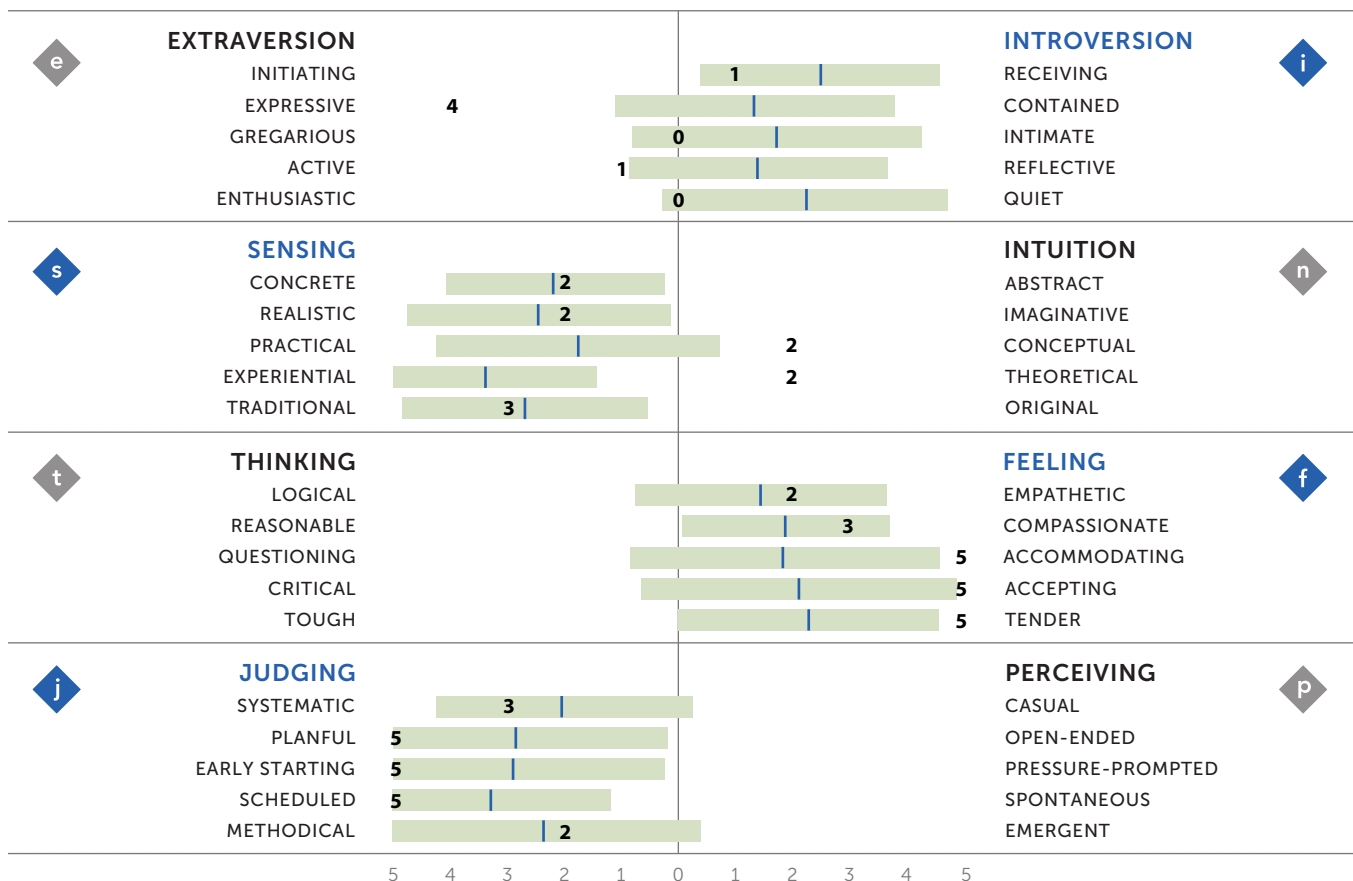
Sensing: Slight (4)

Feeling: Moderate (15)

Judging: Clear (20)

FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ISFJs

The bars on the graph below show the average range of scores that occurred for the ISFJs 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 ISFJs' mean score. The bold numbers show the respondent's scores.



Polarity Index: 66

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