



Myers-Briggs Type Indicator® Interpretive Report for Organisations

Developed by Sandra Krebs Hirsh and Jean M. Kummerow

European Edition

Report prepared for
EUROSTEPONE INTF



Introduction

This report is designed to help you understand your results on the *Myers-Briggs Type Indicator®* (MBTI®) instrument and how they can be applied in organisational settings. The MBTI assessment provides a useful method for understanding people by looking at eight personality preferences that everyone uses at different times. These eight preferences are organised into four dichotomies, each made up of a pair of opposite preferences. When you take the assessment, the four preferences you identify as being most like you are combined into what is called a *type*. The four dichotomies are shown in the chart below.

Where you focus your attention	Extraversion (E)	◀ or ▶	Introversion (I)
The way you take in information	Sensing (S)	◀ or ▶	Intuition (N)
The way you make decisions	Thinking (T)	◀ or ▶	Feeling (F)
How you deal with the outer world	Judging (J)	◀ or ▶	Perceiving (P)

The MBTI instrument was developed by Katharine Briggs and Isabel Briggs Myers and is based on the work of Carl Jung and his theory of psychological type. In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented, with thousands of scientific studies conducted during a 70-year period
- Is supported by on-going research

How Your MBTI® Interpretive Report for Organisations Is Organised

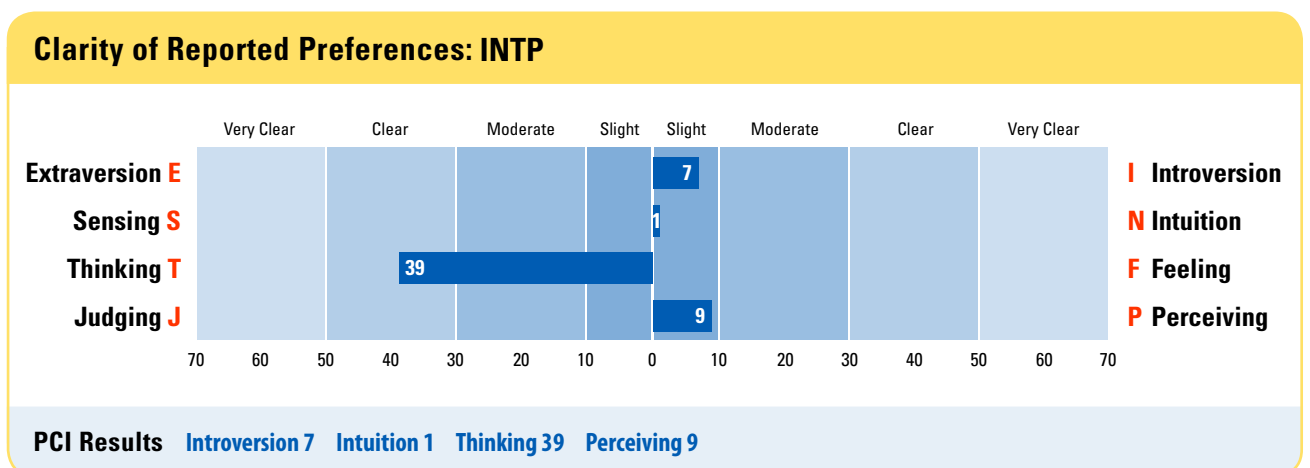
- **Summary of Your MBTI® Results**
- **Your Work Style**
 - Snapshot**
 - Work Style Chart**
 - Preferences at Work Chart**
 - Communication Style Chart**
- **Order of Your Preferences**
- **Your Problem-Solving Approach**
 - Problem-Solving Approach Chart**
- **Conclusion**

Summary of Your MBTI® Results

How you decide to answer each item on the MBTI assessment determines your reported MBTI type. As each of the preferences can be represented by a letter, a four-letter code is used as a shorthand for indicating type. When the four dichotomies are combined in all possible ways, sixteen different types result. Your reported MBTI type is shown below.

Reported Type: INTP				
Where you focus your attention	E	Extraversion Preference for drawing energy from the outside world of people, activities and things	I	Introversion Preference for drawing energy from one's inner world of ideas, emotions and impressions
The way you take in information	S	Sensing Preference for taking in information through the five senses and noticing what is real	N	Intuition Preference for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preference for organising and structuring information to decide in a logical, objective way	F	Feeling Preference for organising and structuring information to decide in a personal, values-based way
How you deal with the outer world	J	Judging Preference for living a planned and organised life	P	Perceiving Preference for living a spontaneous and flexible life

The *preference clarity index* (pci) indicates how clearly you chose one preference over its opposite. The bar graph below charts your results. The longer the bar, the more sure you may be about your preference.



Because MBTI results are subject to a variety of influences, such as work tasks, family demands and other factors, they need to be individually verified. If your reported type does not seem to fit, you will want to determine the type that comes closest to describing you. Your type professional can assist you in this process.



Your Work Style: INTP

A series of descriptions that relate to your work preferences and behaviours is presented for your type. When reviewing these descriptions, bear in mind that, because the MBTI assessment identifies preferences, not abilities or skills, there are no “good” or “bad” types for any role in an organisation. Each person has something to offer and learn that enhances his or her contribution. The snapshot for your type is shown below, followed on the next pages by three charts that outline how your type influences your work style, your preferences at work and your communication style.

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

INTP Snapshot

INTPs are rational, curious, theoretical and abstract, preferring to organise ideas rather than situations or people. They enjoy working alone with ample autonomy for their own ideas and methods. Although the descriptors below generally describe INTPs, some may not fit you exactly due to individual differences within each type.

Autonomous
Cognitive
Detached
Independent

Logical
Original
Precise
Self-determined

Sceptical
Speculative
Spontaneous
Theoretical

Your Work Style

CONTRIBUTIONS TO THE ORGANISATION

- Design logical and complex systems
- Demonstrate expertise in tackling intricate problems
- Have short- and long-range intellectual insight
- Apply logic, analysis and critical thinking to issues
- Concentrate on core issues

LEADERSHIP STYLE

- Lead through conceptual analysis of problems and goals
- Apply logical systems thinking
- Want to lead other independent types while seeking autonomy for themselves
- Relate to people based on expertise rather than position
- Seek to interact at an intellectual rather than an emotional level

PREFERRED WORK ENVIRONMENTS

- Contain independent thinkers focused on solving complex problems
- Allow privacy, with plenty of time and space to think
- Foster independence and originality of thought
- Provide flexible policies and procedures
- Are quiet, with as few meetings as possible
- Have unstructured and non-bureaucratic ways
- Reward self-determination

PREFERRED LEARNING STYLE

- Individualised with no set beginning or end, following their own interests in depth
- Broad, conceptual and challenging to their intellect

POTENTIAL PITFALLS

- May be too abstract and therefore unrealistic about necessary follow-through
- May over-intellectualise and become too theoretical in their explanations
- May pay too much attention to minor inconsistencies at the expense of teamwork and harmony
- May turn their critical analytical thinking on people and act impersonally

SUGGESTIONS FOR DEVELOPMENT

- May need to focus on practical details and develop concrete steps to follow through
- May need to state things more simply
- May need to yield on minor points in order to gain the needed cooperation of others
- May need to get to know more about others and express appreciation of them

Your Preferences at Work

INTROVERSION

- Like quiet and private space for concentration
- Tend not to mind working on one project for a long time
- Are interested in the facts/ideas behind their work
- Like to think before they act, sometimes to the point of not acting
- Find phone calls intrusive when concentrating on a task
- Develop ideas alone through reflection
- Like working by themselves or occasionally in small groups

INTUITION

- Like solving new, complex problems
- Enjoy the challenge of learning something new
- Seldom ignore insights but may overlook facts
- Like to do things with an innovative bent
- Like to present an overview of their work first
- Prefer change, sometimes radical, to continuation of what is
- Usually proceed in bursts of energy, following their inspirations

THINKING

- Use logical analysis to reach conclusions
- Can work without harmony, concentrating instead on the task
- Upset people inadvertently by overlooking their emotions
- Decide impersonally, sometimes paying insufficient attention to people's wishes
- Tend to be firm-minded and ready to offer critiques
- Look at the principles involved in the situation
- Want recognition after task requirements are met or exceeded

PERCEIVING

- Want flexibility in their work
- Enjoy starting tasks and leaving them open for last-minute changes
- Want to include as much as possible, thus deferring needed tasks
- Like staying open to experiences, not wanting to miss anything
- Postpone decisions because of a search for options
- Adapt well to change and feel restricted with too much structure
- Use lists to remind themselves of possible things to do

Your Communication Style

INTROVERSION

- Keep energy and enthusiasm inside
- Pause and reflect before responding
- Think through ideas, thoughts and impressions
- May need to be drawn out
- Seek opportunities to communicate one-to-one
- Prefer written communication to face-to-face, email to voice mail
- In meetings, verbalise ideas that have been thought through

INTUITION

- Like global schemes, with broad issues presented first
- Want to consider future possibilities and challenges
- Use insights and imagination as information and anecdotes
- Rely on a roundabout approach in conversations
- Like suggestions to be novel and unusual
- Refer to general concepts
- In meetings, use the agenda as a starting point

THINKING

- Prefer to be brief and concise
- Want the pros and cons of each alternative to be listed
- Can be intellectually critical and objective
- Convinced by cool, impersonal reasoning
- Present goals and objectives first
- Use emotions and feelings as secondary data
- In meetings, seek involvement with the task first

PERCEIVING

- Willing to discuss timetables but resist tight deadlines and unchangeable schedules
- Enjoy surprises and adapt to last-minute changes
- Expect others to respond to situational requirements
- Present their views as tentative and modifiable
- Want to hear about options and opportunities
- Focus on autonomy and flexibility
- In meetings, concentrate on the process being used

Order of Your Preferences

Your four-letter type code represents a complex set of dynamic relationships. Everyone likes some of the preferences better than others. In fact, it is possible to predict the order in which any individual will like, develop and use his or her preferences.

As an INTP, your order is

- #1 Thinking
- #2 Intuition
- #3 Sensing
- #4 Feeling

Thinking is your #1, or dominant, function. The strengths of dominant Thinking are to

- Analyse the situation
- Find flaws in advance
- Hold consistently to a principle
- Weigh “the law and the evidence”
- Stand firm against opposition

Under stress, you may

- Become opinionated to the point of losing reason
- Have uncontrolled emotional outbursts and show anger or other emotions unexpectedly
- Be hypersensitive to “suspected” slights
- Take criticism very personally

Overall, when faced with an issue, you will probably want to use your internal logic to structure problems and solutions (#1 Thinking) while searching for possible options (#2 Intuition). For optimal results, however, you may need to pay attention to present reality and data (#3 Sensing) as well as to the needs and wants of others (#4 Feeling).

The potential pitfalls and suggestions for development listed in the Work Style chart shown earlier also relate to your order of preferences in that the pitfalls may be the result of an undeveloped use of preferences.

Your Problem-Solving Approach: INTP

When solving problems, you can use your type preferences to help guide the process. Although it seems straightforward, this can be difficult to do because people tend to skip those parts of the problem-solving process that require use of their less-preferred functions. Decisions are usually made by relying on the dominant function (#1) and ignoring the least-preferred function (#4). A better decision is likely to result if all your preferences are used. The chart below as well as the tips that follow will help guide you in this approach. You may wish to consult others of opposite preferences when making important decisions or pay particular attention to using your less-preferred functions.

Your Problem-Solving Approach

1. When solving a problem or making a decision, you are most likely to start with your dominant function, THINKING, by asking

- What are the pros and cons of each alternative?
- What are the logical consequences of the options?
- What are the objective criteria that need to be satisfied?
- What are the costs of each choice?
- What is the most reasonable course of action?

2. You may then proceed to your #2 function, INTUITION, and ask

- What interpretations can be made from the facts?
- What insights and hunches come to mind about this situation?
- What would the possibilities be if there were no restrictions?
- What other directions/fields can be explored?
- What is this problem analogous to?

3. You are not as likely to ask questions related to your #3 function, SENSING, such as

- How did we get into this situation?
- What are the verifiable facts?
- What exactly is the situation now?
- What has been done and by whom?
- What already exists and works?

4. You are least likely to ask questions related to your #4 function, FEELING, such as

- How will the outcome affect the people, the process and/or the organisation?
- What is my personal reaction to (my likes/dislikes about) each alternative?
- How will others react and respond to the options?
- What are the underlying values involved for each choice?
- Who is committed to carrying out the solution?

To improve your problem solving, apply these four preferences as well:

- Use Introversion to allow time for reflection at each step along the way
- Use Extraversion to discuss each step before moving on
- Use Perceiving in each step to keep discussions and options open, not cutting things off too prematurely
- Use Judging to make a decision and determine a deadline and schedule

Conclusion

Although individuals of any type can perform any role in an organisation, each type tends to gravitate toward particular work, learning and communication styles. You function best when you can adopt a style that allows you to express your preferences. When you are forced to use a style over a long period that does not reflect your preferences, inefficiency and burnout may result. Even though you can adopt a different style when needed, you will contribute most when you are using your preferences and drawing on your strengths.

For more than 70 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work and learn. For resources to help you further your knowledge, visit www.opp.com to discover practical tools for life-long learning and development.