



myers-briggs type indicator[®] | global step i™ **PROFILE**

Prepared for

MARK SAMPLE

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Interpreted by Sam Counselor XYZ, Ltd.



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Your Myers-Briggs[®] Profile is designed to help you understand your results on the Myers-Briggs Type Indicator® (MBTI®) assessment. This assessment identifies which of 16 different personality types best describes you.

Your answers to the questions on the MBTI assessment show which preference in each of four pairs of opposites you favor. Your preferences are choices between equally valuable and useful qualities. Each preference is indicated by a letter.

Your Myers-Briggs personality type **ESTJ** Your preferences Extraversion | Sensing | Thinking | Judging

THE WAY YOU DIRECT AND RECEIVE ENERGY



using the five senses.

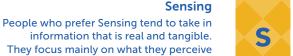
People who prefer Extraversion tend to direct their energy toward the outside world and get energized by interacting with people and taking action.



Introversion

People who prefer Introversion tend to direct their energy toward their inner world and get energized by reflecting on their ideas and experiences.

THE WAY YOU TAKE IN INFORMATION





Intuition

People who prefer Intuition tend to take in information by seeing the big picture. They focus mainly on the patterns and interrelationships they perceive.

THE WAY YOU DECIDE AND COME TO CONCLUSIONS



Feeling

People who prefer Feeling typically base their decisions and conclusions on personal and social values, with understanding and harmony the primary goals.

THE WAY YOU APPROACH THE OUTSIDE WORLD



Perceiving

People who prefer Perceiving typically look for more information before coming to conclusions and take a spontaneous, flexible approach to the world.

Judging

Thinking

the primary goals.

People who prefer Judging typically come to conclusions quickly and want to move on, and take an organized, planned approach to the world.

People who prefer Thinking typically base

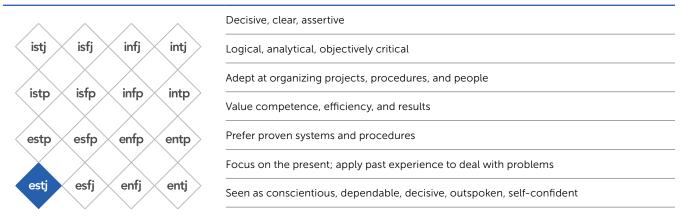
their decisions and conclusions on logic,

with accuracy and objective truth



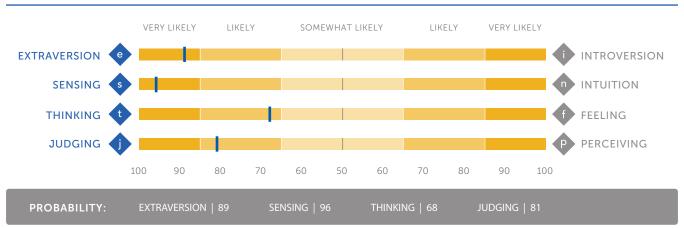


TYPE DESCRIPTION: ESTJ



Some of these descriptors may not fit you because you are a unique person. Although most ESTJs have personality attributes in common, there are still plenty of individual differences among people who share the same four-letter type.

Your MBTI responses indicate not only your preferences, but also the probability that your reported preferences really do fit you. The graph below shows the probability index for each of your preferences. The closer the blue marker is to a preference, the greater the probability that the preference describes you well. The probability index does not measure how much of a preference you have or how well you use that preference. It simply shows how likely it is that the preference you reported is accurate for you.



PROBABILITY INDEX FOR EACH OF YOUR MBTI® PREFERENCES

Each of the Myers-Briggs types is characterized by its own interests, values, and unique gifts. Although each individual tends to use his or her preferences most naturally and most often, keep in mind that everyone can and does use *all* of the preferences from time to time, depending on what the situation calls for. For a more complete understanding of the 16 different personality types, refer to the *Introduction to Myers-Briggs® Type* booklet by Isabel Briggs Myers or to the many other MBTI resources that are available.



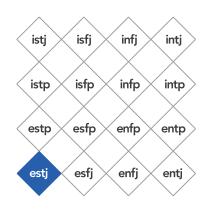


estj

ANALYTICAL CRITICAL LOGICAL OBJECTIVE MATTER-OF-FACT PRACTICAL REALISTIC PRAGMATIC DECISIVE ORGANIZED SYSTEMATIC ASSERTIVE SELF-CONFIDENT OUTSPOKEN TOUGH CLEAR EFFICIENT **STRAIGHTFORWARD** DEPENDABLE CONSCIENTIOUS

MYERS-BRIGGS TYPE INDICATOR® TYPE DESCRIPTION

Mark Sample



Extraversion | Sensing | Thinking | Judging

ESTJs are natural administrators. They move quickly to implement decisions, organize projects and people to achieve their goals, and are forceful in implementing their plans. They focus on results and the bottom line. They have a clear set of logical standards they systematically follow and want others to follow also.

They value home, family, health, financial security, and achievement.



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Characteristics of ESTJs

- ESTJs organize projects and people to get things done and focus on getting results in the most efficient way possible.
- They base their decisions on logic, experience, and facts.
- They take care of the routine details of life.
- ESTJs are clear and straightforward in their communication.
- They can make tough decisions when necessary.

ESTJs with Others

- ESTJs can be quite gregarious and generally enjoy interacting with people, especially around tasks, games, traditions, and family activities.
- They take relationship roles seriously and fulfill them responsibly.
- Their communication is clear and straightforward, and people seldom have to wonder where they stand.
- ESTJs are so certain of their opinions that others may find them overpowering.
- Others rely on them to take charge and get things done.
- ESTJs think conduct should be ruled by logic, and they govern their behavior accordingly.

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ESTJs at Work

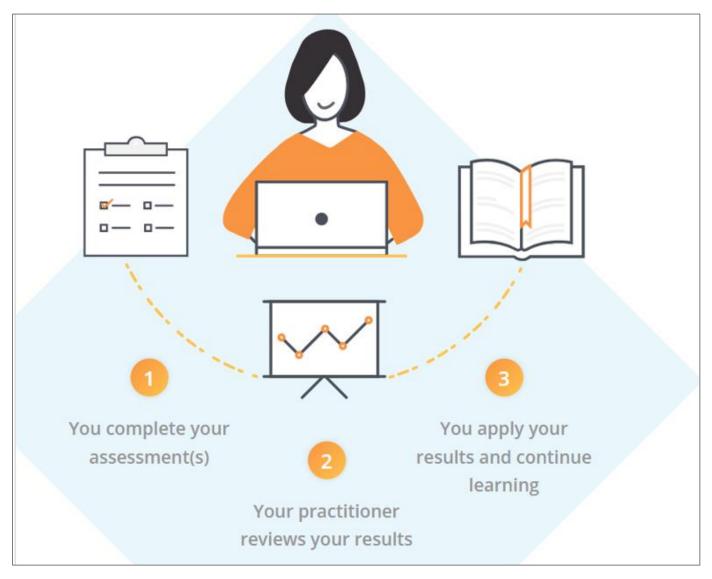
- ESTJs like to organize facts, situations, and operations related to a project, and they will make a systematic effort to reach their objectives on schedule. Getting things done is their strong suit.
- They tend to focus on the job, not on the people behind the job.
- They prefer jobs in which results are immediate, visible, and tangible.
- ESTJs can see the steps needed to accomplish a task, anticipate potential problems, assign responsibilities, and organize resources.
- When they see that something is not working, they will plan and act to correct the situation. Otherwise, they prefer proven procedures and systems.
- They are focused on tasks, action, and the bottom line.
- They have a natural bent for business, industry, production, and construction. They are excellent administrators because they understand systems and logistics. They like to set goals, make decisions, and give the necessary orders.
- They are not happy in work environments with confusion, inefficiency, and halfway measures.

Potential Blind Spots for ESTJs

- If ESTJs have not developed their Thinking preference, they may not have a reliable way of evaluating information and thus may end up making overly harsh decisions.
- If they have not developed their Sensing preference, ESTJs may decide too quickly before taking in enough information. Then their decisions will reflect only their previous judgments or biases.
- They may decide so quickly that they don't stop and listen to the viewpoints of others, especially those of people who are not in a position to argue. Then they may make decisions without gathering enough facts or with insufficient regard for what other people think or feel.
- They may rely so much on their logical approach that they overlook Feeling values—what they and other people care about.
- ESTJs sometimes have trouble expressing appreciation.



MBTI[®]Complete assessment comes with an integrated e-learning platform. It allows the respondent to complete the MBTI[®] questions, learn about their MBTI[®] profile and further applications. Respondent can also download their MBTI[®] report, MBTI Type Head and Type Stress cards.



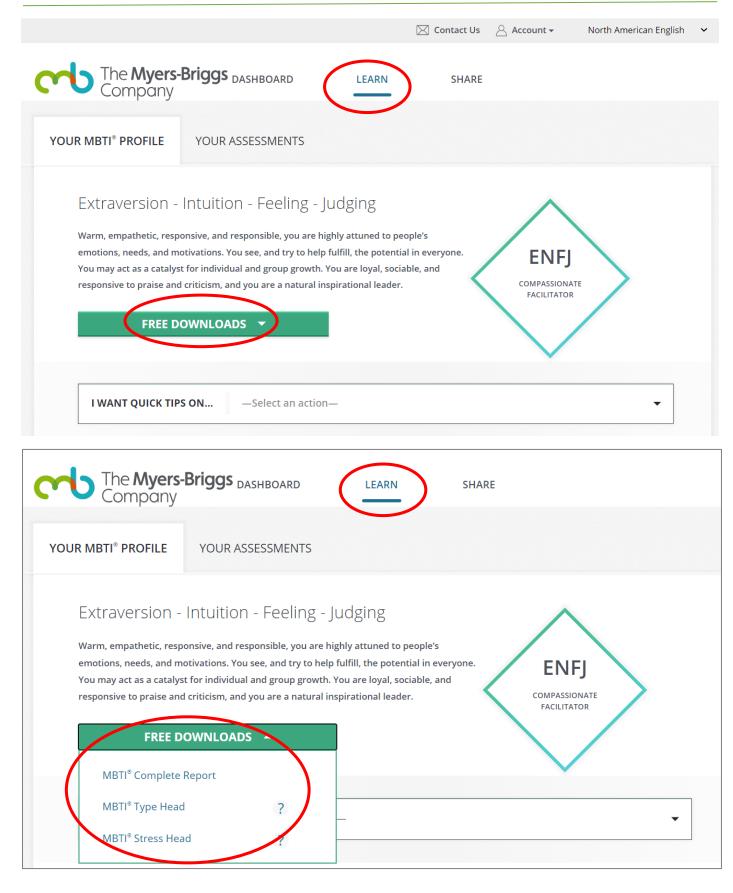
After completing your MBTI[®] assessment and the interactive learning. You will be able to download a 3 pages report which provide you with a summary of your MBTI profile.

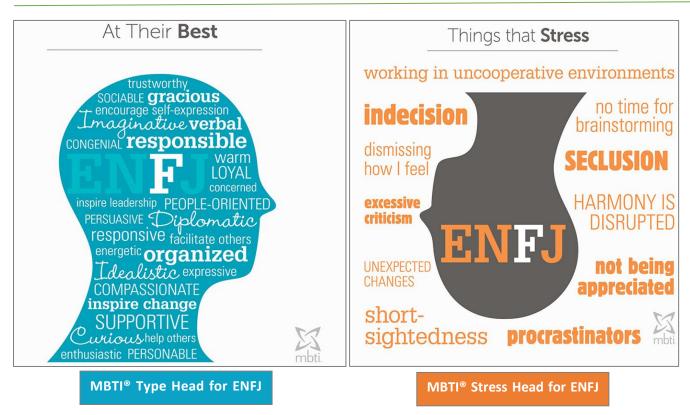
| The Myers-Briggs dashboard learn share | |
|--|---|
| Taking an assessment on Elevate® | SHOW |
| FOR YOU ASSESSMENTS DOWNLOADABLE ITEMS TMBC - Global Assessment - SG team | Click to download your MBTI® Profile |
| MBTI [®] Complete (MBTI Complete + Global Step I™ Profile) | DOWNLOAD |

To proceed with more in-depth learning, click on the "Learn" on your homepage. You may visit these resources after the workshop.

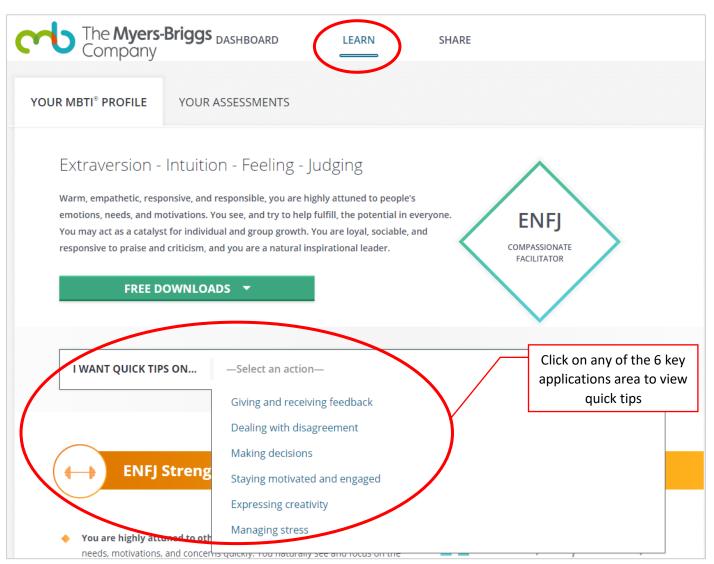
| The Myers-Briggs dashboard Learn share | |
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| Taking an assessment on Elevate® | SHOW |
| FOR YOU ASSESSMENTS DOWNLOADABLE ITEMS | |
| TMBC - Global Assessment - SG team | <u>^</u> |
| MBTI [®] Complete (MBTI Complete + Global Step I™ Profile) | DOWNLOAD |

On the "Learn" page, you will be able to download your MBTI® Report, MBTI® Type Head and MBTI® Stress Head.



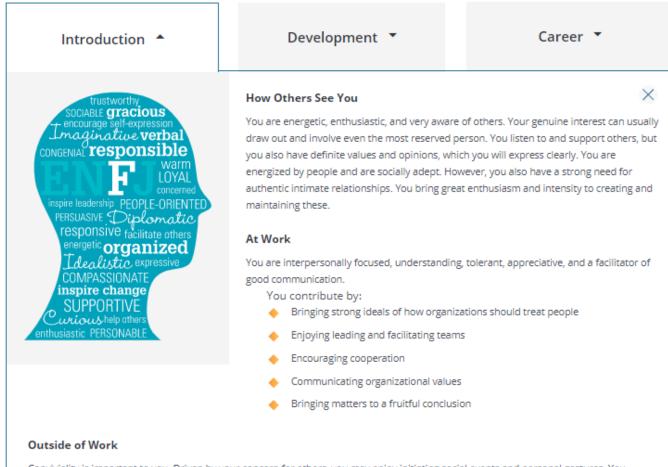


On the "Learn" page, you can further gain quick tips of your MBTI profile. Click on applications such as "Giving and receiving feedback", "Dealing with disagreement" etc.

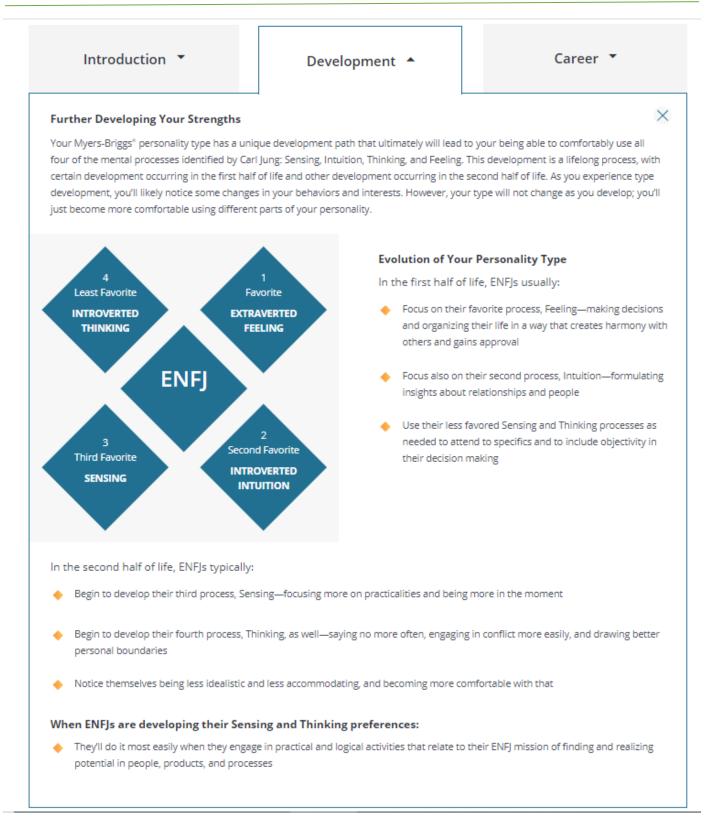


On the "Learn" page, you can continue to learn more about your MBTI[®] Strengths.

| ENFJ Strengths | | | |
|---|---|--|--|
| You are highly attuned to others, using empathy to understand emotional needs, motivations, and concerns quickly. You naturally see and focus on the potential for growth in others and devote energy to helping others achieve it. You see meanings and connections and can be very insightful about others. You are curious about new ideas and stimulated by possibilities for contributing to the good of humanity. You hase decisions on your personal values. Radiating warmth and energy. READ MORE | Warm, empathetic, responsive, and responsible, you are highly attuned to people's emotions, needs, and motivations. | | |
| Explore Your MBTI Type | | | |
| | Click to view details | | |
| Introduction Development | Career 💌 | | |



Conviviality is important to you. Driven by your concern for others, you may enjoy initiating social events and personal gestures. You appreciate literature and the arts and tend to be less interested in physical activity and competitive sports than other people. You often approach your free time with plans and structure, and may feel responsible for others' enjoyment of their free time. Leisure options for you may include reading, visiting museums, collecting and telling stories, and gourmet cooking.





- Sensing-related activities, such as identifying practical methods and applications, focusing on specifics and data, and recording steps and procedures—especially when those activities support their vision
- Thinking-related activities, such as giving honest feedback even when it might be unpleasant, dealing directly with interpersonal conflict, and objectively weighing the pros and cons—especially when those activities help build relationships
- Perceiving-related activities, such as being flexible with changing plans, working with ambiguous timelines, and managing lastminute changes—especially when those activities contribute to a positive outcome

On the "Learn" page, you can compare your MBTI[®] profile with others under the "Compare Your Type" by clicking on the MBTI[®] map.

