

Interpretive Report

by Naomi L. Quenk, Ph.D., and Jean M. Kummerow, Ph.D.



Report prepared for

JOHN DOW

April 3, 2009

Interpreted by

Lena Feygin, Ed.d. Dip Lc

FROGENT

FROG ENTERPRISES, CORP



THE MBTI® Personality Assessment

This Step II report is an in-depth, personalized description of your personality preferences, derived from your answers to the Myers-Briggs Type Indicator® (Form Q) instrument. It includes your Step I results (your four-letter type), along with your Step II results, which show some of the unique ways that you express your Step I type.

The MBTI® instrument was developed by Isabel Myers and Katharine Briggs as an application of Carl Jung’s theory of psychological types. This theory suggests that we have opposite ways of gaining energy (Extraversion or Introversion), gathering or becoming aware of information (Sensing or Intuition), deciding or coming to a conclusion about that information (Thinking or Feeling), and dealing with the world around us (Judging or Perceiving).

<ul style="list-style-type: none"> ■ If you prefer Extraversion, you focus on the outside world to get energy through interacting with people and/or doing things. 	<ul style="list-style-type: none"> ■ If you prefer Introversion, you focus on the inner world and get energy through reflecting on information, ideas, and/or concepts.
<ul style="list-style-type: none"> ■ If you prefer Sensing, you notice and trust facts, details, and present realities. 	<ul style="list-style-type: none"> ■ If you prefer Intuition, you attend to and trust interrelationships, theories, and future possibilities.
<ul style="list-style-type: none"> ■ If you prefer Thinking, you make decisions using logical, objective analysis. 	<ul style="list-style-type: none"> ■ If you prefer Feeling, you make decisions to create harmony by applying person-centered values.
<ul style="list-style-type: none"> ■ If you prefer Judging, you tend to be organized and orderly and to make decisions quickly. 	<ul style="list-style-type: none"> ■ If you prefer Perceiving, you tend to be flexible and adaptable and to keep your options open as long as possible.

It is assumed that you use each of these eight parts of your personality but prefer one in each area, just as you have a natural preference for using one hand rather than the other. No preference pole is better or more desirable than its opposite.

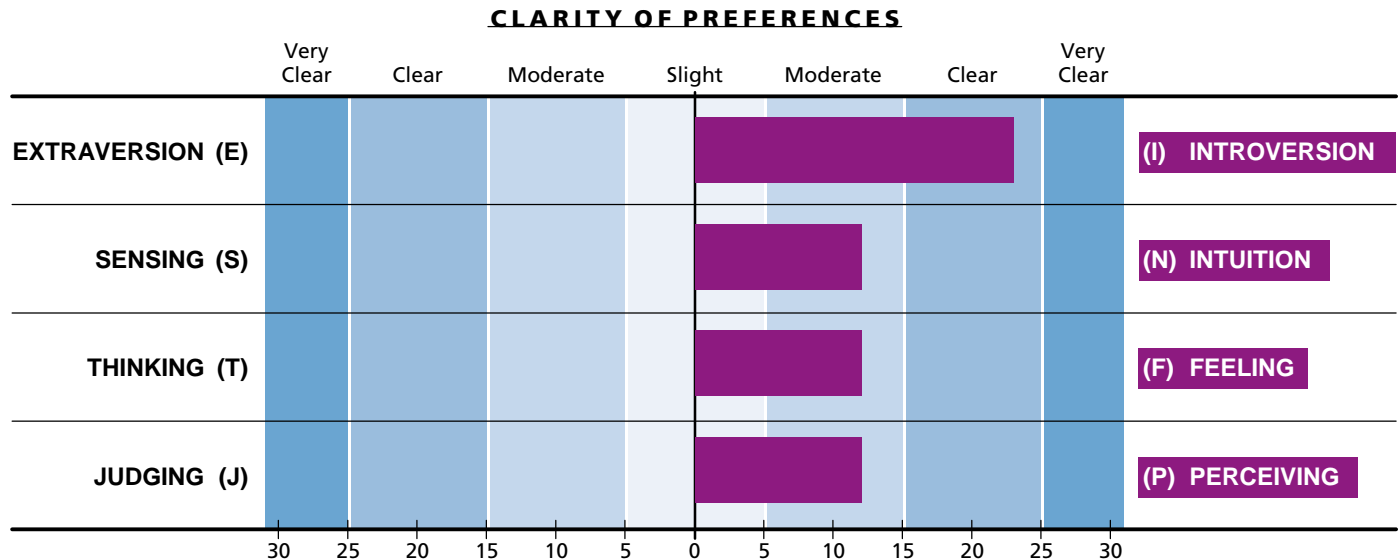
The MBTI instrument is not a measure of your skills or abilities in any area. Rather it is a way to help you become aware of your particular style and to better understand and appreciate the helpful ways that people differ from one another.

YOUR REPORT CONTAINS:

- Your Step I Results 3
- Your Step II Facets 4–8
- Applying Step II to Communicating 9
- Applying Step II to Making Decisions 10
- Applying Step II to Managing Change 11
- Applying Step II to Managing Conflict 12
- How the Parts of Your Personality Work Together 13–14
- Integrating Step I and Step II 15
- Using Type to Gain Understanding 15
- Overview of Your Results 16
- Further Reading 17

Your Step I Results

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



Your type came out to be
INFP
 (Introversion, Intuition, Feeling, Perceiving)

INFPs typically care deeply about people and values and are curious about new possibilities. They are loyal to the people and causes they care about. They often have warmth, although they do not always display it.

Tolerant and open-minded, INFPs adapt to things as they come. However, they strongly defend what is important to them, perhaps surprising others to whom they may not reveal their convictions.

INFPs have little need to impress or dominate others but are persuasive and enthusiastic with people they know well. Since they believe their ideas and ideals are what are important, they do not attract much attention. Thus others may overlook their contributions, leading them to feel underappreciated and less adequate than they really are.

They often have insights into people and relationships and like to consider what’s important in life. They may accomplish many things at the same time. They like working independently and learning all they can about a subject.

INFPs are likely to be most satisfied in a work environment that values what they care about and allows them the flexibility to follow their ideals. Others can count on them to pay attention to what matters for people.

DOES THIS TYPE FIT YOU?

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

Your Step II Facet Results

Your personality is complex and dynamic. Step II describes some of that complexity by showing your results on five different parts or facets of each of the MBTI instrument’s four pairs of opposite preferences shown below.

<p>EXTRAVERSION (E) ↔ (I) INTROVERSION</p> <p>initiating expressive gregarious active enthusiastic</p> <p>receiving contained intimate reflective quiet</p>	<p>SENSING (S) ↔ (N) INTUITION</p> <p>concrete realistic practical experiential traditional</p> <p>abstract imaginative conceptual theoretical original</p>
<p>THINKING (T) ↔ (F) FEELING</p> <p>logical reasonable questioning critical tough</p> <p>empathetic compassionate accommodating accepting tender</p>	<p>JUDGING (J) ↔ (P) PERCEIVING</p> <p>systematic planful early starting scheduled methodical</p> <p>casual open-ended pressure-prompted spontaneous emergent</p>

In reviewing your results, keep in mind that

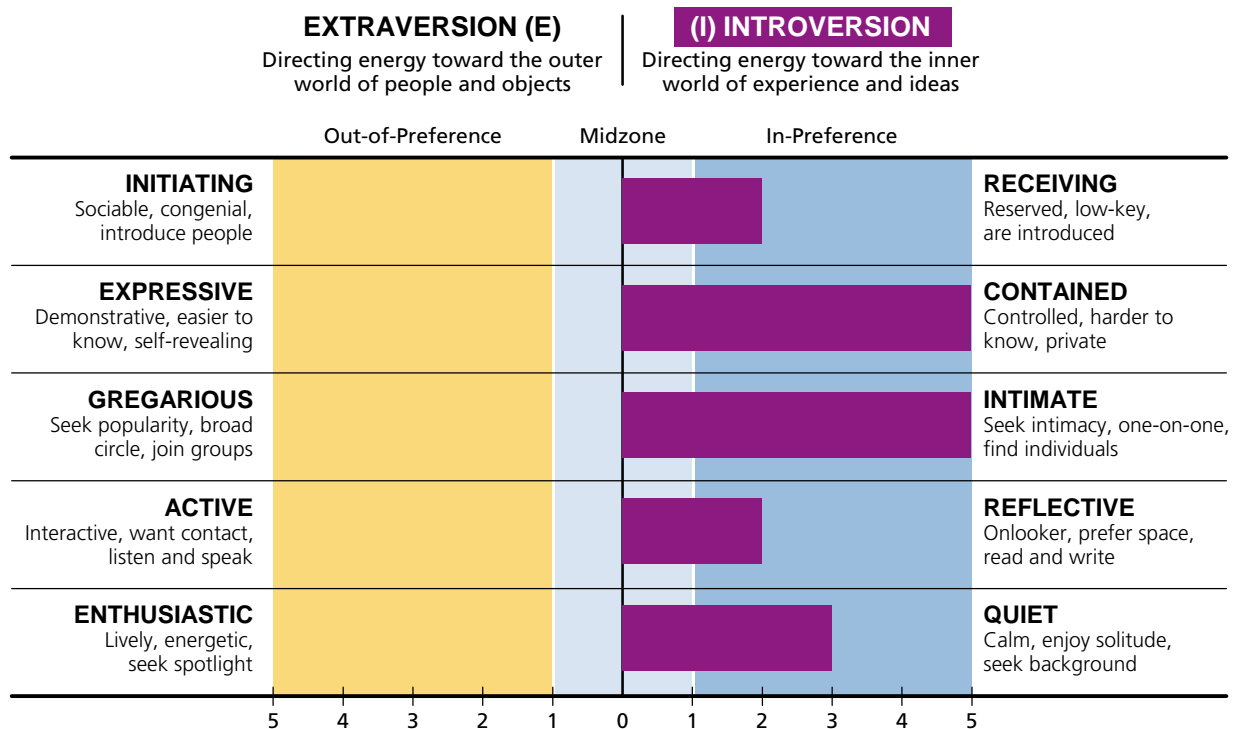
- Each facet has two opposite poles. You are more likely to favor the pole that is on the same side as your overall preference (an in-preference result)—for example, the Initiating pole if you prefer Extraversion, or the Receiving pole if you prefer Introversion.
- For any particular facet, you might favor a pole that is opposite to your overall preference (an out-of-preference result) or show no clear preference for either pole (a midzone result).
- Knowing your preferences on these twenty facets can help you better understand your unique way of experiencing and expressing your type.

HOW TO READ YOUR STEP II RESULTS

The next four pages (5–8) give you information for each set of facets. Each page has a graph of your results on the facets. The graph gives

- Brief definitions of the MBTI Step I preferences shown.
- The names of the five facet poles associated with each MBTI preference along with three descriptive words or phrases for each facet pole.
- A bar showing the pole you prefer or the midzone. The length of that bar shows how clearly you reported your preference for that pole. By looking at the graph, you can see whether your result on a facet is in-preference (scores of 2–5 on the same side as your preference), out-of-preference (scores of 2–5 on the side opposite your preference), or in the midzone (scores of 0 or 1).

Below the graph are statements that describe the characteristics of each in-preference, out-of-preference, or midzone result. To contrast your results, look at the three words or phrases that describe the opposite facet pole on the graph at the top of the page. If a set of statements does not seem to fit, perhaps you would be better described by the opposite pole or by the midzone.



Receiving (in-preference)

- Consider social obligations unimportant and leave them to others.
- Prefer in-depth discussion about important issues; hate small talk.
- May be seen by others as quiet and shy.
- Believe it is intrusive to set people up socially and don't want others to do it for you.
- Find telephone calls to be unwelcome interruptions.
- Prefer to be alone when you do have to make phone calls, especially social calls.

Contained (in-preference)

- Keep your feelings and interests to yourself; when you do open up, others take notice.
- Are seen by others as hard to get to know because you process so much inside.
- Assume others will be uninterested in your thoughts.
- Feel capable of solving problems on your own and prefer doing so.
- Find it very hard to discuss what upsets you, especially when you are extremely distressed.

Intimate (in-preference)

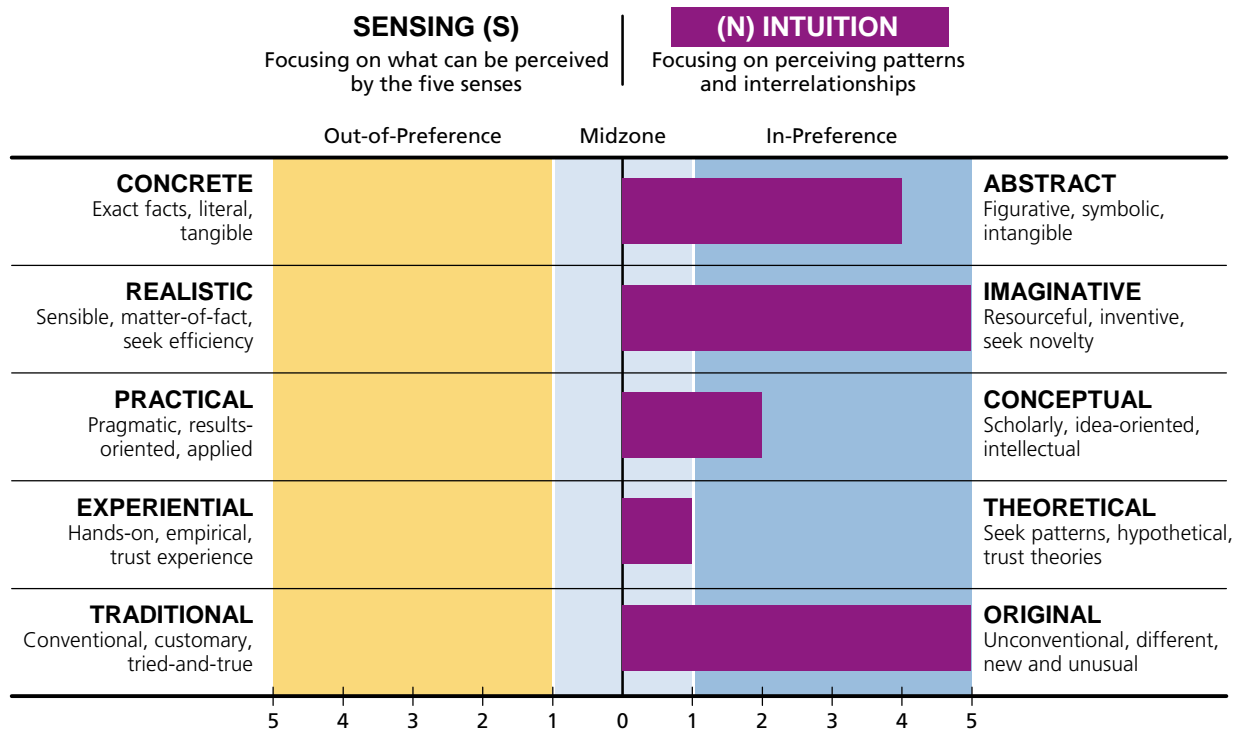
- Would rather relate to a few significant others than be in a large group.
- Draw sharp distinctions between friends and acquaintances.
- Seek in-depth involvement with individuals.
- Respect other's individuality and want the same respect in turn.
- Need to trust people before sharing much about yourself.

Reflective (in-preference)

- Prefer detached observation and reflection over active participation with the outer world.
- Learn and retain material better by reading it.
- Can concentrate better on written material than on someone talking.
- Feel more secure writing down your ideas than giving an oral presentation.

Quiet (in-preference)

- Prefer calm, serenity, even silence.
- Are bothered by noisy circumstances and places.
- Present yourself modestly and prefer to stay in the background.
- Don't feel the need to talk in a social situation.
- Find that your contributions are easily overlooked.
- Have a calming effect on groups.
- Like being with other quiet people.



Abstract (in-preference)

- Like to go beyond the surface and read between the lines.
- May use metaphors to explain your views.
- Consider context and interrelationships important.
- Make mental leaps and enjoy brainstorming.
- May find it hard to identify the evidence for your ideas.
- May find it hard to disengage from the tangents you've followed.

Imaginative (in-preference)

- Like ingenuity for its own sake.
- Want to experience what is innovative and different.
- Are resourceful in dealing with new and unusual experiences.
- Prefer not to do things the same way twice.
- Readily envision what is needed for the future and enjoy strategic planning.
- May enjoy humor and word games based on nuance.

Conceptual (in-preference)

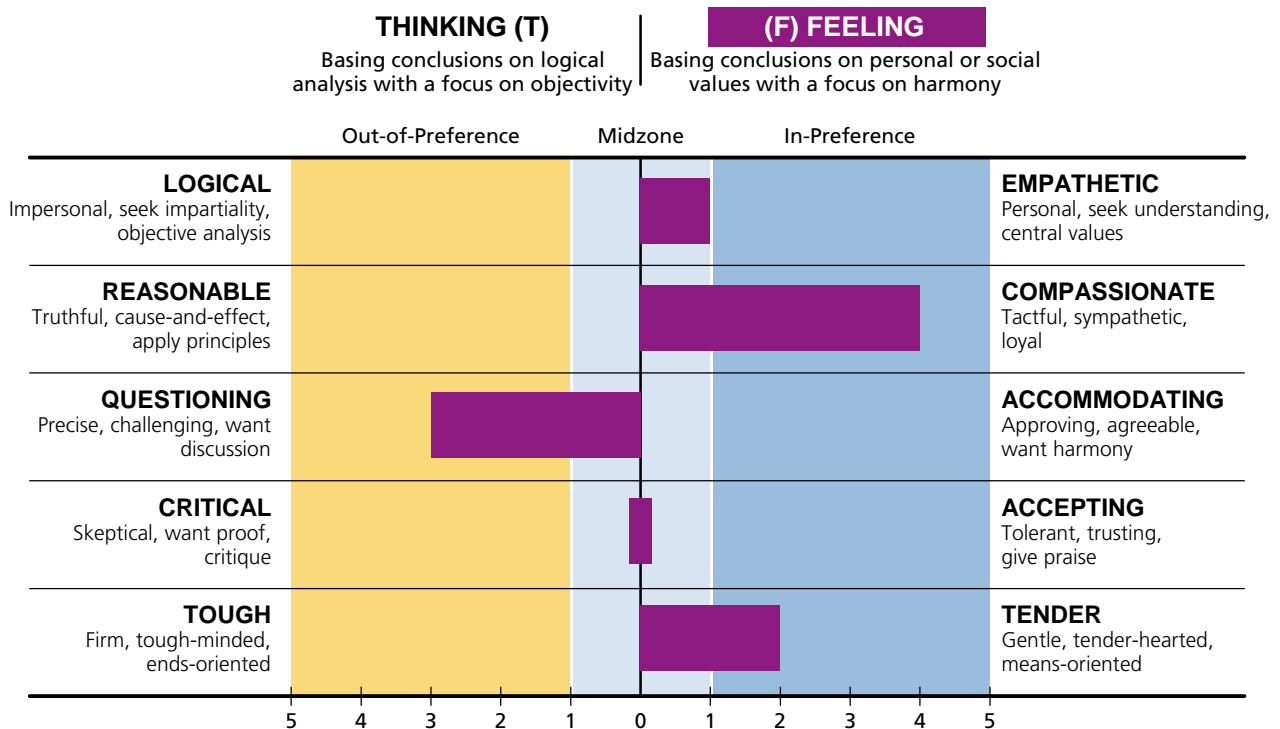
- Enjoy the role of scholar and thinker.
- Like acquiring new knowledge for its own sake.
- Value mental virtuosity.
- Focus on the concept, not its application.
- Prefer starting with an idea.
- Find that practical uses for your ideas may come as afterthoughts.

Experiential–Theoretical (midzone)

- Have a mild interest in theories that explain things that are important to you.
- Are not likely to pursue theories in any great depth.
- See theories as explaining patterns you note, but are more interested in seeing those patterns work.

Original (in-preference)

- Place a high value on uniqueness.
- Need to demonstrate your own originality.
- Value cleverness and inventiveness.
- Would rather figure out your own way than read the directions.
- Will change things whether or not they work as they are.



Logical–Empathetic (midzone)

- Believe the ideal way to make decisions is to consider the logical consequences as well as people’s feelings.
- Respect a dispassionate approach, but not in the extreme.
- Appear neither coldly logical nor overly concerned with people’s feelings.
- May experience some tension between an analytical and a personal approach.

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.
- Influenced by your likes and dislikes in making decisions.
- Subjectively decide, based on benefit and harm to the people involved.

Questioning (out-of-preference)

- Focus questions mostly around people and values.
- May use your questioning approach to draw out people’s feelings.
- Take a mild, agreeable approach when you don’t have a strong investment in the issue.
- Are typically tactful but can be skeptical, confrontational, and outspoken.
- May find that your questions are sometimes misinterpreted as oppositional and contentious.
- Are seen as intellectually curious and independent.

Critical–Accepting (midzone)

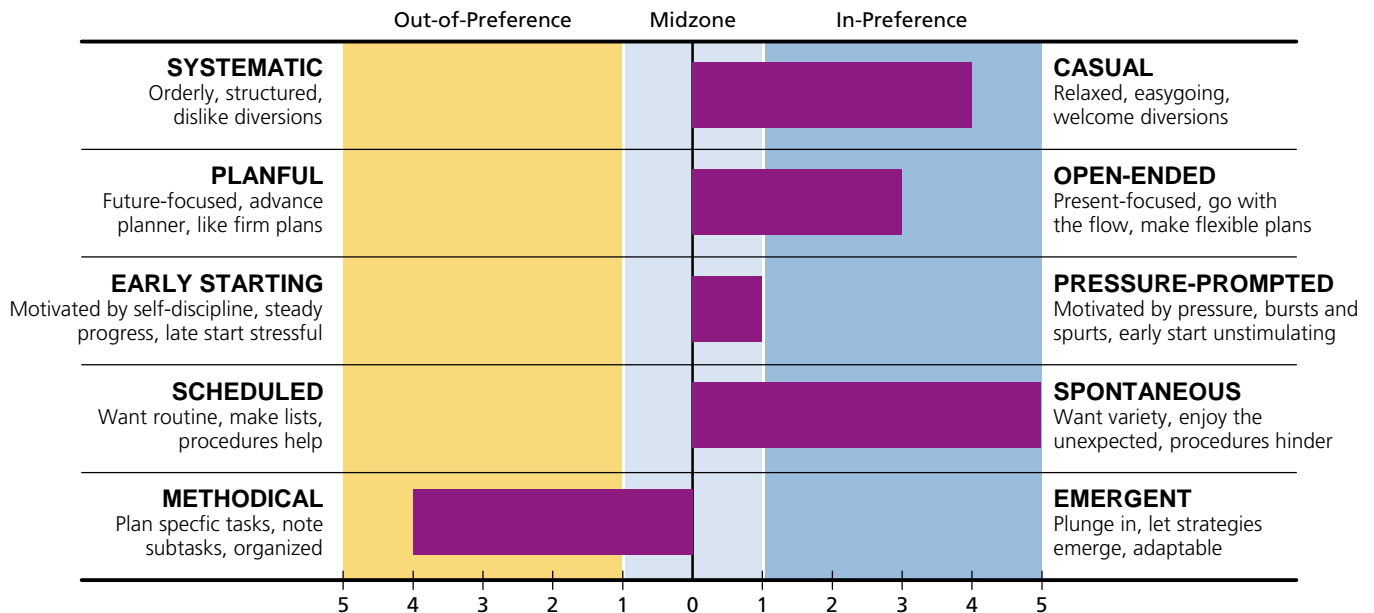
- Critique selected ideas and actions, especially when they affect people.
- Are sensitive to discrepancies that hurt people.
- Clarify what’s right and what’s wrong in a situation.
- May or may not critique out loud, depending on the circumstances.

Tender (in-preference)

- Want people to like you and are seen as warm.
- Use gentleness and affection to achieve your objective.
- See lots of ways to arrive at an agreement.
- Recognize that a purely rational decision can’t always be achieved.
- Give others the benefit of the doubt.
- Want everyone to feel good with the end result.

JUDGING (J)
 Preferring decisiveness and closure

(P) PERCEIVING
 Preferring flexibility and spontaneity



Casual (in-preference)

- Love being surprised and taking things as they come.
- Like a leisurely pace, letting things unfold in their own way.
- Dislike having too many plans with too many details.
- Prefer a casual work environment with little formality.
- Often want more information before moving to completion.

Open-Ended (in-preference)

- Like to make plans on the spur of the moment, especially in your leisure activities.
- Feel that spontaneous plan-making happens almost magically.
- Prefer flexibility so activities can unfold.
- Regret commitments to binding engagements because they close you in.
- Have long-range fantasies rather than long-range plans.

Early Starting–Pressure-Prompted (midzone)

- Are likely to find it hard to get started on a task too much in advance of the deadline.
- Find the pressure of an approaching deadline motivating.
- Work best when the deadline is close enough to cause moderate pressure.
- Have more plans in your head than on paper as you get started.

Spontaneous (in-preference)

- Enjoy freedom and openness to new experiences.
- Are at your best when free to work spontaneously.
- Are uncomfortable with routines and see them as constraints.
- Feel that routine interferes with your ability to respond to unexpected opportunities.
- Don't like scheduling your creativity.

Methodical (out-of-preference)

- Value a detailed approach to tasks but may have trouble planning all the details.
- Identify steps to accomplish strategic plans.
- Find that once focused, you define tasks and steps in advance and then take action.
- Feel that being efficient maximizes your free time.

Applying Step II 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 Communication
Receiving	Focus on the task to be done rather than social expectations about introducing people.	Consider that sometimes the task may be better done when people know one another first.
Contained	Keep your thoughts and emotional reactions to yourself.	Recognize when it’s really important to say how you feel and then speak accordingly.
Reflective	Like to communicate by reading and writing.	Recognize that your message might not get across unless you’re willing to say it aloud.
Quiet	Experience your enthusiasms internally and don’t show them to others.	Be aware that others will think you are uninterested; selectively let people know what really interests you.
Abstract	Talk about what you can infer from the here-and-now data.	Be open to the important details that you may be ignoring.
Questioning	Want to ask questions.	Be selective in choosing questions to ask so as not to intimidate people.
Critical–Accepting Midzone	Critique or accept depending on the importance of the issue.	Be aware that when you are stressed, you are more likely to be critical inappropriately.
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 to Making Decisions

Effective decisions require gathering information from a variety of perspectives and applying sound methods of evaluating that information. The Step II facets give 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 bold italics. If you are in the midzone, neither pole is italicized.

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

Five different ways of evaluating information, called decision-making styles, have been identified based on two facets of the Thinking–Feeling dichotomy: 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.
- May 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 overly solicitous.

TIPS

In individual problem-solving, start by asking all the questions in the boxes above.

- Pay careful attention to the answers. The questions that are opposite to the ones in bold 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 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 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 Change Management
Contained	Keep your feelings about the change to yourself and figure out how to handle it on your own.	As soon as you know your own views, talk to someone you trust and get his or her input.
Intimate	Discuss the changes and their impact on you only with those closest to you.	Consider sharing feelings with selected people outside your intimate circle.
Abstract	May make unwarranted inferences about the meaning of the change.	Check out your inferences with some facts and data.
Imaginative	Enjoy the novel aspects of the change and the resourcefulness it requires.	Recognize that there are real costs involved in pursuing novelty.
Experiential–Theoretical Midzone	Are interested in theories that explain the immediate situation.	Help others see the relevance of both perspectives.
Original	Embrace change for the sake of change.	Be selective about what changes are really worth pursuing.
Tender	Want people affected by the changes treated with kindness and consideration.	Decide how much insensitivity you can tolerate and act accordingly.
Open-Ended	Let the changes unfold as they may.	Be aware that others may be uneasy with your unfolding approach; fill them in whenever you can.
Methodical	Detail the many steps necessary to implement the changes.	Know that circumstances may require that carefully developed steps be changed in the moment.

Applying Step II to Managing Conflict

In working with others, conflicts are inevitable. People of different personality types may differ in what they define as conflict, how they react to it, and how they reach resolution. Although sometimes unpleasant, conflicts can 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.

Some aspects of conflict management may be unique to your results on six Step II facets. The table below explains how your results on these facets may affect your efforts to manage conflict.

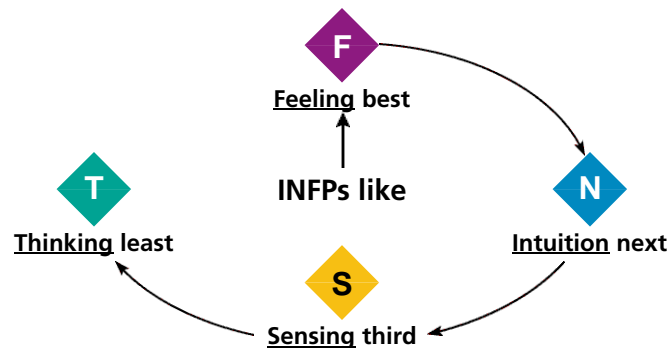
Your Facet Result	Conflict Management Style	Enhancing Conflict Management
Contained	Attempt to solve the issue yourself and keep your reactions inside.	Be aware that trying to solve this on your own may be successful, but that others also may really need your input.
Intimate	Rely on yourself or a few trusted others in resolving the conflict.	Widen your circle to include others affected; they may have something valuable to contribute.
Questioning	Ask many questions of others to reveal all the issues in the conflict.	Be aware that people may take your questioning style as challenging rather than helpful in resolving the issue; be clear about your intent.
Critical–Accepting Midzone	Look for both what’s wrong and what’s right.	Point out both of these sides in a kind way.
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–Pressure-Prompted Midzone	Have a good sense of when to start in sufficient time so as to not upset co-workers.	Continue to monitor when you start on projects with others and be sensitive to their needs.

In addition to your facet results, your decision-making style (as explained on page 10) 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 do not 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 or insisting that *your way* be followed.

How the Parts of Your Personality Work Together

The essence of type involves the way information is gathered (Sensing and Intuition) and how decisions are made (Thinking and Feeling). Each type has favorite ways 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.

Here's the way it works for INFPs:



USING YOUR FAVORITE PROCESSES

Extraverts like to use their favorite process mostly in the outer world of people and things. For balance, they use their second favorite in their inner world of ideas and impressions. Introverts tend to use their favorite process mostly in their inner world and to balance this with the use of their second favorite process in the outer world.

Thus INFPs use

- Feeling mainly internally to guide them to what really matters for themselves and others.
- Intuition mainly externally to see possibilities and meanings.

USING YOUR LESS-FAVORED PROCESSES

When you frequently use the less-preferred parts of your personality, Sensing and Thinking, remember that you are working outside of your natural comfort zone. You may feel awkward, tired, or frustrated at these times. As an INFP, you may become overly sensitive on issues related to personal values at first, and then become harshly critical of both your own and others' faults.

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—Sensing and Thinking.
- Make an effort to find time to do something enjoyable that involves using your favorite ways—Feeling and Intuition.

USING YOUR TYPE EFFECTIVELY

INFPs' preference for Feeling and Intuition makes them mostly interested in

- Creating and maintaining harmony in their own and other people's lives.
- Exploring ideas and possibilities.

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

As an INFP,

- If you rely too much on your Feeling, you may ignore the flaws, the pros and cons, and the logical implications of your decisions.
- If you pay attention exclusively to your Intuition, you are likely to miss the relevant facts and details and what past experience might suggest.

Your personality type is likely to develop in a natural way over your life. As people get older, many become interested in using the less familiar parts of their personality. When they are in midlife or older, INFPs often find themselves devoting more time to things that were not very appealing when they were younger. For example, they report greater pleasure in tasks that require logical analysis and attention to facts and details.

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 information-gathering style (Intuition) may not be appropriate, try to modify your Abstract approach (an in-preference result) by considering important facts and details you may have missed (Concrete).
- If you are in a situation where you might need to adapt your way of getting things done (Perceiving), try modifying your Spontaneous approach to accomplishing tasks (an in-preference result) by asking yourself if following some routines (Scheduled) would help you achieve better results in this particular situation.

Integrating Step I and Step II

When you combine your Step I reported type and your Step II out-of-preference facets, the result is your individualized type description:

Questioning, Methodical INFP

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 on any pair of preferences 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. (See the reading list on page 17.)
- 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.

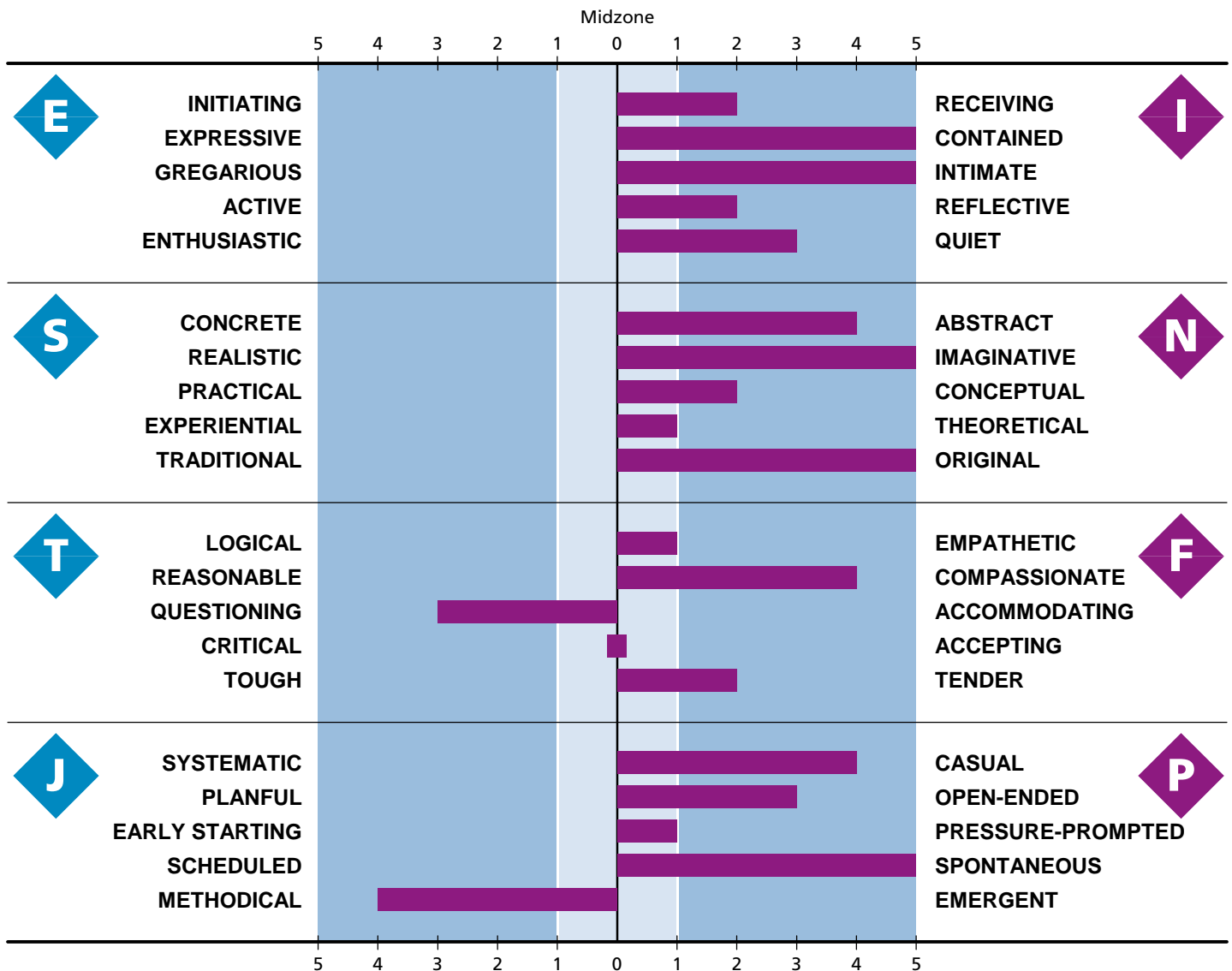
To further explore the theory and applications of type, consult the reading list on page 17. Observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive uses of those differences.

Overview of Your Results

STEP I: YOUR FOUR-LETTER TYPE

INFPs tend to be quietly compassionate, empathetic, adaptable, and loyal. They seldom share their deep interests and ideals until they know someone well. They care about learning, ideas, and independent projects, but may be too absorbed in what they are doing to be sociable.

STEP II: YOUR RESULTS ON THE 20 FACETS



When you combine your Step I reported type and your Step II out-of-preference facets, the result is your individualized type description:

Questioning, Methodical
INFP

Further Reading

GENERAL INFORMATION ON MBTI® STEP I AND STEP II INVENTORIES

- Hirsh, S. K., & Kummerow, J. M. (1998). *Introduction to Type® in organizations* (3rd ed.). Mountain View, CA: CPP, Inc.
- Hirsh, S. K., & Kummerow, J. M. (1989). *LIFETypes*. New York: Warner Books.
- Myers, I. B. (1998). *Introduction to Type®* (6th ed.). Mountain View, CA: CPP, Inc.
- Myers, I. B., with Myers, P. B. (1995). *Gifts differing*. Mountain View, CA: Davies-Black Publishing.
- Myers, I. B., McCaulley, M. H., Quenk, N. L., & Hammer, A. L. (1998). *MBTI® manual: A guide to the development and use of the Myers-Briggs Type Indicator®* (3rd ed.). Mountain View, CA: CPP, Inc.
- Quenk, N. L. (2000). *Essentials of Myers-Briggs Type Indicator® assessment*. New York: Wiley.
- Quenk, N. L., Hammer, A. L., & Majors, M. M. (2001). *MBTI® Step II manual: Exploring the next level of type with the Myers-Briggs Type Indicator® Form Q*. Mountain View, CA: CPP, Inc.

APPLICATIONS OF TYPE (PAGES 9–12)

- Barger, N. J., & Kirby, L. K. (1995). *The challenge of change in organizations: Helping employees thrive in the new frontier*. Mountain View, CA: Davies-Black Publishing.
- Fitzgerald, C., & Kirby, L. K. (eds.). (1997). *Developing leaders: Research and applications in psychological type and leadership development*. Mountain View, CA: Davies-Black Publishing.
- Hirsh, S. K., with Kise, J. A. G. (1996). *Work it out. Clues for solving people problems at work*. Mountain View, CA: Davies-Black Publishing.
- Kummerow, J. M., Barger, N. J., & Kirby, L. K. (1997). *WORKTypes*. New York: Warner Books.

TYPE DYNAMICS AND DEVELOPMENT (PAGES 13–14)

- Myers, K. D., & Kirby, L. K. (1994). *Introduction to Type® dynamics and development*. Mountain View, CA: CPP, Inc.
- Quenk, N. L. (2000). *In the grip: Understanding type, stress, and the inferior function* (2nd ed.). Mountain View, CA: CPP, Inc.
- Quenk, N. L. (2002). *Was that really me? How everyday stress brings out our hidden personality*. Mountain View, CA: Davies-Black Publishing.



Interpreter's Summary

PREFERENCE CLARITY INDEXES FOR REPORTED TYPE: INFP

Introversion: Clear (23)

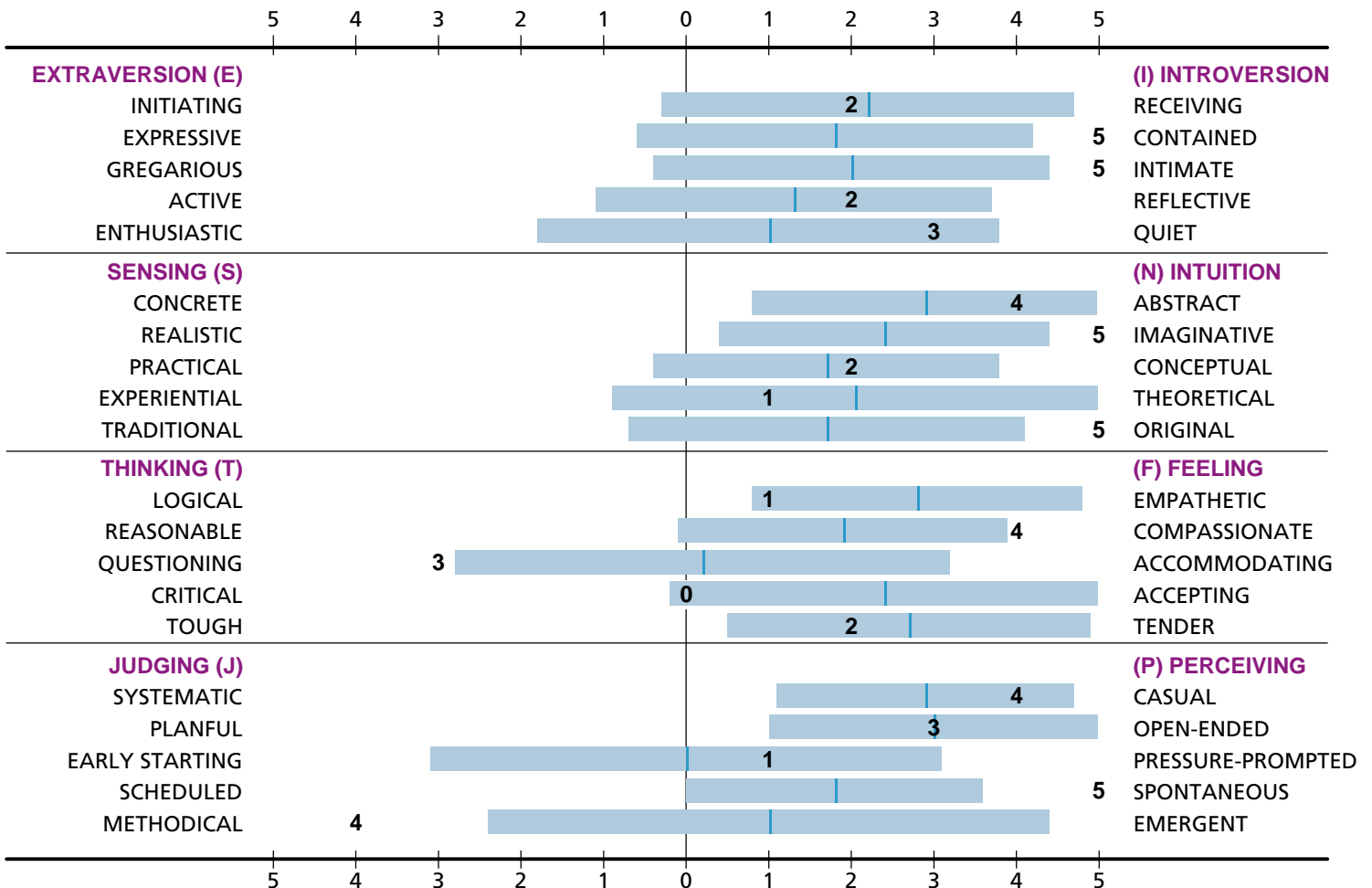
Intuition: Moderate (12)

Feeling: Moderate (12)

Perceiving: Moderate (12)

FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER INFPs

The bars on the graphs below show the average range of scores that occurred for the INFPs in the national sample. The bars show scores that are -1 to +1 standard deviations from the mean. The vertical line in each bar shows INFPs' 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: 1

