

MYERS-BRIGGS TYPE INDICATOR® | STEP II™

INTERPRETIVE REPORT

Prepared for
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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

Your reported type came out to be INFJ.

The type you verified as your best-fit type is
INFP
Introversion | Intuition | Feeling | Perceiving

This report is based on your verified type.

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 don't always display it. Tolerant and open-minded, INFPs adapt to things as they come. However, they strongly defend what's important to them, perhaps surprising others to whom they haven't revealed their convictions.

INFPs have little need to impress or dominate others, so they don't attract much attention. However, they are persuasive and enthusiastic when their deeply held values are involved. If others overlook their contributions, they begin to doubt their own competence and ability to make a difference. 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.

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.



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JOAN SAMPLE

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EXTRAVERSION

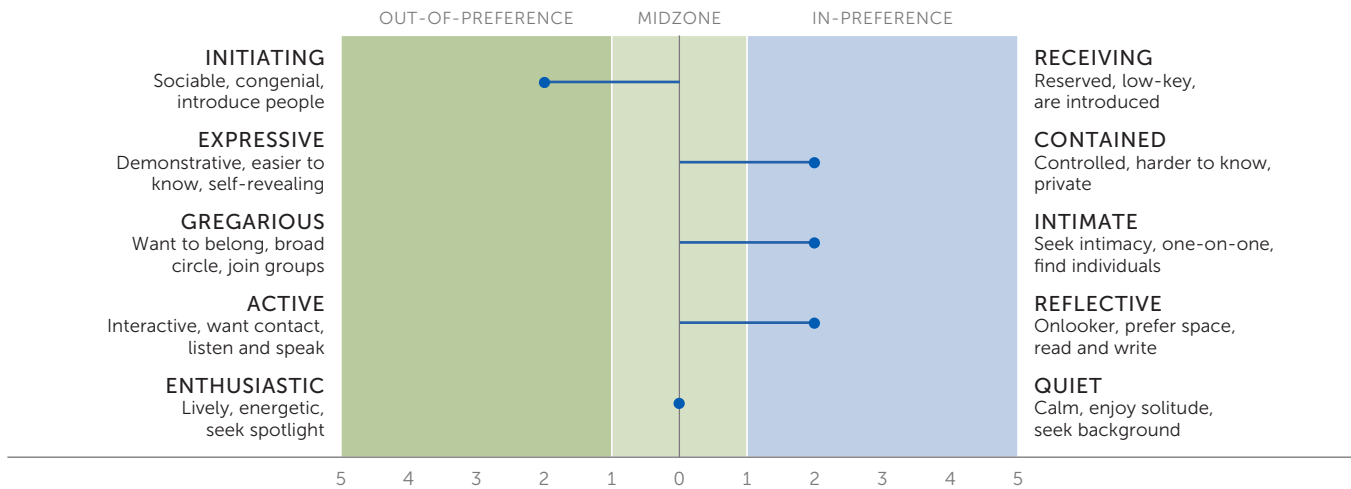


Directing energy toward the outer world of people and objects

INTROVERSION



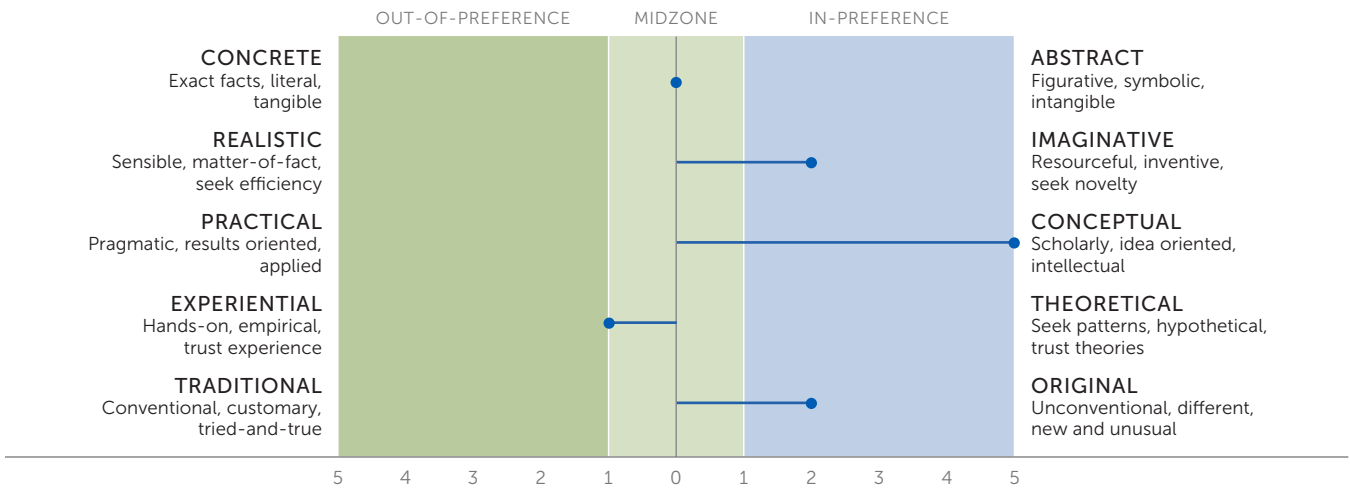
Directing energy toward the inner world of experience and ideas



<p>Ways to connect with others INITIATING out-of-preference</p>	<p>Play the social initiator role when circumstances require it. Focus on putting others at ease with each other and with you.</p>	<p>Are comfortable initiating in a small group or when the people are interesting to you. Take the lead when you know people in the group.</p>
<p>Communicating feelings, thoughts, interests CONTAINED in-preference</p>	<p>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. Assume others are uninterested in your thoughts.</p>	<p>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 distressed.</p>
<p>Breadth and depth of relationships INTIMATE in-preference</p>	<p>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.</p>	<p>Respect others' individuality and want the same respect in turn. Need to trust people before sharing much about yourself.</p>
<p>Ways to communicate, socialize, learn REFLECTIVE in-preference</p>	<p>Prefer detached observation and reflection to active participation in the outside world. Can concentrate better on written material than on someone talking.</p>	<p>Learn and retain material better by reading it. Feel more secure writing down your ideas than giving an oral presentation.</p>
<p>Level and kind of energy ENTHUSIASTIC-QUIET midzone</p>	<p>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.</p>	<p>Are seen quite differently by the people who regularly see your enthusiastic side and the people who regularly see your quiet side.</p>



SENSING  |  **INTUITION**
Focusing on what can be perceived using the five senses | Focusing on perceiving patterns and interrelationships

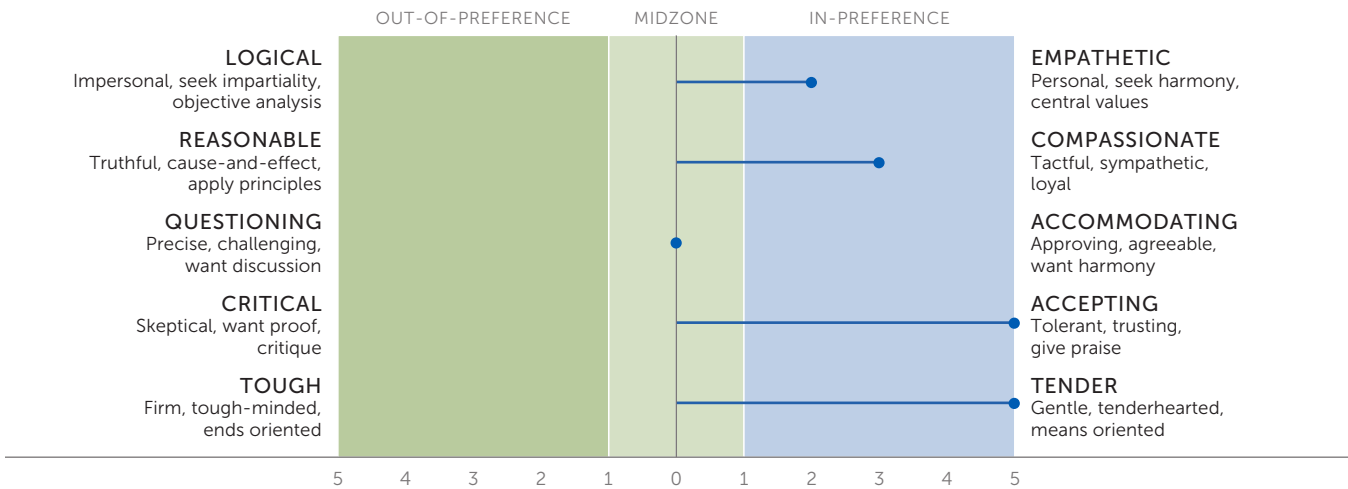


<p>Focus of attention CONCRETE-ABSTRACT midzone</p>	<p>Start with an abstract idea but search for data to support it.</p> <p>Like to know the facts on which a theory is based before moving on to the meanings.</p>	<p>May get stuck on a fact when under pressure and have difficulty seeing the larger context.</p> <p>Want to know the details but may not actually use them.</p>
<p>How information is used IMAGINATIVE in-preference</p>	<p>Like ingenuity for its own sake.</p> <p>Want to experience what is innovative and different.</p> <p>Are resourceful in dealing with new and unusual experiences.</p>	<p>Prefer not to do things the same way twice.</p> <p>Readily envision what is needed for the future and enjoy strategic planning.</p> <p>May enjoy humor and word games based on nuance.</p>
<p>How ideas are used CONCEPTUAL in-preference</p>	<p>Enjoy the role of scholar and thinker.</p> <p>Like acquiring new knowledge for its own sake.</p> <p>Value mental virtuosity.</p>	<p>Focus on the concept, not its application.</p> <p>Prefer starting with an idea.</p> <p>Find that practical uses for your ideas may come as afterthoughts.</p>
<p>Kind of knowledge trusted EXPERIENTIAL-THEORETICAL midzone</p>	<p>Have a mild interest in theories that explain things that are important to you.</p> <p>Are not likely to pursue theories in any great depth.</p>	<p>See theories as explaining patterns you note, but are more interested in seeing those patterns work.</p>
<p>Approach to traditions ORIGINAL in-preference</p>	<p>Place a high value on uniqueness.</p> <p>Need to demonstrate originality.</p> <p>Value cleverness and inventiveness.</p>	<p>Would rather figure out your own way than read the directions.</p> <p>Will change things whether or not they work as they are.</p>



THINKING
FEELING

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



<p>Ideal decision-making approach EMPATHETIC in-preference</p>	<p>Focus on how a decision may affect what's important to you and others.</p> <p>Have a knack for identifying your own and others' feelings about an issue.</p> <p>Are sensitive to the overall mood in a group.</p>	<p>Believe that following your personal appraisal of a situation is the best way to make a decision.</p> <p>Weigh positive and negative feelings in a situation and decide on that basis.</p>
<p>Actual decision-making method COMPASSIONATE in-preference</p>	<p>Trust your own values as a reliable basis for decision making.</p> <p>Are in touch with your own and others' feelings and values.</p>	<p>Are influenced by your likes and dislikes in making decisions.</p> <p>Subjectively decide, based on benefit and harm to the people involved.</p>
<p>Ways to handle differences QUESTIONING-ACCOMMODATING midzone</p>	<p>Ask questions only as needed.</p> <p>Ask questions mildly and tactfully with the goal of facilitation.</p>	<p>Question and disagree in a style that is neither confrontational nor conciliatory.</p> <p>Become more confrontational and direct when an important value is threatened.</p>
<p>Communicating about disagreements ACCEPTING in-preference</p>	<p>Focus on the good in people and situations.</p> <p>Like to praise, forgive, and be kind to others.</p> <p>Expect others to respond to you with kindness.</p>	<p>Believe a win-win situation is usually possible.</p> <p>May be very disappointed when a win-win outcome does not occur.</p>
<p>How to carry out decisions TENDER in-preference</p>	<p>Want people to like you and are seen as warm.</p> <p>Use gentleness and affection to achieve your objective.</p> <p>Recognize that a purely rational decision can't always be achieved.</p>	<p>See lots of ways to arrive at an agreement.</p> <p>Give others the benefit of the doubt.</p> <p>Want everyone to feel good about the end result.</p>



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JOAN SAMPLE

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JUDGING

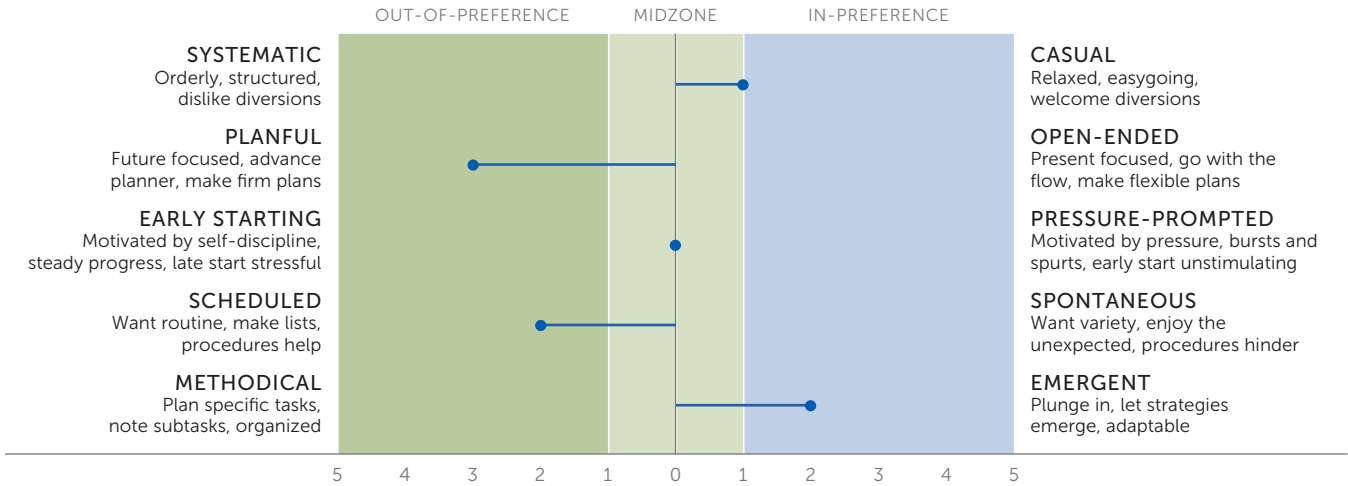


Preferring decisiveness and closure



PERCEIVING

Preferring flexibility and spontaneity



General organizational style

SYSTEMATIC-CASUAL
midzone

Like a general plan with some contingencies.
Find too much detail in a plan inhibiting.
Don't mind interruptions if no agenda is in place.

Dislike distractions when involved in a project.
Find that an advance plan permits comfortable deviation because you can always return to the plan.

Approach to planning

PLANFUL
out-of-preference

Have an overview of a plan but not necessarily the specifics to accomplish it.
Prefer broad plans to narrow ones.
Enjoy the possibilities that plans can lead to.

Want to have leisure activities planned in advance.
Use a plan to provide direction but follow it flexibly.

Ways to manage time pressures

EARLY STARTING-PRESSURE-PROMPTED
midzone

Are likely to find it hard to get started on a task too far 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.

Use of schedules and routines

SCHEDULED
out-of-preference

Rely on some kind of system, such as an appointment book, to stay on track.
Are often seen as an organized person who gets things done.

See lists as guidelines to keep things under control.
Like an open-ended agenda.
Fit a large variety of tasks into your schedule.

Approach to completing large tasks

EMERGENT
in-preference

Take an informal approach to task completion.
Plunge in without detailed plans.
Operate in a nonlinear way and are able to switch positions in the middle of an argument.

Believe a solution will emerge regardless of where you start.
Like to wait, see what happens, and then "wing it."



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	Start interactions by helping people get to know one another.	Make sure that people actually need and want these introductions.
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.
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–Abstract midzone	Talk about <i>some</i> of the facts and details as well as their meanings.	Be aware of when you are focusing on details and when on meanings and choose the focus that is better for the situation.
Questioning–Accommodating midzone	Ask some questions comfortably as long as this doesn't impede group consensus.	Choose carefully when you need to agree or when you need to ask questions.
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.
Emergent	When working on a shared task, may neglect to let others know what you will work on next.	Try to communicate what you are doing to those who need more pieces of the task up front.

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

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
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.
Concrete–Abstract midzone	May shift from one perspective to the other, thus confusing yourself and those around you.	Identify which perspective you are in and see if it's appropriate; switch focus if needed.
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 which 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.
Planful	Plan as far in advance as possible for the changes.	Allow for the unexpected in your long-range plan—it will happen!
Emergent	Decide in the moment what's best to do next; resist planning.	Remember—planning some steps now may prevent problems in the future.



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.

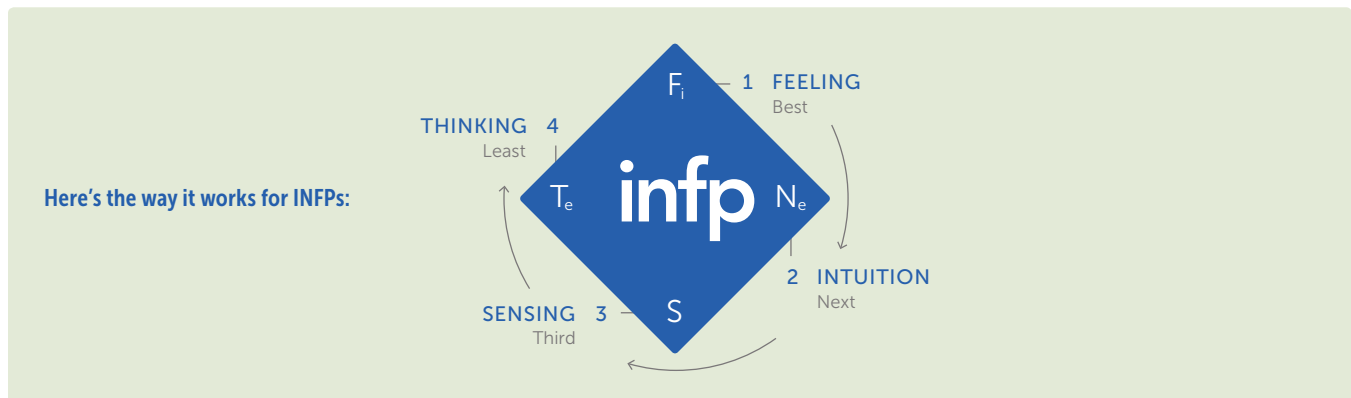
The table below explains how your results on six Step II facets may affect your efforts to manage conflict.

YOUR FACET RESULT	CONFLICT MANAGEMENT STYLE	ENHANCING YOUR STYLE
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 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– Accommodating midzone	Ask some questions for clarification before reaching agreement.	Be careful that your style of questioning does not come off as confrontational.
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– Pressure-Prompted midzone	Have a good sense of when you need to start so as not to 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 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 INFPs use

- Feeling mainly internally (F_i) to guide them to what really matters for themselves and others.
- Intuition mainly externally (N_e) 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 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 processes—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 overlook 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 lifetime. 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 way of taking in information (Intuition) may not be appropriate, try using your midzone approach on Concrete–Abstract to consider which pole would provide the best information in the present situation—focusing on the facts themselves (Concrete) or looking at the possible meaning of those facts (Abstract).
- If you are in a situation where you might need to adapt your way of getting things done (Perceiving), try using your Scheduled approach to accomplishing tasks (an out-of-preference result) to help you follow some routines in this situation.

YOUR STEP II™
INDIVIDUALIZED TYPE

Initiating
Planful
Scheduled

infp

Integrating Step I™ and Step II™ Information

When you combine your Step I verified 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 some variation on the facets will fit you better.

To help you figure out your best-fit individualized type description,

- Focus on any facet poles you thought were incorrect or any facets on which you had midzone results.
- 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.

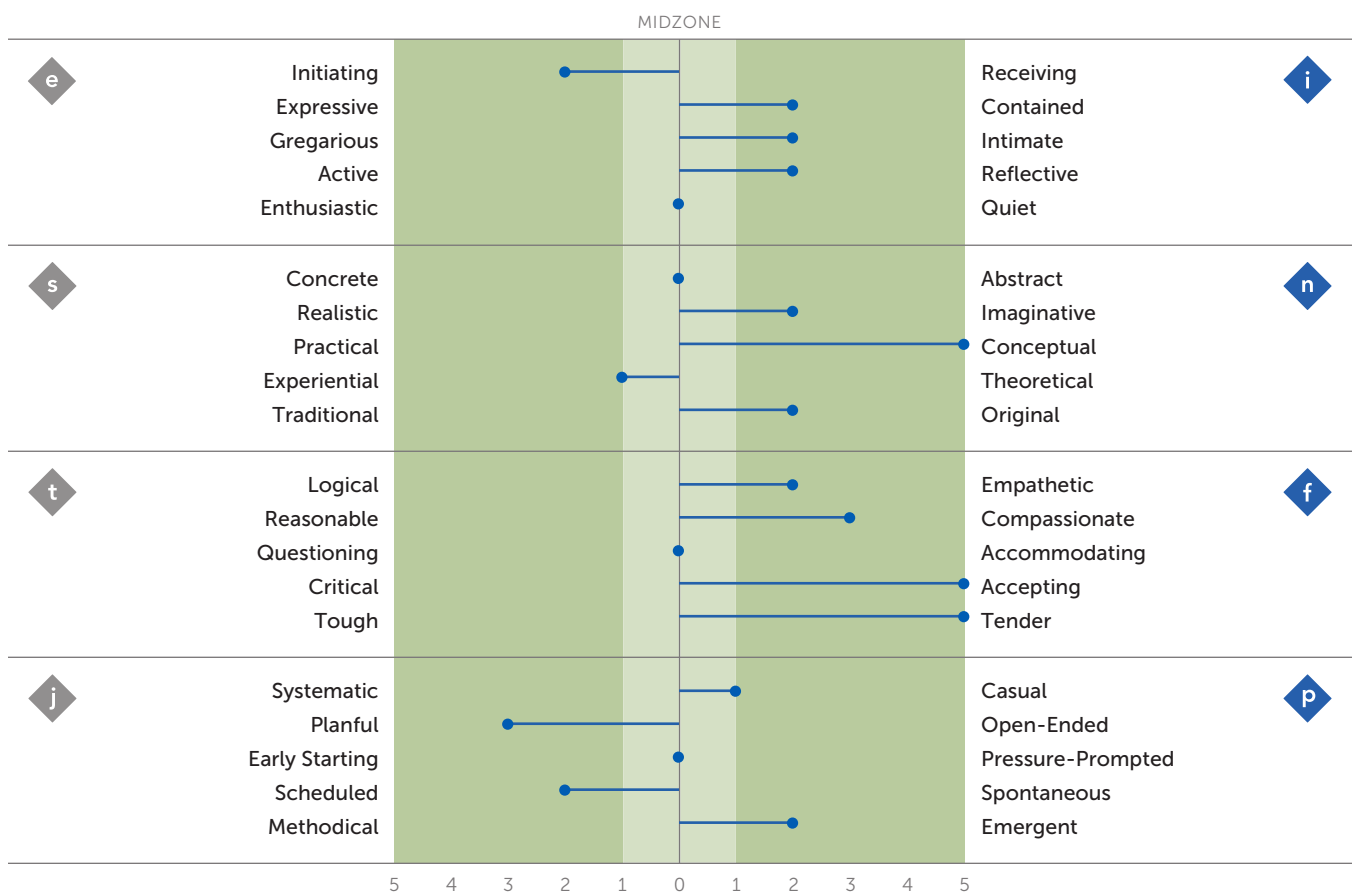
Reading about type and observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive use of those differences.

Overview of Your Results

Your Four-Letter Type from the Step I™ Assessment

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 they may be too absorbed in what they are doing to be sociable.

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



YOUR STEP II™ INDIVIDUALIZED TYPE

Initiating, Planful, Scheduled
INFP

Interpreter's Summary

PREFERENCE CLARITY FOR REPORTED TYPE: INFJ

Introversion: Slight (3)

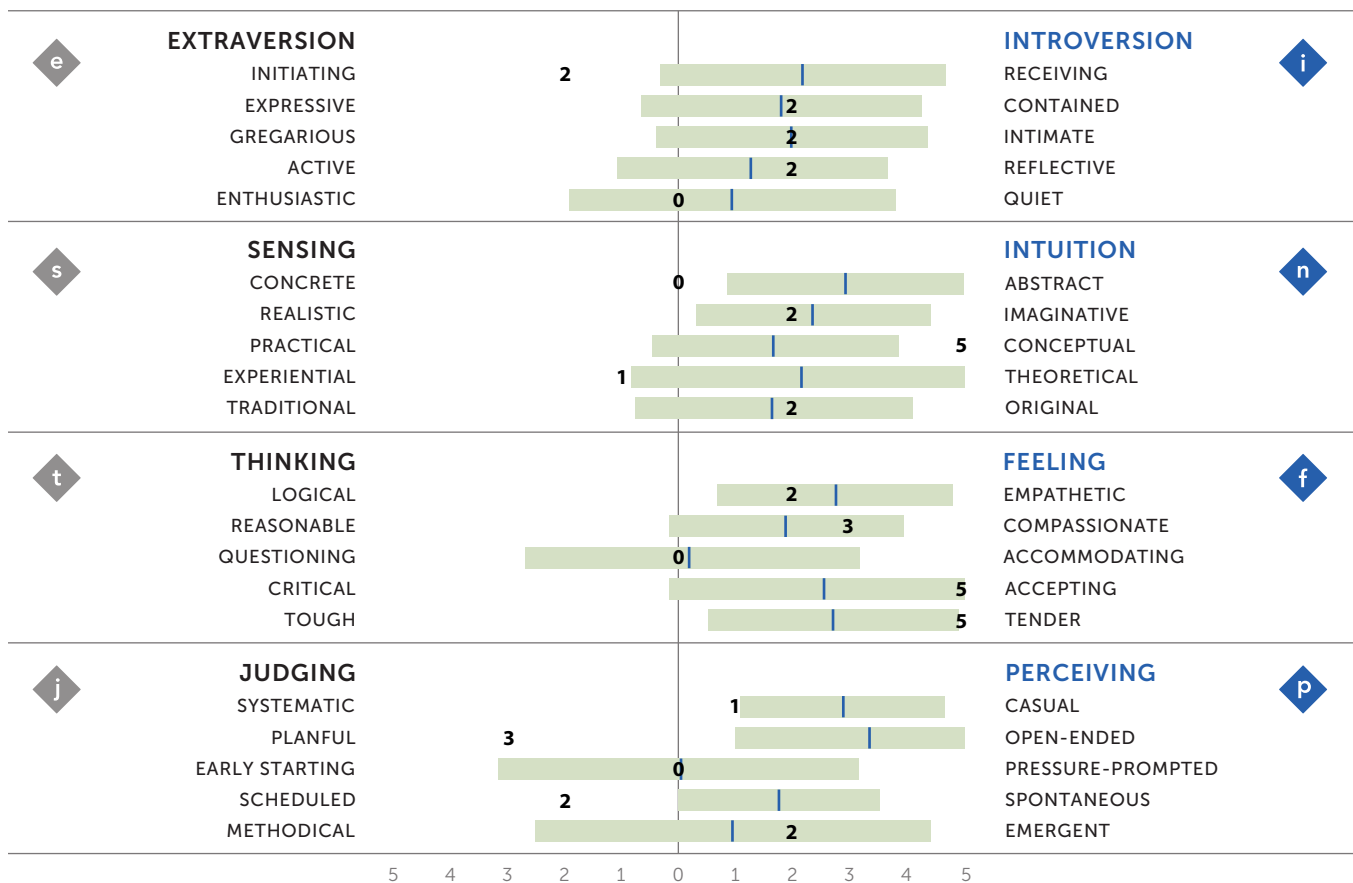
Intuition: Slight (3)

Feeling: Moderate (15)

Judging: Slight (5)

FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER INFPs

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



Polarity Index: 51

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