

Nataly

EXPERT

STANDARD REPORT

JUNG TYPE INDICATOR



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REPORT STRUCTURE

The Standard Report presents Nataly's profile results in the following sections:

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DISCLAIMER

This is a strictly confidential assessment report on Nataly which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Nataly.

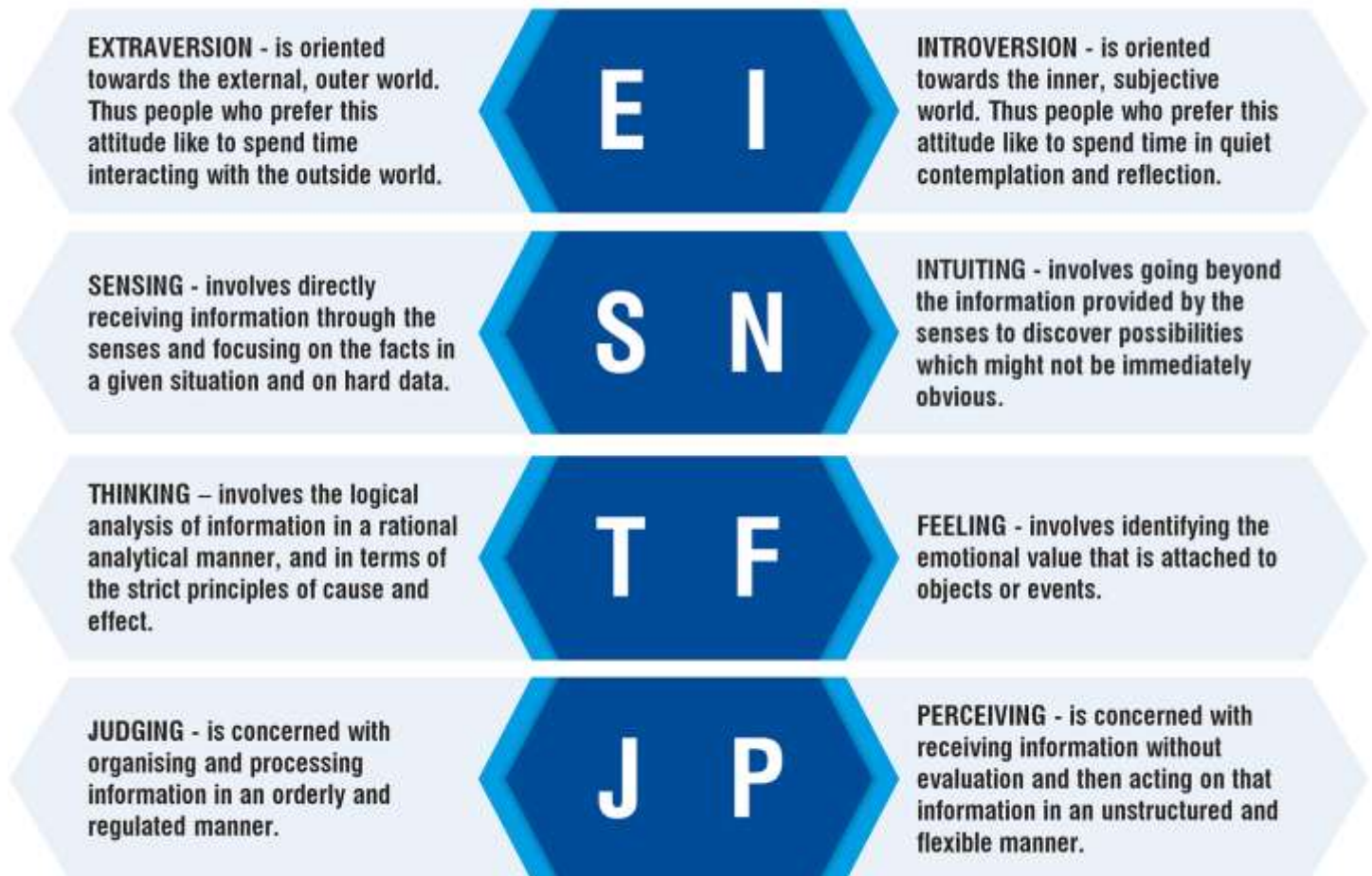
This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



GUIDE TO USING THIS REPORT

INTRODUCTION

The Jung Type Indicator (JTI) is a questionnaire designed to assess a person's preferences along the four dimensions of Extraversion-Introversion, Sensing-Intuition, Thinking-Feeling and Judging-Perception.



From knowing these preferences, it is possible to anticipate how a person will normally prefer to act in a variety of situations. It is also possible to anticipate how a person will typically prefer to approach many aspects of his/her work. It is important to emphasise that the JTI only assesses preferences and does not directly assess actual skills. However, the JTI can provide useful insights for:

- Personal development
- Counselling and guidance
- Interpersonal communication
- Team building



THE STANDARD REPORT

The report is presented firstly in terms of the respondent's scores on the four main dimensions of the Jung Type Indicator. The report then considers a number of different aspects of the respondent's approach to tasks and situations at work. Finally, the report concludes with a consideration of possible strengths and development areas.

Before turning to the results, it should also be pointed out that the indicated scores on each of the four dimensions represent the respondent's most typical set of preferences across a wide variety of situations and circumstances. However, there may be specific circumstances where the behaviour and approach may differ from what would be predicted from the JTI scores. The extent to which this will be the case will depend on the extent to which the respondent has already made the effort to develop skills in those areas which are not naturally preferred.

FURTHER CONSIDERATIONS

To provide a more comprehensive view of this individual you may wish to also look at the following assessments:

Fifteen Factor Questionnaire Plus (15FQ+)

The 15FQ+ is an assessment of personality and individual differences. The 15FQ+ is based on one of the most researched and respected models of personality, identifying behaviour preferences across Cattell's 16 personality constructs (Cattell, 1946) and the big five personality traits (McCrae and Costa, 1987). These provide insight into how people typically think, feel and interact in ways that may be productive or counter-productive for an organisation.

Values and Motives Inventory (VMI)

The VMI profiles a person's motivations to determine the amount of energy and effort they are likely to expend in different activities. The VMI measures occupationally relevant values under three main categories, these are: interpersonal, intrinsic and extrinsic.

General Reasoning Test (GRT2)

The GRT2 assesses the ability to reason using words, numbers and abstract concepts. It has been specifically designed to discriminate between candidates of average ability, whose aptitude is being assessed for general level employment and training. Tests such as the General Reasoning Test have consistently been found to be the best single predictor of both performance and trainability in roles that require a good level of general mental ability.

Critical Reasoning Test Battery (CRTB2)

Critical Reasoning is an ability that is central to all roles that require the incumbent to take logical decisions based on complex information. The test comprises two sub-tests which measure verbal and numerical critical reasoning. The Critical Reasoning Test Battery contains problems which are relevant to management and business functions and was designed to distinguish between individuals of high ability.



THE JTI PROFILE

CLASSIC PROFILE AND TYPE

Scale	Score	Left Description	1 2 3 4 5 6 7 8 9 10	Right Description
E-I	6	EXTRAVERSION is oriented towards the external, outer world.		INTROVERSION is oriented towards the inner, subjective world.
S-N	4	SENSING involves directly receiving information through the senses.		INTUITION involves going beyond the information provided by the senses.
T-F	7	THINKING involves the logical analysis of information in a rational analytical manner.		FEELING involves identifying the emotional value that is attached to objects or events.
J-P	5	JUDGING is concerned with organising and processing information in an orderly and regulated manner.		PERCEIVING is concerned with receiving information without evaluation.

A person's JTI profile can often be categorised within one of the 16 basic JTI 'types'. A description of each of these 16 types is provided on the booklet 'Jung Type Indicator: The Sixteen Types' or on the website www.jungtype.com.

Nataly's scores on the JTI dimensions did not place her clearly into any one of the 16 JTI types. Her profile rather shows features of each of the type categories ESFJ, ESFP, ISFJ and ISFP.

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



PERSONALITY ASSESSMENT

EXTRAVERSION - INTROVERSION

Nataly's score on the Extraversion-Introversion dimension falls within the middle band showing more or less equal tendencies in each direction. She will therefore strike a balance between her interest in and enjoyment of people and her need for time spent alone with her own thoughts and ideas. She will enjoy meeting and working with other people and will probably have a reasonably wide circle of contacts and associates. At the same time, she will look for opportunities for time spent by herself where she can concentrate and reflect upon the task at hand.

She will enjoy communicating with others, both in formal and informal situations. At a social level, she will enjoy conversation with her colleagues, though not to the extent where this might distract her from her work. At meetings, she should feel confident to make a contribution to the discussion and will not be content to merely sit back and listen. She will also be content to communicate to others in writing if she feels that detailed discussion of an issue is not especially necessary.

Nataly will want to see results in terms of practical outcomes, both in terms of her own work and also others'. However, she will also want to devote time to the consideration of ideas wherever she feels this is necessary. She will enjoy staying active in her work but will also be capable of concentrating on non-practical tasks where required. However, she would not particularly enjoy tasks which require undisturbed concentration for very long periods without a break.

SENSING - INTUITION

Nataly's score on this dimension falls basically within the middle range of the scale, though rather more towards the 'sensing' direction. On the whole, she will consider matters of detail and accuracy to be of importance, but not at the expense of failing to see the underlying patterns in a situation. She will want to know the facts of a situation before acting and will want to make sure that she is as well informed as possible on all matters of detail. At the same time, she will occasionally stand back from the detail and try to get a more intuitive sense of what is happening in a situation.

She will generally look for evidence to support any new suggestions though will not be averse to occasional experimentation. Where she does support experimentation, she will want to ensure that new methods are evaluated carefully and that clear evidence is obtained for their usefulness. On the whole, she will lean towards a traditional outlook in her work and in her views more generally, but will be prepared to entertain a more radical perspective from time to time.

Nataly will tend to focus on present realities and immediate needs for most of the time, though will not want to exclude consideration of future needs. Although she will probably not see herself as particularly given to creativity or innovation, she will not discourage this quality in others since she will be aware of the importance of continued progress and change, so long as this is based upon a firm foundation of established methods and practices.



THINKING - FEELING

Nataly's score on this scale falls roughly within the central band of the scale but somewhat more towards the feeling end. This means that feeling and subjectivity will influence her rather more than logic and her initial appraisal of a situation will tend to be based on her spontaneous, intuitive feelings. She will apply logic where necessary though will be unlikely to sacrifice her intuitive feelings unless the opposing logical arguments are compelling.

When dealing with other people, she will want to know how they react to an idea or a proposed course of action. She will pay attention to their intuitive feelings and these will be the principal source of feedback for her. Nevertheless, she will still consider what is fair and reasonable given the requirements of a situation and will not make her decisions only on the basis of what other people feel. She will also be concerned to know about peoples' emotions and will want to express sympathy and sensitivity if others are upset or unhappy.

JUDGING - PERCEPTION

Nataly's score on this dimension falls within the middle band of the scale showing equal tendencies towards 'Judging' and 'Perception'. She will therefore value spontaneity and flexibility, but not to the extent where she will not recognise the need for careful planning. Her approach to projects will be to set up a plan of action once enough information has been gained. She will plan the basics and also some of the details but will prefer to leave other details to be settled at the time.

During the project itself, she will keep a careful eye on progress to ensure that the project is on schedule and that targets are being achieved. She will want to make sure that external circumstances are not changing and will want to keep well informed if they do. If circumstances do change, she will normally think quite carefully before instituting a new plan of action. If circumstances change dramatically, then she will not find it too difficult to adapt, having kept some of her options open at the outset. She should also be able to be flexible where necessary as she will not feel completely constrained by earlier decisions she has taken.



WORK STYLE THEMES

WORKING RELATIONSHIPS

Nataly's tendency towards 'Feeling' rather than 'Thinking' and her balance between extraversion and introversion suggest that relationships at work will be important to her at a personal level. Although she will not be the most socially outgoing of people, she will nevertheless value her relationships highly, especially wherever the relationships are friendly and supportive in nature. She will also enjoy the social side of her working relationships and will value being able to get to know her colleagues better.

She will enjoy working with others, especially because of the opportunity it will give her both to develop relationships she has already established and because of the opportunity of offering help and assistance to other people. In general, she will take an accepting and non-critical approach to the work of other people and if she does have to express negative views, she will do so with reluctance and will try to show consideration and sensitivity wherever possible.

MANAGEMENT STYLE

Nataly's management style will be characterised by a reasonable degree of involvement with her subordinates' work but, at the same time, maintaining a distance and allowing her subordinates' a free rein where appropriate. On the whole, she will want to have a fair amount of direct contact with subordinates, both in terms of discussing their work with them and also taking an active involvement in what they are doing. However, she will also want to stay 'in the background' for at least some of the time, leaving them to take responsibility themselves for their own work.

Her approach to project management will be to set out a general plan for a project which will include a reasonable level of detail wherever she considers it necessary. She will establish general targets and deadlines and will expect her subordinates to let her know what progress they are making. At the same time, she will be happy to allow her subordinates a reasonable degree of flexibility in relation to progress as long as she feels that the project is generally heading in the right direction. She will want to have at least some active involvement herself in the project and will generally want to be on hand to help out, should the project run into difficulties.

On the whole, Nataly will tend towards rather more formal than informal relationships with her subordinates. She will feel that it is important that they show at least some acknowledgement of her position in relation to them and will expect from them a degree of conscientiousness in their work for her.

She will tend to encourage her subordinates to use traditional and well-tried methods, although not entirely at the expense of creativity where justified. She will emphasise to her subordinates the importance of current realities and will not want them to get distracted too much by thinking about the need for change and innovation.

Nataly will want to demonstrate a fair amount of sensitivity to her subordinates in her role as their manager. She will not readily criticise an individual if her work is not up to scratch and will tend rather to look for reasons, either personal or work related, which could explain the person's lowered performance.

She will see it as important to establish harmony amongst team members and will do what she can to establish effective working relationships. If there are difficulties between team members she will try to deal with them by understanding each individual's point of view and encouraging those involved to do the same.



THINKING STYLE

Nataly's inclinations towards 'feeling' rather than 'thinking' and towards 'sensing' rather than 'intuition' suggest that her thinking style will tend to be non-analytical in nature, but nevertheless firmly rooted in concrete realities. She will want to base her thinking on observable facts and should be sensitive in picking up accurate information about people and the way they feel, often showing a particular ability to empathise with them.

She will prefer to take a fairly subjective approach to her analysis of situations. She will focus on what information she can pick up about a situation and then her judgement as to what should be done will tend to be influenced very much by her instinctive reactions and feelings rather than by a more logical appraisal of the situation.

Nataly's balance between introversion and extraversion suggests that her thinking is likely to be a partially internalised and partially externalised process. She will need to have at least some time for reflection and quiet contemplation if her thinking is to be at its best, though will also value discussion with others as a means of helping her shape her own ideas. She will want to be able to express the results of her thinking in written form though should also feel reasonably able to communicate her ideas to others by means of a verbal presentation.

DECISIONS AND ACTIONS

Nataly will want to strike a balance between fast decision making on the one hand and careful reflection of the issues on the other. She will feel it important that sufficient information has been gathered and that those with useful information or opinions to contribute have been consulted but will not want to delay too long before a decision is taken and an action plan formulated.

She will prefer her decisions to be based on known facts wherever possible though she will be prepared to make a guess if necessary. On the whole she will tend to place the focus in her decision making on the more immediate needs of the organisation, though not entirely at the expense of longer-term considerations.

DEPENDABILITY AND STRUCTURE

Nataly's responses to the JTI suggest that she will place a reasonably high level of importance on traditional organisational values and will feel it important to show loyalty to the organisation and towards her managers. Being fairly structured and organised and acknowledging the importance of proven methods, she will therefore be seen as someone who can usually be relied upon to achieve what is asked of her.



STRENGTHS AND DEVELOPMENT AREAS

The following section lists a number of points which can be inferred from Nataly's assessment report. The interviewer may wish to use these as the basis for further probing during the interview or counselling discussions.

SPECIAL STRENGTHS

Nataly's special strengths will lie in her ability as an organiser and her concern for people. She will also bring a particular sense of responsibility to everything she does.

POSSIBLE SELF-DEVELOPMENT AREAS

Nataly's scores on each for the four JTI dimensions fell in the middle range, suggesting a balance on each of these aspects of personality. No self-development areas will therefore be reported in this section.