



# MYERS-BRIGGS TYPE INDICATOR® | STEP I™ INTERPRETIVE REPORT

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Prepared for  
**JACKIE SAMPLE**

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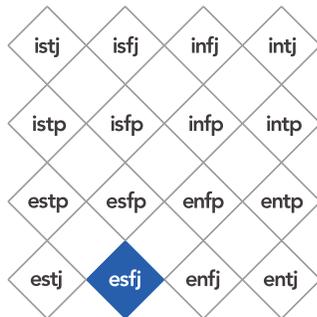
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## About Your Report

Your Myers-Briggs® Interpretive Report 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 reported Myers-Briggs personality type  
**ESFJ**

Your preferences  
**Extraversion | Sensing | Feeling | Judging**

The MBTI assessment was developed by Isabel Briggs Myers and her mother, Katharine Cook Briggs, who spent years observing people. They created the assessment based on the personality type theory proposed by psychologist Carl Jung. Their goal was to help people understand how natural, healthy differences in the way people take in information and come to conclusions lead so clearly to the different ways people act and react, make life choices, relate to others, and make sense of the world. These insights help explain why different people are interested in different things, prefer various kinds of work, and sometimes find it hard to understand each other. The MBTI assessment is now used by organizations and individuals around the world to improve their interactions and to promote effectiveness in their work and personal lives.

- Organizations use it to improve communication, teamwork, and leadership.
- Those entering the work world use it to choose careers likely to match their interests and strengths; those seeking a change use it to target new career directions.
- Educators and students use it to make learning more interesting and compatible with individual learning and teaching styles.
- People in relationships of all kinds use it to better understand one another, improve communication, and reduce conflict, resulting in more positive and productive interactions.

Isabel Briggs Myers created descriptions of the 16 personality types, including the description presented for you in this report. Your type description will help you see your type's distinctive characteristics and how your type differs from others. The insights gained will help you better understand and appreciate the basic differences between people and more successfully manage the impact of those differences.



## Your Myers-Briggs Personality Type: ESFJ

The questions on the MBTI assessment are designed so that when you respond to a question, you show which preference in one of the four pairs of opposites you prefer.

EXTRAVERSION	<b>e</b>	or	<b>i</b>	INTROVERSION	Opposite ways to <b>direct and receive energy</b>
SENSING	<b>s</b>	or	<b>n</b>	INTUITION	Opposite ways to <b>take in information</b>
THINKING	<b>t</b>	or	<b>f</b>	FEELING	Opposite ways to <b>decide and come to conclusions</b>
JUDGING	<b>j</b>	or	<b>p</b>	PERCEIVING	Opposite ways to <b>approach the outside world</b>

Although each of us can and does use all of the preferences at least some of the time, people typically find one in each pair more comfortable and natural than its opposite. Think of your choices as something like being right- or left-handed. Both hands are valuable and useful, but most people use the hand they favor naturally more often and become more adept with it. In the same way, your type preferences are choices between equally valuable and useful qualities. Your ESFJ results are described below.

### THE WAY YOU DIRECT AND RECEIVE ENERGY

**Extraversion**  
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

**Sensing**  
People who prefer Sensing tend to take in information that is real and tangible. They focus mainly on what they perceive using the five senses.



**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

**Thinking**  
People who prefer Thinking typically base their decisions and conclusions on logic, with accuracy and objective truth the primary goals.



**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

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



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



## Creating harmony through collaboration

Warmhearted, conscientious, cooperative

Work to create harmony in their environment

Like to organize people and work collaboratively

Loyal, follow through even in small matters

Notice what others need and try to provide it

Want to be appreciated for who they are and what they contribute

## Your Type Description: ESFJ

ESFJs like to organize people and situations and then work with others to complete tasks accurately and on time. They are conscientious and loyal, following through even in small matters, and they want others to be the same. They value security and stability.

Sociable and outgoing, ESFJs enjoy celebrations and traditions and bring personal caring to their workplace and home. They want to be appreciated for who they are and for what they give to others.

ESFJs radiate warmth and energy. They are encouraged by approval and hurt by indifference and unkindness. Conflict-filled or tense situations make them uncomfortable, and they work to ensure that these don't occur. ESFJs are likely to be warm, sympathetic, helpful, personable, cooperative, and tactful.

ESFJs focus on the present and base their decisions on experience and facts. Though they enjoy variety, they adapt well to routine and don't like work that demands mastery of abstract ideas and impersonal analysis. They enjoy their possessions and take good care of them. ESFJs are likely to be practical, realistic, down-to-earth, decisive, thorough, and consistent. They are sensitive to the needs of others and good at providing practical caring. Much of their pleasure and satisfaction comes from the comfort and pleasure of others.

ESFJs are energized by interaction with others and genuinely interested in others' lives and concerns. They feel most comfortable in structured situations and enjoy creating order, structure, and schedules. They prefer to do things the traditional and accepted way.

For the sake of harmony, ESFJs will agree with others when they can. However, they also have strong values, which they express clearly and confidently when they think it is appropriate. ESFJs value family and social ties. They enjoy belonging and are good at celebrations and traditions. Others usually see ESFJs as sociable, outgoing, enthusiastic, energetic, organized, and orderly, and as people committed to preserving traditions.

Sometimes life circumstances have not supported ESFJs in the development and expression of their Feeling and Sensing preferences. If they have not developed their Feeling, ESFJs may be tentative and uncertain, accepting the thoughts and opinions of others too quickly. If they have not developed their Sensing, they may not take in much information before making decisions and then jump to conclusions before fully understanding a situation.

## Your Unique Personality Type: ESFJ

The two middle letters of your Myers-Briggs personality type show the two mental processes that make your type unique.

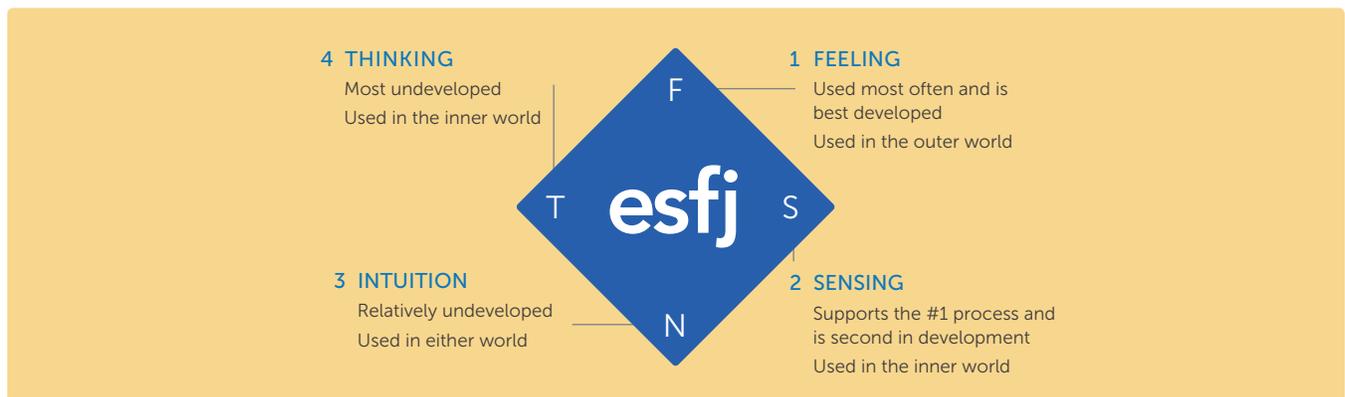
### THE MENTAL PROCESSES



Your two middle letters are S (Sensing) and F (Feeling). As an ESFJ, you devote most of your energy to Feeling and support your Feeling with Sensing. Intuition (N) is not as appealing for your type and therefore is much less likely to be used. Least preferred and most rarely used of all is Thinking (T). ESFJs tend to develop Feeling and Sensing during the first half of life, and at midlife they begin to find Intuition and Thinking more interesting and easier to use.

The letters of your type also show what others are most likely to notice about you—what you use in the outside world versus what you reserve for your inner world of ideas and impressions. Here’s how that works for ESFJ.

You use your favorite process, Feeling, in the outer world of people, things, and activities; this is what people can easily see when they observe you in action. You use your second process, Sensing, mostly in your inner world of thoughts and ideas, where others are unlikely to see it. You tend to use your third and fourth processes, Intuition and Thinking, when a situation requires their use but quickly return to what is most natural and comfortable for you, Feeling and Sensing. Thinking is least appealing for you.

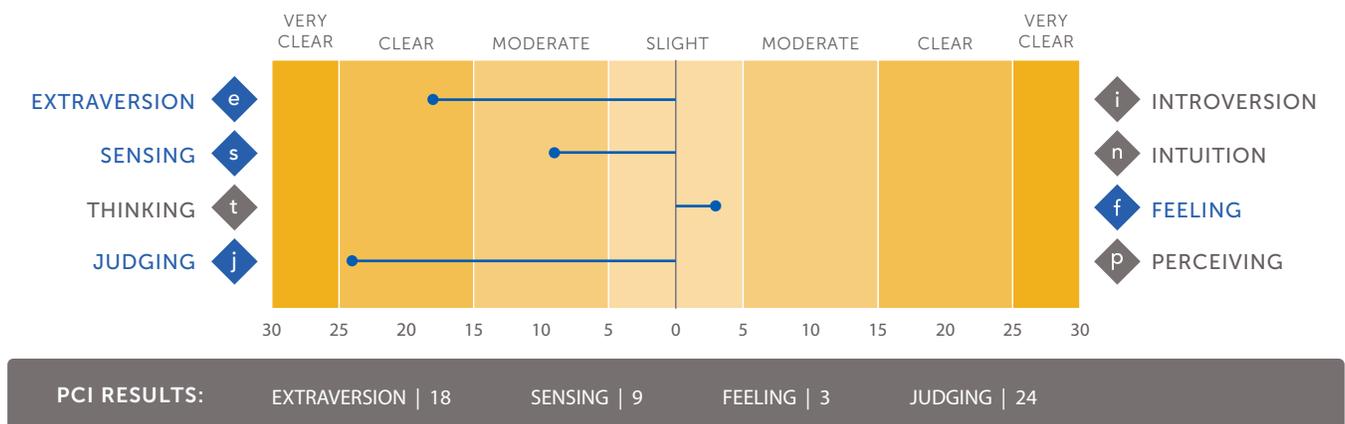


Your type description takes all of the above into account in describing ESFJs in everyday life. Review your description carefully. Does it match up with your self-knowledge? If the description makes you feel comfortably understood, then the Myers-Briggs personality type described for you is likely on target. The description is meant to help you trust and develop the preferences that come most naturally to you, while keeping in mind that, like most people, you use all of the preferences from time to time, depending on what the situation calls for.

## Clarity of Your Preferences

Your MBTI responses also provide a picture of how clearly or consistently you chose your preference in each pair of opposites. This *preference clarity index* (pci) is indicated in the graph below. A longer line suggests that you are quite sure about a preference; a shorter line means that you are less sure about whether that preference truly describes you. Your preference clarity does not indicate how well developed your preferences are or how well you use them.

### CLARITY OF YOUR PREFERENCES: ESFJ



Do your assessment results seem to fit? Many find that their type results capture their personality attributes quite well. Others find that changing one or more of the preferences in their four-letter type yields a type description that fits them better. If in doubt, consider these suggestions.

- Think back to your frame of mind when you took the assessment. Did you answer the questions describing what truly comes most naturally and easily to you? Were your responses perhaps influenced by the situation in which you answered the questions, or by how you felt you should respond? If your responses did not reflect your natural way of being, then the type description presented for you may not entirely match.
- Was it hard to decide between the response options for some of the questions? If so, those choices may have affected your results and created a mismatch. You will find complete descriptions of all 16 Myers-Briggs personality types in the *Introduction to Myers-Briggs Type®* booklet by Isabel Briggs Myers. Review them with your type practitioner, who can assist you in finding the type that fits you best.