Myers – Briggs Type Indicator®
Interpretive Report for Organization

Developed by Dr. M. Qamar-ul-Hassan

Report prepared for

Name
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Interpreted by
Dr M Qamarul Hassan

Email us: info@qamarconsulting.com
Visit at:

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Introduction

This report is prepared to help you understand your results on the *Myers-Briggs Type Indicator®* (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self-awareness tool based on the theories of Swiss psychologist *Carl Gustav Jung* and the work of an American mother-and-daughter team, *Katherine Briggs* and *Isabel Myers*. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect:

- **Source of Energy**
  - Extraversion-Introversion (E-I)
- **Mode of Taking in Information**
  - Sensing – iNtuition (S-N)
- **Mode of Evaluating Information**
  - Thinking – Feeling (T-F)
- **Lifestyle**
  - Judging – Perceiving (J-P)

In understanding your MBTI results, remember that the MBTI tool:

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

**How Your MBTI® Interpretive Report for Organizations is organized**

- Summary of Your MBTI® Results
- Your Personality Snapshot
- Work Style Chart
- Preferences at Work Chart
- Communication Style Chart
- Conclusion
Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

### Best Fit Type

<table>
<thead>
<tr>
<th>Where you focus their attention</th>
<th>Extraversion</th>
<th>Preferences for drawing energy from the outside world of people, activities, and things</th>
<th>Introversion</th>
<th>Preferences for drawing energy from one’s inner world of ideas, emotions, and impressions</th>
</tr>
</thead>
<tbody>
<tr>
<td>The way you take in information</td>
<td>Sensing</td>
<td>Preferences for taking in information through the five senses and noticing what is actual</td>
<td>Intuition</td>
<td>Preferences for taking in information through a “sixth sense” and noticing what might be</td>
</tr>
<tr>
<td>The way you make decisions</td>
<td>Thinking</td>
<td>Preferences for organizing and structuring information to decide in a logical, objective</td>
<td>Feeling</td>
<td>Preferences for organizing and structuring information to decide in a personal, values-based way</td>
</tr>
<tr>
<td>How you deal with the outer world</td>
<td>Judging</td>
<td>Preferences for living a planned and organized life</td>
<td>Perceiving</td>
<td>Preferences for living a spontaneous and flexible life</td>
</tr>
</tbody>
</table>

### ISTP Snapshot

ISTPs are pragmatic, aware of facts, expedient, realistic, and not likely to be convinced by anything but reasoning. They enjoy working independently, relying on logic and resourcefulness to solve immediate organizational problems. Although the descriptors below generally describe ISTPs, some may not fit you exactly due to individual differences within each type.

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

- Adaptable
- Adventurous
- Applied
- Expedient
- Factual
- Independent
- Logical
- Practical
- Realistic
- Resourceful
- Self-determined
- Spontaneous
## Your Work Style

### CONTRIBUTIONS TO THE ORGANIZATION
- Act as troubleshooters, rising to meet the needs of the occasion
- Function as walking storehouses of information in areas in which they have an interest
- Figure out practical ways to get things done, overcoming obstacles in the way
- Remain calm during crises and thus have a settling effect on others
- Add expertise to projects where they have technical skills

### LEADERSHIP STYLE
- Lead through action and by setting an example
- Prefer that everyone be treated as equals and pull his or her own weight
- Respond quickly when trouble arises, using the most expedient techniques
- Manage others loosely and prefer minimal supervision themselves
- Operate from clear, logical principles

### PREFERRED WORK ENVIRONMENTS
- Contain action-oriented people focused on the immediate situation
- Are project-oriented and task-focused
- Pay attention to what is logical
- Reward a quick response to problems
- Allow for hands-on experience
- Offer freedom to do the job as they see fit
- Foster independence and autonomy

### PREFERRED LEARNING STYLE
- Lively and entertaining
- Useful content and practical applications that are interesting to them

### POTENTIAL PITFALLS
- May keep important things to themselves and thereby appear unconcerned
- May seem to lack follow-through, moving on before their prior effort bears fruit
- May conserve efforts, be overly expedient, and take shortcuts
- May appear indecisive, lacking in interest, energy, and follow through

### SUGGESTIONS FOR DEVELOPMENT
- May need to open up and share concerns and information with others
- May need to develop perseverance or communicate changes in direction
- May need to plan and put in the effort necessary to achieve desired results
- May need to develop methods of setting and keeping goals
## Your Preferences at Work

### INTROVERSION
- Like quiet and private space for concentration
- Tend to be comfortable working on one project for a long time without interruption
- Are interested in the facts and/or ideas behind their work
- Like to think before they act, sometimes to the point of not acting
- Find phone calls intrusive when concentrating on a task
- Develop ideas alone through reflection
- Like working by themselves or occasionally in small groups

### SENSING
- Like using experience and standard ways to solve problems
- Enjoy applying skills already perfected
- Seldom make errors of fact, but may ignore inspirations
- Like to do things with a practical bent
- Like to present details of their work first
- Prefer continuation of what is, with fine tuning
- Proceed step-by-step or piece-by-piece, accurately estimating the time needed

### THINKING
- Use logical analysis to reach conclusions
- Can work without harmony, concentrating instead on the task
- Upset people inadvertently by overlooking their emotions
- Decide impersonally, sometimes paying insufficient attention to people’s wishes
- Tend to be firm-minded and ready to offer critiques
- Look at the principles involved in the situation
- Want recognition after task requirements are met or exceeded

### PERCEIVING
- Want flexibility in their work
- Enjoy starting tasks and leaving them open for last-minute changes
- Want to include as much as possible, thus deferring needed tasks
- Like staying open to experiences, not wanting to miss anything
- Postpone decisions because of a search for options
- Adapt well to change and feel restricted with too much structure
- Use lists to remind themselves of possible things to do
### Your Communication Style

#### INTROVERSION
- Keep energy and enthusiasm inside
- Pause and reflect before responding
- Thoroughly consider ideas, thoughts, and impressions
- May need to be drawn out
- Seek opportunities to communicate one to one
- Prefer written over face-to-face communication email over voice mail
- In meetings, verbalize ideas that have been thought through

#### SENSING
- Like evidence (facts, details, and examples) presented first
- Want practical and realistic applications shown with any relationship between the facts clearly explained
- Rely on direct experience to provide information and anecdotes
- Use an orderly step-by-step approach in conversations
- Like suggestions to be straightforward and feasible
- Refer to specific examples
- In meetings, follow the agenda

#### THINKING
- Prefer to be brief and concise
- Wants the pros and cons of each alternative to be listed
- Can be intellectually critical and objective
- Convinced by cool, impersonal reasoning
- Present goals and objectives first
- Use emotions and feelings as secondary data
- In meetings, seek involvement with the task first

#### PERCEIVING
- Are willing to discuss timetables but resist tight deadlines and unchangeable schedules
- Enjoy surprises and adapt to last-minute changes
- Expect others to respond to situational requirements
- Present their views as tentative and modifiable
- Want to hear about options and opportunities
- Focus on autonomy and flexibility
- In meetings, concentrate on the process being used
Conclusion

Although individuals of any type can perform any role in an organization, each type tends to gravitate toward particular work, learning, and communication styles. You function best when you can adopt a style that allows you to express your preferences. When you are forced to use a style over a long period that does not reflect your preferences, inefficiency and burnout may result. Even though you can adopt a different style when needed, you will contribute most when you are using your preferences and drawing on your strengths.

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

REFERENCES