

MYERS-BRIGGS TYPE INDICATOR® | GLOBAL STEP I™
PROFILE

Prepared for
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September 21, 2018

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Your Myers-Briggs® Profile 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 answers to the questions on the MBTI assessment show which preference in each of four pairs of opposites you favor. Your preferences are choices between equally valuable and useful qualities. Each preference is indicated by a letter.

Your Myers-Briggs personality type
ESTJ

Your preferences
Extraversion | Sensing | Thinking | Judging

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.

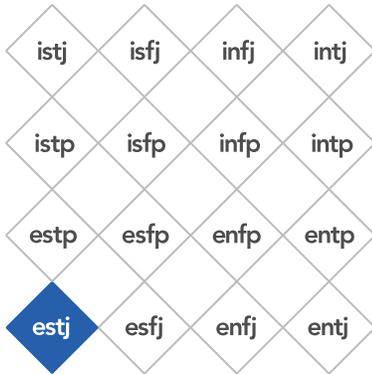


Perceiving

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



TYPE DESCRIPTION: ESTJ



Decisive, clear, assertive

Logical, analytical, objectively critical

Adept at organizing projects, procedures, and people

Value competence, efficiency, and results

Prefer proven systems and procedures

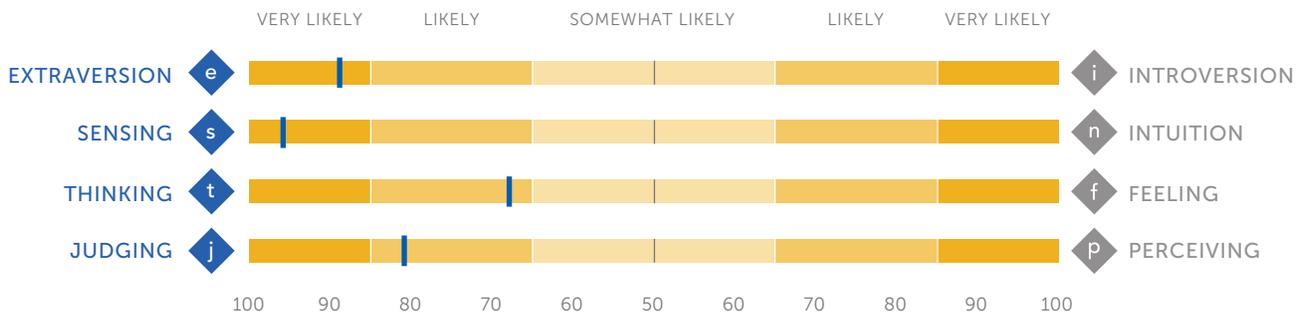
Focus on the present; apply past experience to deal with problems

Seen as conscientious, dependable, decisive, outspoken, self-confident

Some of these descriptors may not fit you because you are a unique person. Although most ESTJs have personality attributes in common, there are still plenty of individual differences among people who share the same four-letter type.

Your MBTI responses indicate not only your preferences, but also the probability that your reported preferences really do fit you. The graph below shows the probability index for each of your preferences. The closer the blue marker is to a preference, the greater the probability that the preference describes you well. The probability index does not measure how much of a preference you have or how well you use that preference. It simply shows how likely it is that the preference you reported is accurate for you.

PROBABILITY INDEX FOR EACH OF YOUR MBTI® PREFERENCES



PROBABILITY: EXTRAVERSION | 89 SENSING | 96 THINKING | 68 JUDGING | 81

Each of the Myers-Briggs types is characterized by its own interests, values, and unique gifts. Although each individual tends to use his or her preferences most naturally and most often, keep in mind that everyone can and does use all of the preferences from time to time, depending on what the situation calls for. For a more complete understanding of the 16 different personality types, refer to the *Introduction to Myers-Briggs® Type* booklet by Isabel Briggs Myers or to the many other MBTI resources that are available.

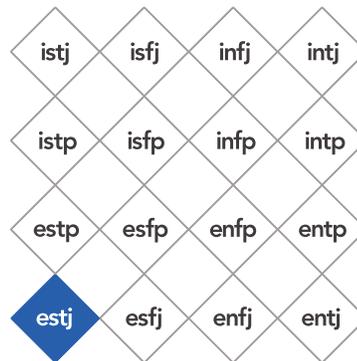


estj

ANALYTICAL
 CRITICAL
 LOGICAL
 OBJECTIVE
 MATTER-OF-FACT
 PRACTICAL
 REALISTIC
 PRAGMATIC
 DECISIVE
 ORGANIZED
 SYSTEMATIC
 ASSERTIVE
 SELF-CONFIDENT
 OUTSPOKEN
 TOUGH
 CLEAR
 EFFICIENT
 STRAIGHTFORWARD
 DEPENDABLE
 CONSCIENTIOUS

MYERS-BRIGGS TYPE INDICATOR® TYPE DESCRIPTION

Mark Sample



Extraversion | Sensing | Thinking | Judging

ESTJs are natural administrators. They move quickly to implement decisions, organize projects and people to achieve their goals, and are forceful in implementing their plans. They focus on results and the bottom line. They have a clear set of logical standards they systematically follow and want others to follow also.

They value home, family, health, financial security, and achievement.



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Characteristics of ESTJs

- ESTJs organize projects and people to get things done and focus on getting results in the most efficient way possible.
- They base their decisions on logic, experience, and facts.
- They take care of the routine details of life.
- ESTJs are clear and straightforward in their communication.
- They can make tough decisions when necessary.

ESTJs with Others

- ESTJs can be quite gregarious and generally enjoy interacting with people, especially around tasks, games, traditions, and family activities.
- They take relationship roles seriously and fulfill them responsibly.
- Their communication is clear and straightforward, and people seldom have to wonder where they stand.
- ESTJs are so certain of their opinions that others may find them overpowering.
- Others rely on them to take charge and get things done.
- ESTJs think conduct should be ruled by logic, and they govern their behavior accordingly.

ESTJs at Work

- ESTJs like to organize facts, situations, and operations related to a project, and they will make a systematic effort to reach their objectives on schedule. Getting things done is their strong suit.
- They tend to focus on the job, not on the people behind the job.
- They prefer jobs in which results are immediate, visible, and tangible.
- ESTJs can see the steps needed to accomplish a task, anticipate potential problems, assign responsibilities, and organize resources.
- When they see that something is not working, they will plan and act to correct the situation. Otherwise, they prefer proven procedures and systems.
- They are focused on tasks, action, and the bottom line.
- They have a natural bent for business, industry, production, and construction. They are excellent administrators because they understand systems and logistics. They like to set goals, make decisions, and give the necessary orders.
- They are not happy in work environments with confusion, inefficiency, and halfway measures.

Potential Blind Spots for ESTJs

- If ESTJs have not developed their Thinking preference, they may not have a reliable way of evaluating information and thus may end up making overly harsh decisions.
- If they have not developed their Sensing preference, ESTJs may decide too quickly before taking in enough information. Then their decisions will reflect only their previous judgments or biases.
- They may decide so quickly that they don't stop and listen to the viewpoints of others, especially those of people who are not in a position to argue. Then they may make decisions without gathering enough facts or with insufficient regard for what other people think or feel.
- They may rely so much on their logical approach that they overlook Feeling values—what they and other people care about.
- ESTJs sometimes have trouble expressing appreciation.