MYERS-BRIGGS TYPE INDICATOR® | STEP I™

COMMUNICATION STYLE REPORT

Prepared for

EDWARD SAMPLE

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HOW YOUR REPORT IS ORGANIZED

Your Myers-Briggs® Personality Type

Clarity of Your Preferences

Extraversion and Introversion in Communication

Sensing and Intuition in Communication

Thinking and Feeling in Communication

Judging and Perceiving in Communication

Your Communication Style

Communication Tips for Your Personality Type

About Your Report

You communicate with others every day. You may not always take the time, though, to think about how your natural communication style affects others. Your Myers-Briggs® Communication Style Report is designed to help you become aware of some important differences in communication styles.

The MBTI® assessment was developed by Isabel Briggs Myers and her mother, Katharine Cook Briggs, based on the personality type theory proposed by psychologist Carl Jung. The assessment identifies which of 16 different personality types best describes you. Personality type is a nonjudgmental tool for understanding the strengths and gifts of individuals. All personality types are equally valuable and useful.

This report can help you

- Understand more about your Myers-Briggs personality type preferences
- Learn about and appreciate your natural communication style and the influence your personality type has on it
- Learn strategies for adapting your style to communicate effectively with others

Your MBTI type indicates which preference you favor in each of four pairs of opposites.

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

Keep in mind that this report describes your natural preferences, not your learned skills or abilities. Everyone can learn to use all of the preferences to communicate effectively. Your report gives you general descriptions about how people with your preferences tend to communicate. These descriptions aren't intended to limit you; they're meant to help you recognize your natural style and see how your communication style differs from others.

Your Myers-Briggs® Personality Type

Your answers to the questions on the MBTI assessment show which preference in each of the four pairs of opposites you prefer.

Your reported Myers-Briggs personality type
ENTP

Your preferences
Extraversion | Intuition | Thinking | Perceiving

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 ENTP 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.

e | i

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.

s | n

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.

t | f

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.

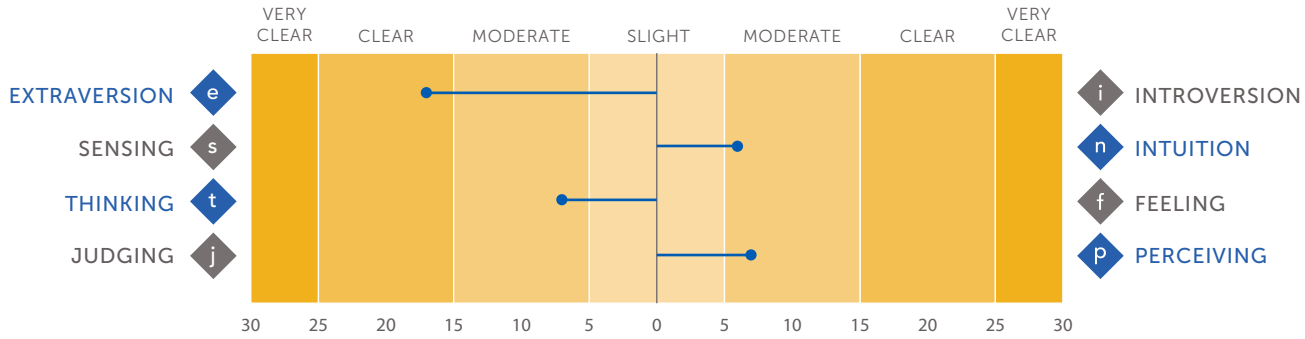
j | p

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

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: ENTP



PCI RESULTS: EXTRAVERSION | 17 INTUITION | 6 THINKING | 7 PERCEIVING | 7

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. Your results can be influenced by circumstances, experiences, demands, and expectations you were feeling when you took the assessment. If your reported type does not seem to fit, work with your Myers-Briggs practitioner, who can assist you in finding the type that fits you best.

Extraversion and Introversion in Communication

> Let's talk this over.

You prefer Extraversion over Introversion.

EXTRAVERSION

Your Key Strengths

Are active, energetic, and enthusiastic
Think on your feet
Establish networks of contacts
Have a broad range of interests
Provide extensive information and feedback

Your Communication Approach

Seek interactions and diversions
Share thoughts freely in lively group discussions
Can discuss a wide range of topics
Change topics and opinions as a conversation progresses
Think out loud
Share ideas or information immediately
Respond rapidly
Talk more than listen
Interrupt and may finish other people's sentences
Ask lots of spur-of-the-moment questions

Tips for Communicating with Introverts

Let them finish their thoughts; don't interrupt them
Think before speaking or let them know that you are thinking out loud
Respect their need for privacy, build trust, and ensure confidentiality
Choose a time and place to communicate with a minimum of distraction
Speak slowly and calmly (without being condescending)
Pause and wait for a response; don't jump in to fill silence, especially with small talk
Have one-to-one conversations rather than communicating in a group setting
Don't come across as imposing or demanding an immediate response
Provide information ahead of time and allow time and space for processing
When possible, provide written information that they can consider in their own time

Sensing and Intuition in Communication

> I can see it all now.

You prefer Intuition over Sensing.

INTUITION

Your Key Strengths

Are open to possibilities
Anticipate and create change
Are future oriented; see trends
Link and integrate information
Generate ideas

Your Communication Approach

Want to know implications and relationships, not just facts
Become bored or impatient with details
Like to brainstorm or play with ideas and imagine what could be
Focus on the future and long-term aspects and effects
See patterns and understand the big picture
Are stimulated by possibilities; seek to create, grasp, and share new ideas
Use metaphors, analogies, and other forms of symbolic language
In conversations, may jump across topics exploring links
Trust and are eager to apply theories, models, and frameworks
Don't like to be hampered by barriers or limits

Tips for Communicating with Sensing Types

Be practical and find ways to bring ideas down to earth
Talk about how to immediately apply information
Provide concrete examples to prove that your ideas work
Share your observations and experiences
Present information sequentially and include relevant facts and details
Show a plan and a procedure when initiating change
Link new ideas to what is happening now
Focus on and preserve what is working well
Avoid extensive use of metaphors and analogies
Use words that relate to sensory and real-life images

Thinking and Feeling in Communication

> Is this logical?

You prefer Thinking over Feeling.

THINKING

Your Key Strengths

Assess situations and ideas impartially
Provide honest, frank feedback
Analyze, evaluate, and critique
Are objective and principled
Deal with situations in a direct and dispassionate manner

Your Communication Approach

Use logic and analysis to spot flaws or weaknesses
Need to know why
Prefer information that is presented objectively as a matter of fact
Debate or challenge information
List and consider pros and cons
Create or use clearly defined criteria
Trust competence and expertise
Like competition and want to win
Use precise and concise language
Are task and goal focused

Tips for Communicating with Feeling Types

Take time to get to know them and develop rapport
Avoid critiquing and evaluating when you are listening
Focus on people in the situation; find out what is valued and important
Foster harmony and create a positive atmosphere and setting
Be friendly and approachable; offer encouragement and support
Provide corrective feedback selectively; do this gently and critique behaviors, not people
Include personal needs as criteria in decision making; consider how people may be affected
Connect first, then challenge later; find areas of agreement
Be careful to acknowledge and not analyze others' feelings and values
Create win-win solutions to problems

Judging and Perceiving in Communication

> “ Let's wait and see.

You prefer Perceiving over Judging.

PERCEIVING

Your Key Strengths

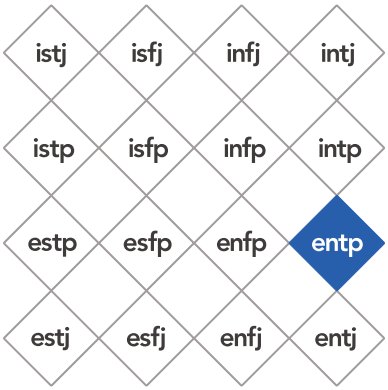
Are flexible and adaptable
Respond to the situation as needed
Are open to new information
Generate and consider a wide range of options
Take an easygoing approach to change

Your Communication Approach

Seek new information and explore options
Include lots of data and ideas in the decision-making process
Have a flexible, spontaneous, and unstructured communication style
Are open to responding to unexpected requests or opportunities
Can postpone decisions or make tentative decisions that can change
Seek input from others exactly when you need it
Feel boxed in if immediate decisions are requested
Ask questions and provide options
Prefer open-ended discussions and language to conclusive statements
See opportunity in interruptions and diversions

Tips for Communicating with Judging Types

Set and follow a schedule
Offer conclusions and your rationale to facilitate decision making
Be willing to make a decision and move forward
Share information in a structured and organized way
Avoid sharing too many open-ended options; focus on what is most important
Negotiate specific time lines and deadlines
Consistently meet commitments; show up on time and deliver results
Provide clear roles and expectations when assigning tasks
Make and follow through with plans
Avoid adding unexpected tasks or options to a project, especially at the last minute



Your Communication Style

ENTP Communication Highlights

Are persuasive and convincing when championing ideas

Are a future-focused, change-oriented systems thinker; create new models and ideas

Are quick to see problems as opportunities, explore links, and integrate ideas

Use logical analysis to find root causes of complex problems

Champion change and initiate actions with great energy and excitement

At First Glance

Initially may seem skeptical and analytic; can be easygoing, tolerant, and casual

Are open-ended and exploratory; take in and integrate information from many sources

Think outside the box and come up with new and untried solutions to problems

Are energetic and enthusiastic; immersed in initiating innovative projects

Desire freedom and independence to align your efforts with a broader vision

What You Want to Hear

How and why things work; enjoy questioning others

Others questioning you and debating your perspectives

Verbal challenges to sharpen your perspectives and demonstrate competency

No direct commands or specific instructions

Possibilities, ideas, theories, and models that draw your interest and engage you

When Expressing Yourself

Use precise language; debate fine distinctions and implications of words and concepts

Use logical, analytical language to describe abstract problems, systems, and ideas

Discuss and play with alternative solutions that can seem in direct opposition

Are persuasive and articulate; advocate, educate, and negotiate for your ideas

Don't like to repeat yourself and may not take time to explain details

Giving and Receiving Feedback

Generally accepting, but intolerant of incompetence or substandard efforts

Will provide constructive feedback in a concise, to-the-point manner

Are independent and assume others will work independently; are critical of dependence

Are self-reliant and self-critical; are not likely to look to others for corrective feedback

Fail to see the need for being overly encouraging or for giving ongoing positive feedback

Communication Tips for ENTPs

Here are some strategies to help you adapt your natural way of communicating to accommodate people with different personality types.

Remember that not everyone is comfortable critiquing and debating. Others may interpret these activities as a rejection of their perspectives. Avoid coming across as blunt, detached, or impersonal when you discuss ideas and perspectives.

Strive to understand personal situations rather than analyze them in a logical or impersonal way. Balance your abstract, conceptual approach with a consideration of the personal needs and situations of the people involved.

Be willing to look at and discuss details and short-term implications of a situation. Be aware that others are more interested in achieving practical or immediate results. Share your perspective with enough detail to enable others to participate in the planning process.

Show that you appreciate others and offer positive feedback and encouragement. Although this may not seem logical or expedient, you will find that many people want to work in an environment where they are given support and validation.

Hold back on a tendency to critique others, and when giving corrective feedback, check how others are feeling. Balance corrective feedback with positive feedback, particularly when working with people who prefer Feeling.

Some people prefer to conserve the status quo and are more comfortable with slower, well-planned, incremental change. Listen to them and assess what is working well and should be preserved.

Your rapidly changing ideas and perspective may be a barrier to those who seek to find closure and take action. Be decisive and consistent when working with them.

Next Steps for Improving Your Communication

Highlight the statements on the previous pages that most accurately describe you. Consider how your communication preferences affect your day-to-day interactions in positive ways and how your preferences may affect your interactions in negative ways.

Review the suggestions for communicating with people who have a preference different from yours. Choose one or two tips to try first. After using the tip(s), assess whether the change has improved your communication.

Review the tips for communication tailored to your personality type. Try one out. Track your progress by assessing whether the change was helpful.

Learn about type dynamics, a theory that offers a deeper look into your communication style. Type dynamics can help you understand why and how you typically communicate and how your communication style may change when you are stressed.

Discuss type development with the professional who recommended the MBTI assessment to you. Type development provides insights into how and why your communication style may evolve as you age.

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