



Instructions for Myers-Briggs Assessment



Take only 15 - 20 minutes to complete

- Each question should take no more than 10 seconds to answer
- Do not attempt to over-analyze each question (most likely your first immediate answer is the correct one)



These are "force-choice" questions - you must answer all 46 questions



When answering, do not answer according to the way you would like to be, instead, according to WHO you are, currently



When answering, let your answers be a reflection of your whole life, not just at work, church or as part of your family.

In addition, please complete the DISC test which can be accessed online by the following web address: <http://www.motortradeselect.co.uk/testing/DISC.htm>.

Thank you for taking the time to complete this assessment.

Myers-Briggs Personality Profile

Consultant Name: _____

Applicant Name: _____

Results

Date: _____

- 1) There are no right or wrong answers to these questions.
2) Please indicate your most likely reaction by checking either (a) or (b) on the answer sheet below.
3) TAB from question to the next. SHIFT+TAB to go back to the previous question.

- | | | | |
|--------------------------|---|--------------------------|---|
| <input type="checkbox"/> | 1. Do you prefer:
a. Many acquaintances with brief contact
b. A few acquaintances with more lengthy contact | <input type="checkbox"/> | 12. Facts are:
a. The only thing you can count on
b. The jumping-off point for imagination |
| <input type="checkbox"/> | 2. Which describes you better?
a. Practical
b. Ingenious | <input type="checkbox"/> | 13. In order to work effectively, is it better to have:
a. Clearly defined tasks
b. Harmonious working relationships |
| <input type="checkbox"/> | 3. Which expression describes you better?
a. Cool-headed
b. Warm-hearted | <input type="checkbox"/> | 14. Which word better describes you?
a. Organized
b. Adaptable |
| <input type="checkbox"/> | 4. Which appeals to you more?
a. Following a schedule
b. Being open to a change in plans | <input type="checkbox"/> | 15. In preparing for a meeting, do you:
a. Feel confident you'll say all that needs to be said without lengthy preparation
b. Rehearse what you'll say and prepare thoroughly |
| <input type="checkbox"/> | 5. Which is more of a compliment?
a. "You're a down-to-earth person"
b. "You're good at coming up with new ideas" | <input type="checkbox"/> | 16. Which do you trust more?
a. Experience and facts
b. Inventiveness and insight |
| <input type="checkbox"/> | 6. Which is more important from people for whom you work?
a. To be treated fairly
b. To receive praise when due | <input type="checkbox"/> | 17. Which do you find more persuasive?
a. The convincing argument
b. The sensitive approach |
| <input type="checkbox"/> | 7. Do you prefer to have things:
a. Settled and wrapped up
b. Open to alteration | <input type="checkbox"/> | 18. Do you prefer:
a. Make sure things are planned far ahead of time
b. Just let things happen |
| <input type="checkbox"/> | 8. At a party does your energy:
a. Increase the more you talk with people
b. Decrease the more you talk with people | <input type="checkbox"/> | 19. Which expression are you most likely to use?
a. "Lets get back to basics"
b. "The sky's the limit" |
| <input type="checkbox"/> | 9. Would you rather work with people:
a. Who are steady and dependable
b. Who create new and different ways of doing things | <input type="checkbox"/> | 20. When making important decisions, do you base actions more on:
a. The logical thing to do
b. Your feeling about the situation |
| <input type="checkbox"/> | 10. Is it better to be:
a. Firm and fair
b. Warm and understanding | <input type="checkbox"/> | 21. Is reaching a judgment on a thing, situation or person:
a. Satisfying
b. Constraining |
| <input type="checkbox"/> | 11. Which is worse?
a. Too much spontaneity
b. Too little spontaneity | | |

22. At a gathering, do you prefer to:
a. Mingle with many, including strangers
b. Mingle only with a few people you know
23. Which do you prefer?
a. Establishing and maintaining standard ways of doing things
b. Solving new problems
24. In dealing with tough situations, do you tend to seek solutions that are based on:
a. Reason
b. Harmony
25. Which would you rather do?
a. Work that is clearly contracted for
b. Work that flows spontaneously from the situation
26. Are you more comfortable with:
a. Sensible/practical people
b. Imaginative/ creative people
27. Which is more satisfying?
a. Discussing an issue in depth
b. Reaching agreement on an issue
28. Which make you work more easily?
a. Deadlines
b. No deadlines
29. Do you like to:
a. Find out all the news you can about everybody
b. Keep pretty much to yourself
30. Do you tend to be happier when dealing with:
a. The practical and the immediate
b. "The big picture," leaving the details to others
31. Which would you rather have?
a. Consistency of thought
b. Harmonious human relationships
32. Are you:
a. Serious and determined
b. Easy going
33. Are you more likely to read:
a. Technical and practical publications for work or hobby
b. Fantasy/adventure/fiction
34. Would you prefer your boss to be:
a. Always fair
b. Always considerate
35. Does it bother you more:
a. To leave a project unfinished
b. To be under a deadline
36. Do you:
a. Speak easily and at length with people you don't know
b. Find little to say to people you don't know
37. Do you tend to work:
a. Steadily and systematically
b. With bursts of energy, with slack periods in between

38. Which is the greater personal attribute?
a. Clarity and thought
b. Strength of compassion
39. Do you prefer:
a. Get the basics on a new job and get on with it
b. Spend a good deal of time learning all about a new job
40. Are you interested in:
a. Production/distribution/administration
b. Design/research/development
41. Which do you value more in yourself?
a. Objectivity
b. Depth of feeling
42. What do you enjoy more?
a. The planned event
b. The unplanned event
43. Do you feel more at ease:
a. Plunging into new situations with minimum preparation
b. Thinking everything through clearly before starting a new endeavor
44. Do you prefer:
a. Tackling a task at hand
b. Planning future projects
45. If you were forced to make a choice, would you prefer:
a. Truthfulness
b. Tactfulness
46. Are you:
a. Decisive
b. Open-minded

	A	B	A	B	A	B	A	B
1			2		3		4	
			5		6		7	
8			9		10		11	
			12		13		14	
15			16		17		18	
			19		20		21	
22			23		24		25	
			26		27		28	
29			30		31		32	
			33		34		35	
36			37		38		39	
			40		41		42	
43			44		45		46	
	0	0	0	0	0	0	0	0
	E	I	S	N	T	F	J	P

16 Personality Types

Sensing Types		Intuitive Types	
ISTJ	ISFJ	INFJ	INTJ
<p>Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.</p>	<p>Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough and painstaking, accurate. Their interest is usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.</p>	<p>Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.</p>	<p>Usually have original minds and great drive for their own ideas and purposes. In fields that appeal to them, they have a fine power to organize a job and carry it through with or without help. Skeptical, critical, independent, determined, sometimes stubborn. Must learn to yield less important points in order to win the most important.</p>
ISTP	ISFP	INFP	INTP
<p>Cool onlookers—quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.</p>	<p>Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements; do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.</p>	<p>Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.</p>	<p>Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.</p>
ESTP	ESFP	ENFP	ENTP
<p>Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.</p>	<p>Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.</p>	<p>Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.</p>	<p>Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.</p>
ESTJ	ESFJ	ENFJ	ENTJ
<p>Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider other's feelings and points of view.</p>	<p>Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.</p>	<p>Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.</p>	<p>Hearty, frank, decisive, a leader in activities, usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.</p>

THE FOUR DIMENSIONS A PERSONALITY SNAPSHOT

1. How do you prefer to interact with the world?

Extraversion (E)

Feels pulled outward by external conditions
Energized by other people
Acts, then maybe reflects
Often friendly, talkative, easy to know
Expresses thoughts & emotions friendly
Needs relationships
Gives breadth to life
E's may seem shallow to I's
Needs Introversion for balance

Introversion (I)

Feels pulled inward by external conditions
Energized by inner resources
Reflects, then maybe acts
Often reserved, quiet, hard to know
Keeps thoughts & emotions private
Needs privacy
Gives depth to life
I's may seem withdrawn to E's
Needs Extraversion for balance

2. How do you prefer to take in information?

Sensing (S)

Sees specific parts and pieces
Lives in the present
Prefers handling practical matters
Likes things that are definite, measurable
Starts at the beginning, step at a time
Works hands-on with the parts to understand
The overall design
Enjoys using and refining the known
and familiar
S's may seem materialistic and literal-minded to N's
Needs Intuition for balance

Intuition (N)

Sees patterns and relationships
Lives toward the future
Prefers imagining possibilities
Likes opportunities for being inventive
Jumps in anywhere, leaps over steps
Studies the overall design to understand
how the parts fit together
Enjoys experimenting with the new
and different
N's may seem fickle, impractical dreamers to S's

3. How do you make decisions and reach conclusions?

Thinking (T)

Decides with the head
Goes by logic
Concerned with principles ie. trust, justice
Sees things as an on-looker from outside
Takes a long range view
Spontaneously critiques
Good at analyzing plans
T's may seem cold and condescending to F's
Needs Feeling for balance

Feeling (F)

Decides with the heart
Goes by personal convictions
Concerned with values ie. harmony
Sees things as a participant from within
Takes an immediate & personal view
Spontaneously appreciates
Good at understanding people
F's may seem fuzzy-minded, emotional to T's
Needs Thinking for balance

4. How do you prefer to structure your life?

Judgement (J)

Prefers an organized lifestyle
Likes definite order and structure
Likes to have life under control
Enjoys being decisive
Likes clear limits and categories
Feels comfortable establishing closure
Handles deadlines, plans in advance
J's may seem demanding, rigid, uptight to P's
Needs Perception for balance

Perception (P)

Prefers a flexible lifestyle
Likes going with the flow
Prefers to experience life as it happens
Enjoys being curious, discovering surprises
Likes freedom to explore without limits
Feels comfortable maintaining openness
Meets deadlines by last minute rush
P's may seem disorganized, messy to J's
Needs Judgment for balance