

Myers-Briggs Type Indicator® Interpretive Report

Report prepared for Stan James-CE August 17, 2009



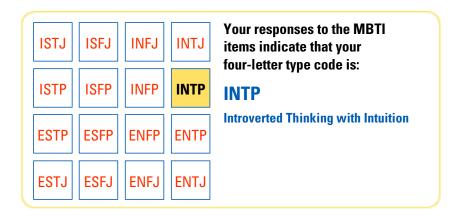
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Myers-Briggs Type Indicator® Interpretive Report

Introduction

This report is designed to help you understand your results on the *Myers-Briggs Type Indicator*[®] (MBTI[®]) assessment. The MBTI assessment is a tool for identifying 16 different personality types that can be used to describe people.



Where Do Personality Types Come From?

The MBTI instrument is based on the work of psychologist Carl Jung and the instrument's authors, Isabel Briggs Myers and her mother, Katharine Cook Briggs, all of whom spent years observing human behavior. Their ideas help explain why different kinds of people are interested in different things, prefer different kinds of work, and sometimes find it hard to understand each other—all due to basic differences in how people take in information and make decisions about it.

The MBTI instrument was developed with great care and has been used by people around the world for more than 60 years.

- Organizations use it to improve employee communication, teamwork, and leadership.
- Adults and young people use it to choose careers that are likely to hold their interest and use their gifts.
- Teachers and students use it to make learning more interesting and efficient.
- Family members use it to better understand each other.

Isabel Briggs Myers created descriptions of each of the 16 types, including the description of your type that is included in this report. Your Interpretive Report also provides information on why the 16 types are different from one another and clarifies how INTP is distinctive from the others.

A clear understanding of the basics of personality type and type development will help you gain greater understanding of yourself and others and the impact type has on your daily interactions.



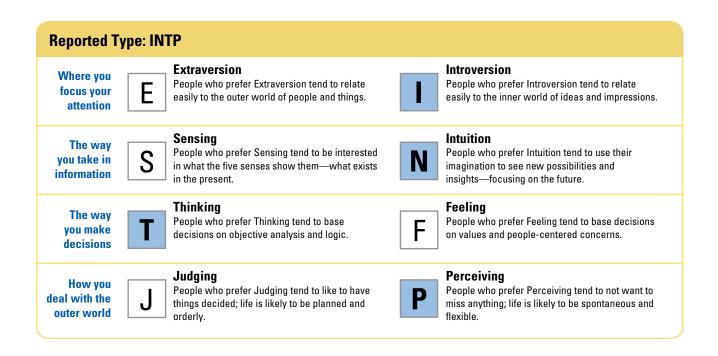
How Your Responses Indicate Your Type: INTP

When you completed the MBTI assessment, you made choices on four dichotomies, each of which is made up of two opposite preferences:

Extraversion (E)	44	or	>>	Introversion (I)
Sensing (S)	44	or	>>	Intuition (N)
Thinking (T)	44	or	>>	Feeling (F)
Judging (J)	44	or	>>	Perceiving (P)
	Sensing (S) Thinking (T)	Sensing (S) Thinking (T)	Sensing (S) << or Thinking (T) << or	Extraversion (E)

Although everyone uses all eight of these preferences, people find one preference in each pair more interesting or comfortable than its opposite. Think of your choices as somewhat like being right- or left-handed. Both hands are valuable, but most people reach first with the hand they prefer. They usually use that hand more often and become more skillful with it. In the same way, your type preferences are choices between equally valuable and useful qualities.

Your responses to the MBTI instrument indicate that you expressed preferences for INTP, as shown in the chart below and described further in the pages that follow.





Your Type Description: INTP

INTP

- · Seek to develop logical explanations for everything that interests them
- Theoretical and abstract, interested more in ideas than in social interaction
- · Quiet, contained, flexible, and adaptable
- · Have unusual ability to focus in depth to solve problems in their area of interest
- · Skeptical, sometimes critical, always analytical

People with INTP preferences are independent problem solvers who excel at providing a detached, concise analysis of an idea or situation. They ask the hard questions, challenging others and themselves to find new logical approaches.

INTPs use their Thinking primarily internally to find or develop underlying principles and logical structures for understanding and explaining the world. They approach almost everything with skepticism, form their own opinions and standards, and apply these standards rigorously to themselves. They highly value intelligence and competence. INTPs are likely to be logical, analytical, objectively critical, detached, and contemplative.

INTPs see possibilities beyond the present and obvious. They love to theorize and discuss abstractions. They are usually mentally quick, insightful, ingenious, and intensely curious about ideas and theories. INTPs quickly see inconsistencies and illogic and enjoy taking apart and reworking ideas. They naturally build complex theoretical systems to explain the realities they see. They find it difficult to work on routine things but bring great energy, intensity, and focus to researching or analyzing a problem that arouses their curiosity.

INTPs are usually quiet and reserved, though they can be talkative in areas in which they are especially knowledgeable. Unless their work requires action, they are more interested in the challenge of finding solutions than in putting solutions to practical use. They prefer not to organize people or situations.

INTPs are tolerant of a wide range of behavior, arguing and raising issues only when they believe it is reasonable to do so. This flexibility disappears, however, when their ruling principles are challenged; then they stop adapting. INTPs prize precision in communication and dislike redundancy or stating the obvious. They want to state the exact truth but may make it so complex that others have difficulty understanding. Others usually see INTPs as quiet, contained, calm, and independent, and as detached observers who value autonomy.

Sometimes life circumstances have not supported INTPs in the development and expression of their Intuition and Thinking preferences. If they have not developed their Intuition, INTPs may have no reliable way of taking in information and may be immersed in their internal logical systems. Then they find it difficult to communicate or actualize their ideas. If they have not developed their Thinking, they may go from insight to insight, never analyzing them with a critical eye or integrating them into a whole.



Your Unique Pattern of Preferences: INTP

Your personality type is much more than the combination of your four individual preferences. Each of the 16 types has its own unique pattern of preferences; this helps explain why the things that are interesting or easy for your type are uninteresting or difficult for a different type.

The two middle letters of your four-letter type code indicate your preferred mental processes.

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Sensing (S) ← or → Intuition (N)

Thinking (T) ← or → Feeling (F)
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Everyone uses all four mental processes, but each of the 16 types has its own pattern showing which of these is first in importance or the most preferred, the second most preferred, the third most preferred, and the least preferred.

INTPs like and use Thinking first and Intuition second. Their third favored process is Sensing, and their least preferred is Feeling. Youth is the time for INTPs to develop Thinking and Intuition. At midlife, Sensing and Feeling often become more interesting and easier to use.

#1	Thinking	Most preferred
#2	Intuition	Second most preferred
#3	Sensing	Third most preferred
#4	Feeling	Least preferred

The patterns for each type also show whether the first, or most preferred, process is used mostly in the world of people and things (in an Extraverted way) or in the inner world of ideas and impressions (in an Introverted way). Here is how the whole pattern works for type INTP.

INTPs mainly use their first, or most preferred, process, Thinking, in the inner world of ideas and impressions, where it is less apparent to others. They run their outer lives with their second most preferred process, Intuition. As a result, others may underestimate INTPs at first because they see mostly the INTPs' second favored process, rather than their first, in their outer behavior. INTPs also use Sensing and Feeling, but not so readily or easily as Thinking and Intuition. Feeling is the process most likely to be overlooked.

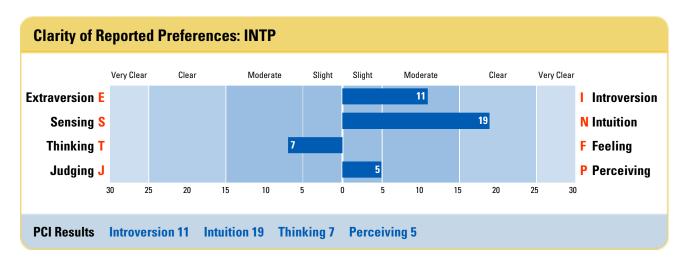
#1	Thinking	Used in the inner world
#2	Intuition	Used in the outer world

Your type description takes all these patterns into account in describing INTP types in everyday life. Review this description carefully, matching it against your own self-knowledge. If the description makes you feel comfortably understood, your four-letter type code is probably right for you. The description is intended 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 eight preferences from time to time, depending on what the situation calls for.



Clarity of Your Preferences: INTP

Your MBTI responses also indicate the clarity of your preferences, that is, how clear you were in selecting each preference over its opposite. This is known as the *preference clarity index*, or pci, which is reported in the bar graph below. A longer bar suggests you are quite sure of your preference over its opposite, while a shorter bar suggests you are less sure about that preference. Do your choices seem to fit you?



If the INTP Pattern Does Not Seem to Fit You

The human personality is too complex to be fully accounted for by a set of questions, no matter how good those questions may be. Here are some suggestions if your reported type does not seem to fit you:

- Think back to your frame of mind when you completed the MBTI assessment. Were you describing the preferences that come most naturally and easily to you? Or were you influenced by the way you think you ought to be, or the way someone else thinks you ought to be? If your responses did not reflect your own true way, do you have an idea of which preferences seem to describe you better?
- Was it difficult to determine your preference on many of the questions? If so, what would your type be if the choice had gone the other way? You will find complete descriptions of each of the 16 types in Isabel Briggs Myers' *Introduction to Type*® booklet or in *Gifts Differing*. Your type professional can also help guide you in finding the type that fits you best.

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. For resources to help you increase your knowledge, visit www.cpp.com to discover practical tools for lifetime learning and development.

