MYERS-BRIGGS TYPE INDICATOR® | STEP II™
PROFILE

Prepared for
ELIZABETH SAMPLE

March 7, 2020

Interpreted by
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ABC Consulting Partners

Developed by
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Your Myers-Briggs® Step II™ Profile gives you information about your personality type based on your answers to the MBTI® assessment. It first indicates your Step I™ results—your reported four-letter type. Next it shows your Step II results—your expression of five facets for each of the four Step I preference pairs.

**Your Step I™ Results**

ISFJs tend to be conscientious, responsible, quiet, and friendly. They work devotedly to meet their obligations. Thorough, painstaking, and accurate, ISFJs are patient with the necessary detail. They lend stability to any project or group. They are loyal, considerate, sensitive, and concerned with how other people feel.

<table>
<thead>
<tr>
<th>Your reported Myers-Briggs personality type</th>
<th>Your preferences</th>
</tr>
</thead>
<tbody>
<tr>
<td>ISFJ</td>
<td>Introversion</td>
</tr>
</tbody>
</table>

**CLARITY OF YOUR PREFERENCES: ISFJ**

The length of the lines on the preference clarity index (pci) graph above shows how clearly or consistently you chose one preference over the other in each pair. The longer the line, the more often your answers indicated that preference, and the more likely it is that the MBTI assessment has accurately reflected your preference.
Your Step II™ Results

The graphs that follow show your Step II results—your expression of five facets for each of the Step I preference pairs. Be aware that a preference is broader than its facets and so your five facet scores do not add up to your Step I preference score.

The length of each line on the graphs shows how consistently you chose one facet pole over the other. The longer the line, the clearer your preference is for that pole. Scores of 2–5 that are on the same side as your Step I preference indicate in-preference results. Scores of 2–5 on the opposite side of your Step I preference indicate out-of-preference results. Scores of 0 and 1 are in the midzone and often mean a situational or muted use of either pole.

**EXTRAVERSION**
Directing energy toward the outer world of people and objects

**INTROVERSION**
Directing energy toward the inner world of experience and ideas

**SENSING**
Focusing on what can be perceived using the five senses

**INTUITION**
Focusing on perceiving patterns and interrelationships

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**OUT-OF-PREFERENCE**
Reserved, low-key, are introduced

**MIDZONE**

**IN-PREFERENCE**
Reserved, low-key, are introduced

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**CONCRETE**
Exact facts, literal, tangible

**REALISTIC**
Sensible, matter-of-fact, seek efficiency

**PRACTICAL**
Pragmatic, results oriented, applied

**EXPERIENTIAL**
Hands-on, empirical, trust experience

**TRADITIONAL**
Conventional, customary, tried-and-true

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**ABSTRACT**
Figurative, symbolic, intangible

**IMAGINATIVE**
Resourceful, inventive, seek novelty

**CONCEPTUAL**
Scholarly, idea oriented, intellectual

**THEORETICAL**
Seek patterns, hypothetical, trust theories

**ORIGINAL**
Unconventional, different, new and unusual
### Thinking

<table>
<thead>
<tr>
<th>Preference</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Out-of-Preference</td>
<td>Basing conclusions on logical analysis with a focus on objectivity</td>
</tr>
<tr>
<td>Midzone</td>
<td></td>
</tr>
<tr>
<td>In-Preference</td>
<td>Basing conclusions on personal or social values with a focus on harmony</td>
</tr>
</tbody>
</table>

#### Logical
- Impersonal, seek impartiality, objective analysis

#### Reasonable
- Truthful, cause-and-effect, apply principles

#### Questioning
- Precise, challenging, want discussion

#### Critical
- Skeptical, want proof, critique

#### Tough
- Firm, tough-minded, ends oriented

### Feeling

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#### Empathetic
- Personal, seek harmony, central values

#### Compassionate
- Tactful, sympathetic, loyal

#### Accommodating
- Approving, agreeable, want harmony

#### Accepting
- Tolerant, trusting, give praise

#### Tender
- Gentle, tenderhearted, means oriented

### Judging

<table>
<thead>
<tr>
<th>Preference</th>
<th>Description</th>
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<tbody>
<tr>
<td>In-Preference</td>
<td>Preferring decisiveness and closure</td>
</tr>
<tr>
<td>Midzone</td>
<td></td>
</tr>
<tr>
<td>Out-of-Preference</td>
<td>Preferring flexibility and spontaneity</td>
</tr>
</tbody>
</table>

#### Systematic
- Orderly, structured, dislike diversions

#### Planful
- Future focused, advance planner, make firm plans

#### Early Starting
- Motivated by self-discipline, steady progress, late start stressful

#### Scheduled
- Want routine, make lists, procedures help

#### Methodical
- Plan specific tasks, note subtasks, organized

### Perceiving

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#### Casual
- Relaxed, easygoing, welcome diversions

#### Open-Ended
- Present focused, go with the flow, make flexible plans

#### Pressure-Prompted
- Motivated by pressure, bursts and spurts, early start unstimulating

#### Spontaneous
- Want variety, enjoy the unexpected, procedures hinder

#### Emergent
- Plunge in, let strategies emerge, adaptable
**Interpreter’s Summary**

**PREFERENCE CLARITY FOR REPORTED TYPE: ISFJ**

<table>
<thead>
<tr>
<th>Preference</th>
<th>Clarity</th>
</tr>
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<tbody>
<tr>
<td>Introversion</td>
<td>Slight (2)</td>
</tr>
<tr>
<td>Sensing</td>
<td>Slight (4)</td>
</tr>
<tr>
<td>Feeling</td>
<td>Moderate (15)</td>
</tr>
<tr>
<td>Judging</td>
<td>Clear (20)</td>
</tr>
</tbody>
</table>

**FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ISFJs**

The bars on the graph below show the average range of scores that occurred for the ISFJs in the US national sample. The bars show scores that are –1 to +1 standard deviation from the mean. The vertical line in each bar shows ISFJs’ mean score. The bold numbers show the respondent’s scores.

<table>
<thead>
<tr>
<th>Facet</th>
<th>Score Range</th>
<th>Respondent's Score</th>
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<tbody>
<tr>
<td><strong>Extraversion</strong></td>
<td></td>
<td></td>
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<tr>
<td>Initiating</td>
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<td>Expressive</td>
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<td>Gregarious</td>
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<td>Active</td>
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<tr>
<td>Enthusiastic</td>
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<tr>
<td><strong>Introversion</strong></td>
<td></td>
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<tr>
<td>Receiving</td>
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<tr>
<td>Contained</td>
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<tr>
<td>Intimate</td>
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<tr>
<td>Reflective</td>
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<tr>
<td>Quiet</td>
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<tr>
<td><strong>Sensing</strong></td>
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<td><strong>Intuition</strong></td>
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**Polarity Index: 66**

The polarity index, which ranges from 0 to 100, shows the consistency of a respondent’s facet scores within a profile. Most adults score between 50 and 65, although higher indexes are common. An index that is below 45 means that the respondent has many scores in or near the midzone. This may be due to mature situational use of the facet, answering the questions randomly, lack of self-knowledge, or ambivalence about use of a facet. Some such profiles may be invalid.

**Number of Omitted Responses: 0**