

# TypeFinder® Personality Assessment

RESULTS FOR: RICHARD  
MARCH 8, 2020 - 3:03PM



## You're an ENTJ

You're a **strategic leader**, motivated to organize initiatives for change. You are quick to see opportunities for improvement and conceptualize new solutions. A natural leader, you enjoy marshaling resources and developing long-range plans to accomplish your vision.

# E

### Extraversion

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you *manage your energy*.

#### Your Energy Style:

- Dominant
- Outgoing
- Energetic
- Communicative

# N

### Intuition

Your cognitive style is Intuition (in contrast with Sensing). This dimension describes how you *process information*.

#### Your Cognitive Style:

- Innovative
- Forward-Thinking
- Visionary
- Bold

# T

### Thinking

Your values style is Thinking (in contrast with Feeling). This dimension describes your orientation to *personal values*.

#### Your Values Style:

- Analytical
- Objective
- Rational
- Blunt

# J

### Judging

Your life style is Judging (in contrast with Perceiving). This dimension describes how you *organize your life*.

#### Your Life Style:

- Ambitious
- Determined
- Organized
- Decisive

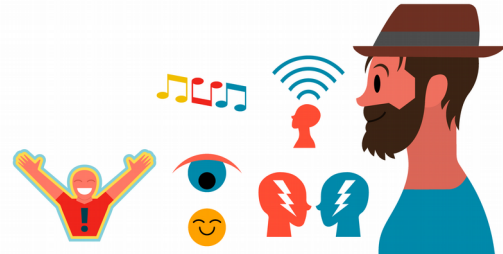
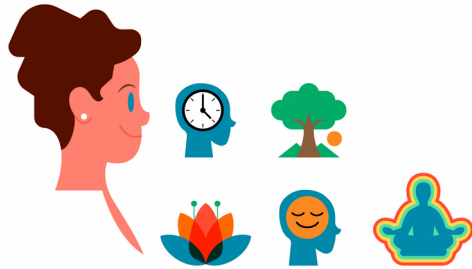
## The Elements of Your Personality

Your personality type code is made up of four letters that represent key aspects of how you think, relate to others, and approach the world around you. Let's look now at how each of those four letters can help you to understand who you are and how you navigate your environment.

In the next section, you'll learn about the significance of each of the four letters in your personality type. You'll discover the four dimensions of personality, and see how you scored on each dimension.

# Introversion vs. Extraversion

This dimension describes how you **manage your energy**. Your preference for Introversion or Extraversion relates to how readily you express yourself, how easily you warm up to new people, and the extent to which you engage with the world around you. But most fundamentally, this dimension relates to whether you are energized by time alone, or time with other people.



**Introverts** are energized by being quiet, reflective, and calm. They maintain a distance from the outside world and prefer to conserve their energy.

#### Introverts enjoy:

- Contemplating ideas and experiences
- Being in calm surroundings
- Exploring a subject in depth
- Reflecting on thoughts or feelings
- Maintaining distance and privacy
- Quiet and solitude

**Extraverts** are energized by engaging with other people. They approach the world enthusiastically and want to experience the excitement of life.

#### Extraverts enjoy:

- Interacting with people
- Being in busy surroundings
- Engaging with the outside world
- Expressing thoughts and feelings
- Being noticed by others
- Stimulation and activity

## Your dominant energy style is Extraversion.

Your responses were 31% consistent with a preference for Introversion, and 69% consistent with a preference for Extraversion.

**INTROVERTED 31%** **EXTRAVERTED 69%**

As an Extravert, you are primarily focused outward, on the world around you. You seek stimulation and activity and enjoy busy environments. You are energized by activity and by interacting with other people. You tend to be talkative and express yourself easily.

## The 6 Facets of Your Energy Style

Now that you understand your preference for Extraversion, it's time to explore the details of who you really are. How exactly do you relate to yourself, to others, and to the world around you? What makes you different and

unique among other Extraverts? Your scores on the 6 facets of Extraversion/Introversion can help you to understand how, where, and why you connect with yourself and the world the way you do.

You'll also find out which of your personality traits are typically Extraverted, and discover any surprising traits you may have in common with Introverts.

**PLACID 0%** **ENERGETIC 100%**

As an **Energetic** person, you have a high energy level and like to keep busy. You tend to leap out of bed in the morning and buzz from one activity to another. You have a lot of things you want to get done and often find that other people can't keep up.

This trait is usually associated with *Extraversion* and, to a lesser extent, with *Judging*.

*The Other Half: Placid people are not inclined to be busy just for the sake of being busy, and prefer to take a mellow approach to life. They may find they have less energy than other people, and like to conserve it for what matters most to them.*

**RESERVED 15%** **EXPRESSIVE 85%**

As an **Expressive** person, when you have a thought, a feeling, an idea or an observation, the people around you know it. You're not one to keep things to yourself, and most people would say you're an open book.

This trait is usually associated with *Extraversion* and, to a lesser extent, with *Thinking*.

*The Other Half: Reserved people tend to keep their thoughts, feelings, and observations to themselves. Other people may have difficulty reading them, and even people close to them may not know how they really feel about things.*

**PRIVATE 44%** **PROMINENT 56%**

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are feeling **Private**, you're selective about how you socialize, preferring small groups (or no group at all). You tend to shy away from large parties, and big social events may leave you feeling drained. You like to pick and choose when and how you interact with others.

This trait is usually associated with *Introversion*.

In a **Prominent** mode, you love being around people, in the center of the action. You like to feel that you're an important part of the group and that your friends, family, and acquaintance seek your company. You make an effort to entertain others and enjoy their attention. The Prominent trait is usually associated with *Extraversion*.

**CALM 18%** **JOYFUL 82%**

As a **Joyful** person, you feel the high points in life fully and completely. You're capable of tremendous joy and enthusiasm and you make the most of opportunities for positive emotional experiences.

*The Other Half: Calm people don't tend to make a big deal out of positive moments. While others may cry tears of joy or jump up and down with excitement, they respond more quietly. The experience happiness as a pleasant sense of contentment.*

This trait is usually associated with *Extraversion*.

**ALOOF 35%** **FRIENDLY 65%**

As a **Friendly** person, you love meeting new people, and you're far from shy when it comes to approaching someone. You're a master of small talk and finding things in common, and you like having a large circle of friends and acquaintances.

This trait is usually associated with *Extraversion*.

*The Other Half:* Aloof people prefer to let others come to them. They're reluctant to approach people, so when they do build new relationships, it's usually because the other person took the lead.

**SOLITARY 52%** **ENGAGED 48%**

When you are in a **Solitary** mode, you're sensitive to sights, sounds, and other stimuli from the world around you, and find busy environments overwhelming. In this mode, you prefer quiet and solitude. Where others may seek to be in the middle of the action, you'd rather find a tranquil corner where you can reflect.

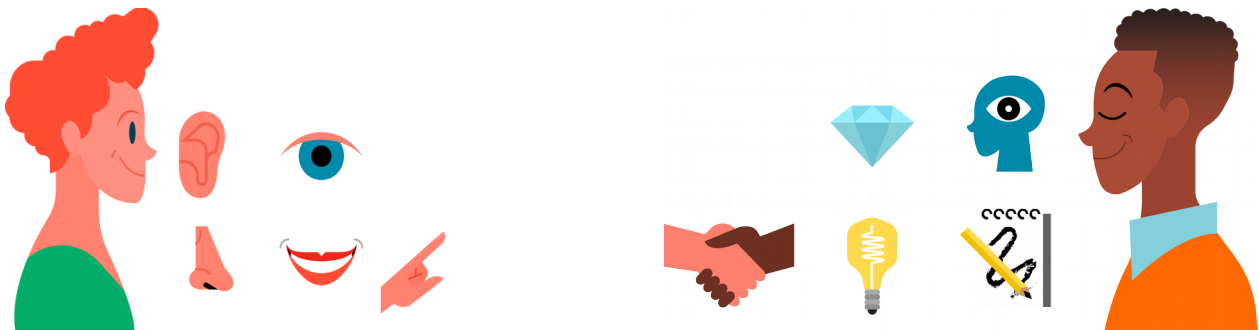
This trait is usually associated with *Introversion*.

When you are feeling more **Engaged**, you enjoy being in the middle of the action, and busy, noisy, and otherwise stimulating environments appeal to you. You are drawn to boisterous environments such as crowded events, loud concerts, and big parties.

This trait is usually associated with *Extraversion*.

## Sensing vs. Intuition

This dimension describes how you process information. Your preference for Sensing or Intuition indicates whether your style of thinking is straightforward, factual, and concrete, or creative, interpretive, and abstract. Sensors and Intuitives tend to be interested in different kinds of information, with Sensors more interested in facts and details, and Intuitives more interested in ideas.



**Sensors** process information in a concrete, realistic way. They focus on observing and recalling facts and details.

**Sensors focus on:**

- Observing sights, sounds, sensations
- Noticing details

**Intuitives** process information in an abstract, imaginative way. They focus on ideas and concepts that cannot be directly observed.

**Intuitives focus on:**

- Observing patterns and connections
- Interpreting meaning

- Experiencing the present moment
- Concrete, provable facts
- Realism and practicality
- Knowledge from past experience
- Imagining potential
- Ideas and concepts
- Innovation and creativity
- Possibilities for the future

## Your dominant cognitive style is Intuition.

Your responses were 27% consistent with a preference for Sensing, and 73% consistent with a preference for Intuition.

**SENSING 27%** **INTUITION 73%**

As an Intuitive, you are primarily interested in ideas and possibilities. You tend to be bored by mundane details, preferring instead to look at the big picture and understand how everything fits together. You are drawn to interesting ideas and theories, and enjoy imagining the future. You naturally see patterns and connections and often have a "sixth sense" about things.

## The 6 Facets of Your Cognitive Style

Now that you understand your preference for Intuition, let's look at your cognitive style in more detail. How do you process the information you take in? What makes your thought process unique? Your scores on the 6 facets of Sensing/Intuition can help you to understand exactly how your mind works and how you make sense of ideas, facts, and details.

You'll also find out which of your personality traits are typically Intuitive, and discover any surprising traits you may have in common with Sensors.

**REALISTIC 46%** **IMAGINATION 54%**

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are in a **Realistic** frame of mind, you have a concrete way of thinking and tend to focus on things you can see and touch rather than abstract ideas. You put little stock in fantasy, preferring to keep yourself solidly grounded in real life.

This trait is usually associated with *Sensing*.

When you are in an **Imaginative** mode, you have an abstract way of thinking and tend to focus on ideas, concepts, and theories rather than concrete things. You enjoy using your imagination and easily envision things you've never seen in real life.

This trait is usually associated with *Intuition*.

**CONCRETE 8%** **CONCEPTUAL 92%**

As a **Conceptual** person, you're interested in discovering the larger

*The Other Half: Concrete people learn by doing. To really understand*

principles behind what you see, and enjoy learning about scientific, mathematical, and philosophical theories that can give you more insight into the events you observe in your daily life.

This trait is usually associated with *Intuition*.

*something, they want to experience it with their own hands. They tend not to believe in things they can't see for themselves.*

## TRADITIONAL 30% PROGRESSIVE 70%

As a **Progressive** person, you love new ideas and you feel that innovation and futuristic thinking is the key to making the world a better place. You're attracted to politicians with radical ideas and love to imagine how things could be done better.

This trait is usually associated with *Intuition*.

*The Other Half: Traditional people distrust new ways of doing things, believing that traditions are more valuable than the latest fad. They tend to take comfort in doing things as they have been done before.*

## FACTUAL 29% INSIGHTFUL 71%

As an **Insightful** person, you enjoy exploring cause and effect, and always ask "why." You're not content to accept things as they are, instead preferring to search for deeper answers and a sense of the big picture.

This trait is usually associated with *Intuition*.

*The Other Half: Factual people tend to accept things as they are, and don't tend to spend much time asking "why." To them, it's more important to understand the facts of a situation than to speculate about its causes.*

## PRACTICAL 31% AESTHETIC 69%

As an **Aesthetic** person, you have a love of the arts and appreciate a wide variety of cultural experiences. You enjoy anything that elevates your sense and reminds you of the beauty in the world.

This trait is usually associated with *Intuition* and, to a lesser extent, with *Feeling*.

*The Other Half: Practical people appreciate things for their practical value and ability to get a job done. They appreciate useful tools and handy gadgets. They don't see the point in things that don't have a practical purpose.*

## HABITUAL 16% ADVENTUROUS 84%

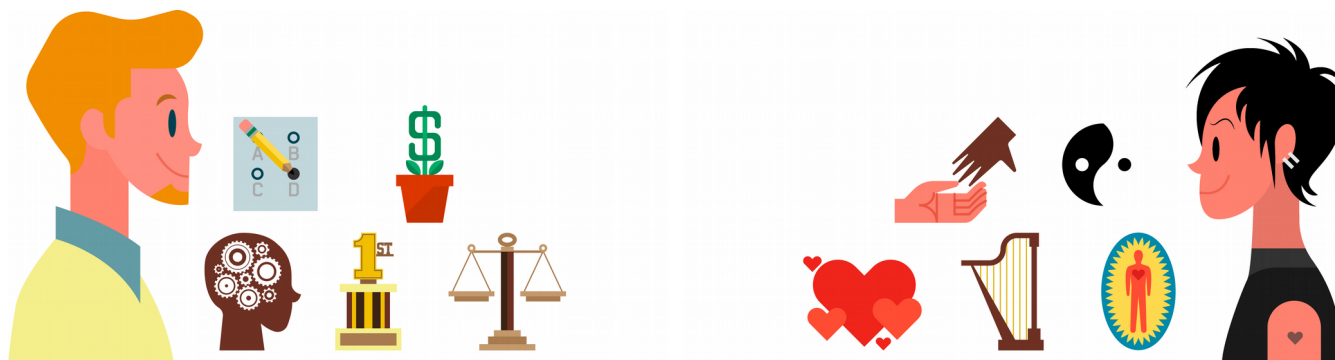
As an **Adventurous** person, you love new experiences—the more exotic, the better. You're often willing to try things just for the sake of novelty, because even the most unlikely activities seem interesting once or twice. On the other hand, you may get bored with experiences as they become routine. You may find yourself abandoning hobbies and interests that begin to feel too familiar.

This trait is usually associated with *Intuition* and, to a lesser extent, with *Extraversion*.

*The Other Half: Habitual people are creatures of habit, and they enjoy familiar, comfortable experiences. They don't tend to like to venture far out of their comfort zone, preferring instead to stick with what they know. They know what they like, and see no reason to waste time with anything else.*

# Thinking vs. Feeling

This dimension describes your orientation to personal values. Your preference for Thinking or Feeling can be thought of as your preference for "head versus heart" in your decision making. This dimension relates to how you prioritize conflicting values, and whether you tend to feel more comfortable relying on logic and reason, or emotions and personal judgments.



**Thinkers** value logic, competence, and objectivity. They believe that every person has a responsibility to take care of him or herself.

**Thinkers are concerned with:**

- Using logical reasoning
- Being unbiased and impartial
- Considering costs and benefits
- Seeking consistency and justice
- Keeping a competitive edge
- Making objective decisions

**Feelers** value empathy, cooperation and compassion. They believe that everyone has a responsibility to take care of those around them.

**Feelers are concerned with:**

- Acting out ideals
- Engaging emotions
- Considering the impact on people
- Seeking harmony and appreciation
- Serving others
- Making authentic decisions

Your dominant values style is Thinking.

THINKING 59%

FEELING 41%

As a Thinker, you are driven by a desire to pursue rational, logical reasoning. You tend to think about things in a detached, unemotional manner, and are most comfortable when you can reason through an issue logically. You are disinterested in personal appeals, preferring your decisions to be objective. You can be competitive with others, and don't mind ruffling a few feathers to achieve your goals.

## The 6 Facets of Your Values Style

Now that you understand your preference for Thinking, let's explore how you prioritize and negotiate your values. How do you balance your own needs with the needs of others? How are your decisions and priorities driven by

your personal beliefs? Your scores on the 6 facets of Thinking/Feeling can help you to understand exactly how you balance head and heart to make decisions and choose your path in life.

You'll also find out which of your personality traits are typically Thinking, and discover any surprising traits you may have in common with Feelers.

## OBJECTIVE 66% SUBJECTIVE 34%

As an **Objective** person, you evaluate information in a detached, impersonal way. You tend not to be swayed by emotional pleas, and believe that the best decisions treat everyone equally. You prefer to let impartial analysis guide your actions, and do your best to avoid emotional decisions.

This trait is usually associated with *Thinking*.

*The Other Half: Subjective people naturally take into account the needs of others. When making important decisions, they make sure that the chosen course of action is consistent with their values and beneficial for everyone involved.*

## RATIONAL 67% COMPASSIONATE 33%

As a **Rational** person, you tend to keep your emotions in check and prefer to be around people who do the same. Vulnerability makes you uncomfortable, and you may avoid people who you perceive to be weak or overly sensitive.

This trait is usually associated with *Thinking*.

*The Other Half: Compassionate people identify with the feelings of others and are sympathetic when others are suffering. They do not mind being around people experiencing difficult emotions and in fact, feel called to help and support people who are troubled.*

## CHALLENGING 59% AGREEABLE 41%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may take a different approach depending on your mood or circumstances.

When you are in a **Challenging** mode, you enjoy a good debate—so much so that even when you agree with someone, you might play devil's advocate just to stimulate the discussion. You don't shy away from conflict, and you may even find it exciting.

This trait is usually associated with *Thinking*.

When you're feeling more **Agreeable**, you do your best to make others' lives easy and to adapt to their needs when you can. You don't tend to argue, as you have a talent for seeing things from another person's point of view. Even when you don't agree, you support other people in their opinions.

This trait is usually associated with *Feeling*.

## INDIVIDUALIST 58% HELPFUL 42%

As an **Individualist**, you're not particularly nurturing, and appreciate being surrounded by people who can take care of themselves. You tend to have an "every man for himself" philosophy, and you dislike having helpless people depend on you.

This trait is usually associated with *Thinking*.

*The Other Half: Helpful people feel called to care for others who are less fortunate or less capable. They enjoy providing for others and are often drawn to children, the elderly, and others who need assistance.*



**SELF-RELIANT 56%** **COOPERATIVE 44%**

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely blend both styles and may change your approach depending on your mood or circumstances.

When you are more **Self-Reliant**, you prefer not to depend on other people, and don't mind striking out on your own path. Although you may enjoy the company of like-minded people, you don't need their approval to decide on your own course of action.

This trait is usually associated with *Thinking*.

When you're in a **Cooperative** mode, you like to work in concert with others, participating to achieve a common goal. Being in sync with other people and working together brings you satisfaction, and you feel that the best achievements are those that you can share with other people.

This trait is usually associated with *Feeling*.

**TOUGH 34%** **TOLERANT 66%**

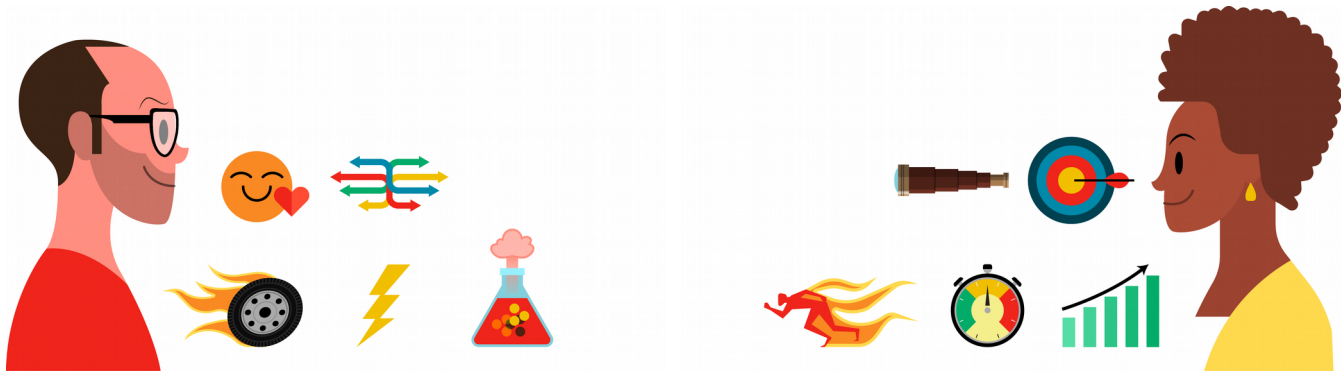
As a **Tolerant** person, you believe that everybody makes mistakes, and everybody deserves forgiveness. Most often you give people the benefit of the doubt, even when they do something to hurt you. It's important to you to preserve your relationships, even if it requires you to let some things slide.

This trait is usually associated with *Feeling*.

*The Other Half: The motto for Tough people could be, "Fool me once, shame on you. Fool me twice, shame on me." When people disappoint them, they don't hesitate to cut them out. They might forgive, but they'll never forget.*

## Perceiving vs. Judging

This dimension of personality describes how you manage your life. Your preference for Perceiving vs. Judging has to do with your orientation toward structure, schedules, deadlines, and organization. It also has to do with how you tend to manage your time and approach the work you have to do.



Perceivers like freedom and spontaneity. They have a carefree attitude towards life and would rather be flexible than structured.

**Perceivers prefer to:**

- Follow the whims of the moment

Judgers like structure and order. They keep organized and plan ahead, resist distractions, and stay focused on their goals.

**Judgers prefer to:**

- Create a plan and stick to it

- Make the rules up as they go
- Have the freedom to be flexible
- Brainstorm options
- Do things when inspiration strikes
- Go with the flow and enjoy surprises
- See a task through to completion
- Adhere to a schedule
- Set goals and maintain focus
- Follow rules and regulations
- Set clear expectations

## Your life management style is blended, with a slight preference for Judging.

PERCEIVING 49% JUDGING 51%

Your life management style is a blend of Judging and Perceiving, and so you are neither a pure Judger nor a pure Perceiver. Because you do show a slight preference for Judging, we can classify you as a Judger type. However, it's more accurate to say that you are a bit of both Judger and Perceiver: you tend to use both styles in your life, and you may switch from one to the other depending on the situation. Many people find they are more Judging at work, and more Perceiving in their personal lives.

## The 5 Facets of Your Life Style

Now that you understand your preference for Judging, let's look at how you manage the daily flow of your life. How do you balance responsibilities with your need for fun and relaxation? How do you approach issues of structure and organization? Your scores on the 6 facets of Perceiving/Judging can help you to understand exactly how you balance work and play in your everyday life.

Because you do not have a strong preference for Judging, your scores here will be especially helpful in understanding the unique dynamics of your life style. You'll be able to see which of your traits are more Judging in nature, and which are more typically Perceiving.

RELAXED 42% ORDERLY 58%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely combine both styles and may change your approach depending on your mood or the situation.

When you are more **Relaxed**, you appreciate a little chaos in your life. You avoid very orderly, structured environments, feeling that life is more interesting when things are a little messy. This trait is usually associated with *Perceiving*.

When you are more **Orderly**, you have an appreciation for structure and order in your life, and like to stay organized. You follow the maxim "a place for everything, and everything in its place." This trait is usually associated with *Judging*.

SPONTANEOUS 75% SCHEDULED 25%

As a **Spontaneous** person, you dislike having your time scheduled,

*The Other Half: Scheduled people keep to a daily schedule and like to*

preferring instead to go with the flow and do what you feel like doing at any given time. For you, even fun events feel a bit constricting when they must be planned in advance.

This trait is usually associated with *Perceiving*.

*organize their time well in advance. They dislike last-minute changes to their plans and especially abhor lateness.*

## CASUAL 37% CONSCIENTIOUS 63%

You're very close to the **borderline** on this facet. Rather than preferring one style strongly, you most likely combine both styles and may change your approach depending on your mood or the situation.

When you're in a **Casual** mode, you're fun-loving and feel that life is to be enjoyed. You try your best to avoid taking on too many responsibilities which may get in the way of your enjoyment of life. You don't always get your chores done, but you usually have a good time avoiding them.

This trait is usually associated with *Perceiving*.

When you're being more **Conscientious**, you are hardworking and like to take care of your responsibilities before you let yourself have fun. You believe strongly in the importance of fulfilling your duties, and you never try to weasel out of a task that is your responsibility.

This trait is usually associated with *Judging*.

## IMPULSIVE 37% DISCIPLINED 63%

As a **Disciplined** person, you resist temptations and distractions, focusing instead on your personal goals. You are not easily lured away from your plans, even when the alternatives are attractive.

This trait is usually associated with *Judging*.

*The Other Half: Impulsive people are easily distracted by what life has to offer. Although they may have their own goals, they may fall by the wayside when they see something attractive to pursue instead.*

## EASYGOING 24% AMBITIOUS 76%

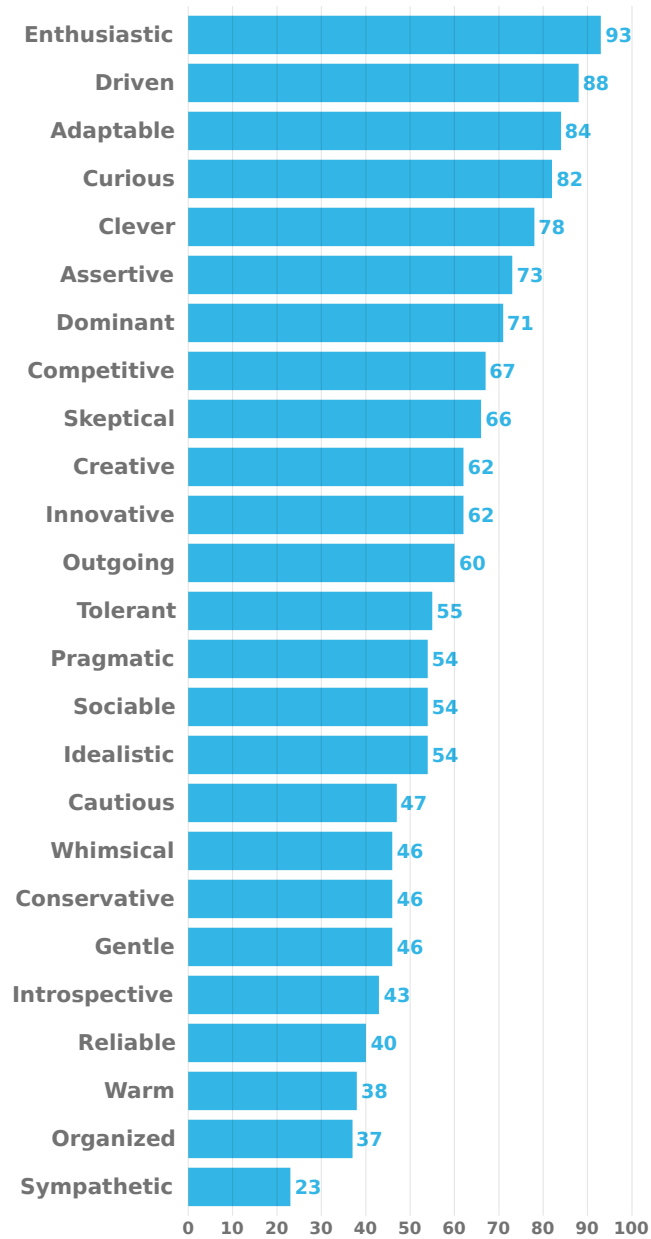
As an **Ambitious** person, you have many goals that you have set for yourself, both short and long-term. You are driven to achievement and like to have a sense that your current actions are moving you forward toward a better future.

This trait is usually associated with *Judging* and, to a lesser extent, with *Extraversion* and *Intuition*.

*The Other Half: For Easygoing people, the main goal in life is to enjoy the ride. For them, the best way to live life is to appreciate the moment.*

# Describing Your Personality

How would other people describe you? Below are some common adjectives we use to talk about people's personalities in everyday life. For each adjective, your score shows how likely it is that other people might use this word to describe your personality.



## Your Scores and the Four Temperaments

Now that we've looked at the individual elements of your personality, let's see how it all fits together.

To begin, we'll look at how your personality profile fits within the four temperament types. The temperaments were created by psychologist David Keirsey, who used them to describe essential themes in the way people think and

behave. Temperament is a broader way of categorizing people than personality type, and is thus helpful as a quick way of understanding what drives people. Each temperament type describes a particular way of approaching the world.

## The Idealists

Idealist personality types are creative, imaginative, compassionate, and focused on the possibilities for people and society. They want to heal other people, connect on a deep level, and use their unique style of expression to change the world.

## The Rationals

Rational personality types are analytical, critical, questioning, and focused on innovative ideas. They want to use their powers of logic and reason to overhaul systems, improve efficiency, and manifest their vision of what could be.

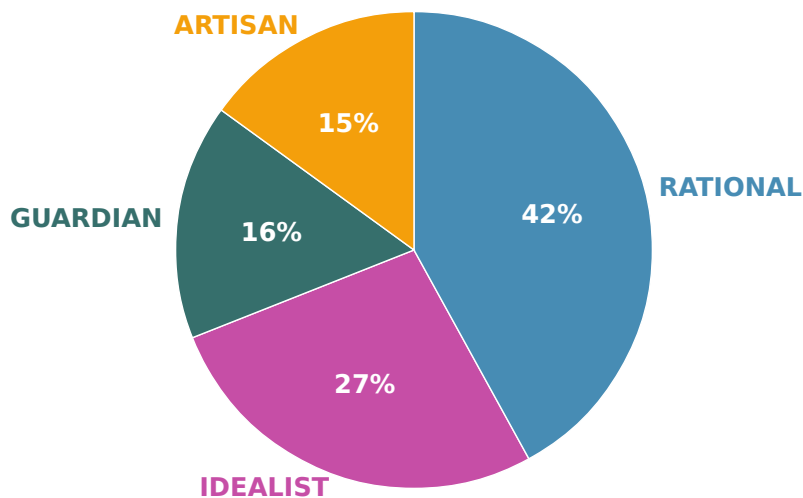
## The Guardians

Guardian personality types are sensible, organized, stable, and focused on upholding traditions and institutions. They want to ensure that things are done correctly, that rules are followed, and that people take their proper place in society.

## The Artisans

Artisan personality types are adaptable, down-to-earth, practical, and focused on living in the moment. They want to develop useful skills, master the physical world, and enjoy all the sensory pleasures that life has to offer.

Your scores here demonstrate how well your personality profile fits within each of the 4 temperament types. Your highest scoring area is usually the temperament type that fits you best. If you have roughly equal scores for more than one temperament type, then you probably shift from one style to another depending on the situation.



## Your Scores and the 16 Personality Types

Now let's look at how your scores match up with individual personality types.

You're probably most interested in finding the personality type that fits you best, and of course, this is important information! But when we assign types to people, we often overlook the fact that no personality type description will be a perfect fit for a given individual. Many people find a bit of themselves in more than one type description.

A more complete way to understand your own individual personality profile is to look at how well you match with all 16 personality types. Looking at your scores for each type allows you to get a deeper understanding of who you are. Although you will still probably want to choose one type to identify with, you may find that you can gain more insight into yourself by reading about other types that also match your personality.

The following chart shows how well your personality profile matches with each of the 16 personality types. The percentage scores are a representation of how well your responses fit with the typical profile for each type. For practical purposes, the percentage figures can be thought of as representing the degree to which a given type profile will accurately describe you as an individual.

You can also use this chart to estimate how much you will have in common with people of different types. The higher your score for a type, the more likely that a person of that type will seem to have a similar personality to your own. Conversely, a low match score for a particular type indicates that people of that type will seem to be very different from you.

**ENFJ**

The Teacher

64% Match

*ENFJs are idealist organizers, driven to implement their vision of what is best for humanity.*

**INFJ**

The Counselor

43% Match

*INFJs are creative nurturers with a strong sense of personal integrity and a drive to help others realize their potential.*

**INTJ**

The Mastermind

58% Match

*INTJs are analytical problem-solvers, eager to improve systems and processes with their innovative ideas.*

**ENTJ**

The Commander

78% Match

*ENTJs are strategic leaders, motivated to organize others and drive innovation.*

**ENFP**

The Champion

63% Match

*ENFPs are people-centered creators with a focus on possibilities and a contagious enthusiasm for anything novel.*

**INFP**

The Healer

42% Match

*INFPs are imaginative idealists, guided by their individual core values and beliefs.*

**INTP**

The Architect

57% Match

*INTPs are philosophical innovators, fascinated by rational analysis, logical systems, and inventive design.*

**ENTP**

The Inventor

77% Match

*ENTPs are inspired innovators, motivated to find new solutions to intellectually challenging problems.*

**ESFP**

**ISFP**

**ISTP**

**ESTP**

## The Performer

42% Match

*ENFJs are idealist organizers, driven to implement their vision of what is best for humanity.*

# ESFJ

## The Provider

43% Match

*ESFJs are conscientious helpers, sensitive to the needs of others and energetically dedicated to their responsibilities.*

## The Composer

21% Match

*INFJs are creative nurturers with a strong sense of personal integrity and a drive to help others realize their potential.*

# ISFJ

## The Protector

22% Match

*ISFJs are industrious caretakers, responsible in their duties and loyal to people, traditions, and organizations.*

## The Craftsman

36% Match

*INTJs are analytical problem-solvers, eager to improve systems and processes with their innovative ideas.*

# ISTJ

## The Inspector

37% Match

*ISTJs are responsible organizers, driven to create and enforce order within systems and institutions.*

## The Dynamo

56% Match

*ENTJs are strategic leaders, motivated to organize others and drive innovation.*

# ESTJ

## The Supervisor

57% Match

*ESTJs are hardworking traditionalists, eager to take charge in organizing projects and people.*

## Discovering Your Type

Now we'll go in depth into the personality type that fits you best.

Your personality type code is an invaluable key to understanding how you function in life, work, and love. Knowing your personality type can help you to understand the answers to questions like:

- ✓ Why have I always been drawn to a particular career, even though I have no experience in that field?
- ✓ Why do I keep having the same issue in all of my relationships?
- ✓ Why do other people consistently use the same words to describe me and my personality?

The next section is based on extensive research, both practical and theoretical, into the profiles of the sixteen personality types. You'll discover how people of your type typically approach work and relationships. You'll also see how you can use your strengths and minimize your weaknesses to reach your personal potential.

Understanding how different aspects of your life connect with your personality type can give you meaningful validation for the path your life has taken so far. You may also find that this information can provide guidance to help you plan your direction for the future.

The information in the following section is based on the personality type that seemed to be the best fit for you, based on your test responses. You may find that some of the information in this section does not seem 100% accurate for you. This is normal; no personality type description will fit you completely. If you feel, however, that the type described below is not correct for you, and would like to get the information in the following section for a different type, please simply contact us and let us know.

# Your ENTJ Personality Type

You are analytical and objective, and like bringing order to the world around you. When there are flaws in a system, you see them and enjoy the process of discovering and implementing a better way. You are assertive and enjoy taking charge; you see your role as that of leader and manager, organizing people and processes to achieve goals.

## Your Core Values:

- Ambition
- Influence
- Persistence
- Logic

## Your Key Motivators:

- Taking charge
- Making tough decisions
- Critiquing systems and processes
- Achieving success and status

You excel at logical reasoning and are probably articulate and quick-witted. You are characteristically ambitious and interested in gaining power and influence. You are likely highly motivated by success in your career and enjoy hard work. To you, decision-making is a vocation. You want to be in a position to make the call and put plans into motion.

You tend to be blunt and decisive. Driven to get things done, you can sometimes be critical or brusque in the pursuit of a goal. You are typically friendly and outgoing, although you may not pick up on emotional subtleties in other people. You often love working with others toward a common goal, but may not find time to attend to their feelings. You are focused on results and want to be productive, competent, and influential.

## How Others See You

You are a natural leader, and often take charge no matter where you are. You have a clear vision for the future, and intuitively understand how to move people and processes towards that goal. You tend to approach every situation with the attitude of an efficiency analyst, and are not shy about pointing out what could be done better. For you, your ideas are a foregone conclusion: it's just a matter of time before you can move the players to get everything accomplished.

You are often gregarious, and seem to have an idea for how a person will fit into your grand scheme from the moment they are introduced. You are typically direct and may seem presumptuous or even arrogant; you size people and situations up very quickly, and have trouble being anything but honest about what you see. You are sensitive to issues of power, and seek positions and people of influence. You are ambitious, and often very engaged in your career. More than any other type, you enjoy your work, and may even say that working is what you do for fun.

## Your Communication Style

You are a direct and commanding communicator, often with a clear idea of what needs to be done and a take-charge attitude toward organizing people and projects. You communicate your vision in a logical, task-oriented way. You enjoy analyzing ideas, but are ultimately driven by results; you want to integrate information, create a plan, and then take action.

### You Communicate By:

## Your Relationship Style

You are a decisive, organized, over-achiever who often takes charge in relationships. You have high standards, and expect your friends and family to put in as much effort in your relationship as you do. You are not afraid to face conflict, always willing to jump in and work things out logically and rationally. You tend to connect best with people who are as independent and motivated as you are, so that you have plenty of freedom to focus on your accomplishing your goals.



- Questioning standards
- Focusing on goal achievement
- Organizing systems
- Directing people and resources

**You Connect By:**

- Being bold and decisive
- Organizing and scheduling
- Finding creative and logical solutions
- Providing for your loved ones

## Your Personality at Work

You are drawn to leadership positions that allow you to develop strategies to achieve greater efficiency and productivity. You prefer to be in management or supervisory roles, and want the ability to initiate and lead organizational change.

**Your Ideal Work Environment:**

- Focused on improving processes
- Structured and efficient
- Rewards effort and dedication
- Dynamic and innovative

**Your Ideal Work Roles:**

- Dynamic Leader
- Analytical Visionary
- Powerful Influencer
- Creative Innovator

You enjoy the challenge of solving difficult problems, and understanding complex systems so that you can determine where improvement is possible. You naturally see opportunities to improve systems, and want to lead teams to carry out your vision. You appreciate an environment where innovation is encouraged, and where traditions are not held sacred.

You want structure in your work. You prefer that your work and that of your colleagues be evaluated based on a set of clear guidelines. You appreciate an environment that is businesslike and fair, where performance is evaluated objectively and rewarded generously. You are motivated and hardworking, and want to be recognized for your efforts with money, power, and prestige.

## Your Leadership Style

In leadership positions, you excel at organizing and implementing long-term plans for change. You prefer to be in control and will take on as much responsibility and decision-making power as possible. You are democratic about ideas, and often willing to listen to new perspectives; however, when the time comes to make a decision, you are firm. Once a plan is made, you are focused on action, and carry out your goals with single-minded determination.

**Your Leadership Strengths:**

- Directing people and projects efficiently
- Acting independently
- Encouraging accountability
- Implementing long-range plans

## Your Teamwork Style

You are a commanding team member who typically wants to take charge. You are a strategic thinker with an intuitive sense of what needs to get done and how everyone can contribute. You typically have a clear vision and often see how systems can be improved. You may not want to take much time explaining yourself to others, and although the clarity of your ideas is often convincing, you may have power struggles with teammates who question your ability or authority to lead the team.

**Your Teamwork Strengths:**

- Maintaining focus
- Valuing different perspectives
- Taking swift action
- Developing strategy

# Top Careers for Your ENTJ Type

ENTJs typically choose a career which allows them to use personal influence and organizational skills to effect change. They are often natural leaders and enjoy being in charge. ENTJs enjoy working with logical systems and are often found in analytical careers in business, technology, and the sciences.

Keep in mind, there are many careers that may be appropriate for you which are not listed here. However, the careers listed here give a representative sample of the top trends for ENTJs in their careers, and thus can give you an idea of where you might find satisfaction.

## **Business and Leadership:**

- Executive
- Sales Manager
- Corporate Trainer
- Project Manager
- Sales Engineer
- Marketing Manager
- HR Manager
- Management Consultant
- Advertising Manager
- Budget Analyst
- Financial Manager
- Real Estate Manager
- Financial Planner
- Stockbroker
- Controller
- Compliance Officer
- Office Manager

- Investment Banker
- Construction Manager

## **Law and Government:**

- Urban Planner
- Public Administrator
- Architect
- Attorney
- Judge
- Political Consultant
- Police Supervisor

## **Sciences:**

- Economist
- Materials Scientist
- Geologist
- Science Teacher
- Political Scientist
- Market Researcher

## **Engineering and Technology:**

- Civil Engineer
- Environmental Engineer
- Database Administrator
- Systems Analyst
- Biomedical Engineer
- Chemical Engineer
- Mechanical Engineer
- Airline Pilot

## **Health Care:**

- Psychologist
- Medical Scientist
- Anesthesiologist
- Surgeon
- Health Care Administrator

# Becoming Your Best

At your best, you are objective and conceptual, with a broad vision for improving organizations and systems. You are direct and assertive, always ready to speak up when you see problems or flaws in logic. You are focused on the future, able to see the long-term effects of plans and decisions. You want to root out inefficiency and inconsistency and find new ways to keep things running smoothly.

To perform at your best, look for opportunities that allow you to take charge. You are a natural leader and are inspired by projects that challenge you and require you to think creatively. You have a talent for understanding what needs to be done to improve efficiency and effectiveness, and are most satisfied when you're in a position to implement your plans

## Your Personal Strengths

### INSIGHT

You are keenly perceptive about systems and processes and how to improve them.

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### DECISIVENESS

You quickly assess a situation, understand what needs to be done, and take action.

You quickly assess a situation, understand what needs to be done, and take action.

### ORGANIZATION

You know how to follow a plan in order to keep things structured and efficient.

You know how to follow a plan in order to keep things structured and efficient.

### STRATEGY

You formulate action plans that are original and forward-thinking.

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## Opportunities for Excellence

- Choose roles that allow you to be conceptual and innovative, and also allow you to put your plans into action. You will be most satisfied when you can implement your vision for an organization.
- Use your ability to envision future possibilities to devise more effective strategies. Make sure you understand all of the angles before you move forward.
- Help others to stay efficient and effective with your organizational skills. Others will look to you to help them adhere to standards and schedules.
- Share your analysis and decision-making process with others. You will encourage collaboration when others understand and support your logic.

## Potential Pitfalls

- Avoid environments without a measure of structure and stability. You like to stick to a schedule, and will be frustrated in a culture where deadlines are not taken seriously.
- Take care to respect different work styles. There may be time when you'll get the best results by taking a step back and giving up some control.
- Don't be dismissive of people who seem overly emotional. You have a preference for logic, but there are times when using some sensitivity will help you to make the best decision.
- Don't be afraid to slow down once in a while. You want to take action, but there are times when you will be more effective by taking some time to reflect on your next move.