



Myers-Briggs Type Indicator® Communication Style Report

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Introduction

You communicate with others every day on many levels. However, you may not always take time to analyze how your natural communication style affects others. Personality type preferences provide a useful framework for understanding some important differences in communication styles. The MBTI® personality type framework used in this report comes from the insights and writings of Carl Jung, as interpreted and developed by the work of Katherine Cook Briggs and Isabel Briggs Myers. Personality type is a non-judgmental tool that looks at the strengths and gifts of individuals. All preferences and personality types are seen as equally valuable and useful.

This Report

- **helps you understand your results on the Myers-Briggs Type Indicator® (MBTI®) instrument**
- **helps you learn about and appreciate your natural communication style**
- **shows how your personality type preferences influence your communication style**
- **provides strategies for adapting your style to communicate effectively with others**

As you read, keep in mind that this report describes your natural preferences, not your learned skills or abilities. Everyone can learn to use all of the personality type preferences to communicate effectively. The communication style report provides general descriptions about how individuals with your preferences tend to prefer to communicate. These descriptions are not intended to limit you. Rather, the descriptions are designed to help you recognize your natural communication style and to discover how your communication style differs from others. From this starting point you can develop strategies for communicating more effectively in your business and personal interactions.

How your MBTI® Communication Style Report is organized

- **Summary of your MBTI® Results**
- **Your Communication Style—Extraversion or Introversion**
- **Your Communication Style—Sensing or Intuition**
- **Your Communication Style—Thinking or Feeling**
- **Your Communication Style—Judging or Perceiving**
- **Your Personality Type Communication Style**
- **Communication Tips for Your Personality Type**

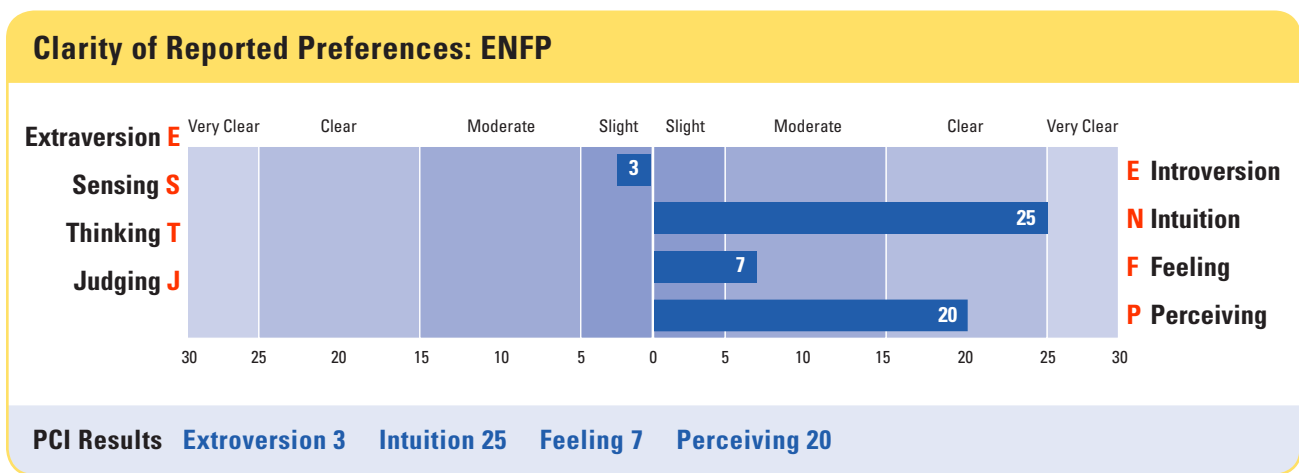


Summary of Your MBTI® Results

The MBTI instrument assesses the characteristic way you prefer to gather and process information and orient yourself to the world. These preferences are grouped into four pairs. Although you will use all of the preferences at least some of the time, you will naturally prefer one element of each pair to the other. By choosing one preference from each pair, you can discover a four-letter personality type, one of sixteen personality types. Your reported MBTI type is ENFP.

Reported Type: ENFP				
Where you focus your attention	E	Extraversion People who prefer Extraversion tend to focus on the outer world of people and things.	E	Introversion People who prefer Introversion tend to focus on the inner world of ideas and impressions.
The way you gather information	S	Sensing People who prefer Sensing tend to focus on the present and on concrete information gained from their senses.	N	Intuition People who prefer Intuition tend to focus on the future, with a view toward patterns and possibilities.
The way you make decisions	T	Thinking People who prefer Thinking tend to base their decisions primarily on logic and on objective analysis of cause and effect.	F	Feeling People who prefer Feeling tend to base their decisions primarily on values and on subjective evaluation of person-centered concerns.
How you deal with the outer world	J	Judging People who prefer Judging tend to like a planned and organized approach to life and prefer to have things settled.	P	Perceiving People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

The following bar graph provides your preference clarity index (pci). This graph shows how consistently you chose one side of the preferences pair over the opposite when completing the indicator.



Results on a self-assessment tool may be influenced by circumstances, experiences, demands, or expectations. Because of this it is possible you may have not identified your natural preferences when completing the indicator. If your reported type does not seem to fit, your type professional can help you determine your best-fit type.



Your Communication Style—Extraversion

Your results indicate you have a preference for Extraversion.

Extraversion: “Let’s talk this over.”

Key Strengths

- Are active, energetic and enthusiastic
- Think on their feet
- Establish networks of contacts
- Have breadth 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 dialogue progresses
- Think out loud
- Share ideas or information immediately
- Respond rapidly
- Talk more than listen
- Overlap air space and interrupt others
- Ask lots of spur-of-the-moment questions

Tips for Communicating with Introverts

- Practice active listening skills
- Think before speaking or let others know you are thinking out loud
- Respect need for privacy, build trust and be sure to respect confidentiality
- Choose a time and place to communicate with a minimum of distraction
- Speak slowly and more calmly (without being condescending)
- Pause and wait for a response; don’t jump in to fill silence, especially with small talk
- Don’t come across as imposing or demanding of an immediate response
- Provide information ahead of time and allow time and space for processing
- Focus on one topic and stay on topic
- Summarize and share your final thoughts and direction



Your Communication Style—Intuition

Your results indicate you have a preference for Intuition.

Intuition: “I can see it all now.”

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
- 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 impacts
- 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
- Provide information on specific realities, details and immediate applications
- Provide concrete examples to prove your ideas work; share facts and observations
- Present information sequentially rather than changing topics and exploring links
- Show a plan and process for change rather than only a concept
- Listen carefully to the facts and link new ideas to current realities
- Remember others may not seek change
- Assess what is working well as well as what needs to be changed
- Avoid extensive use of metaphors, analogies and other abstract communications
- Use words that relate to sensory and real-life images



Your Communication Style—Feeling

Your results indicate you have a preference for Feeling.

Feeling: “Will anyone be hurt?”

Key Strengths

- Able to empathize and develop rapport
- Often can see and appreciate others’ perspectives
- Supportive, nurturing and interested in others
- Enjoy cooperating and collaborating
- Connect with others and create a harmonious environment

Your Communication Approach

- Focus on situational and subjective beliefs and values
- See strengths and positive attributes
- Enjoy encouragement and positive feedback
- Share personal situations, case histories, stories and examples
- Want to get to know someone personally
- Like making links to and connections with others
- Like collaboration and want to cooperate
- Warm, supportive, expressive and affirming
- Focused on atmosphere and harmony
- Interested in people and their needs

Tips for Communicating with Thinking Types

- Be calmly objective and demonstrate your competence
- Offer honest and frank feedback as well as positive comments
- Detach from situations and view them logically and objectively
- Support your opinions with logical reasoning and clear thinking
- Avoid becoming overly emotional or passionate when discussing issues
- Be logical, reasonable, clear, precise and concise
- Focus on tasks and objectives as well as individuals involved in the situation
- Don’t feel threatened or attacked when others like to compete, debate or challenge
- Show cause-and-effect relationships and pros and cons
- Accept critical feedback without personalizing it



Your Communication Style—Perceiving

Your results indicate you have a preference for Perceiving.

Perceiving: “Let’s wait and see.”

Key Strengths

- Perceiving “Let’s wait and see.”
- 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 respond to unexpected requests or opportunities
- Can postpone decisions or make tentative decisions that can change
- Seek input from others exactly when they 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

- Make decisions that affect others as soon as possible
- Decide more quickly than you might prefer
- Avoid sharing too many options by focusing on what is most important
- Negotiate specific timelines and deadlines and consistently deliver projects on time
- Avoid seeking immediate input on changes to an established plan
- Narrow and focus your options before sharing them
- Know when to stop exploring and start making decisions
- Create and share timelines so others know when your part of project will be completed
- When sharing information or assigning tasks, provide structure and clear expectations
- Avoid adding unexpected tasks or options to a project, especially at the last minute



ENFP Communication Style

Communication Highlights

- Outgoing, optimistic, caring, genuine and compassionate
- Energetically and enthusiastically encourage and persuade others
- Identify opportunities to develop human potential and improve peoples' situations
- Champion changes that provide possibilities and improve processes for people
- Help people find niches, develop strengths and compensate for weaknesses

At First Glance

- Empower, advocate for, and encourage the individual in the organization
- Enjoy collaboration, cooperation, and the sharing of ideas
- See potential and possibilities in people; focused on relationships and growth
- Create and share a wealth of innovative ideas and a vision of the future
- Value and encourage diversity; enjoy working with a wide variety of people

What They Want to Hear

- Peoples' experiences, feelings, thoughts, viewpoints and ideas
- Dialogue to facilitate becoming known as a person and developing a relationship
- General guidelines and information, not specific directions or commands
- Theories and models that will enhance growth, learning and development
- Collaborative language focusing on teamwork and individual contributions

When Expressing Themselves

- Highly participative, sociable and friendly; connect and develop rapport with others
- Use empathy when interpreting situations and dealing with others
- Sensitive to group dynamics; highlight and integrate ideas and input
- Often teach, counsel, facilitate, motivate, negotiate, recruit and resolve conflicts
- Challenge accepted practices if not aligned to human values or needs

Giving and Receiving Feedback

- Validate, appreciate, and celebrate unique and valuable individual contributions
- Seek to please others and are motivated by positive feedback and encouragement
- Like to be mentored or supported within the work setting rather than supervised
- Overly sensitive to feedback that is objective and task focused rather than personal
- Will give more positive than corrective feedback and may hesitate to criticize others



Interpersonal Focus

- Strongly and directly affected by interpersonal conflict
- People are more important than the work itself; seek a positive environment
- Sensitive to issues of working relationships, organizational climate, and morale
- Perceptive to the needs, situations, and motivations of others
- Treat everyone as a unique individual with a contribution to offer



Communication Tips for ENFPs

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

- Some people can see personal involvement as interference rather than encouragement. Learn when to back off from discussing personal matters to avoid being seen as overly involved or not business-like.
- To ensure you don't lose sight of the task-at-hand, avoid becoming distracted and overly influenced by people's stories and needs.
- Be practical and logical as well as personal and inspired. Make sure your ideas are grounded and realistic. Others will need to see the logic and details underlying your innovative ideas.
- Remember that not all people are motivated by the concept of personal growth. Show how personal development links to developing competencies, enhancing performance and impacting business results.
- Some people distrust highly energetic and enthusiastic persuasion. Be willing to tone down the pace and energy level when you present information and ideas to people who are more reserved, quiet and skeptical.
- Be open to giving and receiving constructive feedback and see this as an opportunity for growth. Be careful not to take feedback personally.
- It may be easy to change course and leave projects undone. This can irritate those who are strongly task and deadline oriented. As well as conceptualizing and implementing ideas, be sure to follow through, finish tasks, and meet deadlines.

Action Steps

- ▶ Read the pages on Communication. Highlight the statements that most accurately describe your communication preferences. Consider how your preferences affect your day-to-day interactions in positive ways and also consider how your preferences might interfere with your interactions.
- ▶ On those same pages, read the suggestions for communicating with people who have a preference different from your own. On each page, choose one or two tips to try first. After using the tip assess if the change has improved your communication.
- ▶ Review the Communication Tips tailored to your personality type. Try one out. Track your progress by assessing if the change was helpful.

