

MYERS-BRIGGS TYPE INDICATOR® | STEP I™ COMMUNICATION STYLE REPORT

Prepared for
EDWARD SAMPLE

March 6, 2020

Interpreted by
Beth Consultant
ABC Consulting Partners

Developed by
Donna Dunning



CPP, Inc. | 800.624.1765 | www.cpp.com

Myers-Briggs Type Indicator® Step I™ Communication Style Report Copyright 2003, 2009, 2016 by Peter B. Myers and Katharine D. Myers. All rights reserved. Myers-Briggs Type Indicator, Myers-Briggs, MBTI, Step I, and the MBTI logo are trademarks or registered trademarks of The Myers & Briggs Foundation in the United States and other countries. The CPP logo is a trademark or registered trademark of CPP, Inc., in the United States and other countries.



About Your Report

You communicate with others every day. You may not always take the time, though, to think about how your natural communication style affects others. Your Myers-Briggs® Communication Style Report is designed to help you become aware of some important differences in communication styles.

The MBTI® assessment was developed by Isabel Briggs Myers and her mother, Katharine Cook Briggs, based on the personality type theory proposed by psychologist Carl Jung. The assessment identifies which of 16 different personality types best describes you. Personality type is a nonjudgmental tool for understanding the strengths and gifts of individuals. All personality types are equally valuable and useful.

This report can help you

- Understand more about your Myers-Briggs personality type preferences
- Learn about and appreciate your natural communication style and the influence your personality type has on it
- Learn strategies for adapting your style to communicate effectively with others

Your MBTI type indicates which preference you favor in each of four pairs of opposites.

HOW YOUR REPORT IS ORGANIZED

- Your Myers-Briggs® Personality Type
- Clarity of Your Preferences
- Extraversion and Introversion in Communication
- Sensing and Intuition in Communication
- Thinking and Feeling in Communication
- Judging and Perceiving in Communication
- Your Communication Style
- Communication Tips for Your Personality Type

EXTRAVERSION 	or	 INTROVERSION	Opposite ways to direct and receive energy
SENSING 	or	 INTUITION	Opposite ways to take in information
THINKING 	or	 FEELING	Opposite ways to decide and come to conclusions
JUDGING 	or	 PERCEIVING	Opposite ways to approach the outside world

Keep in mind that this report describes your natural preferences, not your learned skills or abilities. Everyone can learn to use all of the preferences to communicate effectively. Your report gives you general descriptions about how people with your preferences tend to communicate. These descriptions aren't intended to limit you; they're meant to help you recognize your natural style and see how your communication style differs from others.



Your Myers-Briggs® Personality Type

Your answers to the questions on the MBTI assessment show which preference in each of the four pairs of opposites you prefer.

Your reported Myers-Briggs personality type
ENTP

Your preferences
Extraversion | Intuition | Thinking | Perceiving

Although each of us can and does use all of the preferences at least some of the time, people typically find one in each pair more comfortable and natural than its opposite. Think of your choices as something like being right- or left-handed. Both hands are valuable and useful, but most people use the hand they favor naturally more often and become more adept with it. In the same way, your type preferences are choices between equally valuable and useful qualities. Your ENTP results are described below.

THE WAY YOU DIRECT AND RECEIVE ENERGY

Extraversion

People who prefer Extraversion tend to direct their energy toward the outside world and get energized by interacting with people and taking action.



Introversion

People who prefer Introversion tend to direct their energy toward their inner world and get energized by reflecting on their ideas and experiences.



THE WAY YOU TAKE IN INFORMATION

Sensing

People who prefer Sensing tend to take in information that is real and tangible. They focus mainly on what they perceive using the five senses.



Intuition

People who prefer Intuition tend to take in information by seeing the big picture. They focus mainly on the patterns and interrelationships they perceive.



THE WAY YOU DECIDE AND COME TO CONCLUSIONS

Thinking

People who prefer Thinking typically base their decisions and conclusions on logic, with accuracy and objective truth the primary goals.



Feeling

People who prefer Feeling typically base their decisions and conclusions on personal and social values, with understanding and harmony the primary goals.



THE WAY YOU APPROACH THE OUTSIDE WORLD

Judging

People who prefer Judging typically come to conclusions quickly and want to move on, and take an organized, planned approach to the world.



Perceiving

People who prefer Perceiving typically look for more information before coming to conclusions and take a spontaneous, flexible approach to the world.

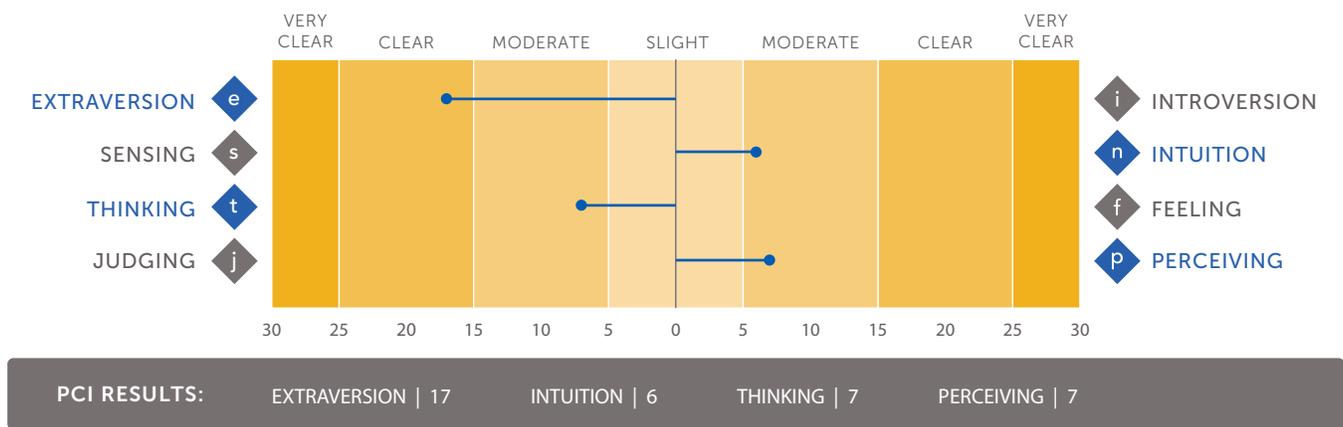




Clarity of Your Preferences

Your MBTI responses also provide a picture of how clearly or consistently you chose your preference in each pair of opposites. This *preference clarity index* (pci) is indicated in the graph below. A longer line suggests that you are quite sure about a preference; a shorter line means that you are less sure about whether that preference truly describes you. Your preference clarity does not indicate how well developed your preferences are or how well you use them.

CLARITY OF YOUR PREFERENCES: ENTP



Do your assessment results seem to fit? Many find that their type results capture their personality attributes quite well. Others find that changing one or more of the preferences in their four-letter type yields a type description that fits them better. Your results can be influenced by circumstances, experiences, demands, and expectations you were feeling when you took the assessment. If your reported type does not seem to fit, work with your Myers-Briggs practitioner, who can assist you in finding the type that fits you best.



Extraversion and Introversion in Communication



Let's talk this over.

You prefer Extraversion over Introversion.

EXTRAVERSION

Your Key Strengths

- Are active, energetic, and enthusiastic
- Think on your feet
- Establish networks of contacts
- Have a broad range 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 conversation progresses
- Think out loud
- Share ideas or information immediately
- Respond rapidly
- Talk more than listen
- Interrupt and may finish other people's sentences
- Ask lots of spur-of-the-moment questions

Tips for Communicating with Introverts

- Let them finish their thoughts; don't interrupt them
- Think before speaking or let them know that you are thinking out loud
- Respect their need for privacy, build trust, and ensure confidentiality
- Choose a time and place to communicate with a minimum of distraction
- Speak slowly and calmly (without being condescending)
- Pause and wait for a response; don't jump in to fill silence, especially with small talk
- Have one-to-one conversations rather than communicating in a group setting
- Don't come across as imposing or demanding an immediate response
- Provide information ahead of time and allow time and space for processing
- When possible, provide written information that they can consider in their own time



Sensing and Intuition in Communication



I can see it all now.

You prefer Intuition over Sensing.

INTUITION

Your 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
- Become 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 effects
- 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
- Talk about how to immediately apply information
- Provide concrete examples to prove that your ideas work
- Share your observations and experiences
- Present information sequentially and include relevant facts and details
- Show a plan and a procedure when initiating change
- Link new ideas to what is happening now
- Focus on and preserve what is working well
- Avoid extensive use of metaphors and analogies
- Use words that relate to sensory and real-life images



Thinking and Feeling in Communication



Is this logical?

You prefer Thinking over Feeling.

THINKING

Your Key Strengths

- Assess situations and ideas impartially
- Provide honest, frank feedback
- Analyze, evaluate, and critique
- Are objective and principled
- Deal with situations in a direct and dispassionate manner

Your Communication Approach

- Use logic and analysis to spot flaws or weaknesses
- Need to know why
- Prefer information that is presented objectively as a matter of fact
- Debate or challenge information
- List and consider pros and cons
- Create or use clearly defined criteria
- Trust competence and expertise
- Like competition and want to win
- Use precise and concise language
- Are task and goal focused

Tips for Communicating with Feeling Types

- Take time to get to know them and develop rapport
- Avoid critiquing and evaluating when you are listening
- Focus on people in the situation; find out what is valued and important
- Foster harmony and create a positive atmosphere and setting
- Be friendly and approachable; offer encouragement and support
- Provide corrective feedback selectively; do this gently and critique behaviors, not people
- Include personal needs as criteria in decision making; consider how people may be affected
- Connect first, then challenge later; find areas of agreement
- Be careful to acknowledge and not analyze others' feelings and values
- Create win-win solutions to problems



Judging and Perceiving in Communication



Let's wait and see.

You prefer Perceiving over Judging.

PERCEIVING

Your Key Strengths

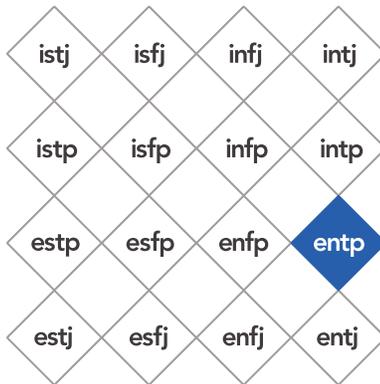
- Are flexible and adaptable
- Respond to the situation as needed
- Are open to new information
- Generate and consider a wide range of options
- Take an easygoing approach to change

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 responding to unexpected requests or opportunities
- Can postpone decisions or make tentative decisions that can change
- Seek input from others exactly when you 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

- Set and follow a schedule
- Offer conclusions and your rationale to facilitate decision making
- Be willing to make a decision and move forward
- Share information in a structured and organized way
- Avoid sharing too many open-ended options; focus on what is most important
- Negotiate specific time lines and deadlines
- Consistently meet commitments; show up on time and deliver results
- Provide clear roles and expectations when assigning tasks
- Make and follow through with plans
- Avoid adding unexpected tasks or options to a project, especially at the last minute



Your Communication Style

ENTP Communication Highlights

- Are persuasive and convincing when championing ideas
- Are a future-focused, change-oriented systems thinker; create new models and ideas
- Are quick to see problems as opportunities, explore links, and integrate ideas
- Use logical analysis to find root causes of complex problems
- Champion change and initiate actions with great energy and excitement

At First Glance

- Initially may seem skeptical and analytic; can be easygoing, tolerant, and casual
- Are open-ended and exploratory; take in and integrate information from many sources
- Think outside the box and come up with new and untried solutions to problems
- Are energetic and enthusiastic; immersed in initiating innovative projects
- Desire freedom and independence to align your efforts with a broader vision

What You Want to Hear

- How and why things work; enjoy questioning others
- Others questioning you and debating your perspectives
- Verbal challenges to sharpen your perspectives and demonstrate competency
- No direct commands or specific instructions
- Possibilities, ideas, theories, and models that draw your interest and engage you

When Expressing Yourself

- Use precise language; debate fine distinctions and implications of words and concepts
- Use logical, analytical language to describe abstract problems, systems, and ideas
- Discuss and play with alternative solutions that can seem in direct opposition
- Are persuasive and articulate; advocate, educate, and negotiate for your ideas
- Don't like to repeat yourself and may not take time to explain details

Giving and Receiving Feedback

- Generally accepting, but intolerant of incompetence or substandard efforts
- Will provide constructive feedback in a concise, to-the-point manner
- Are independent and assume others will work independently; are critical of dependence
- Are self-reliant and self-critical; are not likely to look to others for corrective feedback
- Fail to see the need for being overly encouraging or for giving ongoing positive feedback



Communication Tips for ENTPs

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

- Remember that not everyone is comfortable critiquing and debating. Others may interpret these activities as a rejection of their perspectives. Avoid coming across as blunt, detached, or impersonal when you discuss ideas and perspectives.
- Strive to understand personal situations rather than analyze them in a logical or impersonal way. Balance your abstract, conceptual approach with a consideration of the personal needs and situations of the people involved.
- Be willing to look at and discuss details and short-term implications of a situation. Be aware that others are more interested in achieving practical or immediate results. Share your perspective with enough detail to enable others to participate in the planning process.
- Show that you appreciate others and offer positive feedback and encouragement. Although this may not seem logical or expedient, you will find that many people want to work in an environment where they are given support and validation.
- Hold back on a tendency to critique others, and when giving corrective feedback, check how others are feeling. Balance corrective feedback with positive feedback, particularly when working with people who prefer Feeling.
- Some people prefer to conserve the status quo and are more comfortable with slower, well-planned, incremental change. Listen to them and assess what is working well and should be preserved.
- Your rapidly changing ideas and perspective may be a barrier to those who seek to find closure and take action. Be decisive and consistent when working with them.

Next Steps for Improving Your Communication

- Highlight the statements on the previous pages that most accurately describe you. Consider how your communication preferences affect your day-to-day interactions in positive ways and how your preferences may affect your interactions in negative ways.
- Review the suggestions for communicating with people who have a preference different from yours. Choose one or two tips to try first. After using the tip(s), assess whether the change has improved your communication.
- Review the tips for communication tailored to your personality type. Try one out. Track your progress by assessing whether the change was helpful.
- Learn about type dynamics, a theory that offers a deeper look into your communication style. Type dynamics can help you understand why and how you typically communicate and how your communication style may change when you are stressed.
- Discuss type development with the professional who recommended the MBTI assessment to you. Type development provides insights into how and why your communication style may evolve as you age.

