

Interpretive Report

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Report prepared for
WILLIAM CIPOLLI
September 19, 2011



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The MBTI® Personality Assessment

This Step II™ report is an in-depth, personalized description of your personality preferences, derived from your answers to the *Myers-Briggs Type Indicator*® (Form Q) instrument. It includes your Step I™ results (your four-letter type), along with your Step II results, which show some of the unique ways that you express your Step I type.

The MBTI® instrument was developed by Isabel Myers and Katharine Briggs as an application of Carl Jung's theory of psychological types. This theory suggests that we have opposite ways of gaining energy (Extraversion or Introversion), gathering or becoming aware of information (Sensing or Intuition), deciding or coming to a conclusion about that information (Thinking or Feeling), and dealing with the world around us (Judging or Perceiving).

<ul style="list-style-type: none"> ▪ If you prefer Extraversion, you focus on the outside world to get energy through interacting with people and/or doing things. 	<ul style="list-style-type: none"> ▪ If you prefer Introversion, you focus on the inner world and get energy through reflecting on information, ideas, and/or concepts.
<ul style="list-style-type: none"> ▪ If you prefer Sensing, you notice and trust facts, details, and present realities. 	<ul style="list-style-type: none"> ▪ If you prefer Intuition, you attend to and trust interrelationships, theories, and future possibilities.
<ul style="list-style-type: none"> ▪ If you prefer Thinking, you make decisions using logical, objective analysis. 	<ul style="list-style-type: none"> ▪ If you prefer Feeling, you make decisions to create harmony by applying person-centered values.
<ul style="list-style-type: none"> ▪ If you prefer Judging, you tend to be organized and orderly and to make decisions quickly. 	<ul style="list-style-type: none"> ▪ If you prefer Perceiving, you tend to be flexible and adaptable and to keep your options open as long as possible.

It is assumed that you use each of these eight parts of your personality but prefer one in each area, just as you have a natural preference for using one hand rather than the other. No preference pole is better or more desirable than its opposite.

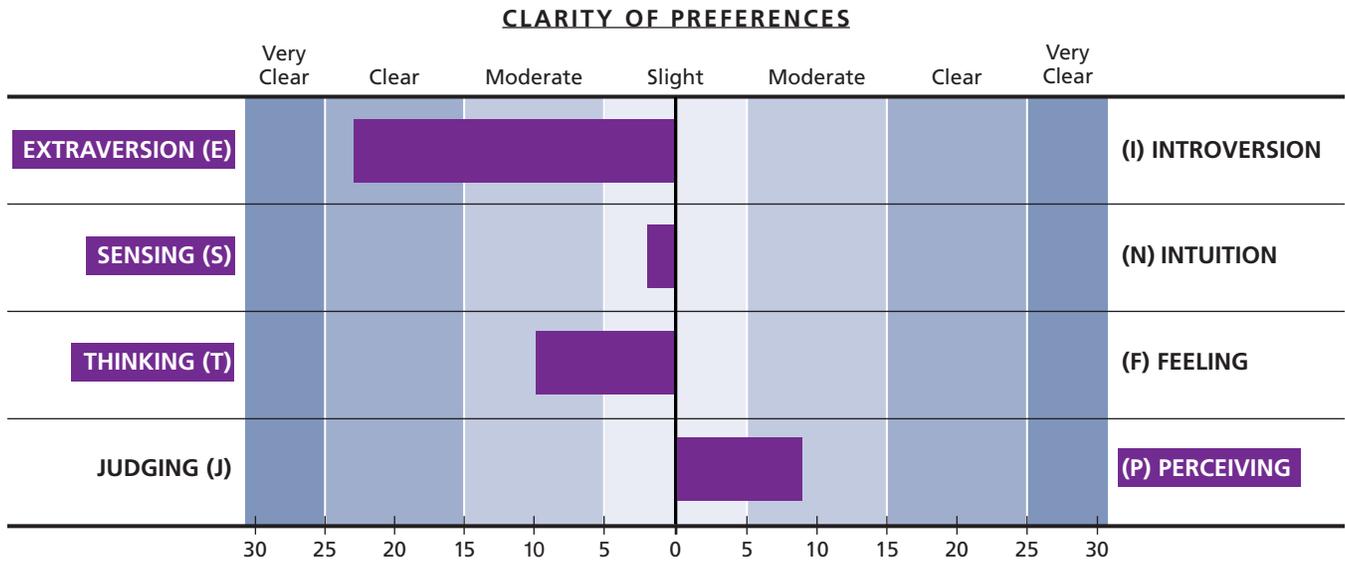
The MBTI instrument is not a measure of your skills or abilities in any area. Rather it is a way to help you become aware of your particular style and to better understand and appreciate the helpful ways that people differ from one another.

YOUR REPORT CONTAINS

- Your Step I™ Results
- Your Step II™ Facet Results
- Applying Step II™ Results to Communicating
- Applying Step II™ Results to Making Decisions
- Applying Step II™ Results to Managing Change
- Applying Step II™ Results to Managing Conflict
- How the Parts of Your Personality Work Together
- Integrating Step I™ and Step II™ Information
- Using Type to Gain Understanding
- Overview of Your Results

Your Step I™ Results

The graph below and the paragraphs that follow it provide information about the personality type you reported. Each of the four preferences you indicated is shown by a bar on that side. The longer the bar, the more clearly you have expressed that preference.



Your type came out to be
ESTP
(Extraversion, Sensing, Thinking, Perceiving)

ESTPs are typically able to see present needs. They realistically and quickly assess situations and search for solutions that work. They are not necessarily blocked by rules but rather adapt them to the current situation.

Noticing details and facts, ESTPs rely on experiences rather than theories to show them what’s important. They are curious and open-minded and often tolerant of different ways of doing things.

They prefer to try things themselves rather than simply listen to others’ advice and solutions to problems. They search for the guiding principles in their experiences and those of others they respect. They quickly apply logic and then move on to the next situation.

ESTPs try to make life fun and often enjoy material possessions as well as physical activity. Their attitude is that life is to be lived, not analyzed in depth, and thus they are not ones to sit still. They focus on the here and now.

ESTPs are likely to be most satisfied in a work environment that values realism, action, efficiency, and adaptability. People can count on them to focus on the current situation and take things as they come, while searching for and then implementing a solution.

DOES THIS TYPE FIT YOU?

Note the parts of the previous description that fit you and any that don’t. Your Step II results on the next pages may help to clarify any areas that do not describe you well. If the Step I type you reported does not fit, your Step II results may help suggest a different type that is more accurate for you.

Your Step II™ Facet Results

Your personality is complex and dynamic. The Step II tool describes some of that complexity by showing your results on five different parts or *facets* of each of the MBTI instrument's four pairs of opposite preferences shown below.

<p>EXTRAVERSION (E) ↔</p> <ul style="list-style-type: none"> Initiating Expressive Gregarious Active Enthusiastic 	<p>(I) INTROVERSION</p> <ul style="list-style-type: none"> Receiving Contained Intimate Reflective Quiet 	<p>SENSING (S) ↔</p> <ul style="list-style-type: none"> Concrete Realistic Practical Experiential Traditional 	<p>(N) INTUITION</p> <ul style="list-style-type: none"> Abstract Imaginative Conceptual Theoretical Original
<p>THINKING (T) ↔</p> <ul style="list-style-type: none"> Logical Reasonable Questioning Critical Tough 	<p>(F) FEELING</p> <ul style="list-style-type: none"> Empathetic Compassionate Accommodating Accepting Tender 	<p>JUDGING (J) ↔</p> <ul style="list-style-type: none"> Systematic Planful Early Starting Scheduled Methodical 	<p>(P) PERCEIVING</p> <ul style="list-style-type: none"> Casual Open-Ended Pressure-Prompted Spontaneous Emergent

In reviewing your results, keep in mind that

- Each facet has two opposite poles. You are more likely to favor the pole that is on the same side as your overall preference (an *in-preference* result)—for example, the Initiating pole if you prefer Extraversion, or the Receiving pole if you prefer Introversion.
- For any particular facet, you might favor a pole that is opposite to your overall preference (an *out-of-preference* result) or show no clear preference for either pole (a *midzone* result).
- Knowing your preferences on these twenty facets can help you better understand your unique way of experiencing and expressing your type.

HOW TO READ YOUR STEP II™ RESULTS

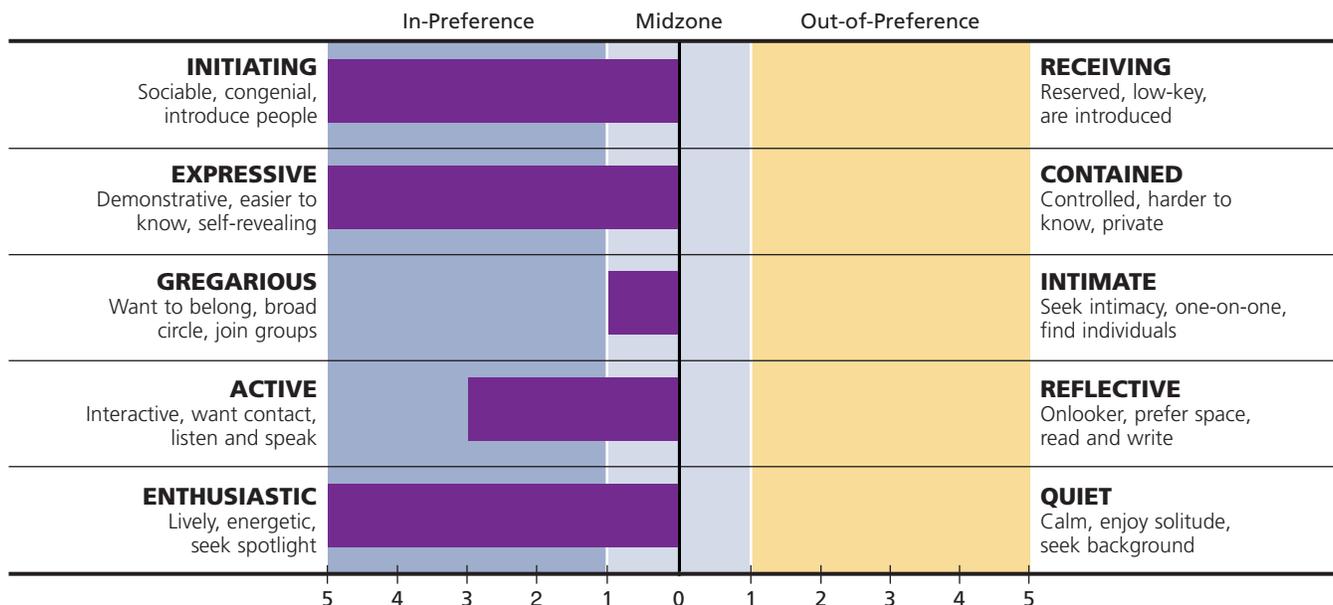
The next few pages give you information for each set of facets. Each page has a graph of your results on the facets. The graph gives

- Brief definitions of the MBTI Step I preferences shown.
- The names of the five facet poles associated with each MBTI preference along with three descriptive words or phrases for each facet pole.
- A bar showing the pole you prefer or the midzone. The length of that bar shows how clearly you reported your preference for that pole. By looking at the graph, you can see whether your result on a facet is in-preference (scores of 2–5 on the same side as your preference), out-of-preference (scores of 2–5 on the side opposite your preference), or in the midzone (scores of 0 or 1).

Below the graph are statements that describe the characteristics of each in-preference, out-of-preference, or midzone result. If a set of statements does not seem to fit, perhaps you would be better described by the opposite pole or by the midzone. To understand an opposite facet pole, look at the three words or phrases that describe it on the graph.

EXTRAVERSION (E)
Directing energy toward the outer world of people and objects

(I) INTROVERSION
Directing energy toward the inner world of experience and ideas



Initiating (in-preference)

- Are assertively outgoing in social situations, planning and directing gatherings.
- Act as a social facilitator, arranging the situation to get what you feel is best.
- Carry out social obligations with finesse, introducing people to each other with ease.
- Enjoy linking people whose interests are similar.
- Genuinely want people to interact and get to know each other.

Expressive (in-preference)

- Talk a lot!
- Find it easy to express your feelings and interests to others.
- Are seen by others as cheerful, warm, and humorous.
- Are easy to get to know.
- May sometimes wonder whether you've talked too much or said inappropriate or perhaps embarrassing things.

Gregarious-Intimate (midzone)

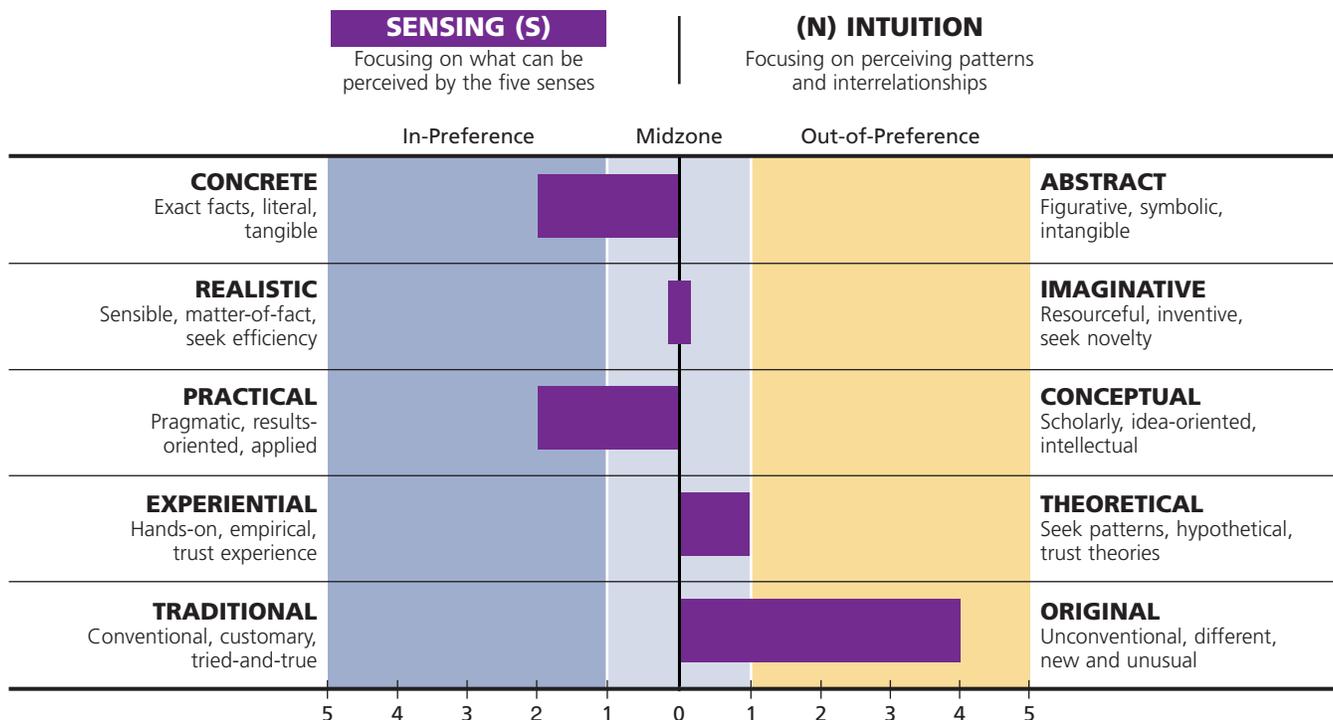
- Like large-group activities or one-on-one conversations at different times.
- Find that your degree of comfort with strangers depends on the situation.
- Appear outgoing at times and reserved at other times.
- May not want many intense intimate relationships.
- Are moderately comfortable relating to casual acquaintances.

Active (in-preference)

- Prefer active participation rather than passive observation.
- Learn better by doing, hearing, and asking questions than by reading and writing.
- Like to communicate in person, either face-to-face or voice-to-voice.
- Would rather talk than write about a topic.

Enthusiastic (in-preference)

- Like being where the action is.
- Often seek to be the center of attention.
- Show wit and humor when you talk with others.
- Feel that life is meant to be exciting.
- Catch others up in your enthusiasms.
- Get bored without activity, so you make it happen and often engage others in the activity.



Concrete (in-preference)

- Are grounded in reality and trust the facts.
- Interpret things literally.
- Are cautious about making inferences.
- May find it hard to see trends and link facts to the bigger picture.
- Begin with what you know to be true, and have all the facts in order before moving on.
- May be seen by others as resistant to change, although you may not see yourself that way.

Realistic-Imaginative (midzone)

- Like to search for and find new ideas or methods.
- Carefully avoid embracing anything that seems too far-fetched or involves a lengthy search.
- Move relatively quickly to see how your ideas work and what their limits are.
- Stay in touch with the commonsense aspects of any situation.

Practical (in-preference)

- Find that applying ideas is more appealing than the ideas themselves.
- Need to see an idea's application to understand it.
- Are impatient listening to ideas if a practical use is not the end result.
- Favor practical utility over intellectual curiosity.

Experiential-Theoretical (midzone)

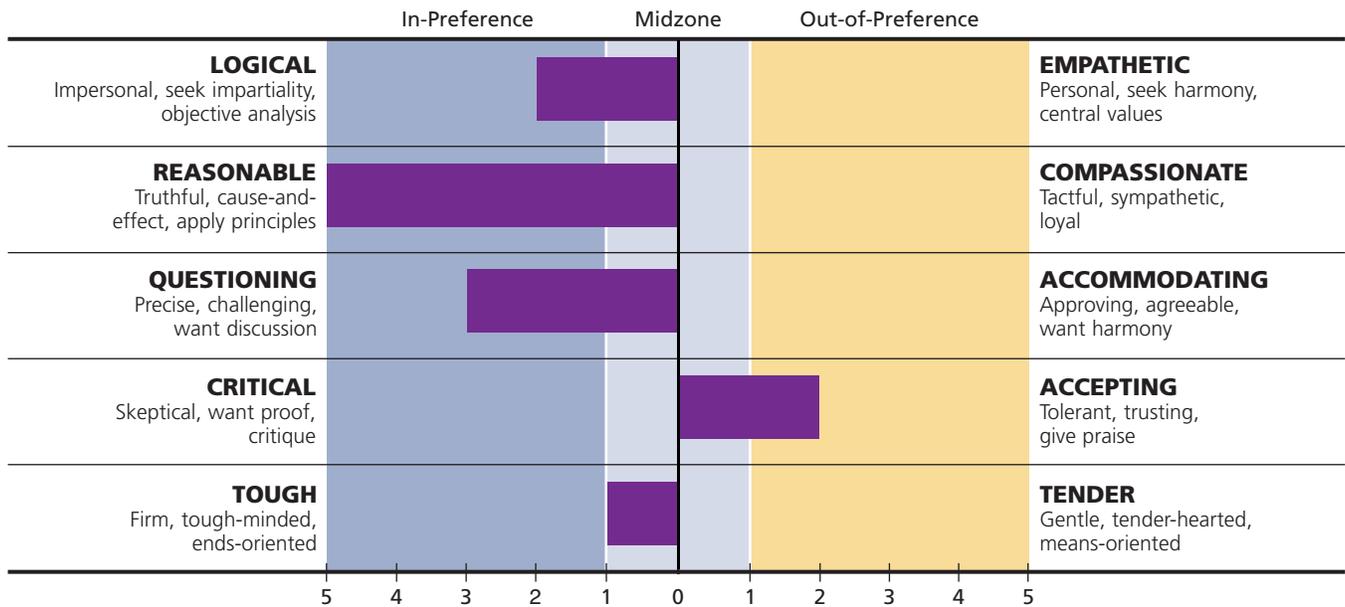
- Have a mild interest in theories that explain things that are important to you.
- Are not likely to pursue theories in any great depth.
- See theories as explaining patterns you note, but are more interested in seeing those patterns work.

Original (out-of-preference)

- Look for what could be better, new, or different.
- Like being original and different, but not so much as to be out of the mainstream.
- Are often seen as both creative and practical.
- May occasionally surprise others by going off in new and different directions.

THINKING (T)
 Basing conclusions on logical analysis with a focus on objectivity

(F) FEELING
 Basing conclusions on personal or social values with a focus on harmony



Logical (in-preference)

- Believe that logical analysis is best for decision making.
- Use sequential reasoning, with premises and defined rules, to reach consistent conclusions.
- Use hard data to make your decisions.
- Focus on cause and effect.
- Like to maintain clear boundaries between issues.
- Can easily identify the pros and cons of an issue.

Reasonable (in-preference)

- Use reasoning to make decisions.
- Approach situations as an impartial observer.
- Are confident and clear about your objectives and decisions.
- Live your life logically, with premises leading to conclusions.
- View situations objectively and analytically.

Questioning (in-preference)

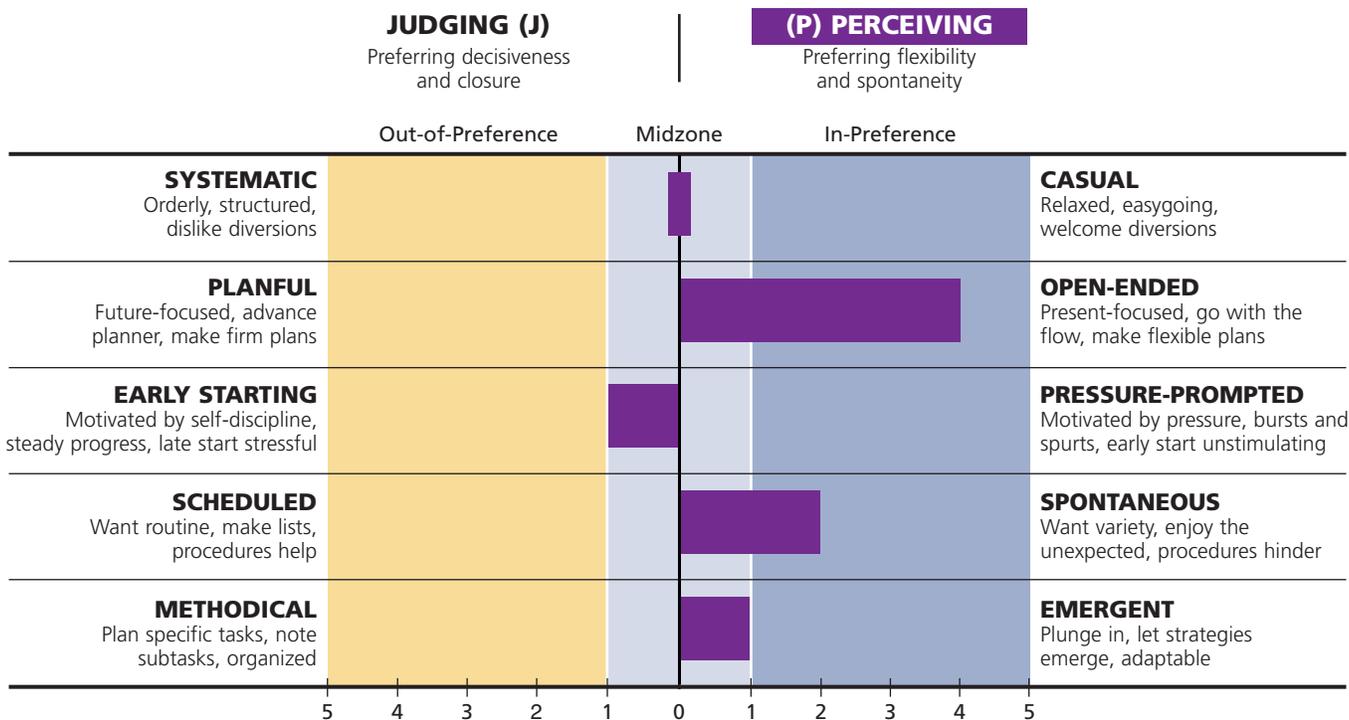
- Are intellectually independent.
- Use questions to clarify ideas.
- Are precise in your questions, liking to zero in on discrepancies.
- May need to have all your questions answered before you can trust any conclusions.
- Are tenacious in getting the answers you need.
- Feel questioning is appropriate, even if something is already right.

Accepting (out-of-preference)

- Welcome a broad range of ideas and approaches.
- Appear to accept all ideas equally, not imposing your thoughts on others.
- Prefer a participative management style.
- Are modest about your own work and may be reluctant to promote it over others' ideas.
- Are seen as open, fair, and approachable, but some people may be confused about what you really think.

Tough–Tender (midzone)

- Try to separate emotional issues from outcomes.
- Will push others toward action.
- Prefer a conciliatory approach at first, but can be tough when needed.
- Are devoted and loyal to people close to you.



Systematic–Casual (midzone)

- Like a general plan with some contingencies.
- Find too much detail in a plan inhibiting.
- Don't mind interruptions if no agenda is in place.
- Dislike distractions when involved in a project.
- Find that an advance plan permits comfortable deviation because you can always return to the plan.

Open-Ended (in-preference)

- Like to make plans on the spur of the moment, especially in your leisure activities.
- Feel that spontaneous plan-making happens almost magically.
- Prefer flexibility so activities can unfold.
- Regret commitments to binding engagements because they close you in.
- Have long-range fantasies rather than long-range plans.

Early Starting–Pressure-Prompted (midzone)

- Are likely to find it hard to get started on a task too much in advance of the deadline.
- Find the pressure of an approaching deadline motivating.
- Work best when the deadline is close enough to cause moderate pressure.
- Have more plans in your head than on paper as you get started.

Spontaneous (in-preference)

- Enjoy freedom and openness to new experiences.
- Are at your best when free to work spontaneously.
- Are uncomfortable with routines and see them as constraints.
- Feel that routine interferes with your ability to respond to unexpected opportunities.
- Don't like scheduling your creativity.

Methodical–Emergent (midzone)

- Prefer having some detailed plans in an unfamiliar situation.
- Are comfortable without a plan when quite sure of yourself.
- Don't need all the steps in place before you move ahead.
- Are seen by others as flexible and able to change course.

Applying Step II™ Results to Communicating

All aspects of your type influence how you communicate, especially as part of a team. Nine of the facets are particularly relevant to communication. Your preferences for these nine facets along with tips for better communication appear below.

In addition to the tips in the table, keep in mind that communication for every type includes

- Telling others what kind of information you need.
- Asking others what they need.
- Monitoring your impatience when other styles dominate.
- Realizing that others likely are not trying to annoy you when they use their own communication styles.

Your Facet Result	Communication Style	Enhancing Communication
Initiating	Start interactions by helping people get to know one another.	Make sure that people actually need and want these introductions.
Expressive	Say whatever is on your mind to anyone who will listen.	Recognize when it's important <i>not</i> to say what's on your mind and then don't say it.
Active	Like to communicate and interact with others face-to-face.	Recognize when face-to-face communication may be intrusive or unnecessary.
Enthusiastic	Readily show enthusiasm for the subject at hand.	Be careful not to overwhelm and override others; make sure you ask for input.
Concrete	Talk about the here-and-now detail.	Be open to the inferences that can arise from the details.
Questioning	Want to ask questions.	Be selective in choosing questions to ask so as not to intimidate people.
Accepting	Take a naturally inclusive stance toward a broad range of views.	Be aware that others may be frustrated by your refusal to favor one view over the others.
Tough–Tender Midzone	Take a tough or a tender stance depending on the circumstances.	Be aware that under stress, you are likely to be tough.
Methodical–Emergent Midzone	May or may not give others detailed procedures for the task, depending on the circumstances.	Pay attention to which focus others need for a particular task.

Applying Step II™ Results to Making Decisions

Effective decisions require gathering information from a variety of perspectives and applying sound methods of evaluating that information. The Step II facets give us specific ways to enhance our decision making, especially those facets related to Sensing, Intuition, Thinking, and Feeling. Below are general questions associated with those facets. The facet poles you prefer are in ***bold italics***. If you are in the midzone, neither pole is italicized.

<p style="text-align: center;">SENSING</p> <p><i>Concrete: What do we know? How do we know it?</i> Realistic: What are the real costs? <i>Practical: Will it work?</i> Experiential: Can you show me how it works? Traditional: Does anything really need changing?</p>	<p style="text-align: center;">INTUITION</p> <p>Abstract: What else could this mean? Imaginative: What else can we come up with? Conceptual: What other interesting ideas are there? Theoretical: How is it all interconnected? <i>Original: What is a new way to do this?</i></p>
<p style="text-align: center;">THINKING</p> <p><i>Logical: What are the pros and cons?</i> <i>Reasonable: What are the logical consequences?</i> <i>Questioning: But what about . . . ?</i> Critical: What is wrong with this? Tough: Why aren't we following through now?</p>	<p style="text-align: center;">FEELING</p> <p>Empathetic: What do we like and dislike? Compassionate: What impact will this have on people? Accommodating: How can we make everyone happy? <i>Accepting: What is beneficial in this?</i> Tender: What about the people who will be hurt?</p>

Six different ways of evaluating information, called decision-making styles, have been identified based on two facets of the Thinking–Feeling dichotomy: Logical–Empathetic and Reasonable–Compassionate.

Your style is Logical and Reasonable.
This style means that you likely

- Trust the Thinking preference and readily make decisions based on logical analysis of data.
- May recognize the impact of your decisions on people and relationships but see that as secondary.
- Focus on accuracy to achieve a good decision.
- Are seen as precise, objective, and confident.
- Are sometimes seen as inflexible.

TIPS

In individual problem-solving, start by asking *all* the questions in the boxes above.

- Pay careful attention to the answers. The questions that are opposite to the ones in ***bold italics*** may be key since they represent perspectives you aren't likely to consider.
- Try to balance your decision-making style by considering the less preferred parts of your personality.

In group problem-solving, actively seek out people with different views. Ask for their concerns and perspectives.

- Do a final check to make sure that all the questions above have been asked and that different decision-making styles are included.
- If you are missing a perspective, make extra efforts to consider what it might add.

Applying Step II™ Results to Managing Change

Change seems to be inevitable and affects people in different ways. To help you deal with change,

- Be clear about what is changing and what is remaining the same.
- Identify what you need to know to understand the change and then seek out that information.

To help others deal with change,

- Encourage open discussion about the change; be aware that this is easier for some than others.
- Make sure that both logical reasons and personal or social values have been considered.

Your personality type also influences your style of managing change, particularly your results on the nine facets below. Review the facets and tips for enhancing your response to change.

Your Facet Result	Change-Management Style	Enhancing Change Management
Expressive	Freely share your feelings about the change with others.	Limit your expressiveness to those who appreciate your style; give others time to think things through.
Gregarious–Intimate Midzone	Talk to many or few people, depending on your situation and who is available.	Make sure to pick the most appropriate people to talk to, not just those who are available.
Concrete	May get stuck on some aspects of change and ignore others.	Ask someone to help you move from the facts and details to reasonable possibilities.
Realistic–Imaginative Midzone	Are concerned about both the cost effectiveness and the novel possibilities.	Validate both points of view and decide which makes more sense in this circumstance.
Experiential–Theoretical Midzone	Are interested in theories that explain the immediate situation.	Help others see the relevance of both perspectives.
Original	Embrace change for the sake of change.	Be selective about what changes are really worth pursuing.
Tough–Tender Midzone	Start with a tender stance but may become tough.	Stay open to the people issues as long as possible.
Open-Ended	Let the changes unfold as they may.	Be aware that others may be uneasy with your unfolding approach; fill them in whenever you can.
Methodical–Emergent Midzone	Know some steps involved in implementing the change but don't need to know all of them.	Be aware that when there are lots of unknowns, more steps are helpful; when more is known, fewer steps are needed.

Applying Step II™ Results to Managing Conflict

Conflicts are inevitable when working with others. People of distinct personality types may differ in what they define as conflict, how they react to it, and how they reach resolution. Although sometimes unpleasant, conflicts often lead to improved work situations and enhanced relationships.

Part of conflict management for every type includes

- Taking care of getting the work done while maintaining your relationships with the people involved.
- Recognizing that all perspectives have something to add, but any perspective used in its extreme and to the exclusion of its opposite will ultimately impede conflict resolution.

Some aspects of conflict management may be unique to your results on six Step II facets. The table below explains how your results on these facets may affect your efforts to manage conflict.

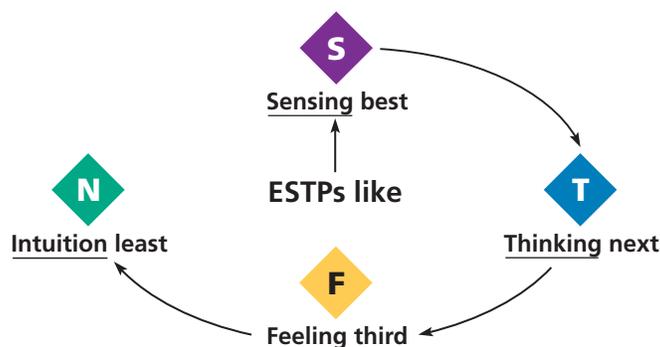
Your Facet Result	Conflict-Management Style	Enhancing Conflict Management
Expressive	Discuss the conflict and your emotional reactions to it immediately.	Be aware that even though others may not speak up immediately, they may feel strongly about the issue.
Gregarious–Intimate Midzone	Involve either many people or a few trusted others in resolving the conflict, depending on the situation.	Make sure your approach fits the particular situation; you may need to either increase or reduce the number of people you involve.
Questioning	Ask many questions of others to reveal all the issues in the conflict.	Be aware that people may take your questioning style as challenging rather than helpful in resolving the issue; be clear about your intent.
Accepting	Look for points of agreement in others’ arguments and ideas.	Recognize that some things are really worthy of criticism, so don’t insist on agreement.
Tough–Tender Midzone	Wait until the group has tried to reach consensus; if it doesn’t, push for your own way.	Monitor the timing of when you give up on consensus and push to action.
Early Starting–Pressure-Prompted Midzone	Have a good sense of when to start in sufficient time so as to not upset co-workers.	Continue to monitor when you start on projects with others and be sensitive to their needs.

In addition to your facet results, your decision-making style (as explained earlier) affects how you manage conflict. Your decision-making style is Logical and Reasonable. You are likely to focus on the logic of the situation, thinking others see it the same way. To make your efforts to manage conflict more effective, keep in mind that not all situations are win-lose and resist taking a competitive stance.

How the Parts of Your Personality Work Together

The essence of type involves the way information is gathered (Sensing and Intuition) and how decisions are made (Thinking and Feeling). Each type has favorite ways of doing those two things. The two middle letters of your four-letter type (S or N and T or F) show your favorite processes. Their opposites, whose letters don't appear in your four-letter type, are third and fourth in importance for your type. Remember—you use all parts of your personality at least some of the time.

Here's the way it works for ESTPs:



USING YOUR FAVORITE PROCESSES

Extraverts like to use their favorite process mostly in the outer world of people and things. For balance, they use their second favorite in their inner world of ideas and impressions. Introverts tend to use their favorite process mostly in their inner world and to balance this with the use of their second favorite process in the outer world.

Thus ESTPs use

- Sensing mainly externally to notice the important facts and details.
- Thinking mainly internally to analyze and logically reach conclusions.

USING YOUR LESS-FAVORED PROCESSES

When you frequently use the less-preferred parts of your personality, Feeling and Intuition, remember that you are working outside of your natural comfort zone. You may feel awkward, tired, or frustrated at these times. As an ESTP, you may become excessively focused on the realities of the moment at first, and then feel overwhelmed by frightening internal possibilities and explanations.

To bring back some balance, try the following:

- Take more breaks in your activities when you are using these less familiar parts of your personality—Feeling and Intuition.
- Make an effort to find time to do something enjoyable that involves using your favorite ways—Sensing and Thinking.

USING YOUR TYPE EFFECTIVELY

ESTPs' preference for Sensing and Thinking makes them mostly interested in

- Acquiring and using facts and experiences.
- Reaching logical conclusions about them.

They typically devote little energy to the less-preferred parts of their personality, Intuition and Feeling. These parts may remain inexperienced and be less available for use in situations where they might be helpful.

As an ESTP,

- If you rely too much on your Sensing, you are likely to miss the big picture, other meanings of the information, and new possibilities.
- If you make judgments exclusively using Thinking, you may forget to compliment people when you should and ignore the impact of your decisions on others.

Your personality type is likely to develop in a natural way over your life. As people get older, many become interested in using the less familiar parts of their personality. When they are in midlife or older, ESTPs often find themselves devoting more time to things that were not very appealing when they were younger. For example, they report greater pleasure in considering new ways of doing things and in personal relationships.

HOW THE FACETS CAN HELP YOU BE MORE EFFECTIVE

Sometimes a particular situation calls for using a less-preferred part of your personality. Your facet results can make it easier for you to temporarily adopt a less-natural approach. Begin by identifying which facets are relevant and which poles are more appropriate to use.

- If you are *out-of-preference* on one or more of the relevant facets, make sure to focus on using approaches and behaviors related to those out-of-preference facets.
- If you are in the *midzone*, decide which pole is more appropriate for the situation at hand and make sure you use approaches and behaviors related to that pole.
- If you are *in-preference*, ask someone at the opposite facet pole for help in using that approach or read a description of that pole to get clues for modifying your behavior. Once you have a good approach, resist shifting back into your comfort zone.

Here are two examples of how to apply these suggestions.

- If you are in a situation where your natural information-gathering style (Sensing) may not be appropriate, try to modify your Concrete approach (an in-preference result) by considering the meanings and implications of your factual information (Abstract).
- If you are in a situation where you might need to adapt your way of getting things done (Perceiving), try modifying your Spontaneous approach to accomplishing tasks (an in-preference result) by asking yourself if following some routines (Scheduled) would help you achieve better results in this particular situation.

Integrating Step I™ and Step II™ Information

When you combine your Step I reported type and your Step II out-of-preference facets, the result is your individualized type description:

Original, Accepting

ESTP

If, after reading all the information in this report, you don't think you have been accurately described, perhaps a different four-letter type or some variation on the facets will fit you better. To help you figure out your best-fit type,

- Focus on any type letters you thought were incorrect or any type dichotomy on which you had some out-of-preference or midzone facet results.
- Read the type description for the type you would be if the letter or letters you question were the opposite preference.
- Consult your MBTI interpreter for suggestions.
- Observe yourself and ask others how they see you.

Using Type to Gain Understanding

Knowledge of type can enrich your life in several ways. It can help you

- *Better understand yourself.* Knowing your own type helps you understand the assets and liabilities of your typical reactions.
- *Understand others.* Knowing about type helps you recognize that other people may be different. It can enable you to see those differences as useful and broadening, rather than annoying and restricting.
- *Gain perspective.* Seeing yourself and others in the context of type can help you appreciate the legitimacy of other points of view. You can then avoid getting stuck in believing your way is the only way. No perspective is always right or always wrong.

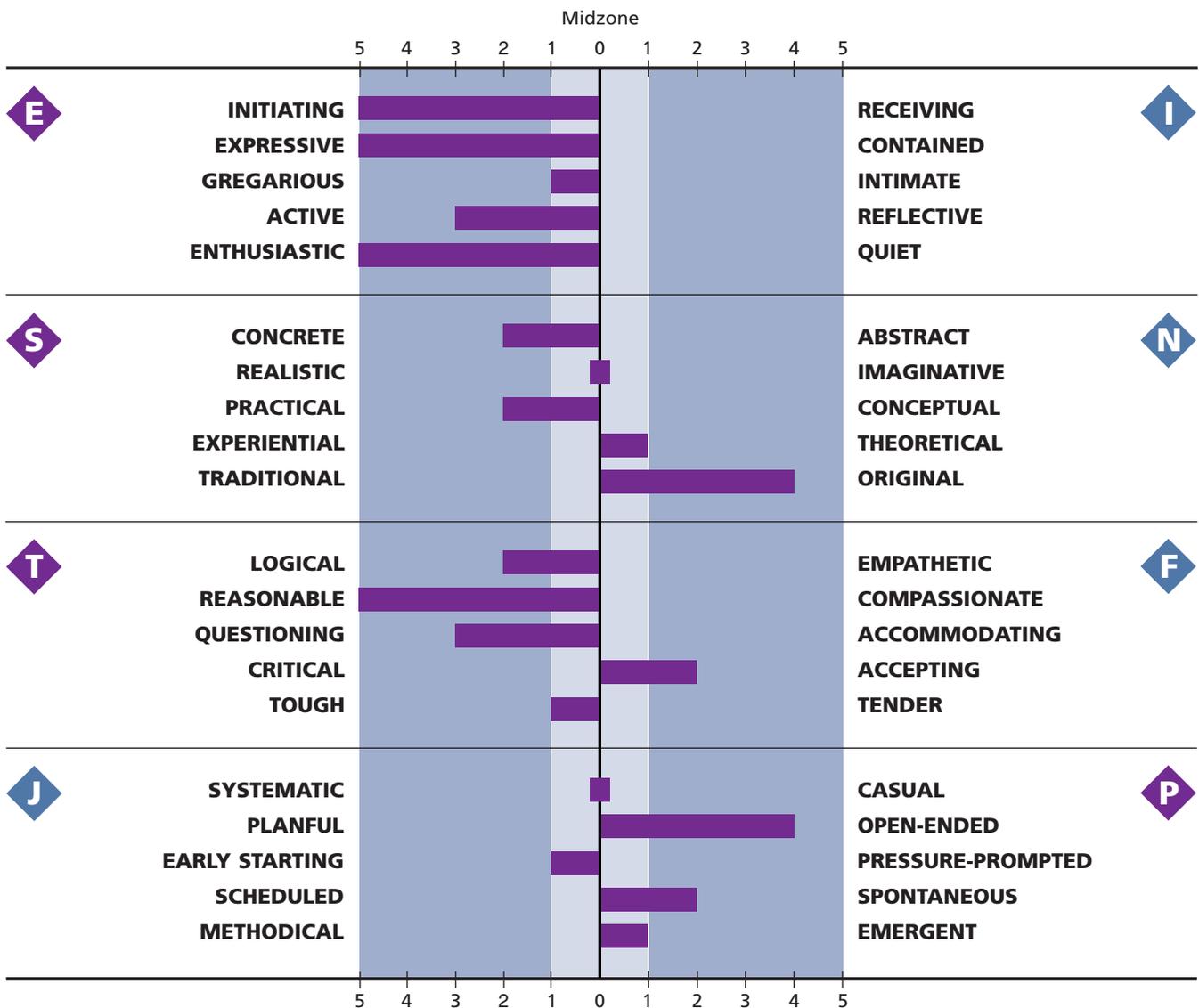
Reading about type and observing yourself and others from the standpoint of type will enrich your understanding of personality differences and encourage constructive uses of those differences.

Overview of Your Results

YOUR FOUR-LETTER TYPE FROM THE STEP I™ INSTRUMENT

ESTPs tend to be easygoing, adaptable, action-oriented realists. They like on-the-spot problem solving. They don't worry much about the future but rather enjoy what's happening now. They prefer actions to long explanations. They are most comfortable with real things that can be handled, taken apart, and put together.

YOUR RESULTS ON THE 20 FACETS FROM THE STEP II™ INSTRUMENT



When you combine your Step I reported type and your Step II out-of-preference facets, the result is your individualized type description:



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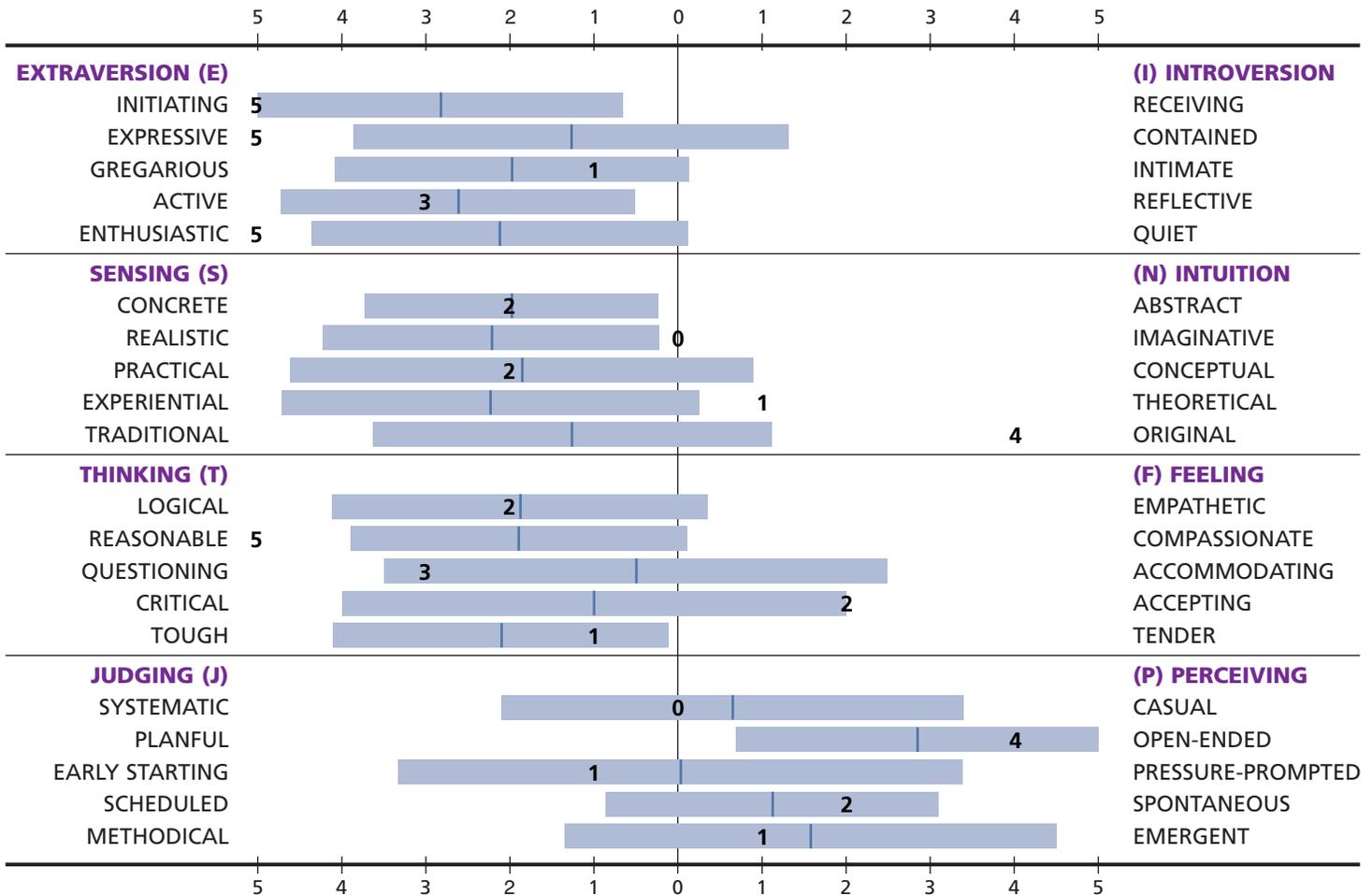
Interpreter's Summary

PREFERENCE CLARITY INDEXES FOR REPORTED TYPE: ESTP

Extraversion: Clear (23)	Sensing: Slight (2)	Thinking: Moderate (10)	Perceiving: Moderate (9)
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FACET SCORES AND THE AVERAGE RANGE OF SCORES FOR OTHER ESTPs

The bars on the graphs below show the average range of scores that occurred for the ESTPs in the national sample. The bars show scores that are -1 to +1 standard deviation from the mean. The vertical line in each bar shows ESTPs' mean score. The bold numbers show the respondent's scores.



POLARITY INDEX: 57

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