



Eunice Exempler

Career Analysts

3/03/2005

This is a confidential report intended for use by, or under the guidance of, a trained professional or psychologist. For a full understanding of the analysis other relevant data such as ability, aptitudes, motivation, interests and work experience need to be considered.

JUNG TYPE INDICATOR

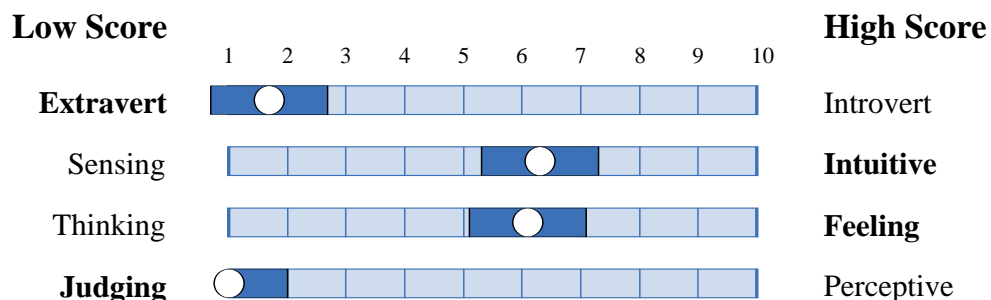
INTRODUCTION

The Jung Type Indicator (JTI) is a questionnaire designed to assess a person's preferences along the four dimensions of Extraversion-Introversion, Sensing-Intuition, Thinking-Feeling and Judging-Perception. From knowing these preferences, it is possible to anticipate how a person will normally prefer to act in a variety of different situations. It is also possible to anticipate how a person will typically prefer to approach many aspects of her work.

It is important to emphasise that the Jung Type Indicator only assesses preferences and does not directly assess actual skills. However, people often develop greater skills in those things that they prefer doing than in those which they enjoy less. It follows therefore that to know a person's preferences can provide useful insights into the range of skills that they may have developed.

Before turning to Eunice Exemplar's results, it should also be pointed out that the scores which she has obtained on each of the four dimensions represent her most typical set of preferences across a wide variety of situations and circumstances. However, there may be specific circumstances where her behaviour and approach may differ from what would be predicted from her JTI scores. The extent to which this will be the case will depend on the extent to which she has already made the effort to develop skills in those areas and approaches which are not her naturally preferred ones.

The report below is presented firstly in terms of Eunice Exemplar's scores on the four main dimensions of the Jung Type Indicator. The report then considers a number of different aspects of Eunice Exemplar's approach to tasks and situations at work. Eunice Exemplar's special strengths are next considered and finally, the report concludes with a consideration of the areas which she might wish to explore in relation to self-development.



THE FOUR MAIN DIMENSIONS OF THE JTI

EXTRAVERSION - INTROVERSION

The dimension of Extraversion - Introversion describes a person's preference either for the outer world of things and people (Extraversion) or for the inner world of thoughts and ideas (Introversion). Extraverts are people who enjoy interacting with the outside world. They like doing things at a practical level, they enjoy expending energy by being active and they enjoy interacting with others. In contrast, the Introvert prefers thought and imagination to action and interaction. Introverts enjoy time spent by themselves. The inner world of their thoughts is important to them and they need time alone to reflect upon their ideas.

It is important to emphasise that introverts are not necessarily shy people, just as extraverts are not necessarily socially confident people. Many introverts have considerable self-confidence when with others and conversely, many extraverts can feel quite shy when with others.

Eunice Exemplar's score on this dimension places her strongly in the direction of extraversion. This means that she will very much enjoy being with other people, whether at work or in her life outside work. She will not enjoy time spent by herself and, wherever possible, will look for situations in which she can work with others. In particular, she will enjoy work which brings her into contact with new people.

Eunice Exemplar will very much enjoy discussion and conversation. She is likely to have something to say in most situations and will often be one of the first to speak. She will tend to say what comes into her mind rather than carefully thinking through what she is going to say and will often use conversation with others as a means of clarifying her thoughts on an issue. Wherever possible, she will prefer to resolve things with people via discussion rather than in writing, though will probably be content with written communication where this is the only option.

Eunice Exemplar could best be described as a 'doer' rather than a 'thinker'. She will probably feel frustrated if she has nothing of a practical nature to get on with and will want to keep herself as active as possible. Results rather than ideas are what is important to her and she will enjoy being the one who has the responsibility for turning ideas into action.

She will seek variety in her work and will not enjoy tasks where she has to concentrate for a long time. This will be especially so where a task does not involve being active at a practical level and, in such circumstances, might not find it easy to concentrate for an extended period of time.

SENSING - INTUITION

The dimension of Sensing - Intuition primarily describes a person's inclination either to focus upon raw information and data as presented to the senses or to focus on the underlying patterns in that data and information. People who have a preference for Sensing prefer to look at situations as they are presented to them, examining the details with care and not wishing to go beyond the obvious and the immediate. Those with a preference for Intuition pay less

attention to detail and evidence and are more concerned to absorb the general pattern and to read between the lines. They enjoy dealing with the hypothetical and are less concerned about the precise realities of the immediate situation.

Eunice Exemplar's score on this dimension falls within the middle band, showing more or less equal tendencies towards sensing and intuition. She is likely therefore to show a good balance between attention to detail on the one hand and concern with the abstract and underlying features of a situation on the other. She will want to look for patterns in a situation and try to interpret the situation in an abstract way but will also be keen to ensure that she has made an accurate appraisal of the facts of the situation in the first place.

She will be concerned to see that any proposed innovations are well supported by evidence, and if evidence is lacking, then she will want to see a program of careful evaluation put in place. At the same time however, she will encourage innovation and change wherever she believes this is called for. In considering any course of action, she will be concerned with the future needs of the organisation but not at the expense of the immediate needs. Solutions which will only work in the long term will not be satisfactory to her if they do not also deal with the present realities.

Where innovation is called for, Eunice Exemplar will be happy to join in the innovation process herself and will probably feel that she has at least some capability for creativity. She will feel reasonably content with working at the hypothetical / conceptual level but will also feel herself able to deal with concrete issues which require an accurate appraisal of the facts of a situation.

THINKING - FEELING

The dimension of Thinking - Feeling describes a person's preference either for the logical, analytic processes of thinking and decision making or the processes of subjectivity and the reliance upon feeling and emotion. The 'Thinking' person likes to analyse situations in terms of cause-effect relationships and likes to use reason and logic in order to reach a conclusion. The 'Feeling' person on the other hand, likes to reach a point of view in a much more subjective way, letting herself be guided by her feelings and by the feelings of others.

Eunice Exemplar's score on this scale falls within the middle band, showing more or less equal tendencies towards 'Thinking' and 'Feeling'. She will therefore tend to appraise situations both in terms of her subjective, intuitive feelings and also in terms of a more logical analysis, allowing both kinds of information to influence her final decision.

When dealing with people, she will want to know their reactions to an idea or proposed course of action and will try to take these into consideration where possible. At the same time, she will also consider what is fair and reasonable and will try to be firm where necessary.

Eunice Exemplar will also show an interest in people's well-being and will want to know if they are facing difficulties. She will try to help wherever she can though will not let herself be influenced unduly if the situation does not warrant it.

JUDGING - PERCEPTION

The dimension of Judging - Perception describes a person's preference either for structure, order and planning or for spontaneity, adaptability and flexibility. The person who falls at the Judging end of this dimension likes to make decisions as soon as sufficient information has been gained and then sets about achieving an objective via a carefully thought out, structured sequence of stages. The person who falls at the Perception end of the dimension likes to put off decision-making in order to gain as much information as possible. When she does decide to act, she will do so in an unstructured and flexible manner without detailed prior planning.

Eunice Exemplar's score falls at the extreme 'Judging' end of this dimension. The achievement of objectives will therefore be of utmost importance to her. In taking on a project, she will want to prepare an action plan as soon as possible and will not be greatly concerned if the necessary information is not yet all available. She will prepare for the project down to the very last detail, attempting to anticipate all possible contingencies and ensuring that all possibilities have been accounted for. Once the plan has been prepared, she will establish clear and precise targets that must be met along the way, will set out a schedule for each stage of the project and will ensure that all necessary resources will be available at the times they are needed.

When the project is under way, she will monitor progress consistently, ensuring that each target has been achieved on time and that the project is staying on schedule in order to meet the ultimate deadline. If circumstances change during the course of the project, she will revise her plans, setting out in precise detail the new course of action and carefully specifying any changes to targets and schedules.

If circumstances change dramatically and rapid action is required, she may find it difficult to react with spontaneity since, for her, all actions should be planned and carefully thought out beforehand. She will rather guard against the possibility of such an eventuality by trying to anticipate at the outset what circumstances might occur and ensuring that she has a contingency plan to cover each and every eventuality.

WORK STYLE THEMES

The following section of the report discusses Eunice Exempler's results on the Jung Type Indicator in terms of five different work style themes.

WORKING RELATIONSHIPS

Eunice Exempler's very high level of extraversion combined with her balance between 'thinking' and 'feeling' suggests that she will very much enjoy contacts with others at work and that her working relationships will, in general, be fairly important to her. She is likely to be very sociable and friendly and will show a reasonable amount of concern for those around her.

She will enjoy co-operating with other people at work, especially because of the opportunity this gives her for company and contact with others. She will also quite enjoy discussing her work with others, both the technical aspects and the more interpersonal aspects. If she disagrees with others, she will be reasonably direct in expressing her view where this is necessary but, at the same time, she will try to be tactful and aware of other peoples' sensitivities wherever she can.

MANAGEMENT STYLE

Eunice Exempler's management style could firstly be described as very highly active and participative. She will want to have a very high level of involvement with her subordinates, both in terms of the detailed organisation and monitoring of their work and also in terms of she herself getting involved in the work. She will place a considerable emphasis on results, wanting to see tangible outputs and wanting to see deadlines being met without fail.

She will take very much of a 'hands-on' approach in organising her subordinates' work, monitoring what they are doing, making sure they constantly update her on progress and ensuring that they meet each target that has been set. She will maintain a tight organisation over the project as a whole and will set each person specific tasks in line with her overall plan to co-ordinate the work of the team.

On the whole, Eunice Exempler will want to see a balance between formality and informality in her relationships with her subordinates. On the one hand, she will expect them to show at least some regard for her position as their manager and will expect a reasonable degree of conscientiousness from them, but on the other hand she will want them to feel that status should not get in the way of an effective working relationship and so will therefore encourage her subordinates to be reasonably informal with her.

She will want to see innovation and a forward looking orientation from her subordinates but will also emphasise to them the importance of a firm foundation of traditional skills and approaches. At the same time, she will also discourage either extreme adherence to traditional methods or overly radical ideas which do not have at least some basis in terms of current realities.

In general, Eunice Exemplar will try to strike a balance between sensitivity on the one hand and firmness on the other. If she feels that an individual's work is not up to standard, then she will want to know if there may be particular personal or work circumstances that may be contributing to the poor performance. If this turns out not to be the case, then she will be prepared to be direct about the problem if she feels this is justified.

Harmony among team members will be quite important to her and she will be concerned to see that problems amongst individuals are not having an effect on the functioning of the team as a whole. However, she will not see harmony as being essential if the team are still functioning effectively together and remaining productive.

THINKING STYLE

Eunice Exemplar's equal tendencies towards both 'thinking' and 'feeling' suggests that her thinking style will show a good balance between analysis and subjectivity. Furthermore, since she shows more or less equal inclinations towards both 'sensing' and 'intuition', she will also achieve a balance between creativity and pragmatism in her thinking. On the whole therefore, she should be able to work reasonably effectively with theoretical and conceptual systems which may be of relevance in her work. She should also be able to be innovative and creative when necessary, yet still maintain her thinking within the bounds of what is practical and of relevance to current realities.

Eunice Exemplar's high level of extraversion suggests that her thinking will be a very externalised process. She will often use discussion with others as a means of shaping her own thinking and will prefer to communicate her ideas directly to others by oral means rather than in writing. She is likely to be far less productive in her thinking if she is required to work in isolation, only communicating her ideas to others once they have been fully formulated.

DECISIONS AND ACTIONS

Eunice Exemplar is likely to be very much of an action-oriented individual. She will not be content just to talk about ideas but will want to see them turned into action and will want to move very quickly to ensure that this happens. She will therefore want to make decisions rapidly, being prepared to take action as soon as she feels she has sufficient information for a decision to be made and devoting relatively little time to detailed evaluation or consultation.

She will feel it important to gain a global picture of the situation before making a decision but will also want to make sure that she has paid attention to the specific details. In any decision she takes, she will try to achieve a balance between consideration of the longer-term needs of the organisation and the more immediate and pressing needs of the situation.

DEPENDABILITY AND STRUCTURE

Eunice Exemplar's responses to the JTI suggest that she will show a regard for basic organisational values and will fit in quite well with traditional hierarchical structures. She will show a reasonable independence of mind but will still feel a sense of duty in her work. Her very high level of structure and organisation and her strong orientation towards task completion should mean that she will be seen as a dependable individual who can be relied on to do what is asked of her by the organisation and by her managers.

Special Strengths

Eunice Exempler's special strengths will come from her ability to bring others together and enhance co-operation within a team or within an organisation. She will also place a particular emphasis in her work on getting others to accept people-oriented values.

Possible Self-Development Areas

The following are areas which may possibly be of value for Eunice Exempler to look into in relation to her future self-development. Since the JTI assesses only a person's preferences rather than their actual skills or behaviour, it may be that Eunice Exempler has already developed her capabilities in some of the areas mentioned below:

- She may need to reflect on her ideas a little more before communicating them to others or taking action.
- She may need to spend more time in more focused concentration on certain aspects of her work
- She may need to learn to be more flexible when preparing for a major project and not plan everything in such fine detail.
- She may need to learn to trust her own ability to cope in a crisis where things do not go as she had expected or planned
- She may need to delay decision making and implementation for a little longer until she is sure she has gathered all information which will be relevant to her final decision.

The 16 JTI Type Categories

A person's JTI profile can often be categorised within one of the 16 basic JTI 'types'. A description of each of these 16 types is provided on the booklet "Jung Type Indicator: The Sixteen Types" or on the website: www.jungtype.com.

Eunice Exempler's scores on the JTI place her within the type category **ENFJ**.

End of report.