



Myers-Briggs Type Indicator® Communication Style Report

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Report prepared for
RUNS_093 REGRESSION_093
May 28, 2012



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Introduction

You communicate with others every day on many levels. You may not always take time to analyze how your natural communication style affects others, however. Learning about personality type preferences can help you understand 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 in the work of Katharine Cook Briggs and Isabel Briggs Myers. Personality type is a nonjudgmental tool that looks at the strengths and gifts of individuals. All preferences and personality types are equally valuable and useful.

This Report Can Help You

- **Understand your results on the *Myers-Briggs Type Indicator*® (MBTI®) instrument**
- **Learn about and appreciate your natural communication style**
- **Become aware of how your personality type preferences influence your communication style**
- **Learn 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, they are designed to help you recognize your natural communication style and to discover how your communication style differs from that of 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**
- **Extraversion and Introversion in Communication**
- **Sensing and Intuition in Communication**
- **Thinking and Feeling in Communication**
- **Judging and Perceiving in Communication**
- **Communication Style of Your Personality Type**
- **Communication Tips for Your Personality Type**



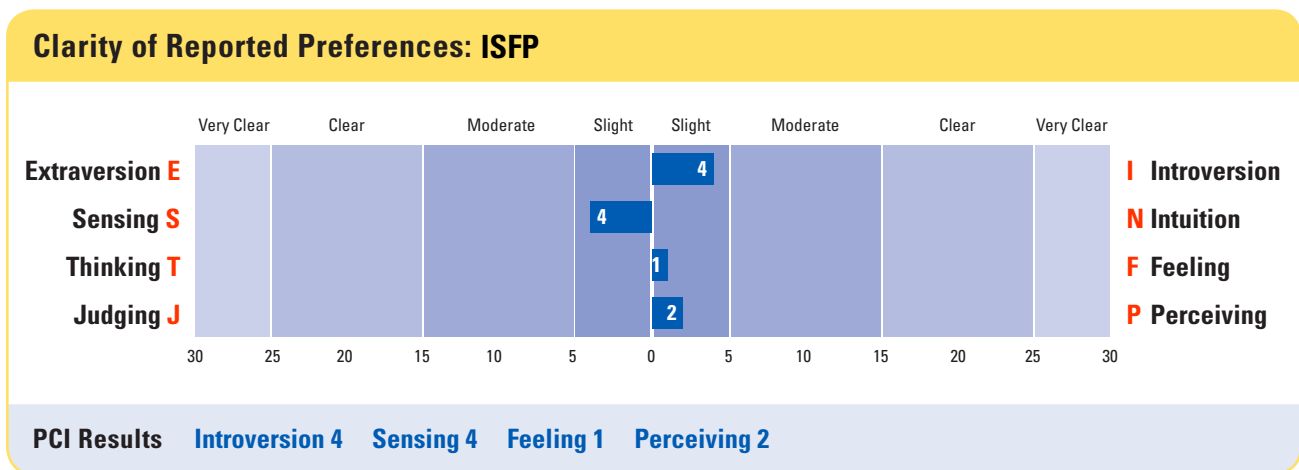
Summary of Your MBTI® Results

The MBTI instrument assesses the characteristic way you prefer to focus your attention, take in information, make decisions, and deal with the outer world. These preferences are grouped into four pairs of opposites. Although you use all of the preferences at least some of the time, you naturally prefer one element of each pair to the other. By choosing one preference from each pair, you can discover your four-letter personality type, one of sixteen possible types. Your MBTI responses show that your reported type is ISFP.

Reported Type: ISFP

Where you focus your attention	E Extraversion People who prefer Extraversion tend to focus on the outer world of people and activity.	I Introversion People who prefer Introversion tend to focus on the inner world of ideas and impressions.
The way you take in information	S Sensing People who prefer Sensing tend to take in information through the five senses and focus on the here and now.	N Intuition People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.
The way you make decisions	T Thinking People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.	F Feeling People who prefer Feeling tend to make decisions based 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 want to have things settled.	P Perceiving People who prefer Perceiving tend to like a flexible and spontaneous approach to life and want 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 each preference pair over its opposite when completing the MBTI instrument.



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



Extraversion and Introversion in Communication

You have indicated a preference for Introversion.

Introversion: "I need to think about this."

Your Key Strengths

- Are a quiet and calming presence
- Respond carefully and thoughtfully
- Get to know a few people well
- Have a depth of interests and contacts
- Listen to others without interrupting

Your Communication Approach

- Seek calm, quiet time to reflect
- Prefer one-to-one interactions
- Like to understand topics in depth
- Need time to think before changing perspective
- Process information internally
- Prefer to have information ahead of time
- Wait for a pause before speaking
- Listen more than talk
- Are comfortable with silence
- Share well-thought-out ideas or questions

Tips for Communicating with Extraverts

- Acknowledge that you are listening and use cues to show that you are preparing a response
- Provide immediate feedback and verbal acknowledgment
- Express overt interest and enthusiasm: lean forward, nod, smile, and maintain eye contact
- If needed, ask for time to think about something, then set a time to communicate
- Anticipate that others will want feedback and be prepared to share more information sooner
- Focus on discussing topics you know well or have had a chance to consider
- Seek networking opportunities; find someone to help you make links and contacts
- Take initiative to introduce yourself or start a conversation
- Deal with conflict and be willing to confront issues when they occur
- Remember that others often think out loud, so don't assume words are well thought out



Sensing and Intuition in Communication

You have indicated a preference for Sensing.

Sensing: “Just the facts, please.”

Your Key Strengths

- Are anchored in current realities and common sense
- Are practical and realistic
- Are observant and attend to details
- Retain and learn well from experiences
- Immediately apply what is communicated

Your Communication Approach

- Seek facts, details, and concrete examples
- Link information to immediate applications
- Want specific plans and procedures
- Like step-by-step explanations
- Relate information to what has happened in the past or is happening now
- Prefer practical, plain language to symbols, metaphors, theory, or abstraction
- Focus on the here and now
- Prefer not to discuss long-term, strategic planning
- Trust what has already been tried and proven to be true
- Are comfortable with familiarity and practicality

Tips for Communicating with Intuitive Types

- Consider possibilities that may initially seem far-fetched
- Provide an overview or thumbnail sketch first
- Suspend realities when necessary to brainstorm and generate ideas
- Don't get bogged down in facts and details
- Share main points, then add some detail as necessary
- Stretch toward taking a longer-term, future focus
- Show future possibilities of your ideas
- Trust what works and be open to changing what doesn't work
- Let others share their ideas and dreams
- Provide a reality check without discarding ideas; help Intuitive types link ideas to reality



Thinking and Feeling in Communication

You have indicated a preference for Feeling.

Feeling: “Will anyone be hurt?”

Your Key Strengths

- Are able to empathize and develop rapport
- Often can see and appreciate others’ perspectives
- Are 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
- Are warm, supportive, expressive, and affirming
- Focus on atmosphere and harmony
- Are 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 on 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



Judging and Perceiving in Communication

You have indicated a preference for Perceiving.

Perceiving: “Let’s wait and see.”

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

- 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 the 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



Communication Style of ISFPs

ISFP Communication Highlights

- Are a quiet, calm, observant listener who strives to see what people need
- Are kind, considerate, and appreciative of the people and things around you
- Take thoughtful, immediate action to help others solve problems
- Are nonjudgmental; are attuned to and appreciative of individual differences
- Use common sense and are realistic and practical

At First Glance

- Are quietly supportive and unassuming
- Are attuned to the needs of others and will help them deal with immediate problems
- Stay in the background and help others in a quiet and understated way
- Prefer freedom and dislike being hampered by too much structure and too many constrictive rules
- Live in harmony with the moment and are easygoing, tolerant, and casual

What You Want to Hear

- Practical, factual, detailed information and specifically what is expected of you
- Clear expectations and then freedom to complete your tasks
- Acknowledgment of your need to think about and work on personally meaningful tasks
- Collaboration, cooperation, and accommodation; nurturing and supportive language
- In-depth, personal, one-to-one dialogue in an environment of trust

When Expressing Yourself

- Focus the conversation on others and do more listening than talking
- Are not likely to talk about yourself or your accomplishments
- Share personal information only if trust is established
- Have little interest in controlling, organizing, and directing others
- Will speak up in situations if your values are threatened
- Are careful to maintain harmony and will seek common ground

Giving and Receiving Feedback

- Want others to appreciate and validate you in a quiet and personal way
- Feel embarrassed or uncomfortable when the spotlight is turned on you
- Appreciate the unique gifts of each person, usually on a one-to-one basis
- Take critical feedback personally and can be deeply hurt when others criticize you
- Find it difficult to evaluate, question, or offer constructive feedback to others



Communication Tips for ISFPs

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

- Focus on meeting your needs as well as the needs of others. Say no when it is unrealistic for you to take on any additional responsibilities.
- Be willing to broaden your perspective to include the logical and long-term implications. Consider the roots of problems as well as immediate solutions.
- Express yourself directly rather than offer indirect hints or expect others to know what you are thinking and feeling.
- Present your viewpoint to others in a logical, reasonable way. This will help them understand and appreciate your perspective.
- Offer constructive feedback to others. People need this to develop. Be careful not to personalize the corrective feedback you get from others.
- Share your accomplishments with others. It is important to promote your perspective and ideas. Otherwise you may miss out on opportunities or rewards you deserve.
- Deal with interpersonal issues and conflicts. Although it may be easier to avoid them in the short term, the harmony of your workplace will deteriorate and it will become uncomfortable in the long term.

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 instrument to you. Type development provides insights into why your communication style may evolve as you age.

