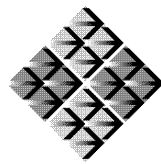


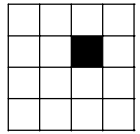
MYERS-BRIGGS TYPE INDICATOR®

Interpretive Report



report prepared for
JOHN SWITCH

March 16, 2001



INTRODUCTION

This report is designed to help you understand your results on the *Myers-Briggs Type Indicator*® that you completed. The MBTI® indicates 16 personality types among people. Your answers to the MBTI questions indicate that your four-letter type is INFP. This is also known as Introverted Feeling with Intuition.

INTROVERTED FEELING WITH INTUITION

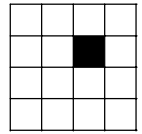
ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

Where Do Types Come From?

The MBTI instrument is based on years of observations by the psychologist Carl Jung and by the instrument’s authors, Isabel Briggs Myers and her mother, Katharine Cook Briggs. Their ideas help explain why different kinds of people are interested in different things, are good at different kinds of work, and sometimes find it hard to understand each other. The MBTI instrument was developed with great care and has been used by people around the world for more than 20 years. Family members use it to understand each other better. Teachers and students use it to make learning more interesting and efficient. Young people and adults use it to choose careers that are likely to hold their interest and use their gifts. Organizations use type information to improve communication, teamwork, and leadership.

Isabel Briggs Myers wrote a description of each of the 16 types. Page 3 of your report describes type INFP. The remaining pages give reasons why the 16 types are different from one another and tell more about your answers. Be sure to read all the pages to see your full report.

A clear understanding of the basics of your type and type development will be helpful throughout the rest of your life. Type development is a life-long process of gaining greater command over the powers of perception and judgment.



INFP

Introverted Feeling with Intuition

People with INFP preferences have an inner core of values that guides their interactions and decisions. They want to be involved in work that contributes to their own growth and inner development and to that of others—to have a purpose beyond their paycheck. INFPs make a priority of living in congruence with their values.

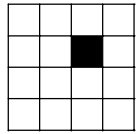
INFPs primarily use their Feeling preference internally where they make decisions based on valuing self-understanding, individuality, and growth. Moral commitment to what they believe in is crucial to INFPs. They are likely to be sensitive, concerned, caring, and loyal to people or a cause.

INFPs enjoy reading, discussing, and reflecting on possibilities for positive change in the future. They are quick to see connections and meanings. INFPs are likely to be curious and creative and to have long-range vision.

INFPs are fascinated by opportunities to explore the complexities of human personality—their own and others'. They tend to work in bursts of energy and are capable of great concentration and output when fully engaged in a project. They are generally faithful in fulfilling obligations related to people, work, or ideas to which they are committed, but can have difficulty performing routine work with little meaning for them.

INFPs find structures and rules confining and prefer to work autonomously. They are adaptable and flexible until something violates their inner values. Then they stop adapting. The resulting expression of value judgments can come out with an intensity that is surprising to others. INFPs tend to be reserved, being selective about sharing their most deeply held values and feelings. They value relationships based on depth, authenticity, true connection, and mutual growth. INFPs prize most those who take time to understand their values and goals. Others usually see INFPs as sensitive, introspective, complex, original, and individual.

Sometimes life circumstances have not supported INFPs in the development and expression of their Intuitive and Feeling preferences. If they've not developed their Intuition, INFPs may not have reliable ways of taking in information and will then fail to notice the realities. Then they make decisions based solely on personal values and find it difficult to translate their values into action. If they've not developed their Feeling, they may not take time to do the inner valuing process by which they make their best decisions, instead going from one exciting possibility to another, achieving little. For more information about psychological type, MBTI preferences, and the 16 types as well as applications for understanding type, see *Introduction to Type*®, sixth edition, by Isabel Briggs Myers, and the *Introduction to Type* series.



INFPs use mainly their first process, Feeling, in the inner world of ideas. They run their outer lives with their second process, Intuition. Other people may at first underestimate INFPs because they see mostly the INFP's second-best process, Intuition, which shows in their outer behavior. Their best process, Feeling, is less apparent because it is used mainly in the inner world. INFPs also use Sensing and Thinking, but not so readily or easily as Feeling and Intuition. Thinking is the process most likely to be overlooked.

The description on page 3 takes all these patterns into account to describe how INFPs appear in everyday life. Think about the description, matching it against your own knowledge of yourself. If the description makes you feel comfortably understood, your four letters are probably right. You probably like to act in the ways described on page 3. Of course, you are free to act in other ways when the situation calls for you to do so. The description is intended to help you trust and develop the preferences that come most naturally to you.

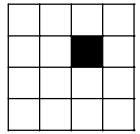
IF THE INFP PATTERN DOES NOT SEEM TO FIT

Every person is too complicated to be completely explained by a set of questions, no matter how good those questions may be. Here are some suggestions if your report does not seem to fit you:

Think back to your frame of mind when you completed the MBTI personality inventory. Were you describing the preferences that come most naturally and easily to you? Or were you influenced by the way you think you ought to be, or the way someone else thinks you ought to be? If your answers did not reflect your own way, can you tell what letters might fit you better?

Was it difficult to determine your preference on many of the questions? If so, what would your type be if the choice had gone the other way? If you suspect that another four-letter type might fit you better, you will find a description for that type in *Introduction to Type* by Isabel Briggs Myers. You will find more in-depth information about type in *Gifts Differing* by Isabel Briggs Myers.

Ask the person who administered the MBTI instrument to you for other suggestions about finding the type that fits you best.



HOW YOUR ANSWERS INDICATED TYPE INFP

When you completed the MBTI instrument, you made choices on four scales. Each scale has two preferences. The letters for these preferences are E or I, S or N, T or F, and J or P. The instrument assumes that every person uses all eight of the qualities described by these letters, but that people find one letter of each pair more interesting or comfortable than its opposite. Think of your choices as somewhat like being right- or left-handed. Both hands are valuable, but most people reach first with the hand they prefer. They usually use that hand more and become more skillful with that hand. In the same way, your type preferences are choices between equally valuable and useful qualities.

CHOICE 1: EXTRAVERSION (E) OR INTROVERSION (I)

These are two different orientations or attitudes toward the world around us.

E When you are in the Extraverted attitude, you relate more easily to people and things outside you.

You chose more answers for → **I**

When you are in the Introverted attitude, you relate more easily to the ideas and thoughts in your mind.

CHOICE 2: SENSING (S) OR INTUITION (N)

These are two different ways of perceiving or gathering information.

S When you are perceiving with your Sensing process, you are interested in what your five senses show you—what exists in the present.

You chose more answers for → **N**

When you are perceiving with your Intuition, you are using your imagination to see new possibilities and insights hidden from the eye.

CHOICE 3: THINKING (T) OR FEELING (F)

These are two kinds of judgment or decision making.

T When you make judgments with your Thinking preference, you base your decisions on impersonal analysis and logic.

You chose more answers for → **F**

When you make your judgments with your Feeling preference, you base your decisions on your values.

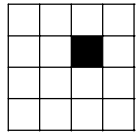
CHOICE 4: JUDGING (J) OR PERCEIVING (P)

These are two ways of living in the world around us.

J When you are living by your Judging preference, you like to have things decided; your life is likely to be planned and orderly.

You chose more answers for → **P**

When you are living by your Perceiving preference, you do not want to miss anything; your way of life is likely to be spontaneous and flexible.



FURTHER READING

Barger, N. J., & Kirby, L. K. (1995). *The challenge of change in organizations*. Palo Alto, CA: Davies-Black Publishing.

Hirsh, S. K., with Kise, J. A. G. (1996). *Work it out: Clues for solving people problems at work*. Palo Alto, CA: Davies-Black Publishing.

Hirsh, S. K., & Kummerow, J. M. (1998). *Introduction to type® in organizations* (3rd ed.). Palo Alto, CA: Consulting Psychologists Press.

Hirsh, S. K., & Kummerow, J. M. (1989). *LIFETypes*. New York: Warner Books.

Lawrence, G. (1982). *People types and tiger stripes*. Gainesville, FL: Center for Applications of Psychological Type.

Millner, N. B. (1998). *Creative aging*. Palo Alto, CA: Davies-Black Publishing.

Myers, I. B. revised by Kirby, L. K., & Myers, K. D. (1998). *Introduction to type®* (6th ed.). Palo Alto, CA: Consulting Psychologists Press.

Myers, I. B., McCaulley, M. H., Quenk, N. L., & Hammer, A. L. (1998). *The MBTI® manual: A guide to the development and use of the Myers-Briggs Type Indicator* (3rd ed.). Palo Alto, CA: Consulting Psychologists Press.

Myers, I. B., with Myers, P. B. (1995). *Gifts differing*. Palo Alto, CA: Davies-Black Publishing.

Myers, K. D., & Kirby, L. K. (1994). *Introduction to type® dynamics and development*. Palo Alto, CA: Consulting Psychologists Press.

Pearman, R. R., & Albritton, S. C. (1997). *I'm not crazy, I'm just not you*. Palo Alto, CA: Davies-Black Publishing.

Quenk, N. L. (1996). *In the grip: Our hidden personality*. Palo Alto, CA: Consulting Psychologists Press.

All of the above resources are available from Consulting Psychologists Press, Inc.

3803 East Bayshore Road, Palo Alto, CA 94303.

For more information call 1-800-624-1765 or visit www.mbti.com.

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