



Student Feedback Report

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PEARSON

Introduction

Self-awareness is the foundation of professional development and growth. Gain insight into your work personality by carefully reviewing this report, which will help you develop a:

- deeper understanding of your strengths and growth opportunities,
- clearer picture of how your behavior impacts others, and
- better appreciation for people's personal styles and how to interact with them effectively.

MODEL OF PERSONALITY

The Golden Personality model is based on five core personality dimensions. Personality is the essence of who you are as a unique individual. It is reflected in what you say, how you feel about yourself, how you act, and how you choose to live your life. Knowing your personality characteristics will help you better understand your actions, feelings, and relationships with others. People typically favor one aspect of each of the following five dimensions. Keep in mind that preferring one versus another aspect is not right or wrong, better or worse. Rather, these preferences indicate ways of behaving that come most naturally to us.

Where you focus your energy

Extraverting: energy directed externally toward people and things.

Introverting: energy directed inward toward thoughts and ideas.

How you gather information

Sensing: process information in an exact, detailed, and literal manner.

Intuiting: process information in a symbolic and global fashion.

How you make decisions

Thinking: make decisions based on logic and rationality.

Feeling: make value-based decisions based on empathy and compassion.

How you approach life

Judging: planned, organized, and orderly approach.

Perceiving: open-ended, flexible, and emergent approach.

How you respond to stress

Tense: unsure, uncertain, and cautious.

Calm: optimistic, relaxed, and self-confident.

Portrait of Your Type

YOUR TYPE: INFP

Introverting, iNtuiting, Feeling, Perceiving.

As an INFP, you are capable of immense sensitivity and have an enormous emotional capacity, which you closely guard. You have to know people well before you display warmth, let down your guard, or extend your trust. Relationships are a crucial focus for you. You seek to understand others deeply and to have that understanding reciprocated with loving acceptance.

INFPs naturally value inner processes over external signs. In general you guide your actions and attitudes by a strong internal sense of values, independent of the judgments of others. You have a powerful sense of faithfulness, duty, and commitment to the people and causes that attract you. You take your obligations seriously, enforced by your own sense of morality. Genuineness and sincerity are what matter to INFPs.

In persuasive writing you know instinctively how to reach people and how to communicate your vision with clarity. More than any other personality style, you are able to express emotion and to move people with your communications. You work for humankind and write so people will understand your thoughts.

Functioning in a sea of people may be exhausting and draining for you. But, living a life of isolation would be unimaginable. You prefer a quiet working environment and, despite your attraction for human companionship, will often find that you work best when alone. You will find your greatest comfort through compromise—interacting with others, closely, intimately, and in most cases, in small, cooperative groups or one-on-one.

INFPs trust their inner vision and are willing to act at an instinctual level. You look toward the future. Creativity is your hallmark. You are a true perfectionist when it comes to your work. You see whatever you do as an extension of who you are, and therefore, you are almost driven to do your best at any task you undertake.

Harmony is essential for you in your personal environment and you seek to promote peace and cooperation around you. INFPs are masters of the well-placed compliment and the encouraging pat on the back. INFPs also have no trouble shifting gears from one task or assignment to another, or one technique to the next. With work, it is apparent that you will be at your best only in a job you truly believe in. Whatever field you choose, your INFP style will be marked by sincere enthusiasm, born of your deep commitment to your calling.

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

Personality Types

There are 16 different personality types. You are an INFP.

Summary of Global Results

Your global results provide insight to how the first four different dimensions of your personality work together to form your personality type. The results indicate your level of preference for each of two opposite scales. A strong preference is not necessarily better than a slight preference, or vice versa - the preferences simply indicate how strongly you favor certain behaviors versus others. You may have relatively equal preference, but slightly favor one scale.

Your Type is **INFP**

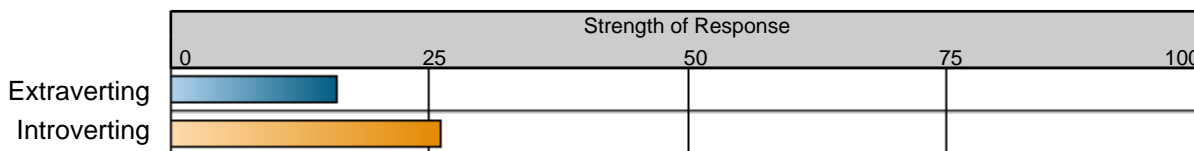
Where you focus your energy: **Introverting**

How you gather information: **iNtuiting**

How you make decisions: **Feeling**

How you approach life: **Perceiving**

You have a Slight preference for Introverting.



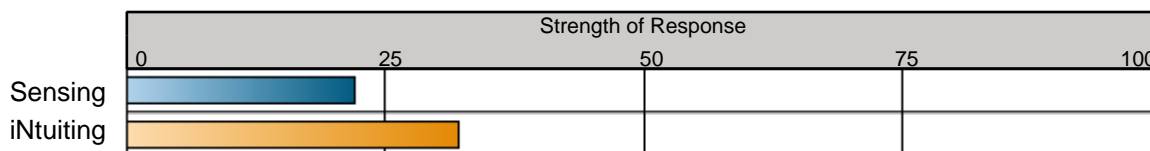
Extraverting

- focuses attention externally toward people and things
- enjoys being sociable, talkative, and gregarious
- enjoys discussions more than reading
- active rather than reflective

Introverting

- focuses attention inward on thoughts and ideas
- prefers a few close friends to many acquaintances
- likes to reflect on ideas before sharing them
- needs quiet time away from action and noise

You have a Slight preference for iNtuiting.



Sensing

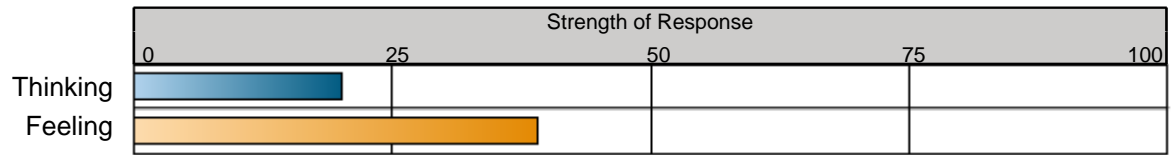
- processes information in an exact, detailed, and literal fashion
- lives in the present, prefers facts – what is known
- focuses on practical issues and topics

iNtuiting

- processes information in a symbolic and global fashion
- lives for the future, prefers theory – what is possible
- focuses on big picture issues and topics

Summary of Global Results

You have a Slight preference for Feeling.



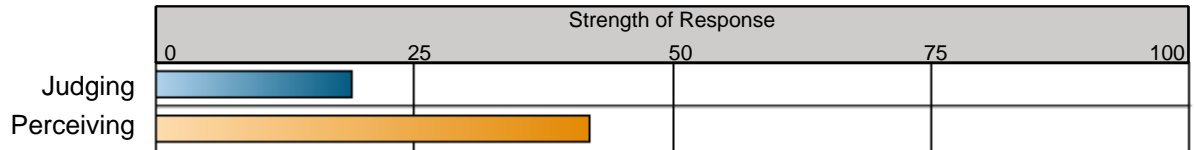
Thinking

- makes decisions based on logic and rationality
- prefers to deal in objective reason and logic
- does not get personally involved in his/her decisions

Feeling

- focuses on how a decision will impact others
- makes decisions based on person-centered values
- gets personally involved in his/her decisions

You have a Clear preference for Perceiving.



Judging

- prefers an orderly, organized and planned lifestyle
- likes to make decisions and reach closure
- prefers systematic approaches

Perceiving

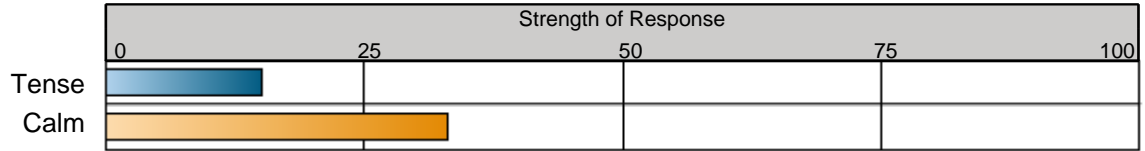
- prefers a flexible, open-ended and emergent lifestyle
- holds off deciding until there is more information
- prefers spontaneity and limited structure

PERSONAL NOTES

Response to Daily Stressors

It is important to understand how you respond to stress in your daily life. Your results on the global scales indicate how you typically react to stress.

TENSE VS. CALM GLOBAL SCALES



Tense

- unsure and cautious
- uncertain about the likely consequences of actions
- worries about things that cannot be changed
- concerned about the opinions of others

Calm

- optimistic and self-confident
- unconcerned about what others think
- calm and relaxed where others might be worried
- does not dwell on things that cannot be changed

PERSONAL NOTES

Map of Sixteen Types

Brief descriptions of the sixteen types enable you to see how your personality style differs from others. Keep in mind there are no "good" or "bad" types. The sixteen types can also be grouped into four higher-level clusters called *temperaments*. The four temperaments show how some personality types are more similar than others. You are an INFP and your temperament is NF.

SP Efficient and Resourceful

NF Imaginative and Innovative

<p>ISTP Producing</p> <ul style="list-style-type: none"> quiet and reserved efficient and expedient keenly observe environment interested in how and why cool observers of life 	<p>ISFP Performing</p> <ul style="list-style-type: none"> quietly friendly, modest and free spirited loyal followers idealists with high standards keen senses can be totally absorbed in action of the moment
<p>ESTP Promoting</p> <ul style="list-style-type: none"> adaptable realists who ride with the tide highly observant of surroundings masterful at moving things in their direction enjoy the fast lane 	<p>ESFP Entertaining</p> <ul style="list-style-type: none"> warm, friendly, charming, witty hands-on problem solvers enjoy life's simple pleasures life of the party

<p>INFP Supporting</p> <ul style="list-style-type: none"> deeply caring and idea oriented peacekeepers absorbed in projects encourage growth and development with quiet enthusiasm 	<p>INFJ Foreseeing</p> <ul style="list-style-type: none"> quietly determined concerned for others' welfare focus inner thoughts on helping others put creative effort into their work
<p>ENFP Inspiring</p> <ul style="list-style-type: none"> enthusiastic, charming, interesting naturally curious and imaginative know everyone fascinated by relationships around them 	<p>ENFJ Mentoring</p> <ul style="list-style-type: none"> responsive and responsible outgoing, energetic and sociable catalysts who enjoy drawing out the best in others warmly enthusiastic

<p>ESTJ Supervising</p> <ul style="list-style-type: none"> practical and realistic value productivity and efficiency enjoy management excel at bringing order to groups 	<p>ESFJ Providing</p> <ul style="list-style-type: none"> sociable, supportive and warm-hearted active team participant helpful toward others use interpersonal skills to maintain important relationships
<p>ISTJ Maintaining</p> <ul style="list-style-type: none"> serious, traditional and quiet task-oriented, no nonsense style excellent follow-through work to conserve the resources of the group 	<p>ISFJ Protecting</p> <ul style="list-style-type: none"> dependable and responsible sympathetic, quiet and conscientious polite and tremendously devoted work independently in support of team

<p>ENTP Improvising</p> <ul style="list-style-type: none"> creative, confident thinkers intellectual and outspoken argue both sides of issues good at juggling many balls 	<p>ENTJ Leading</p> <ul style="list-style-type: none"> direct and strategic confident and well-informed frank and decisive natural organization builders and leaders
<p>INTP Inventing</p> <ul style="list-style-type: none"> strongly defined interests skilled with logic enjoy theory, science, ideas single minded focus on topics of interest 	<p>INTJ Strategizing</p> <ul style="list-style-type: none"> independent thinkers develop strategy based on a clear vision high achievement drive emphasize competency

SJ Responsible and Reliable

NT Competent and Visionary

Likely Strengths

You are likely to possess strengths (i.e., behaviors, skills, and competencies) that are common to your personality type. Review the strengths listed below and note those that are true for you. It is important to identify which strengths come naturally to you, as these are assets that you can leverage in your work environment.

LIKELY STRENGTHS OF AN INFP

Contributions to an Organization

- Is creative and sees the big picture.
- Prefers working on a few projects that have deep meaning.
- Enjoys cooperative environments and is pledged to the development of people.
- Is conceptually oriented.
- Consistently pushes for his or her values.
- Is unafraid of change, comfortable with ambiguity, and patient with complexity.
- Likes solitude and concentrates intensely on projects.
- Is idea-oriented, always seeking new possibilities.
- Is more project driven than deadline driven.
- Desires freedom from structure and rules in order to respond quickly to situations.

Leadership Style

- Is subtle, indirect, gentle, passionate, and inclusive in persuading others of his or her vision.
- Affirms individual contributions and promotes group undertakings.
- Accomplishes results in own way.
- Enjoys challenges and finding solutions.
- Is unafraid of taking risks.
- Pays careful attention to the people involved during crisis situations.
- Believes that power and authority come through integrity and credibility rather than through rank.

Questions to Consider:

Where can you best use your strengths?

In what situations or roles are your strengths most valuable?

PERSONAL NOTES

Growth Opportunities

You may also have growth opportunities - weaknesses or undeveloped skills - that are common to your personality type. Review the growth opportunities listed below and note which are true for you. Identifying growth opportunities helps you increase self-awareness and minimize blindspots.

GROWTH OPPORTUNITIES FOR AN INFP

- Learn to determine if visions and plans are practical and workable.
- Try to focus more on action and "doing" instead of reflection and "contemplation."
- Be more careful with your time to avoid burnout; you tend to neglect your own personal needs.
- Practice de-personalizing critical feedback and learn to give constructive criticism to others.
- Remember to share ideas, dreams, and visions so others can help you realize them.

Questions to Consider:

Recall situations where you could have been more effective.

What could you have done differently?

How will new skills change your work performance?

PERSONAL NOTES

Communication and Teamwork

Effective work environments are based on effective communication and team work. The communication style and team preferences listed below are typical of your type. Consider whether they are true for you.

COMMUNICATION STYLE

- Holds energy and excitement inside.
- Reflects before replying and waits to be drawn out.
- Prefers speaking with individuals rather than large groups.
- Prefers written communication to talking in person.
- Uses speech that is more global and metaphoric than detail-oriented.
- Speaks of ideals, values, and the big picture.
- Is persuaded by emotionally presented, personal material.
- Communicates personal experiences to make points.

TEAM PREFERENCES

- Brings quiet good humor to the group; orchestrates unity and harmony.
- Provides provocative ideas, future possibilities, and a big picture viewpoint.
- Is gentle, friendly, listens intently to others, and offers encouragement.
- Inspires and moves people to go beyond the status quo.
- Provides vision and a focus on ideals and values.
- Likes to work with people who are open to new ideas, possibilities, and different opinions.
- Becomes irritated by overly serious team members.

Questions to Consider:

When is your communication style most effective? Least effective?

What do you contribute to a team?

How could you be more effective?

PERSONAL NOTES

Motivation and Learning

Your motivation is what drives your work satisfaction and productivity. Understanding your motivation enables you to seek situations or tasks that best fit your personality. Learning style preferences help you recognize how you learn best. Below are motivators and preferred learning styles associated with your type. Review each and consider whether they are true for you.

MOTIVATORS

- Enjoys fun projects, but not loud, noisy environments.
- Desires freedom from structure and rules and likes timelines and schedules that are flexible.
- Functions best when working one-on-one or in small groups.
- Seeks work that is meaningful and contributes to the betterment of people.
- Appreciates personal acknowledgment.
- Dislikes discord, mindless routine, and work filled with detailed data.

PREFERRED LEARNING STYLE

- Prefers flexible environments where there are opportunities to use imagination and creativity.
- Learns best from lectures and written work, rather than rote methods.
- Enjoys abstractions and the world of ideas.
- Prefers instructors or trainers who show personal interest in him or her.

Questions to Consider:

In your current work, when are you most motivated? Least motivated?
How do you learn best?

PERSONAL NOTES
