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# Myers-Briggs Type Indicator® Communication Style Report

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**European Edition**

Report prepared for  
**EUROSTEPONE INTJ**  
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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 INTJ.

### Reported Type: INTJ

Where you focus your attention



#### Extraversion

People who prefer Extraversion tend to focus on the outer world of people and activity.



#### Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

The way you take in information



#### Sensing

People who prefer Sensing tend to take in information through the five senses and focus on the here and now.



#### 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



#### Thinking

People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.



#### 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



#### Judging

People who prefer Judging tend to like a planned and organized approach to life and want to have things settled.

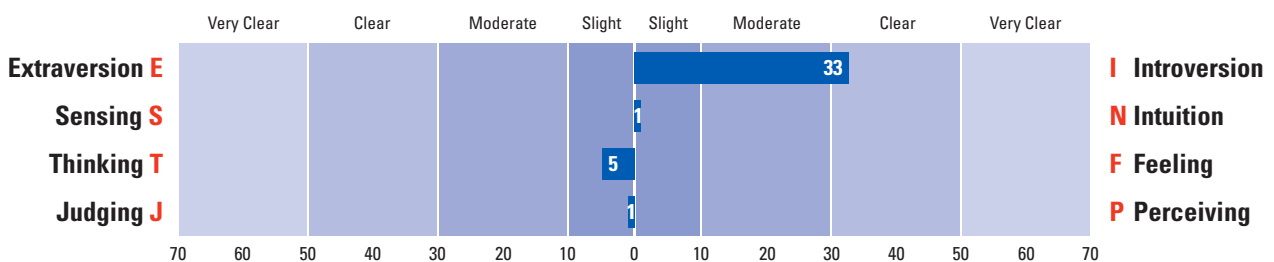


#### Perceiving

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.

### Clarity of Reported Preferences: INTJ



PCI Results **Introversion 33** **Intuition 1** **Thinking 5** **Judging 1**

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 Intuition.

**Intuition: "I can see it all now."**

### Your Key Strengths

- Are open to possibilities
- Anticipate and create change
- Are future oriented; see trends
- Link and integrate information
- Generate ideas

### Your Communication Approach

- Want to know implications and relationships, not just facts
- Become bored or impatient with details
- Like to brainstorm or play with ideas and imagine what could be
- Focus on the future and long-term aspects and implications
- See patterns and understand the big picture
- Are stimulated by possibilities; seek to create, grasp, and share new ideas
- Use metaphors, analogies, and other forms of symbolic language
- In conversations, may jump across topics exploring links
- Trust and are eager to apply theories, models, and frameworks
- Don't like to be hampered by barriers or limits

### Tips for Communicating with Sensing Types

- Be practical and find ways to bring ideas down to earth
- Provide information on specific realities, details, and immediate applications
- Provide concrete examples to prove your ideas work; share facts and observations
- Present information sequentially rather than change topics and explore links
- Show a plan and process for change rather than only a concept
- Listen carefully to the facts and link new ideas to current realities
- Remember that others may not seek change
- Assess both what is working well and what needs to be changed
- Avoid extensive use of metaphors, analogies, and other abstract communications
- Use words that relate to sensory and real-life images



## Thinking and Feeling in Communication

You have indicated a preference for Thinking.

**Thinking: "Is this logical?"**

### Your Key Strengths

- Are calm, reasonable, and under control
- Provide honest and frank feedback
- Analyze, evaluate, and critique
- Are objective and principled
- Have a clear thinking process using defined criteria

### Your Communication Approach

- Use logic and analysis to spot flaws or weaknesses
- Need to know why
- Prefer information that is presented objectively as a matter of fact
- Debate or challenge information
- List and consider pros and cons
- Create or use clearly defined criteria
- Trust competence and expertise
- Like competition and want to win
- Use precise and concise language
- Are task and goal focused

### Tips for Communicating with Feeling Types

- Take time to get to know them and develop rapport
- Avoid critiquing and evaluating when you are listening
- Focus on people in the situation; find out what is valued and important
- Consider the needs of others for harmony and a positive atmosphere
- Be friendly and approachable and offer encouragement and support
- Know when to provide feedback gently, and critique behaviors, not people
- Include personal needs as criteria in decision making; consider implications for people involved
- Connect first, then challenge later; find areas of agreement
- Be careful to acknowledge and not analyze others' feelings and values
- Remember that some people dislike competition; focus on creating win-win situations



## Judging and Perceiving in Communication

You have indicated a preference for Judging.

**Judging: “Just do something.”**

### Your Key Strengths

- Are decisive
- Share decisions, then move ahead
- Are organized and efficient in your communication
- Are task and goal focused
- Provide clear expectations and timelines

### Your Communication Approach

- Reach conclusions quickly, make decisions, and provide closure
- Establish clear expectations, timelines, and objectives
- Are punctual and expect others to be on time
- Communicate well-defined assignments and consequences
- Like organized and efficient communications
- Prefer structured and scheduled interactions
- Are uncomfortable with open-ended, free-flowing discussions
- Like to have some control and set limits
- Want to have information ahead of time, especially if it is needed to complete tasks
- Expect and receive input from others within scheduled timelines

### Tips for Communicating with Perceiving Types

- Allow opportunities to explore without deciding
- Expect and schedule in discussion time and plan for changes to your schedule
- Establish mutual deadlines rather than direct others
- Avoid making decisions too quickly; seek more information before deciding
- Check to ensure you are not making conclusions when speaking
- Describe situations rather than evaluate them
- Consider multiple options and ask more questions to gather information
- Be open to changing and dynamic information and situations
- Be willing to take initial steps without making a complete plan
- Be open to accommodating unexpected communication opportunities



## Communication Style of INTJs

### INTJ Communication Highlights

- Are calm, decisive, firm minded, task oriented, and effective as well as efficient
- Are future and idea focused; have a broad systems-thinking approach
- Use and trust logical analysis for mental mapping and planning
- Provide vision; consider innovative possibilities and wide-reaching solutions
- Are independent and self-reliant; initially keep ideas and insights to yourself

### At First Glance

- Are quiet, reserved, and somewhat detached; need time alone to conceptualize
- Critically analyze, question, and challenge everything before you accept it
- Are comfortable directing others but less interested in direct supervision
- Will offer advice and a solution rather than explore options
- Complete tasks yourself rather than take the time to explain them to someone else

### What You Want to Hear

- Ideas shared with select people judged competent and knowledgeable
- A thorough explanation of how and why things work
- Long-term implications and strategic plans
- Complex, theoretical, and abstract ideas
- Input from others mostly in the formative stage of your plan

### When Expressing Yourself

- Provide brisk, to-the-point communication that focuses on tasks and goals
- Communicate through ideas and questions
- Look for new ideas and strategies to solve ongoing or recurring problems
- May not explain your actions and may complete tasks without notifying others
- Become impatient when others don't immediately understand your visions and insights

### Giving and Receiving Feedback

- Are self-reliant and self-critical as well as critical of others
- Are direct, matter-of-fact, and to the point
- Spot flaws and give more corrective than positive feedback
- Have high expectations of competence for yourself and others
- Are not always open to feedback, especially once you have thought something through

## Communication Tips for INTJs

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

- Share your thoughts with others and incorporate feedback. The earlier you do this in your thinking process, the easier it will be.
- Add value to your ideas by grounding them in the current realities, considering additional facts and details and seeing the immediate applications and implications of ideas. Seek this input from others.
- When explaining your ideas, provide concrete, practical links and avoid arguing semantics and abstract points at length.
- Check how others are feeling, especially when giving feedback. Balance corrective feedback with positive feedback, especially when working with Feeling types.
- Develop patience for the sharing of personal information by others. Attend to and acknowledge these personal responses and avoid coming across as blunt, detached, or impersonal.
- Listen empathetically without offering solutions. Strive to understand personal situations rather than analyze them in an abstract or conceptual manner.
- Take time to work out conflicts and deal with personal issues at work. Be willing to express your feelings and share your viewpoint.

## 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.