

STEP III™ INTERPRETIVE REPORT



MBTI® STEP III™ VERIFIED PERSONALITY DESCRIPTION

PREPARED FOR

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Step III™ Personality Description: INFP

The personality description that follows is an extension of the work of Isabel Briggs Myers and is one of the sixteen distinct personalities identified by Myers. It is a general description of people whose personality is similar to yours and therefore it probably won't fit you in all respects. You can use this general description along with the individualized material in Part Two of the report to understand your particular path to development and the effective use of your personality.

Your Personality

You are most energized when you are coming up with innovative ways to enact your deeply held inner values and beliefs. You probably enjoy activities that involve improving the human condition and enabling individuals and groups to live more fulfilling lives. You may at times become so intensely empathetic toward others that you become overinvolved with them and neglect other things that are important to you. To help you broaden your areas of concern, you typically rely on your natural tendency to read between the lines, consider patterns and possibilities, and come up with innovative ways to achieve your goals. People tend to see you as idealistic, sincere, open-minded, tolerant and nonjudgmental, and as uncommonly sensitive to others' pain and distress.

Your combination of gifts may make you quietly influential and passionate, even charismatic in pursuit of your ideals, and you may find yourself able to accomplish a seemingly impossible number of things in a relatively short time when your values are involved. You are at your best when you are free to create novel ways to actualize your inner values in the outside world, without having to provide logical arguments to support your efforts or to pay very much attention to facts and details.

Your Personality Development

- The unique way in which you have moved toward your present effectiveness has been influenced by the natural characteristics of your personality, as described above.
- Some behaviors, attitudes, and approaches are likely to be relatively easy for you because they "fit" with your natural personality. These are the "developmental advantages" that are natural and expected for people with your personality.
- Other behaviors, attitudes, and approaches may be more difficult and tiring because they require you to "go against" your preferred characteristics. These are the "developmental challenges" that are natural and expected for people with your personality.

Developmental Advantages

The behaviors, attitudes, and approaches that fit your natural personality may make it relatively easy for you to:

- Concentrate single-mindedly on your chosen areas of interest
- Detect insincerity, manipulation, and duplicity in others
- Stay open to and accepting of a very wide range of ideas, people, and behaviors
- Implement ways to enhance the well-being of others and work effectively to insure that your important values are enacted
- Make a very positive impression on people whose cooperation is necessary to achieve your goals
- Trust your judgment about what fits and doesn't fit your criteria of right and wrong
- Persist in and ultimately accomplish a course of action that may seem unlikely to succeed, but in which you passionately believe

Developmental Challenges

The behaviors, attitudes, and approaches that don't fit your natural personality may result in the following:

- Because you are open to a very wide range of possibilities and ways of being and try not to impose your values on others, it may be very hard for you to avoid some self-doubt about your own values and behavior
- Your strong inner values may lead you to being a perfectionist, which in turn promotes your tendency to judge yourself as less competent and effective than others judge you
- You likely find it difficult to identify the logical consequences of alternative courses of action and to know when deciding based on logic is the better way to go, since your primary way of deciding focuses on values and inner harmony
- You may have a hard time giving up a cherished goal or course of action whose worth is contradicted by facts and details you've neglected to consider
- Because of the intensity of your involvement in what you are doing, you may not recognize when a project is finished enough to let it go.
- In light of your broad acceptance and tolerance, it is very hard for you to give up on a hopeless cause or an undeserving person
- You probably see routine tasks as distractions from what is important, and therefore don't devote adequate time and energy to doing them
- At times, you can have such impossibly high ideals that you become despairing, unmotivated, and even cynical

Evaluating Your Personality Description

You can use this general personality description to help you better understand and evaluate the individualized results in Part Two of the report. This description is based on the personality type INFP, which is one of the sixteen personality types elicited by the Myers-Briggs Type Indicator® (MBTI®) instrument. An INFP is a person who prefers Introversion, Intuition, Feeling, and Perceiving.

If you would like further information about your own and other personality types, consult the professional with whom you are working and/or the resources listed at the end of your Step III™ Interpretive Report.

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