

# STEP III™ INTERPRETIVE REPORT

MBTI® STEP III™ INTERPRETIVE REPORT

PREPARED FOR

Jane Sample

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## About the MBTI® Step III™ Instrument

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The Myers-Briggs Type Indicator® Step III™ instrument is based on C.G. Jung's theory of psychological type as developed and extended by Isabel Briggs Myers. Type theory is concerned with two basic processes:

**Perception:** How you take in information and what you do and do not pay attention to, and  
**Judgment:** How you use that information to make decisions, form opinions, and take action.

How effectively you take in information and make decisions is important in determining how satisfied you are with your life, because some approaches are constructive and valuable, while others may prevent you from making important decisions or reaching your goals.

The MBTI® Step III™ instrument provides information about how you use your perception and judgment and suggests ways you can enhance your effectiveness. Isabel Myers firmly believed that: "Understanding your patterns of perception and judgment can make your perceptions clearer, your judgments sounder, and your life closer to your heart's desire."

The information in the report is derived from your responses to the Step III instrument.

### You can use your MBTI Step III results to:

- Understand or gain insight into your typical behavior, attitudes, and motives
- Recognize and appreciate behaviors or choices that have been helpful to you
- Become aware of behaviors or choices that may be getting in your way
- Learn new behaviors
- Use different ways of evaluating your choices
- Decide whether to make different choices

### The report was developed using the following assumptions:

- You have arrived at this particular point in your life for good reasons. You made the best choices you could, given the information and resources available and the inner and outer demands on you at the time.
- Any stress, strain, conflict, or dissatisfaction that you are experiencing at present may indicate that now is a good time to evaluate your current situation and think about your desires for the future.
- If you have experienced or learned new things, are in a different environment, or if the demands on you have changed, you may wish to reconsider your usual ways of doing things and explore other approaches.
- A decision not to change or do anything differently is also appropriate, especially if you are satisfied with yourself and the way your life is going.

**This report is designed to be reviewed and interpreted with a professional who has been trained in Step III interpretation. The goal of this joint effort is to:**

- Assess the accuracy of report contents: Only you can determine whether the results fit you or not.
- Discuss the results and explore the various ways you can use them to understand and gain insight into your current development and explore ways you might wish to enhance the way you function.

## Part One: One of Sixteen General Personalities

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**Part One** of the report shows which one of sixteen possible personalities you reported when you answered the Step III questions. It describes characteristics that come naturally to people whose personality is similar to yours. Each description emphasizes the advantages that result from doing what is natural and enjoyable for people with that personality. The description then lists some of the challenges people with your personality may experience when they are required to use opposite, less natural or enjoyable parts of their personality.

Depending on your age and stage of life, some advantages and challenges listed for people with a personality similar to yours may not describe you. Younger people may not have had enough experience to recognize some of their potential assets and older people may have already dealt successfully with some of their challenges. Your actual unique personality is the result of natural qualities, your stage of life and life experiences, the opportunities you've enjoyed, and the difficulties you've faced.

## Part Two: Your Unique Personality

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**Part Two** of the report is also derived from your responses to the Step III questions. It contains four individualized sections that describe your current approach to:

- A. Yourself and the World
- B. People and Relationships
- C. Responsibility and Work
- D. Problem solving and Decision making

Each of these four sections contains brief statements that describe your present approach in that area. Each statement is followed by questions or suggestions that appear in italics for easy identification. You may wish to think about and/or discuss some or all of these questions and suggestions. Doing so may give you important insights into yourself or a different way of looking at how you function. Such an exploration can help you achieve greater satisfaction and effectiveness in key areas of your life. The professional with whom you are working is trained to help you focus on the areas that will be of most interest and use to you. He or she can also recommend additional resources as necessary.

## PART ONE

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\*

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Your responses to the Step III™ instrument indicate that 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

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- 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

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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

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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

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You can use this general personality description to help you better understand and evaluate the individualized results in Part Two of the report. Bear in mind, however, that if the above description seems way off the mark, it may not be accurate for you. If that occurs, the professional with whom you are working can help you identify the personality description that fits you best.

\* This description is based on the personality type INFP, *which you verified as your best-fit type* and which is one of the sixteen personality types elicited by the Myers-Briggs Type Indicator® (MBTI®) instrument. An INFP is a person who prefers Introversiion, 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 this report.

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## PART TWO

The four sections in **Part Two** cover attitudes and behaviors that influence four important areas of your everyday functioning—how you see yourself and your relationship to the world, how you relate to other people, the way you approach responsibility and work, and how you go about making decisions and solving problems. The particular combination of descriptive statements in your report is unique to you—it is virtually impossible for anyone else's report to be exactly the same as yours!



### SECTION A

#### Your Approach to Yourself and the World

Depending on how you answered the Step III questions, you may find statements in Section A of your report about your current level of self-confidence, your approach to difficulties, your sources of enjoyment, your general outlook on life, and a number of other relevant areas.

### YOUR RESULTS

- You may be so anxious about doing well that your self-confidence is suffering.  
Seek information about your competence from people you respect, and if necessary, ask them what you need to improve. Then you won't have to use your energy worrying about it. You may also wish to explore ways to control your level of anxiety, since it may be affecting your ability to work, as well as your peace of mind. [A16]
- Your self-confidence seems somewhat low at this time.  
Is there something in your current life situation that may be affecting your confidence at this time or is low confidence typical for you? In either case, explore possible ways to add to your level of confidence, perhaps by taking on a few tasks where you are likely to succeed. [C030]
- You seem to dislike dealing with difficulties in certain areas of your life and may try to avoid those kinds of difficulties.  
What kinds of difficulties do you dislike the most and which areas are easier for you to deal with? Perhaps you can use some of the techniques that work in the "easy" areas for the more vexing difficulties. If this approach works, you may then be able to face up to and deal directly with a wider array of difficulties. [M060]

- You seem to worry or become preoccupied about things quite a lot.  
Explore alternative ways to reduce your worrying. Some people use exercise, yoga or meditation, others talk to someone they trust. [L09I]
- You report that in social situations, you tend to spend much of your time in brief conversations with many people.  
It will add an important feature to your circle of contacts if you devote more time and energy to speaking at greater length and depth with fewer people, who may know things that could be important to you. [I - A - 61L]
- You report using lots of energy expressing your enthusiasm for your interests and activities.  
Try not to use up all of your “people energy” communicating about what excites you, and save some energy for other kinds of connections, such as talking in a low-key way and drawing others out about their interests. [I - A - 65L]
- You report that in your overall approach to learning about and relating to the world, you tend to prefer active, direct involvement.  
To achieve some useful balance, try to set aside sufficient reflective time for yourself to read, think, write, and enrich your inner life. [I - A - 64L]
- Overall, you seem most interested in the ideas behind whatever you are working on and like seeing how those concepts are relevant for other projects.  
Make sure to look at specific features of situations to try to get a good fix on how your conceptual understanding applies or doesn't apply to those situations. [N - A - 9R]



## SECTION B

### Your Approach to People and Relationships

Possible statements in this section cover a wide range of attitudes and behaviors relating to your relationships with people in both your personal and work life. Areas addressed may include how you relate to individuals and groups, the way you handle disagreement, your attitude toward friendships and intimate relationships, and how others see you.

## YOUR RESULTS

- In general, you appreciate the good qualities of others.  
*Are there some people whose qualities you just have a hard time appreciating?* [L052]
- You tend to express your feelings and opinions quite openly.  
*What are the advantages and disadvantages of your free expression? When, if ever, do you keep your feelings and opinions to yourself?* [E025]



## SECTION C

### **Your Approach to Responsibility and Work**

Statements in this section cover areas such as leadership, taking on responsibility, working with others, dealing with deadlines and other pressures, satisfaction with work, and preferred work style.

## YOUR RESULTS

- You tend to take responsibility only for things that really interest you and reject responsibility in other areas, perhaps because you are not sure of yourself in those areas, or because you don't want to be burdened by being responsible for things in which you have no interest.  
*When you're not interested in being responsible for a particular effort or project where you may have some expertise, consider helping by offering constructive suggestions. If you have no expertise to offer, let those in charge exercise their superior skill and knowledge. Don't criticize their efforts without a firm basis for your criticism.* [P111]
- When it's important to you, you tend to put off the pleasant activities of today for the benefit of something desirable in the future.  
*Is it hard for you to do this? Are there times when you regret having given up a current pleasure for a future goal?* [L103]

- It takes effort and willpower for you to apply yourself to tasks that are necessary, but are not of any immediate interest to you.

Find some techniques to accomplish those uninteresting tasks in the most efficient and most pleasant way possible. Perhaps alternating doing the less interesting parts and then rewarding yourself by doing an interesting part, if possible, might help. If there simply are no interesting parts or they have to be done in a specific order, reward yourself by taking a break to do something you really enjoy. Successfully doing this may actually free up your time and energy for what you enjoy doing. [L083]

- You rather enjoy the challenge of working under time pressure when the matter at hand is important.

What happens if you are required to work under time pressure on something which you judge to be relatively unimportant? [M032]

- You like working on innovative projects, enjoy doing things in new ways, and prefer being free to follow your hunches.

How do you react when you don't have that freedom? [A7]

- You seem unable or unwilling to exert the necessary effort to accomplish your goals, and instead engage in wishful thinking and rely on luck to get you where you want to be.

Perhaps the goals you envision are so distant from your current situation that you don't know where to begin to get closer to them. Consider working backwards from your large goals so you can break the process of getting there into small and manageable pieces. It may be useful to seek some help by talking to someone you trust or to a coach or counselor. [K021]

- You may be dissatisfied with your present work situation partly because you have a negative attitude towards some of the people and/or some of the procedures at work.

Identify the specific sources of your dissatisfaction at work. Then explore ways to modify the nature of your work, the people with whom you work, or your work setting. [A42]

- You indicate that in group situations at work, you tend to spend much of your time in brief conversations with many people.

Make it a point to spend more time speaking with a few selected people whose knowledge and connections may be important for your interests and your work. [I - A - 61L]

- Fairly often at work you share your energy and enthusiasm for your interests and activities.

Make sure to let your co-workers share their enthusiasms too by stopping, listening, and encouraging them to speak. [I - A - 65L]

- In your work life, you tend to prefer active, face-to-face communications with coworkers.  
Deliberately find a quiet place and time each week to take a break from your normal work duties and focus on quiet tasks that give you a chance to reflect and get re-energized. [I - A - 64L]
- You seem most interested in the ideas behind whatever you are working on, and like seeing how those concepts are relevant for other projects.  
Make sure to look for specific examples of what you already know so you can put your concepts and ideas to practical use. [N - A - 9R]



## SECTION D

### Your Approach to Problem Solving and Decision Making

This section may contain statements that describe the way you go about solving problems, what factors you consider when making decisions and the kind of information you rely on, how much effort you devote to decision making, and how comfortable you are solving problems and acting on your decisions.

## YOUR RESULTS

- You seem to be quite comfortable with and probably effective in situations that require you to stay open to new viewpoints or to engage in troubleshooting.  
Do you enjoy some kinds of troubleshooting more than others? How do you usually approach a troubleshooting situation? And do you become bored or impatient if there are no new challenges to troubleshoot? [L142A]
- You may find it hard to make tough decisions because you are quite tender-hearted and gentle.  
If at times tough decisions are required of you, talk the situation over with someone you trust and who respects your natural style and discomfort with this unfamiliar approach. Together you can figure out how best to handle the situation. [T062]
- You may find it hard to deal with situations that require you to take a detached and logical approach in making a decision.  
Seek advice from people who seem to be genuinely comfortable in taking a detached approach to making decisions, and take their perspective seriously. [L041]

- You likely find it hard to be firm when the situation requires it.  
Discussing problem situations with someone you trust may help you know when being firm is really necessary, and when it is appropriate to exercise a "softer" approach. [T063]
- At times your tendency to consider the "big picture" is very effective, while at other times you may not pay enough attention to some important concrete facts and current realities when making decisions.  
Before you make your decisions final, remember to ask yourself whether you have paid attention to the concrete facts and evidence that may be relevant to the situation. Consider asking someone who is good at details whether you might have overlooked anything important. [W16]
- You seem to be very indecisive at this time, and may tend to vacillate, postpone, rely on others, or simply not decide at all.  
Think about whether your indecisiveness is habitual or is related to your current situation. In either case, try to identify the sources of your indecision. [P130]
- You seem to place a high value on freedom of action and choice, and prefer not to be tied down by commitments, prior agreements, or the expectations of others. You likely feel cheated and frustrated when prior obligations prevent you from "seizing the moment," and this makes you wary of making definite commitments and planning in advance.  
What have you found to be the advantages and disadvantages of your approach? [W11]
- You greatly appreciate a spontaneous approach to living, perhaps even to the point of taking deliberate risks to add excitement and spice to both your life and others' lives.  
What are the advantages and disadvantages of your spontaneous approach? [L132]
- You seem to have a sense that you have failed at many things in your life and expect more of the same in the future.  
Identify someone who can help you to objectively assess your previous successes and failures, and explore ways to assess yourself more appropriately. [C064]
- You report that when you have a problem to solve or a decision to make and you find yourself in a group, you typically initiate conversations to solicit input from many people.  
It would be helpful to choose a few people you know well and spend more time getting their perspective on your problem or impending decision. [I - A - 61L]

- Fairly often when you have a problem to solve or a decision to make, you share the issues involved with others enthusiastically and colorfully.

Try to spend more of your time in discussions with others by just listening to how they have dealt with some of the major decisions and problems they have faced, and see if you can learn from their experiences. [I - A - 65L]

- Much of the time, you actively gather input relevant to problems and decisions at hand by participating in group activities.

Take time to consider and reflect on the choices you have, and weigh the possible consequences of all of them before making your decisions. [I - A - 64L]

- You typically focus on the ideas and concepts underlying the issues you are concerned about.

Try to look for specific examples of what you already know, with the aim of figuring out how that knowledge could be applied to your present problems or decisions. [N - A - 9R]

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## Going From Here

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Take a moment to reflect on the information you've received in your Step III™ Interpretive Report:

- Did the results overall fit you well?
- Did you gain insight into why some people may misunderstand you or misinterpret your motives?
- Were you pleased to find that your own efforts to develop parts of yourself "showed up" in the report?
- Did some of the questions, comments, and suggestions help you think differently about some aspects of your life?
- Were you initially surprised at some statements but on reflection, discover interesting ways they might be accurate for you?

## Resources

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If you are interested in additional exploration, the resources below are designed to help you learn more about your own and other personalities and how they develop. You may also find it interesting and helpful to reread your report from time to time. Sometimes information can take on different meanings at a different time or when it is viewed from the vantage point of age and new life experiences.

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