

Individual Report

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PEARSON

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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 four 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 four 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

- Organizing: planned, organized, and orderly approach.
- Adapting: open-ended, flexible, and emergent approach.

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Portrait of Your Type

YOUR TYPE: ESTZ

Extraverting, Sensing, Thinking, organiZing.

As an ESTZ you are a natural organizer of your environment. You use your reasoning ability to take charge of as much of your life as possible. You are most comfortable when a situation allows you to plan ahead, get the facts, set goals, lay out a timetable, and organize the players. Those objectives usually concern people, objects, and situations rather than theories and ideas. ESTZs trust information that is rooted in the real world. In work, that translates into patience with familiar tasks, familiar skills, and familiar routine. As an ESTZ you work steadily toward your goals, and with much greater accuracy than other types. You enjoy the predictability of a well-laid out life. In problem-solving situations, you tend to automatically apply and adapt past experiences, distrusting the unusual approaches suggested by colleagues.

ESTZs are natural managers, directors, or executives and when offered the chance to show your abilities, you pour your energy into the job. You have little sympathy for ineffective or inefficient work. You have a clear-cut view of what it means to do a job well. You are also not shy about letting people know what your values are. ESTZs are open and straightforward about their views, preferences, prejudices, and decisions. You prefer clear-cut choices and display intolerance toward ambiguous situations. If asked to consider an idea, you prefer to see it translated into firm plans complete with facts and figures before you pour your time and energy into evaluating its worth. However, unless you take the time to slow down and attend to other people's points of view, you may judge too quickly, without all of the facts at your fingertips.

ESTZs like a harmonious, orderly, routine home life emphasizing traditional values. You value your possessions. Given a choice, you will spend your money on useful furnishings and major pieces that will see many years of service. You are unsettled by waste and conspicuous consumption.

You have a distinct sense of obligation and responsibility, a driving force that pushes you to take on more and more tasks for the benefit of others. Because of your organizing abilities and realistic observations, you are likely to be an effective and important component within civic and social groups. Friends are likely to appreciate your ability to look at any situation in a practical, no-nonsense way. As an ESTZ, you are a product-oriented person who sets, appreciates, and values high standards.

ISTA	ISFA	INFA	INFZ
ESTA	ESFA	ENFA	ENFZ
ESTZ	ESFZ	ENTA	ENTZ
ISTZ	ISFZ	INTA	INTZ

Personality Types

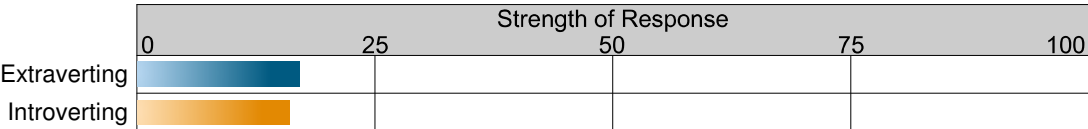
There are 16 different personality types. You are an ESTZ.

Summary of Global Results

Your global results provide insight to how the 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.

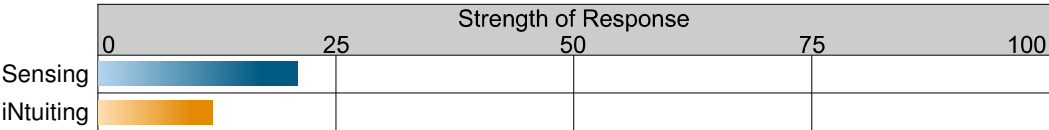
Your Type is **ESTZ**
Where you focus your energy: **Extraverting**
How you gather information: **Sensing**
How you make decisions: **Thinking**
How you approach life: **organiZing**

Your test results do not reveal a clear preference.



- 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

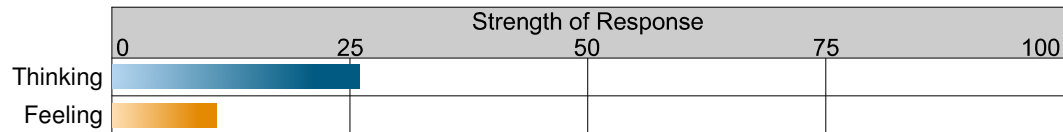
You have a Slight preference for **Sensing**.



- 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 **Thinking**.



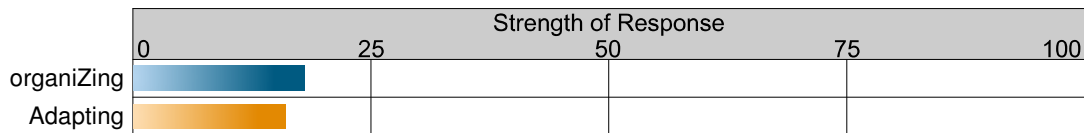
Thinking

- 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

Your test results do not reveal a clear preference.



organiZing

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

Adapting

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

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 ESTZ and your temperament is SZ.

SA Efficient and Resourceful

ISTA Producing • quiet and reserved • efficient and expedient • keenly observe environment • interested in how and why • cool observers of life	ISFA Performing • quietly friendly, modest and free spirited • loyal followers • idealists with high standards • keen senses • can be totally absorbed in action of the moment
ESTA Promoting • adaptable realists who ride with the tide • highly observant of surroundings • masterful at moving things in their direction • enjoy the fast lane	ESFA Entertaining • warm, friendly, charming, witty • hands-on problem solvers • enjoy life's simple pleasures • life of the party

NF Imaginative and Innovative

INFA Supporting • deeply caring and idea oriented • peacekeepers • absorbed in projects • encourage growth and development with quiet enthusiasm	INFZ Foreseeing • quietly determined • concerned for others' welfare • focus inner thoughts on helping others • put creative effort into their work
ENFA Inspiring • enthusiastic, charming, interesting • naturally curious and imaginative • know everyone • fascinated by relationships around them	ENFZ Mentoring • responsive and responsible • outgoing, energetic and sociable • catalysts who enjoy drawing out the best in others • warmly enthusiastic

ESTZ Supervising • practical and realistic • value productivity and efficiency • enjoy management • excel at bringing order to groups	ESFZ Providing • sociable, supportive and warm-hearted • active team participant • helpful toward others • use interpersonal skills to maintain important relationships
ISTZ Maintaining • serious, traditional and quiet • task-oriented, no nonsense style • excellent follow-through • work to conserve the resources of the group	ISFZ Protecting • dependable and responsible • sympathetic, quiet and conscientious • polite and tremendously devoted • work independently in support of team

ENTZ Improvising • creative, confident thinkers • intellectual and outspoken • argue both sides of issues • good at juggling many balls	ENTZ Leading • direct and strategic • confident and well-informed • frank and decisive • natural organization builders and leaders
INTZ Inventing • strongly defined interests • skilled with logic • enjoy theory, science, ideas • single minded focus on topics of interest	INTZ Strategizing • independent thinkers • develop strategy based on a clear vision • high achievement drive • emphasize competency

SZ 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 ESTZ

Contributions to an Organization

- Completes tasks accurately and on time, with all details in place.
- Gets results and is a natural sales person.
- Masterfully creates efficient systems.
- Is action-oriented and does not hesitate to be tough-minded.
- Is practical and realistic and moves step-by-step towards goals.
- Handles problems directly and decisively.
- Organizes and structures processes and people.
- Likes accomplishment and actual, physical, practical applications.
- Sees little usefulness in change, particularly if things are working fine.

Leadership Style

- Is a born administrator of resources, people, and projects.
- Prefers to concentrate on the work, not the people conducting the work.
- Offers appreciation to those who earn by producing.
- Is direct and resolute in getting to core issues.
- Uses time-tested, established methods to achieve short-term results.
- Is very conservative toward change.
- Sets high standards and sticks to them.
- Believes authority is gained over time by producing positive results.

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 ESTZ

- Watch your tendency to be blunt and try to consider the needs, desires, and feelings of others.
- Periodically modify your expectations of others in order to keep them motivated.
- Learn the art of giving positive feedback as opposed to critical evaluations and direction.
- Be open to new ways of doing things; listen to others' ideas, alternatives, and information.
- Pay closer attention to the "big picture" in order to balance short-term goals.

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

- Speaks with energy and forcefulness.
- Replies quickly with impromptu responses.
- Prefers communicating about issues in person rather than through writing.
- Uses brevity, succinctness, objectivity, and mental exactness.
- Uses concrete and specific, rather than abstract and theoretical, speech.
- Presents facts, followed by practical applications.
- Is convinced, and convinces others, by orderly logical reasoning.

TEAM PREFERENCES

- Is a driving force for planning and accomplishment.
- Challenges others to live up to own high standards of excellence.
- Is concerned with present realities, not future concerns.
- Conducts business with a no-nonsense and direct demeanor.
- Becomes frustrated by meetings that are not focused or that fail to follow clear agendas.
- Does not appreciate actions that waste time or stray from the task at hand.

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

- Prefers a stable, secure, predictable, and consistent environment.
- Seeks opportunities to work with people who follow through.
- Prefers surroundings where he or she can interact with people.
- Works best in an atmosphere that provides a sense of belonging.
- Needs to know that his or her efforts have tangible and practical payoffs.
- Avoids situations where he or she does not have responsibility or cannot maintain control.

PREFERRED LEARNING STYLE

- Prefers structured lessons that have a purpose, with no deviations in the schedule.
- Learns best with hands-on, concrete activities, and drills and memorization tasks.
- Prefers fact-oriented teaching and has little use for impractical concepts.
- Expects instructors to be fair and consistent, and to evenly apply the rules.

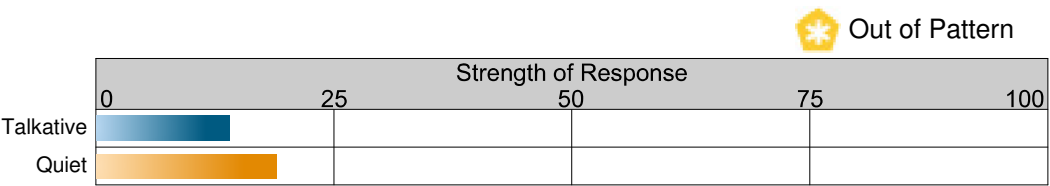
Questions to Consider:

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

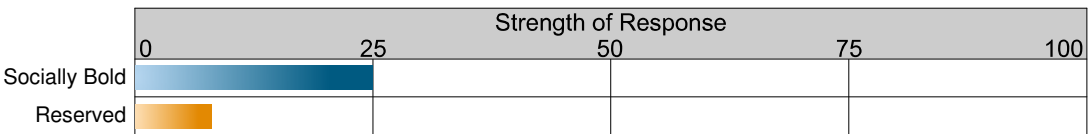
PERSONAL NOTES

A Deeper Look: Extraverting vs. Introverting

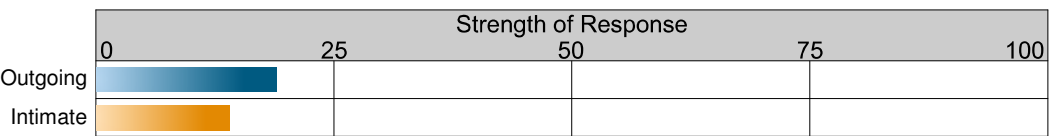
YOUR EI FACET RESULTS



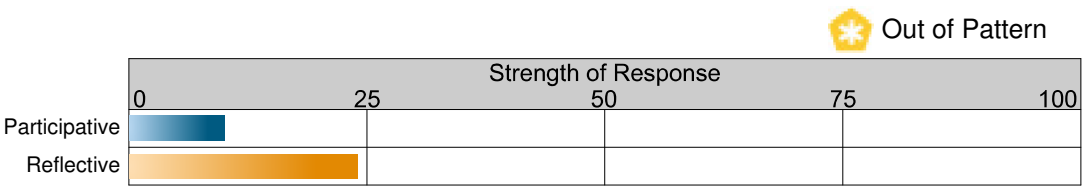
Talkative: animated and expressive; sociable and gregarious; opens up to others.
Quiet: calm and serene; private and personal; hesitant to self-disclose or show feelings.



Socially Bold: friendly and outgoing; initiates conversations; comfortable leading; likes public speaking.
Reserved: shy and retiring; prefers others to initiate; follows others' lead; dislikes public speaking.



Outgoing: has a wide circle of friends; dislikes working alone; enjoys meeting many people.
Intimate: has a few close friends; enjoys working alone; can concentrate for long periods of time.

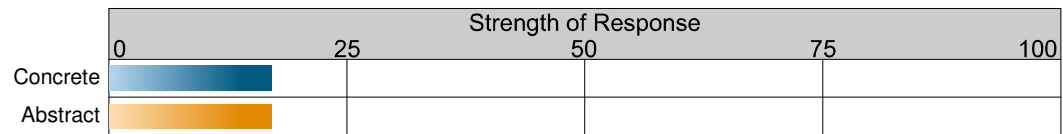


Participative: active and energetic; seeks stimulating activities; prefers to learn through discussion.
Reflective: values peace and quiet; needs solitude to reflect and recharge; prefers to learn by reading.

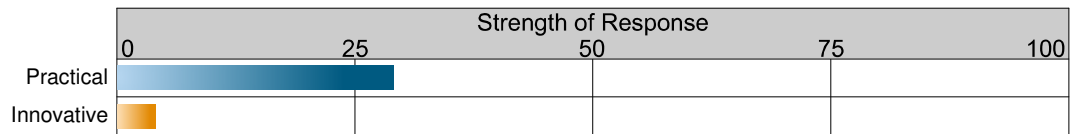
 **Out of Pattern:** Each facet has two opposite scales. For a given facet, you may favor a scale that is opposite to what you might expect based on your global results. These "Out of Pattern" preferences help you gain insight into your unique way of expressing your type.

A Deeper Look: Sensing vs. iNtuiting

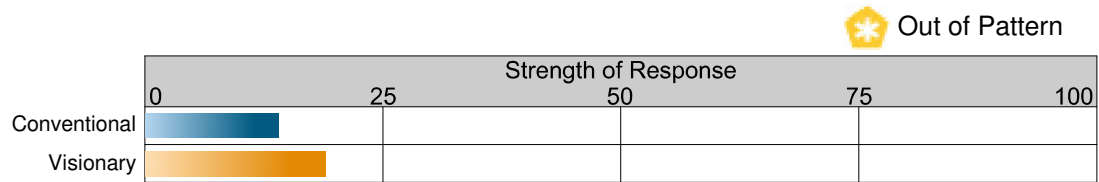
YOUR SN FACET RESULTS



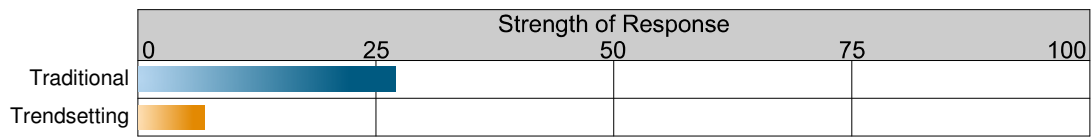
Concrete: deals with tangible facts and "what is" rather than "what could be"; likes to work out details.
Abstract: enjoys ideas and possibilities; values imagination; bored by details.



Practical: prefers established methods to achieve end results; dislikes improvising.
Innovative: likes variety and new ideas; enjoys resolving a crisis with a novel solution.



Conventional: values customs and traditions; follows accepted practices; dislikes standing out.
Visionary: values inspiration, uniqueness, and originality; comfortable appearing unconventional.

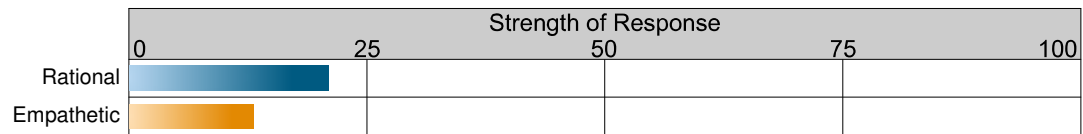


Traditional: predictable and established; careful with facts; opposes changes for sake of change.
Trendsetting: focuses on change and the big picture; seeks new trends; becomes bored with routine.

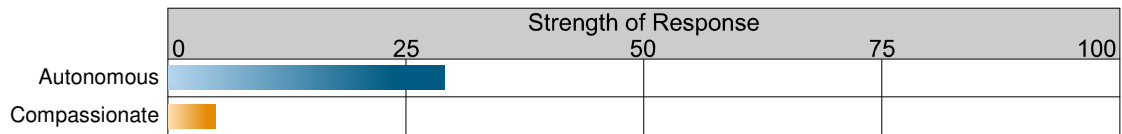
 **Out of Pattern:** Each facet has two opposite scales. For a given facet, you may favor a scale that is opposite to what you might expect based on your global results. These "Out of Pattern" preferences help you gain insight into your unique way of expressing your type.

A Deeper Look: Thinking vs. Feeling

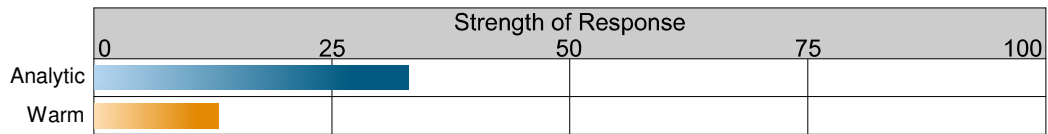
YOUR TF FACET RESULTS



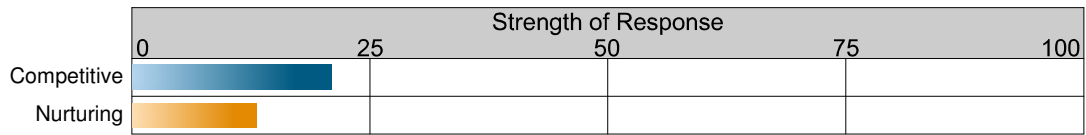
Rational: decisions based on logical analysis; impersonal problem solving style.
Empathetic: decisions based on values and person-centered principles; empathetic problem solving style.



Autonomous: fair, impartial, objective, and independent; more task- than relationship-oriented.
Compassionate: considers feelings, beliefs and needs of others; more relationship- than task-oriented.



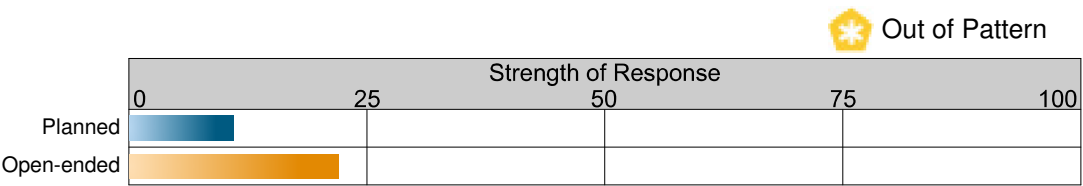
Analytic: values logic and scientific principles in decision making; analytical style.
Warm: values warmth and compassion in decision making; personable style.



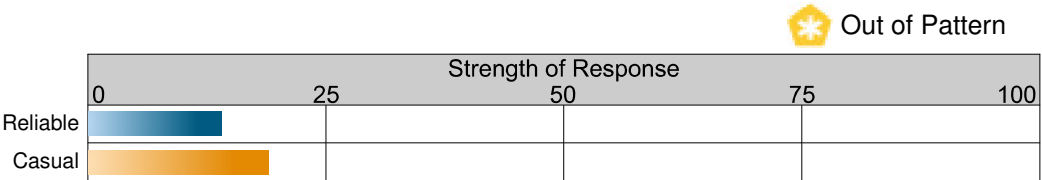
Competitive: critical, skeptical, tough-minded style; enjoys a good argument.
Nurturing: cooperative, accepting and supportive style; prefers harmony and dislikes confrontation.

A Deeper Look: organiZing vs. Adapting

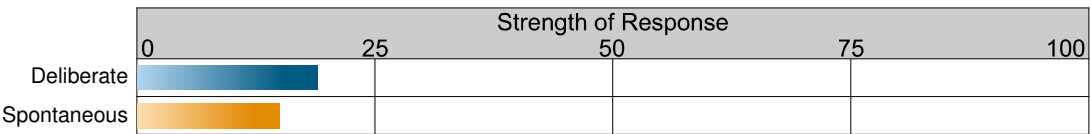
YOUR ZA FACET RESULTS



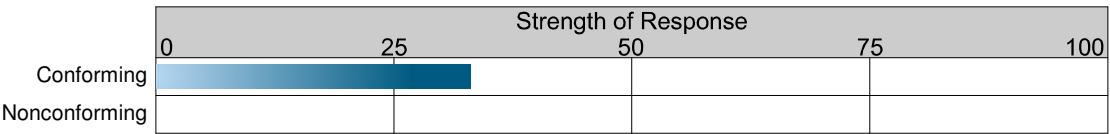
Planned: likes schedules and closure; emphasizes planning, anticipating contingencies, and organization.
Open-Ended: likes working things out as they unfold; emphasizes adaptability and flexibility.



Reliable: punctual, responsible, orderly; early starter who gets things done.
Casual: comfortable with diversions; energized by deadlines; procrastinates; works well under pressure.



Deliberate: exact, cautious, risk-avoidant, and goal-oriented; prefers a settled, non-impulsive lifestyle.
Spontaneous: changeable and opportunistic; comfortable taking risks; sometimes impulsive.



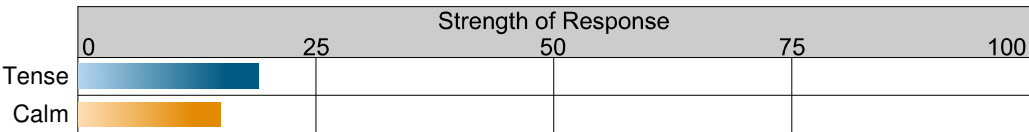
Conforming: prefers security, stability and structure; most effective with clear goals and direction.
Nonconforming: prefers freedom to develop own rules and goals; works effectively without structure.

 **Out of Pattern:** Each facet has two opposite scales. For a given facet, you may favor a scale that is opposite to what you might expect based on your global results. These "Out of Pattern" preferences help you gain insight into your unique way of expressing your type.

Response to Daily Stressors

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

TENSE VS. CALM GLOBAL SCALES



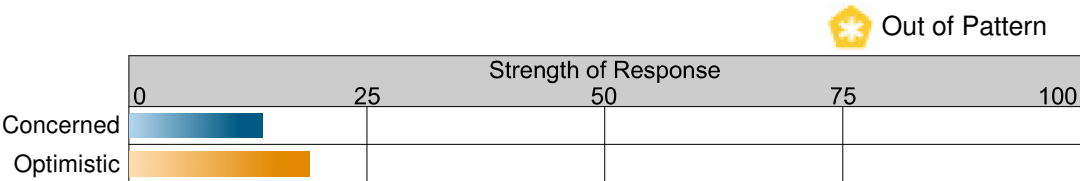
Tense

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

Calm

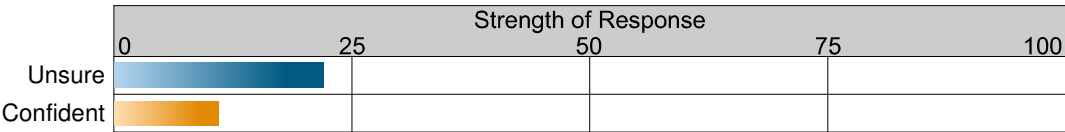
- optimistic and self-confident
- unconcerned about what others think
- calm and relaxed where others might be worried
- does not dwell on things that cannot be changed

FACET SCALES



Concerned: worries about the future and unpredictable events; takes insensitive remarks personally.

Optimistic: comfortable being in unfamiliar or unpredictable situations; shrugs off insensitive comments.

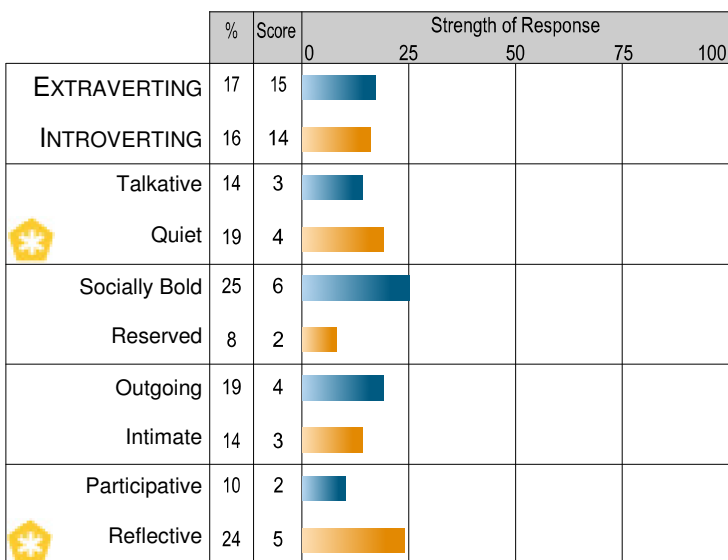


Unsure: hesitant, easily embarrassed, and relatively concerned about what others may think.

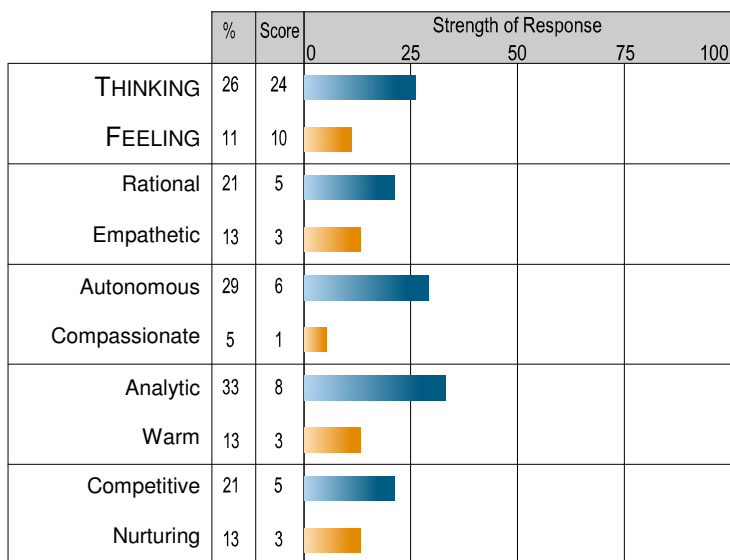
Confident: decisive, confident, and relatively unconcerned about what others may think.

Summary Report

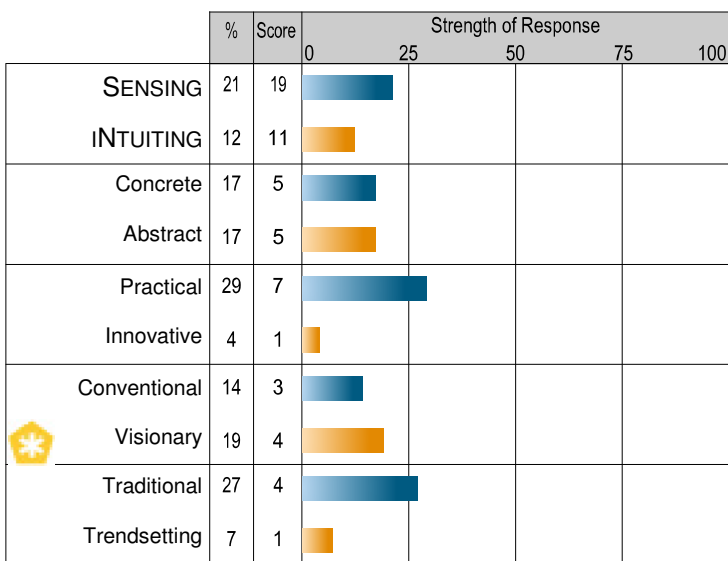
ENERGY DIRECTION



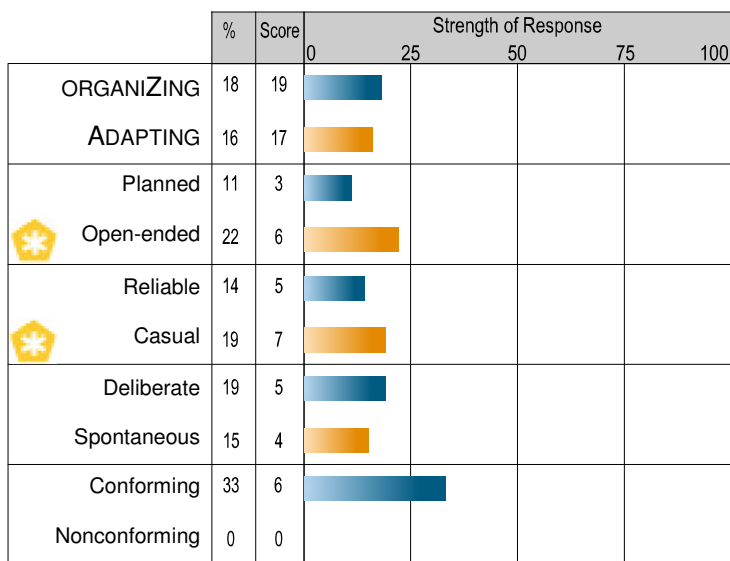
DECISION MAKING



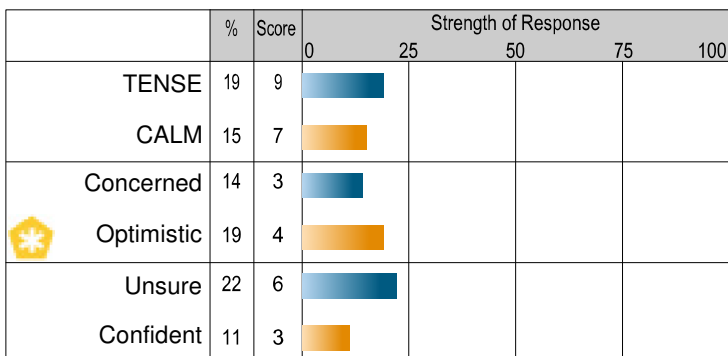
INFORMATION GATHERING



LIFESTYLE ORIENTATION



RESPONSE TO DAILY STRESSORS



Out of Pattern