

The ORA Student
Personality
PROFILER

Interpretive Feedback Report
for

Thomas Kolar

Grade: 04 Florida gulf coast university

Report Date: 21 Jul 2008

Reported Profile Type: INFZ

Administered By:
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Who am I?

If you ever wondered why you behave the way you do or why people you know think and act the way they do, you are not alone. We have been asking ourselves this question for thousands of years. The fact is you are a unique person in every way; however you also share a lot in common with all other people. Over the past 100 years the study of Personality has become more scientific and practical. You can use this information to help you answer the question that everyone asks at some point "Who am I?" Answers to this question help you develop a greater understanding of who you are and who other people are in your life. The Student Personality Profile report is based on a model of personality first proposed in 1911 by Carl Jung (pronounced "yung"), a Swiss physician and psychologist.

Jung found that while our personalities and underlying behavior appear to be random and unpredictable there are consistent patterns that when understood help us understand ourselves better. The Student Personality Profiler report looks at eight global personality dimensions. Jung suggested that you were born with preferences for one of the following paired personality dimensions.

The focus and direction of your personal energy:

Extraverting – social, outgoing and talkative, or

Introverting – reflective, reserved and quiet.

The way you gather and interpret information:

Sensing – detail oriented, practical and methodical, or

Intuiting – idea oriented, imaginative and theoretical.

The way you make decisions and come to conclusions:

Thinking – logical, analytical and objective considerations, or

Feeling – values, compassion and subjective emotions.

The way you approach living:

Organizing – structured, planned and orderly, or

Adapting – spontaneous, flexible and unstructured.

Using the upper case letters for each dimension we can create 16 models or Personality Profiles of normal healthy behavior:

E for extraverting or **I** for introverting

S for sensing or **N** for intuition

T for thinking or **F** for feeling

Z for organizing or **A** for adapting

On the following pages of this report you will learn how your answers to the Student Personality Profiler survey create a picture of who you are and how you may behave. Your report is divided into four parts: your Student Personality Profile, your Global Dimension scale scores, brief descriptions of the 16 Student Personality Profiles, and Frequently Asked Questions and Answers.

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Your reported Personality Profile is determined from your responses to the 100 survey questions you answered, and is described on this page in the form of a written description. This description is only a model of the typical behavior and personality style of the reported type. Your task is to see how well this profile description fits you.

Your Reported Personality Profile is Introverting, Intuiting, Feeling, Organizing

Personality Portrait of an INFZ Student:

The INFZ Student — reserved, modest, imaginative and organized. Places significant importance on beliefs, values and emotional understanding of the world. Desires to live in harmony and peace, and values growth, authenticity and meaning. Greatest task is to develop a sense of purpose and meaning in life and when it becomes clear, to work quietly and tirelessly toward that goal. May find his or her own purpose in an even greater purpose, but does not like to be in the spotlight as he or she pursues it. Finds it difficult to adapt to rapid change and shows discomfort when forced to accept change quickly. Creative and precise in expressing ideas which is done most effectively through writing. Loves to read, study and learn, finding intellectual, emotional and traditional subjects and topics most appealing. With the exception of a few close friends tends to keep inner thoughts and feelings from others. Prefers having a few close and deep friendships and dislikes being part of large, crowded events. Will take a planned and scheduled approach to managing time. Usually takes criticism personally no matter what its intended purpose. Life is a mystery and his or her challenge is to solve it. Usually doesn't mind standing out as quietly unique, and for the most part enjoys being different from everybody else.

The INFZ's Learning Preferences:

- * Quiet, shy, studious learner.
- * Enjoys studying most topics.
- * Can manage the details, but prefers to see the big picture.
- * Ideas and visions focus on the future.
- * Learns best through quiet, peaceful study.
- * Wants teachers who model his or her own imagination and goals.
- * Enjoys subjects that are intellectual and relational.
- * Prefers lessons and assignments to require reading and writing.
- * Chooses topics that enable development of a sense of meaning or purpose in life.

The INFZ At Home with Family and Friends:

- * Likes to spend time alone or with a special friends and family members.
- * Hopes to inspire others through words and actions.
- * Establishes relationships that are based on harmony and respect.
- * Feels love and affection towards others, but may not openly express it.
- * Most relaxed when conflict is absent or resolved.

Typical INFZ Hobbies and Leisure Pursuits:

- * Reading, writing and languages.
- * Abstract subjects and topics.
- * Being outdoors, nature watching.
- * Playing musical instruments and may enjoy classical music.
- * Word games and puzzles.

The INFZ's Achievement Needs:

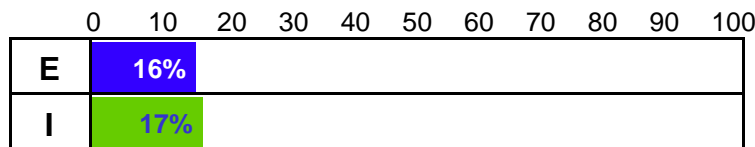
- * Stay positive even when life seems to have no apparent purpose or meaning.
- * Develop ability to hear negative feedback.
- * Be open to deeper, more personal relationships with others.
- * Notice small, but important details and events going on in the world.
- * Learn to confront conflict.
- * Let others know when support or recognition is wanted and needed.

Global Dimension – Energy Direction: Extraverting vs. Introverting

Extraverting types are people who direct their attention outward. They are people oriented and outgoing. They enjoy being sociable, talkative, and gregarious. Extraverts would rather listen to someone explain something than read about it. They are active learners who are energized by being with people. **Introverting** types mainly focus their attention inward on their own thoughts, ideas, and impressions. They have a small, close group of friends, speak less frequently, like to reflect upon their ideas before sharing them with others, and need private time.

Your test results do not reveal a clear preference, but you may prefer Introverting.

Extraverting: focusing your attention outward toward the world of people and things.



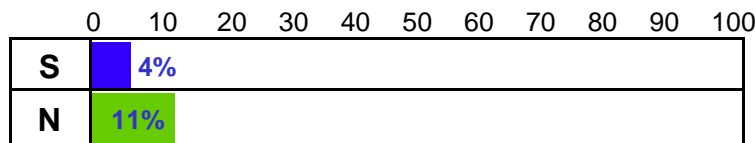
Introverting: focusing your attention inward on your own thoughts and ideas.

Global Dimension – Information Gathering: Sensing vs. iNtuiting

Sensing types obtain and trust information that is obtained directly through their five senses. They like to learn about practical subjects and focus on the present moment, facts and details. Sensors prefer to use proven methods and traditional approaches when interpreting data and information. **iNtuiting** types concentrate on information that leads them to explore what is new and possible. iNtuitives pride themselves on being innovative and find enjoyment in learning for its own sake. They focus on the future and prefer being theoretical and using their imagination.

You have a slight preference for Intuiting, as the graphs below show.

Sensing: gathering information in a factual and detailed manner using existing methods.



iNtuiting: interpreting information globally using imagination and innovative approaches.

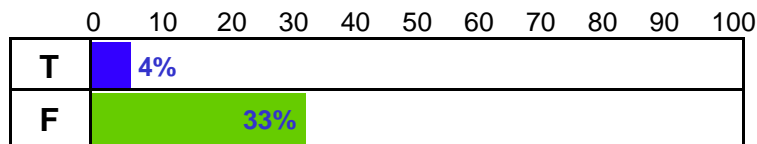
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Global Dimension – Decision Making: Thinking vs. Feeling

Thinking types make decisions using reason and logic. They prefer to make decisions by themselves and do not need to know what others think before they decide. Thinkers value the use of logic in other people's decisions and tend not be overly engaged in other people's personal lives. **Feeling** types make decisions based on their emotions and values. Feelers consider how their decisions affect other people. They are nurturing and compassionate in their interaction with others.

As the graphs below illustrate, you have a clear preference for Feeling.

Thinking: making decisions based upon logic, reason and knowing the correct answer.



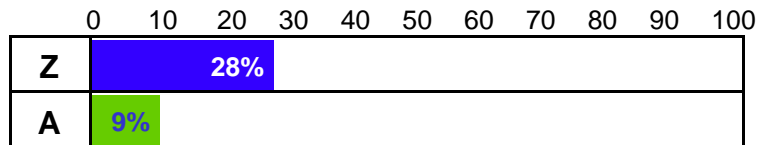
Feeling: making decisions based on values, empathy and being considerate.

Global Dimension – – Life Style Orientation: organiZing vs. Adapting

Organizing types are neat and orderly and they like to plan and structure their time. They act in a deliberate and controlled manner to achieve their goals. Organizers believe that rules are meant to be followed. **Adapting** types are flexible and open-minded. They prefer to avoid routines and are spontaneous in their approach to change. Adapters view rules as guidelines that can be changed when the need arises.

You have a slight preference for organiZing, as the graphs below show.

organiZing: preferring an orderly, organized and planned lifestyle.



Adapting: preferring a flexible, open-ended and spontaneous lifestyle.

Feedback Report for: Thomas Kolar

<p>ISTA Operator</p> <p><i>The theme is producing.</i> They enjoy working with their hands to make or build things. They are keen observers of the environment. Quiet and reserved. Cool observers of life. Interested in the how and why of things. Do not waste personal energy. Expedient.</p>	<p>ISFA Performer</p> <p><i>The theme is composing.</i> With their senses keenly tuned in, they become totally absorbed in the action of the moment. Quietly friendly. Modest about their abilities. Loyal followers. Idealists with high standards. Free spirits.</p>	<p>INFA Advocate</p> <p><i>The theme is supporting.</i> They support anything that allows the unfolding of the person, encouraging growth and development with a quiet enthusiasm. Peacekeepers. Undertake a great deal. Absorbed in projects. Deeply caring and idea oriented.</p>	<p>INTA Inventor</p> <p><i>The theme is designing.</i> They precisely arrange all of the elements necessary for an understanding of that part of the world that interests them. Live in a world of ideas. Skilled with logic. Strongly defined interests. Enjoy theoretical/scientific subjects.</p>
<p>ESTA Promoter</p> <p><i>The theme is promoting.</i> They enjoy life in the fast lane and are masterful at moving things in their direction. Ride with the tide. Adaptable realists. Make the most of every situation. Highly observant of their surroundings.</p>	<p>ESFA Entertainer</p> <p><i>The theme is performing.</i> They are warm, friendly, charming and witty. Hands-on problem solvers. Enjoy life's simple pleasures. Naturally diplomatic. Life of the party and a lot of fun to be around. Exciting company.</p>	<p>ENFA Proponent</p> <p><i>The theme is inspiration.</i> They are perceptive of others' motives and fascinated by the relationships around them. Enthusiastic, charming and interesting. Naturally curious. Know everyone & everything going on. Imaginative.</p>	<p>ENTA Improvisor</p> <p><i>The theme is innovation.</i> They are interested in the patterns of nearly everything and keep many balls in the air at once. Creative thinkers. Intellectual and outspoken. Can argue both sides of an issue. Confident of their abilities.</p>
<p>ESTZ Manager</p> <p><i>The theme is supervising.</i> They excel at brining order to organizations, groups, and family to which they belong. Practical and realistic. Gifted in business and mechanical crafts. They like to manage. Productivity and efficiency are among their top goals.</p>	<p>ESFZ Caretaker</p> <p><i>The theme is providing.</i> They use their interpersonal skills to maintain important relationships by being helpful. Warm-hearted. Active team members. Sociable and supportive. Always doing something nice for someone.</p>	<p>ENFZ Communicator</p> <p><i>The theme is mentoring, leading people to achieve their potential.</i> They are catalysts that enjoy drawing out the best in others. Responsive and responsible. Outgoing, energetic and sociable. Warmly enthusiastic.</p>	<p>ENTZ Director</p> <p><i>The theme is leading.</i> They are the natural organization builders and leaders. Frank and decisive. Able to think and react quickly. Exude confidence. Are well informed. Direct and strategic.</p>
<p>ISTZ Administrator</p> <p><i>The theme is maintaining.</i> They work to conserve the resources of the organization, group and family. Serious, traditional and quiet. Responsibly see tasks and jobs through to the end. "No-nonsense" people. Task oriented.</p>	<p>ISFZ Provider</p> <p><i>The theme is protecting.</i> They are unassuming, polite and tremendously devoted. Quiet and conscientious. Loyal and devoted workers. Sympathetic listeners. Dependable and responsible. Work independently in support of team efforts.</p>	<p>INFZ Foreseer</p> <p><i>The theme is foresight.</i> They focus their inner thoughts and visions on helping others. Quietly determined. Concerned for others welfare. Serve the common good. Put creative effort into the product of their work. Natural writers.</p>	<p>INTZ Strategist</p> <p><i>The theme is contemplation.</i> Dictated by a strong vision, they devise strategy and establish complex plans fro the future. Philosophical thinkers with highly focused concentration. Unimpressed with titles. Naturally high achievers and academics.</p>

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Frequently Asked Questions and Answers About Personality Profiles

Will my personality profile change as I get older?

Just as we wouldn't expect you to change your preference for using your right or left hand, we wouldn't expect that you would drastically change your personality profile over time. However, people do modify their behavior slowly as they grow older. Increasing your level of self-consciousness about who you are helps you know when and where change is needed and appropriate. The pace and extent of change differs for each person based on their genetic makeup and unique life experiences.

Will I score the same way if I take this survey again?

If you take the survey honestly and seriously both times the results should be similar.

Can I fake my survey results?

Yes. If you fill in choices you know aren't really you the results could be very different than if you were honest with yourself. Sometimes this happens because we want to be different than we really are. Other times it happens because we answer the way we think our parents, teachers or friends would want us to. If you think this has happened you might want to take the survey again.

Can I act one way at school or work and a different way at home?

In general we are not as role versatile as we think we are. We all play different roles depending on the circumstances in which we find ourselves. You have the potential for exercising all of the behaviors described by the survey. If you are conscious about what you are doing in a given situation you can choose a behavior to fit that circumstance. Even then, however the profile identified by your survey results is likely to characterize the way in which you react in most situations.

Can I really trust the survey results to guide my career choice?

Yes! Using your survey results as a guide to career exploration is one possible use. The developers of the ORA Student Personality Profiler have used this kind of information to guide the career decisions of tens of thousands of people of all ages. We think that no other survey provides as much insight for exploring and managing your career. You might also find it helpful to add to your self-knowledge by drawing on other information resulting from values and interest surveys. For most people choosing a career that is consistent with their Personality Profile will be more satisfying and rewarding than one that requires them to use less preferred behaviors.

What if I decide to pursue a career path that is not supported by my profile?

It may mean developing abilities and skills that are not your strong points. It would be like having to write with your least preferred hand all the time. However, if you decide to pursue a career that doesn't use your best abilities, by working hard at it the rewards could be great. You must also realize that by making this choice you increase the potential of experiencing some degree of frustration with the demands that will be placed upon you. If you decide to pursue such a career you should definitely engage in a more thorough examination of your interests, values and abilities before you begin.

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Frequently Asked Questions and Answers – Continued

If my profile is genetically determined why am I so different from my siblings and parents?

Your genetic heritage is extremely complex, made up of traits that have been present in your family for many generations. You may not be like either parent, but may be very much like a distant relative. While personality similarities are bound to exist you are a completely unique person.

Can I use my profile to pick my friends?

We all like to be with people who share our own common interests and hobbies. However, we should also seek friends whose interests and skills are different than our own, to give us a broader outlook on life. Your profile can help you understand both kinds of friendships.

Can you accurately predict the profile of another person without having them take the survey?

Not always, but in some cases you can by watching their behavior, reading verbal and non-verbal signals, seeing how they take care of their belongings, lockers, and rooms at home, and even how they dress. When you know more about how the underlying theory works you can begin to see patterns present in other people's behavior that point to what their profile might be.

If I read a profile other than my own am I likely to see things that might apply to me?

You might find yourself agreeing with those profiles containing two or three of the same letters as yours. However, if you read a profile that contains three or four different letters you will see that there are clear distinctions. Try this out by reading the profile that is opposite of yours. For example the opposite of the ESFA is INTZ or ISTZ is ENFA, etc.

Is there a link between my profile and my grades?

If you are interested, motivated and skilled you can excel in any subject you take regardless of your profile. Your profile might help identify which subjects will provide you with the criteria for doing well. Obviously it can also be used to identify the subjects you will not be motivated to learn. You will probably have to take some courses that you would rather avoid. Understanding why you don't like them can help you develop strategies for improving your grades in such courses.

Has anyone determined the profiles of famous people?

Yes, researchers and personality theorists have studied famous people of the past and present and have predicted what their profiles probably are. Of course this is all guesswork, but when you know more about the factors involved in measuring personality you will find that it can be done quite accurately.

Do my life experiences influence my profile?

Yes, experience plays a strong role in determining how you behave. Your childhood experiences play a part in determining your adult behaviors. Today's experiences may influence your behavior tomorrow. But mounting evidence shows that the range of variability in your behavior is influenced more by your genetic makeup than by your life experience.

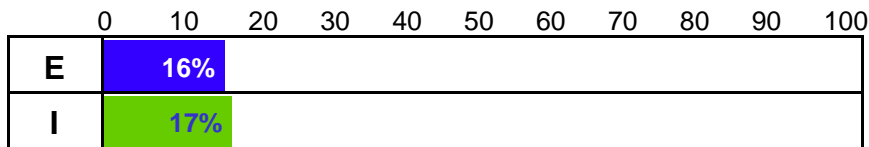
The ORA Student Personality PROFILER

Summary Feedback Report for: Thomas Kolar

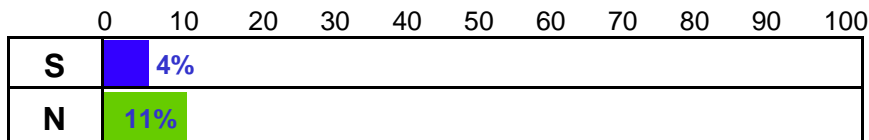
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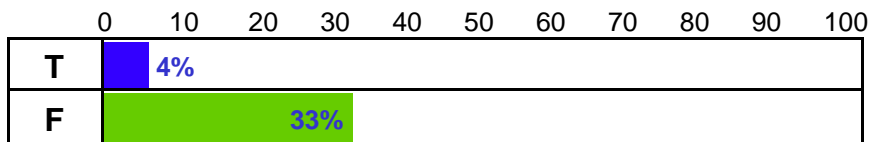
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