

The Personality Type Model

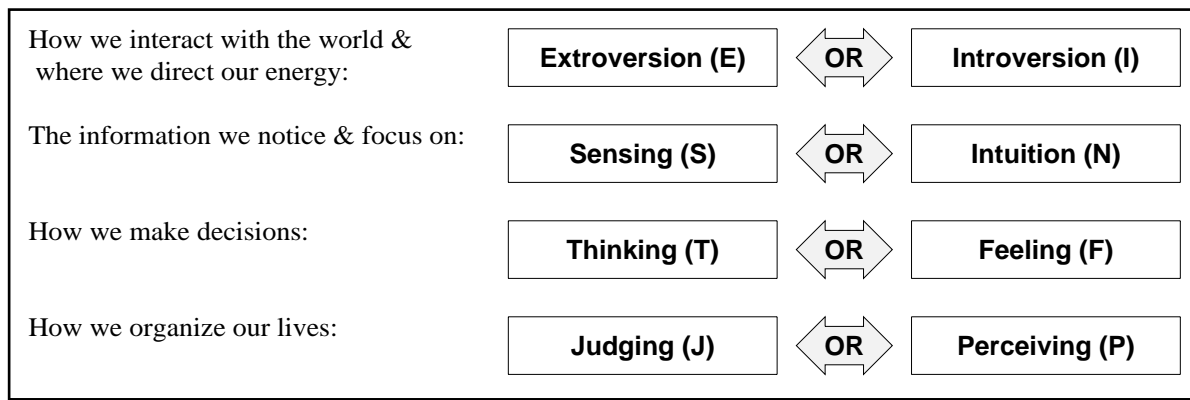
For Individual Productivity & Team Building

Name: Wyatt Earp
Purpose: Investigation

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Research has established that personality is the single most important factor in job choice, job satisfaction, and long term career success. The study of Personality Type began with Dr. Carl Jung in 1921 and was given more practical application in the 1960's by Katharine Briggs & Isabel Briggs Meyers. In the early 1990's, Fortune Magazine called Personality Type the most important management development tool of the decade.

The Personality Type Model identifies four dimensions of personality. Each of these dimensions is a continuum from one strongly identifiable pattern of behavior to its opposite. An individual Personality Type results from the combination of each preference on the four dimensions. These dimensions are:



Contents of the Personality Type Report:

Page 2 - Personality Type Dimensions:

This page describes and explains each of the four personality dimensions. One's preference is identified for each of the four dimensions.

Page 3 - Personality Type Description:

This page provides a full narrative description of one's Personality Type. It includes summary of operating style as well as Type strengths and weaknesses.

Page 4 - Career & Organizational Applications:

This page provides information about the relation of one's Personality Type to different career orientations and to different organizational cultures and teams.

Page 5 - Improving Communication:

Suggestions on how to communicate with individuals of various personality types.

Applications:

- * Team building
- * Personal growth
- * Career development
- * Corporate culture assessment

Benefits:

- * Increase team productivity
- * Increase job satisfaction
- * Understand how personality affects how you do your job

Proper use of the tool:

This assessment is a tool and should be used in conjunction with other data, observations and facts to support any decision. It was produced from the client provided handwriting sample and is designed for the sole & confidential use of the client.

Handwriting Research Corporation
4445 N. 24th Street
Phoenix, AZ 85016-5518



Phone: (602) 957-8870
Fax: (602) 957-8656
E-mail: info@handwriting.com
URL: <http://www.handwriting.com>

Personality Type Dimensions

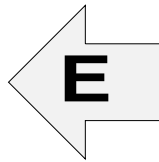
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The Personality Type Model identifies four separate personality dimensions. Although we are all a mixture of each of these preferences, we tend to have stronger preferences for one pattern over the other in each dimension. The combination of your most dominant preferences is used to create your individual personality type. Following are descriptions of each of these four dimensions with your preference noted. Your personality type is identified at the bottom of the page.

1. How we prefer to interact with the world and where we direct our energy:

Extroversion (E)

Is energized by being with others; acts, then thinks; responds quickly; enjoys fast pace; thinks aloud; talks more than listens; likes being center of attention



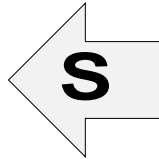
Introversion (I)

Is energized by time alone; thinks things through in head; avoids being center of attention; listens more than talks; keeps enthusiasms to self; is more private

2. The kind of information we "naturally" notice and tend to focus on:

Sensing (S)

Trusts known facts & concrete data; values realism & common sense; tends to be specific & literal; focuses on the present; proceeds step-by-step



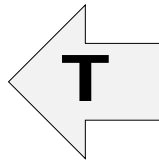
Intuitive (N)

Trusts inspiration; values imagination & innovation; tends to be figurative & uses metaphors; focuses on the future; looks for short-cuts

3. How we make decisions and come to conclusions:

Thinking (T)

Steps back, applies impersonal analysis to problems; values logic & justice; looks for flaws; tends to be critical; desires achievement



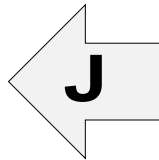
Feeling (F)

Steps forward, considers effect of actions on others; values empathy & harmony; shows appreciation easily; sees tact as important as truth

4. How we prefer to organize and live our lives:

Judging (J)

Works first, then plays; sets goals and works toward them; is product oriented; likes finishing tasks & making decisions; takes deadlines seriously



Perceiving (P)

Enjoys now, finishes tasks later; changes goals when new data comes in; likes keeping options open; likes adapting to new situations; has elastic deadlines

Your Personality Type is:

Supervisor
(E S T J)

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Personality Type Description

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The "Supervisor" Personality Type (E S T J)

Supervisor personality types are usually described as practical and realistic and they seem to have natural skills for business. Most important, they are take-charge, fast-moving people who really like to run things -- as much of the world as they can. Supervisors approach situations with their logical thinking. They are analytical, objective, and often critical -- not convinced by anything but reasoning. They enjoy administrative roles where they can set goals, make decisions, give orders, etc. Getting things done is their key focus and they are very effective at it. Supervisors are outspoken and you know where you stand with them. They take pride in being tough yet fair. Supervisors have a strong need for security and stability and this will come out as a strong desire for control. (They want their lives to be orderly & in control.)

Supervisors are seen by others as dependable, practical and able to get the job done. In other words, Supervisors just seem like the kind of people who should be in charge of things -- and since that is what Supervisors want, they tend to end up as leaders in work, personal, and community activities. They are willing to assume positions of responsibility and can be counted on to follow through. They like things kept in order and want standards followed and goals met. On the other side, Supervisors believe that hard work earns tangible rewards; the relaxing Supervisor is often a sincere partygoer (and party-doer), ready with a quick joke and solid sense of humor.

The hard-charging Supervisors are compulsive workers and tend to be very loyal to institutions. They usually make very good managers; they have the ability to stay unemotional (calm & cool) and yet take charge of situations and people. They can be counted on to follow an agreed upon plan. In other words, Supervisors are steady, dependable, and predictable. Belonging and camaraderie with a group is important to Supervisors. They are people-oriented but not sentimental. Supervisors tend to have traditional values. They are comfortable with authority and hierarchy (indeed they easily understand and climb it). A danger for Supervisor types is that they can become authoritarian if they do not pay enough attention to the concerns and input of people.

Supervisors are decisive and opinionated. They will usually speak their minds -- whether asked or not. Supervisors tend to be black-or-white thinkers who rarely see the world in terms of grays. Once they have made a judgment, it is very difficult to get them to change. Supervisors tend to have a lot of faith in their own opinions (based, they believe, on good facts), so one has to be ready to fight hard to get them to change their minds. (Of course Supervisors don't see that as fighting, they think of that as a good discussion!) Supervisor types are responsible for a lot of the results in our world -- they have particular skills at getting the right things in the right place in the right way at the right time to the right people.

Major Personality Type Strengths:

- * Hard charging & industrious
- * Responsible & conscientious
- * Organized & efficient
- * Decisive
- * Practical

Opportunities for Further Growth:

- * Slow down, be patient
- * Be sensitive to others' needs
- * Don't make decisions too fast
- * Listen more

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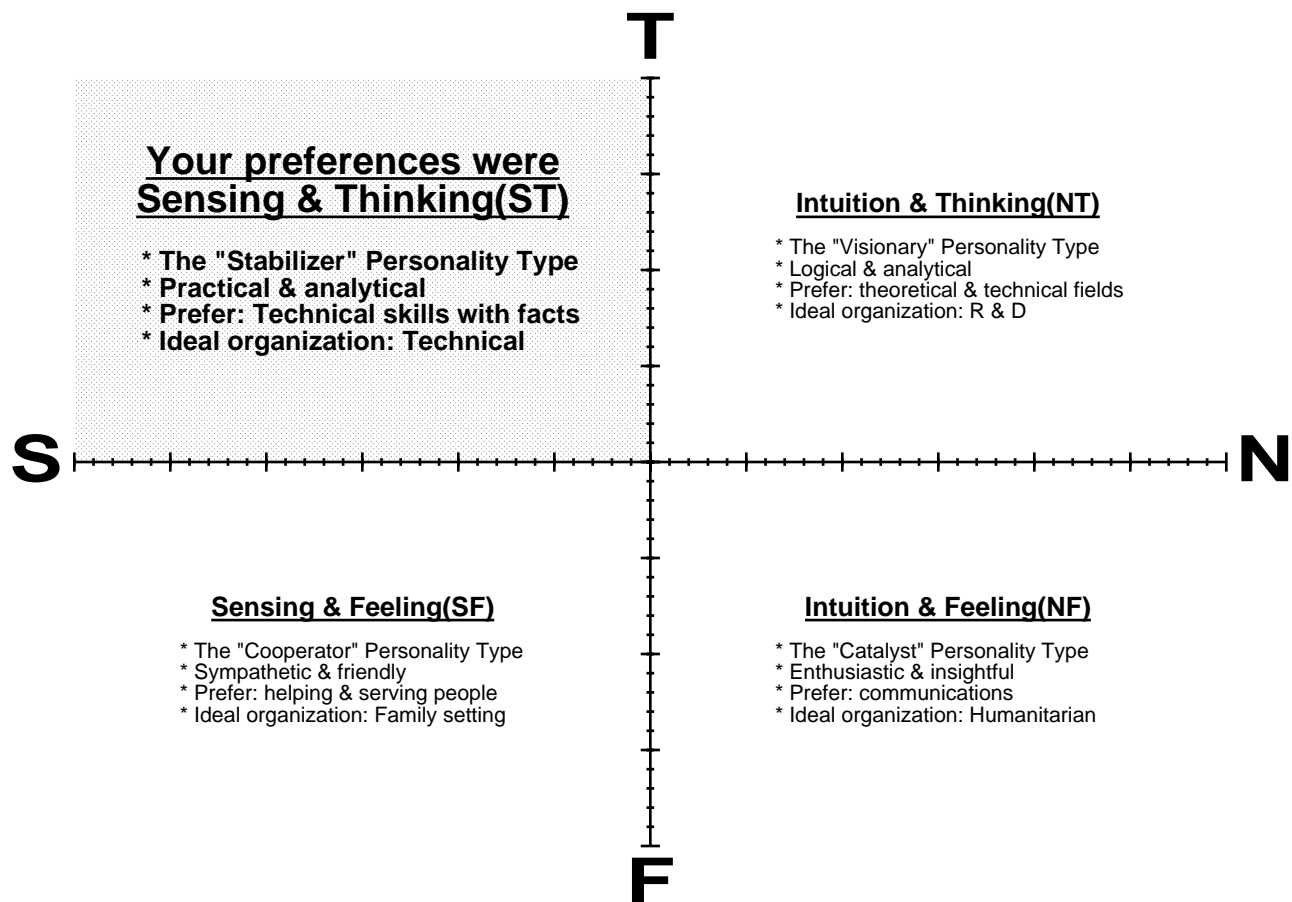
Organizational Applications

Identifying and working within one's own preferences for career choices and organizational (or team) styles can have a great impact on one's productivity. Research on career and organizational preferences has been based on the combination of the two center personality dimensions you received. The key dimensions in career and team work are (1) the information we notice (Sensing or Intuition) and (2) how we make decisions (Thinking or Feeling).

Your preferences were Sensing & Thinking (S&T are your two center scores):

Career Applications:

ST People are mainly interested in the realities of a given situation. Reality for them is what can be observed, collected and verified directly by the senses -- seeing, hearing, touching, etc. They trust judgments based on thinking, so they make decisions by logical analysis, with a step-by-step process of reasoning from direct cause to effect, from premise to conclusion.



Team Applications:

Most successful teams have "representatives" from each of the organizational type quadrants. Look at your team's results. Do you have a balanced team? If not, what skills & points of view are over-represented? What skills and points of view are under-represented? This template is useful for a full team analysis.

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Improving Communication

To communicate most effectively with others, try to use their preferred method of communication, based on their personality type. The following are the "natural" communication methods for each of the type preferences.

EXTROVERTS (E)

- * Communicate energy & enthusiasm
- * Respond quickly without long pauses
- * Prefer to use intense expressions
- * Like to communicate in groups
- * Prefer face-to-face to writing
- * Talk out loud before concluding

INTROVERTS (I)

- * Keep energy & enthusiasm inside
- * Think before responding
- * Prefer not to be drawn out
- * Prefer one-to-one rather than groups
- * Prefer writing over face-to-face interaction
- * Verbalize only after reaching conclusions

SENSING (S)

- * Like evidence presented first
- * Want practical & realistic applications
- * Present in orderly step-by-step approach
- * Like ideas to be straight-forward, feasible
- * In meetings, tend to follow agenda
- * Refer to specific examples

INTUITIVE (N)

- * Like global schemes & issues presented first
- * Want possible future challenges discussed
- * Use round-about approach in presentations
- * Like ideas to be novel & unusual
- * In meetings, tend to bypass agenda
- * Refer to a general concept

THINKING (T)

- * Prefer to be brief and concise
- * Want the pros & cons of alternatives listed
- * Can be intellectual, objective & critical
- * Convinced by cool, impersonal reasoning
- * Present goals & objectives first
- * Seek involvement with tasks

FEELING (F)

- * Prefer to be sociable & friendly
- * Want to know why an alternative is valuable & how it affects people
- * Can be interpersonally appreciated
- * Convinced by personal information
- * Present points of agreement first
- * Seek involvement with other people

JUDGING (J)

- * Dislike surprises & want advance warning
- * Expect others to follow through & count on it
- * State positions & decisions clearly
- * Communicate results & achievements
- * Talk of purpose & direction

PERCEIVING (P)

- * Enjoy surprises & adapt to last-minute changes
- * Expect others to adapt to situational requirements that may change
- * Present views as tentative & modifiable
- * Communicate options & opportunities
- * Talk of autonomy & flexibility

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