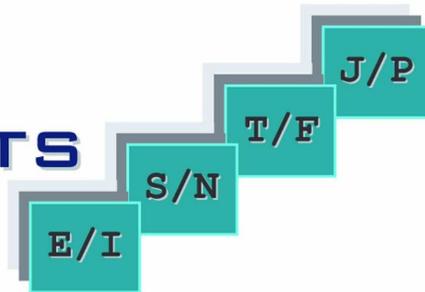


# MAJORS™ PT-ELEMENTS



MAJORS PERSONALITY TYPE - ELEMENTS™

## Detail Report

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March 31, 2009

## Introduction

This report is based upon your responses to the Majors PT-Elements™. It contains valuable information regarding your personal and work related experiences that are a result of your individual personality differences. These unique Elements of your personality are continuously shaping your life at work and at home. Adaptive personal growth and development is based upon accurate understanding of what makes us tick. A careful study of this report will help you to learn why you have certain experiences, and provide the basis for effective changes that improve your satisfaction and adaptation in many areas of life.

The Majors PT-Elements™ is based upon Personality Typology. In this paradigm there are four core dimensions that are innate features of your personality. Each of the four dimensions contains two opposite ways of psychologically functioning. The two ways are seen as psychological opposite ways of being. Everyone has the capacity to function on both sides of each of these dimensions, although we can only function on one side at a time, and we will have an operational preference for one way over the other. The four dimensions are:

**Energy acquisition and distribution** is the focus of attention and the direction of the source of psychological energy. The two directions of focus and energy are **Extraversion** (external) and **Introversion** (internal).

**Perceiving or attending to information** is the mental process by which one takes in or attends to information about physical surroundings and concepts. The two forms of perception are **Sensing** and **iNtuiting**.

**Deciding or making judgments** is the mental process of forming decisions about the perceived information that is gathered. The two forms of judgment are **Thinking** and **Feeling**.

**Orientation to living** is the mental process used or lifestyle favored for interaction with the outside world. The two methods of orientation correspond to the mental functions of **Judgment** and **Perception**.

Personality typology helps us identify our typical way of approaching life. Each approach has benefits and potential challenges which we can learn to utilize to enrich our effectiveness. Details of Elements of each of these four dimensions will be presented, along with factors that impact the expression or use of your individual personality.

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## Your Four Type Dimension Results

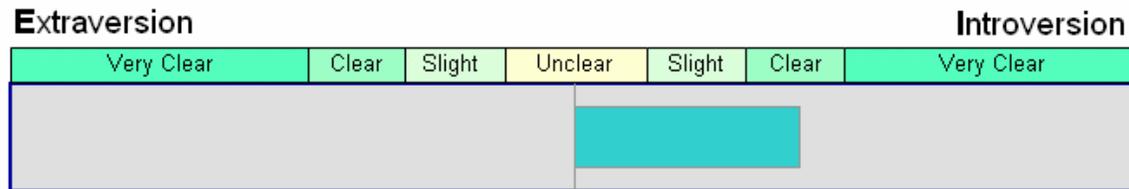
### *E/I: Energy Acquisition and Distribution*

External  $\longleftrightarrow$  Internal

The first dichotomy to be described contains the polar opposites of **Extraversion** and **Introversion**. These terms represent the preference for the external or internal acquisition and distribution of psychological energy.

What is psychological energy? We all have activities that we prefer to engage in. Some of these preferred activities will stimulate increases in the experiences (thoughts and feelings) of excitement, pleasure and well-being. Conversely, there are activities that reduce or deplete our experience of excitement, pleasure and well-being. These non-preferred activities may result in a sense of frustration, boredom, and irritation. This refers to everyday work and leisure activities like reading, speaking to groups, being physically active, or mentally busy. For example, being indoors reading a book, or quietly doing a craft on a rainy day may give great joy and peace to those preferring internal energy acquisition and distribution. Yet, this may (after a short time) leave those preferring external energy sources experiencing the need to go somewhere to interact more directly and physically with individuals or the environment (e.g. the mall or a gym). When psychological energy is getting low the experience is the same for both those preferring Extraversion and Introversion; lower mood, agitation, irritability and frustration are common. A lively company meeting may increase the psychological energy of those preferring external acquisition and distribution of energy, but may result in a need to be quiet and/or alone for the individuals preferring internal acquisition.

Your responses to the Majors PT-Elements™ indicate a Clear preference for: Introversion



### **Introversion:**

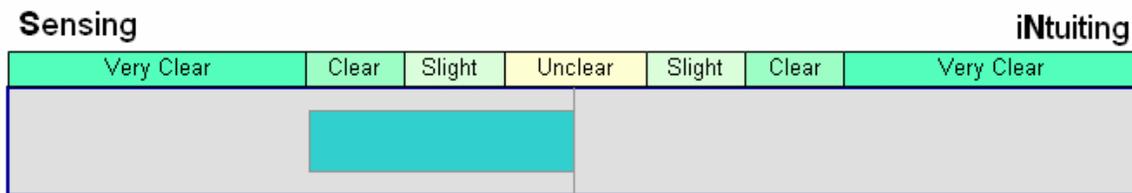
Those who have a preference for introversion will choose to restrict or moderate their connection with the external environment in order to facilitate the reflective contemplation that provides the source of their psychological energy. While no less appreciative of human interaction than their external opposites, they may display the preference for more quiet and less crowded interpersonal experiences, which leave adequate pause for contemplative thought to facilitate and engage in the interaction. With the internal preference, the stimulation from the external world is manifested in the energizing reflective thought of or about the experiences of life. The internal exchange of energy is most efficiently done through interactions and environments that enable the freedom to think before the commitment of action. Those preferring Extroversion and who are eager-to-engage may experience the quiet deliberate pace of the individual preferring Introversion as representing an aloof attitude or as an expression of disinterest.

**S/N: Perceiving or Attending to Information**

**Sensing** ←————→ **iNtuiting**

The dimension of perception contains the dichotomous preferences of Sensing and iNtuiting. These preferences underlie the functional processes that occur when we attend to sensory information (current or from memory) originating from the surrounding physical world. We all take in information from our environment through the five natural senses. We see, hear, smell, taste, and touch the surrounding world and will subsequently have memories of those sensory experiences. What we see is the same for all of us until it enters this perception processing function. Here is where the dichotomy results. There is an automatic tendency to process the experienced information in two basic ways.

Your responses to the Majors PT-Elements™ indicate a Very Clear preference for: Sensing



**Sensing:**

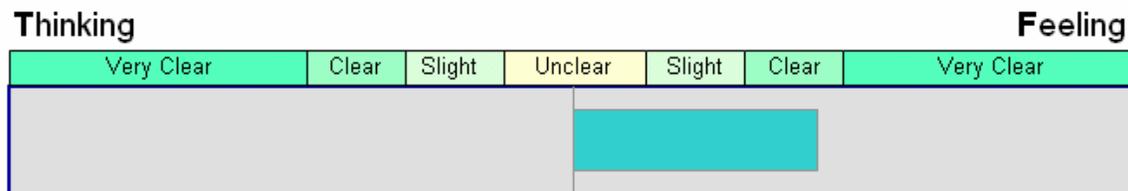
Sensing is the preference that is expressed when the focus of the perceptive process is a pragmatic and factual experience. Those with this preference believe that the facts do speak for themselves and there is seldom a need to go beyond them. They will typically find comfort in viewing the tried and true methods of accomplishing tasks as a sufficient, if not necessary, course of action. Past experiences can provide concrete foundations for answers to the questions that arise when information is perceived. This preference may lead the sensing preferring individual into fact-finding forays to answer the questions of “How, What, When, or Where?” They have a realistic perspective that is anchored in the comfortable foundation of pragmatism and facts. Those who prefer the intuiting side of this dichotomy may find it difficult to retain or present enough concrete, detailed information to satisfy the fact-hungry inquisitive individuals who prefer the sensing process.

**T/F: Deciding or Making Judgments**

**Thinking** ←————→ **Feeling**

The personality dichotomy of making judgments or decisions includes the preferences for using either logical thinking processes or relationship and value motivated thoughts in making choices. Everyone thinks and everyone has feelings about thoughts and experiences. Further, we all need to frequently make judgments and decisions about our lives and our perceptual experiences. Some decisions may focus upon yielding the best outcome, while others may seek to produce what works best for all involved. These two dichotomously different ways of making judgments and decisions are equally valuable for a balanced work and home life. The accuracy of the decisions that we make is important. This dichotomy represents the two different ways of establishing what accuracy is.

Your responses to the Majors PT-Elements™ indicate a Clear preference for: Feeling



**Feeling:**

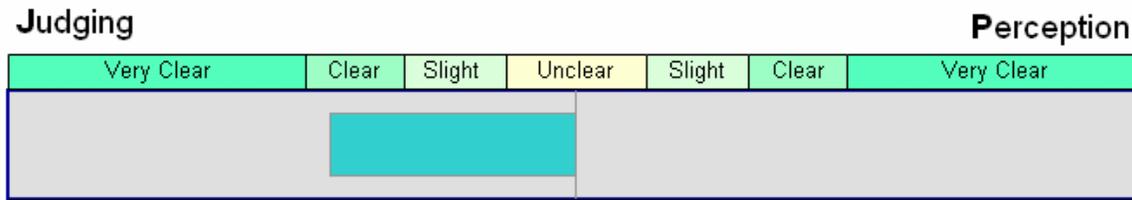
Individuals, who have a preference for Feeling judgments and decisions, make choices based on beliefs, values, and ideals they believe will lead to greater inner and external resonance in the overall situation. They are keenly attuned to the affect of decisions on others and seek to implement decisions that enhance relationships. They often have a need to process the emotional and interpersonal consequences of decisions. Those with a preference for feeling judgments view the consensus forming process as integral to the judgments that are being made. This tendency for overtly checking with involved parties, to maintain harmony and relational stability, is central to this form of decision-making. The need to process and check with the condition of others throughout the decision-making process can be viewed, by those holding to the opposite logical decision-making preference, as an indication of personal instability and/or a wasting of time.

**J/P: Method for Life Interaction/Orientation**



This dichotomy contains the two methods that are preferred for interacting with or orienting to life and living. It involves the opposite preferences of life by making decisions and judgments as opposed to life through perceptual experience. These two polar preferences represent what we see as we experience through interaction with, or observe in one another during the process of our daily lives. This dichotomy is in essence an innate expression of the individual’s mental style of living; we will prefer to “choose or experience” life. We are all able to learn to do elements of both sides of this dichotomy, but there is one that will be preferred the most.

Your responses to the Majors PT-Elements™ indicate a Clear preference for: Judging



**Judging:**

Individuals with a preference for living life through judgments and decisions enjoy planning and processing daily experiences. Comfort is experienced through the methodical organization of tasks and activities. Satisfaction is achieved as each of the day’s set goals is completed. When those who prefer Judging are aware of the plans for events and activities, then they experience an assurance that the necessary tasks and goals will be finished in the allotted time. Interruptions in the plan or method can create frustration and distract these individuals. The preference to decide, act and have closure on the events of life is naturally pleasing to them. Getting an early start on an activity or task promotes a sense of well-being and peace. Frequently, the need to know the plan and steps that will occur is viewed as an indication of demanding and controlling behavior by those who hold the opposite preference of life by perception.

## Your Whole Type Results

The results of your responses to the four-type dichotomous dimensions can be summed up in the common four letter code of psychological type. Your reported result for one side of each of the dichotomies (E/I, S/N, T/F & J/P) is presented as **ISFJ**. This indicates your preferences for *Introversi*on, *Sensing*, *Feeling*, and *Judging* as presented in the Four Type Dimension Results previously.

### ISFJ

#### Common Features of ISFJ:

- Are devoted to producing practical actions in order to help others, while displaying a warm, caring style.
- Will display a strong reaction to situations that violate common sense and bring negative consequences to other individuals or projects.
- They value structure and hard work, and will keep going until the project is brought to completion.
- They don't choose impulsively, but when a decision has been made, they take the responsibility very seriously and cannot easily be distracted.
- Interaction with an unstructured world can cause them to retreat to the self-absorption of inner thought and emotional reactions.
- When experiencing stress they may show a rigid side that is negative about the future and generally pessimistic.

#### Work and Activity Style:

They prefer to contribute to project and task completion by giving supportive attention that keeps the work in motion. They experience contentment through knowing that the task has been done well and that everyone involved appreciates their thoughtful contributions.

#### *Confirming Your Type*

Only you can determine which of the 16 Types is your best fit. Sometimes the process takes time and study to gain a complete enough understanding to recognize your fit. When you have read through the remainder of the report, you are encouraged to go to the last page and read the *Brief Descriptions of the 16 Types*. It is perfectly normal for it to take time to come to a clear decision.

## Your Elements of Type or Subscale Results

This section of the report will present the results from your responses that provide information about Elements of your four basic type dimensions. Individual differences will occur for all of us who hold a preference for the same side of a dichotomy. For example two individuals who have the same preference for extraverted or external energy may express themselves differently in social settings; one very gregarious and one more reserved in verbal interaction. We see them differently and in that particular social setting may believe one to be external and one internal. The subscales of your type Elements that are presented on the following pages provide an explanation for some of the individual differences within a type dichotomy that you may experience in your life.

Making sense of your results requires that you understand some information about what these Element scales represent.

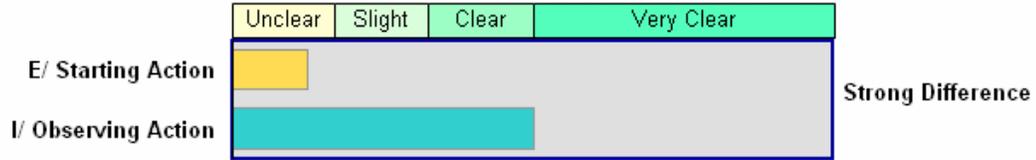
- The scales are sums of your responses to questions on the Majors PT-Elements™.
- No result is right or wrong, it is a healthy and natural expression of you.
- Your score levels are more an indication of your style of responding to questions and do not mean how much of something you have or do not have.
- It is not correct or meaningful to compare your results with others, as they are an expression of you.

You are encouraged to spend time reviewing your results noticing when there are large differences between the subscale dichotomies (strong difference) and when you have responded in such a way as to indicate little or no difference between a scale's dichotomies (unclear difference). At times your results will be in the opposite direction of the four-type dichotomy result that you found in the first section of this report. This **Individualized Response Pattern™ (IRP)** is not an error! It represents an Element of your psychological type personality that is an expression of your individual differences.

There is a lot of information in the 32 scales (16 Element dichotomies) to digest and understand. An effort has been made to keep this report free of jargon to make it easy to connect your results with your understanding of your personality. The results are presented by four-type dichotomy dimensions.

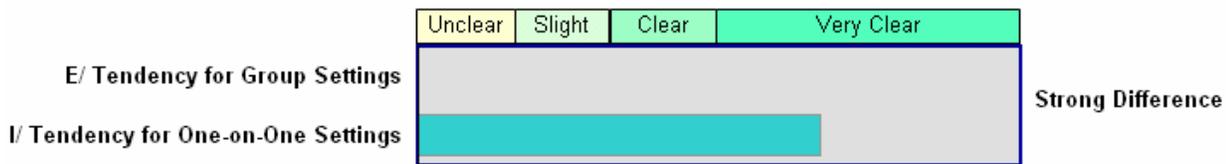
### Elements Subscales: Energy Acquisition and Distribution - E/I

The four graphs below present the results from your responses on the Majors PT-Elements™ subscales from the type dimension of energy acquisition and distribution. Each graph indicates scores from an element of Extraversion and Introversion (E/I).



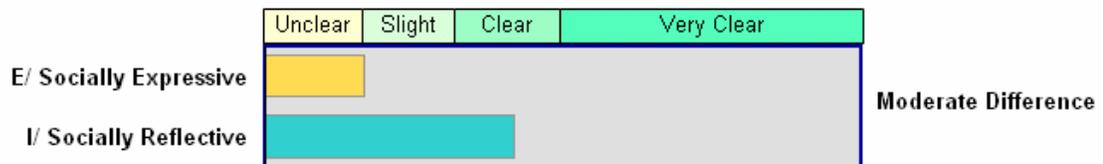
**Starting Action** – a preference for energy exchange by direct involvement in the initiation or starting of projects and activities.

**Observing Action** - a preference for energy exchange by involvement in projects and activities through observing the starting process and at times being included in the action after it gets going.



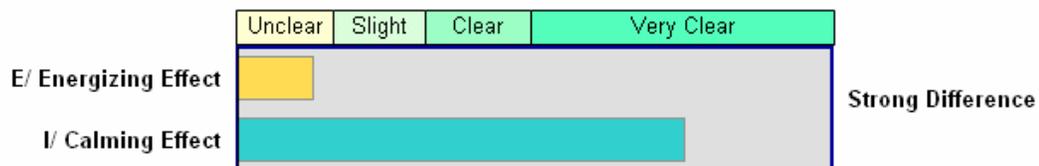
**Tendency for Group Settings** – the attraction to the exchange of energy available in the activity of group interactions.

**Tendency for One-on-one settings** – the attraction to the exchange of energy available in the one-on-one interactions with others.



**Socially Expressive** – the preference for expression through voice and action to exchange energy in social situations.

**Socially Reflective** – the preference for thought and reflection as an energy exchange modality in social situations.



**Energizing Effect** – the presentation of an overt robust exchange of energy that results in an energizing effect on others.

**Calming Effect** – the presentation of a more tranquil measured interaction that results in a calming influence on others.

**Elements Subscales: Perceiving or Attending to Information – S/N**

The four graphs below present the results from your responses on the Majors PT-Elements™ subscales from the type dimension of perceiving and attending to information. Each graph indicates scores from an element of Sensing and iNtuiting (S/N).



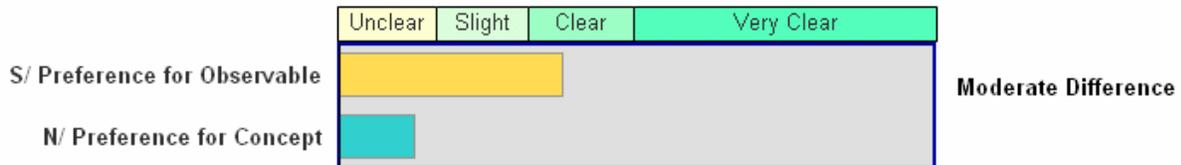
**Drawn to Facts** – a preference to focus attention on the factual content of information that is experienced.

**Drawn to Ideas** – a preference to focus attention on the ideas that are formed by the information that is experienced.



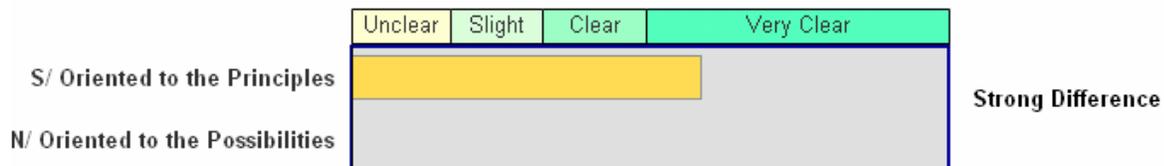
**Choose the Standard** – an attraction to proceed with the usual and known methods or information that have been proven.

**Try the New** – an attraction to use different methods or information that have not as yet been proven.



**Preference for Observable** – the perception oriented toward what is concretely observed and known to exist.

**Preference for Concept** – the perception oriented toward how information fits together to form or construct what is known.

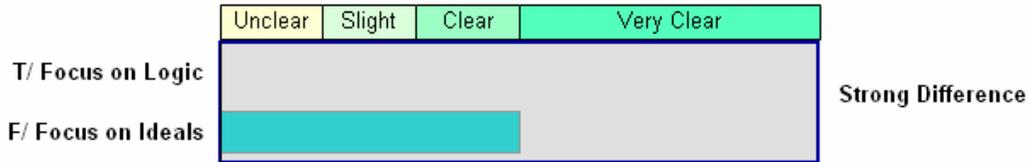


**Oriented to the Principles** – the preference to embrace the foundations of or reasons for the existence of a piece of information or what is perceived.

**Oriented to the Possibilities** – the preference to move perceptual information to a constructed world of what might possibly be.

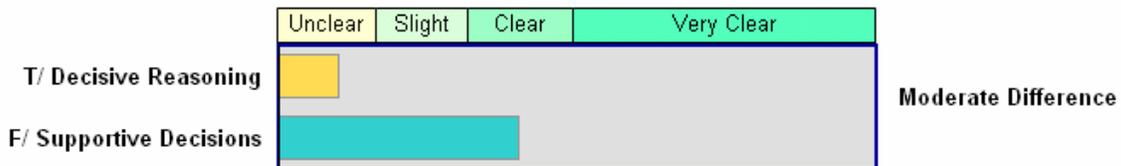
**Elements Subscales: Deciding or Making Judgments – T/F**

The four graphs below present the results from your responses on the Majors PT-Elements™ subscales from the type dimension of deciding or making judgments. Each graph indicates scores from an element of **Thinking** and **Feeling** (T/F).



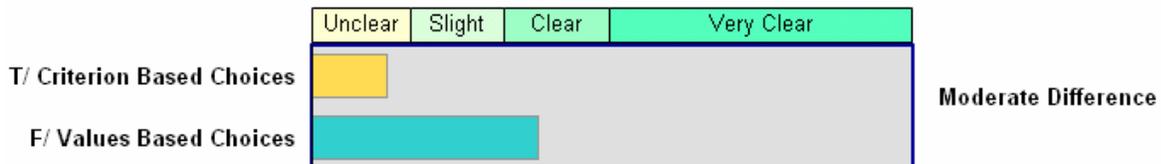
**Focus on Logic** – represents the preference for making decisions based upon data that is subjected to logical analysis to obtain the best results.

**Focus on Ideals** – is the preference for making decisions founded upon believed principles and ideals that are held in value.



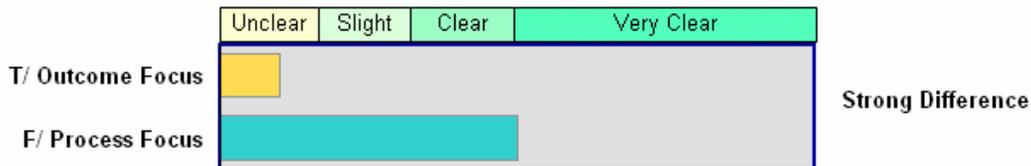
**Decisive Reasoning** – represents decisions arrived through impartial observation of clearly understood objectives.

**Supportive Decisions** – the preference for making judgments to achieve objectives through evaluating the impact they will have on participating individual’s performance.



**Criterion Based Choices** – the preference for making decisions and judgments founded on specific criteria or standards that lead to the prescribed outcomes.

**Values Based Choices** – indicates the preference for decisions and judgments that have an anchor in important personal beliefs.

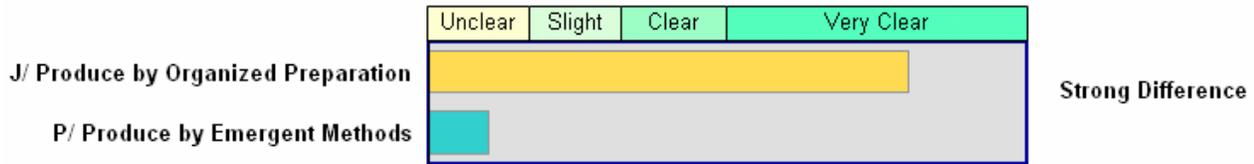


**Outcome Focus** – represents the form of decision-making that keeps the desired goal as the foundation for the judgments that are made.

**Process Focus** – is the type of decision-making that values the process employed in making the judgments that serve to reach the goals.

**Elements Subscales: Method for Life Interaction/Orientation – J/P**

The four graphs below present the results from your responses on the Majors PT-Elements™ subscales from the type dimension of orientation to living. Each graph indicates scores from an element of **J**udgment and **P**erception (J/P).



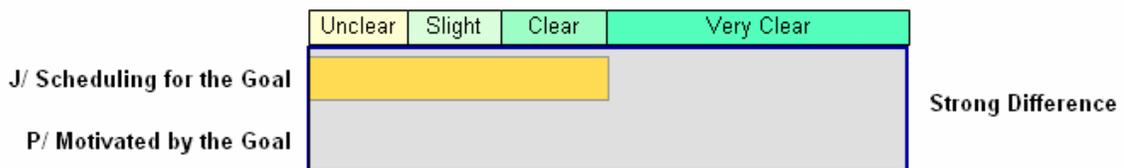
**Produce by Organized Preparation** – the preference to be productive in life by making judgments intended to organize activities before beginning.

**Produce by Emergent Methods** – the preference to be productive in life by beginning activities and developing methodologies as important features emerge.



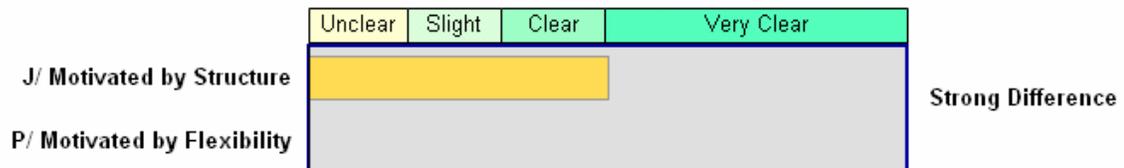
**Systematic Priorities** – the orientation to prioritize life in a way that relies upon preparation and advanced knowledge to assure completion.

**Process Oriented Completion** – an orientation for life that places a priority on experiencing the process that leads to finishing the work.



**Scheduling for the Goal** – the preference to work toward the goal employing the comfort of timetables and measured points.

**Motivated by the Goal** – the preferred method of achieving goals by allowing the motivation of the goal itself to drive the work.



**Motivated by Structure** – the inspiration of the judgments and decisions that are needed to form the structure in which work/activities occur.

**Motivated by Flexibility** – the preference for the enjoyment of adapting to changes and the unexpected in work tasks and life in general.

## Elements of Your Personality Formation

This section of the report will present the results from your responses that give information about various Elements of your Personality Formation™. Unlike the other information that is presented in this report, your Personality Formation is part of your developmental process (not genetic). Therefore, the information that you learn from the statements below are intended to help you understand some of the complex ways in which you interact with others, and respond to situations. It represents aspects of you that are very changeable and if considered with the psychological type information (Personality Type and Elements of Type) presented thus far, you can begin to develop ways of changing common experiences that challenge you.

Your responses to environmental situations and individuals:

- *Your Response to Pressure:* Even though pressure situations are not one of your strengths you can frequently get through the situation.
- *Your Emotional Style:* You are drawn to the excitement of activities and find that you frequently operate with emotional intensity.
- *Your Orientation toward Problems:* You see problems and interruptions as natural occurrences that lead to moments of re-evaluation and problem solving opportunities.
- *Your Orientation to Interactions:* You typically are open with others about your intentions; regardless of the fact that doing so may make you vulnerable.
- *Your Communication Interpretation:* You find that most people mean well, and they can be taken at face value for what they say.
- *Your Change Orientation:* Most of the time you are open to changing your decisions and looking at situations with a different perspective.
- *Your Relationship Beliefs:* You usually find relationships to be satisfying where others will tend to listen to your input and they seldom let you down.

## In Closing

This completes your Majors PT-Elements™ Report. This report provides an important point along your path of continued positive growth and self-understanding. You are encouraged to return frequently to the information presented here and allow yourself the chance to integrate the elements of your personality into your choice of actions in your daily life. The truth is that the more we know about the complexity of our personalities the more freedom we have in choosing a wider variety of behaviors and possibilities in our lives. The information frees us to act without blindly following the constraints that come from our innate personality preferences that push and tug at our decisions and actions.

### ***Further Reading:***

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- McGuiness, Mary, (2004), *You've Got Personality*, Epping, NSW, Australia. MaryMac Books.
- Tieger, P. and Barbara Barron-Tieger, (2000), *Just Your Type*, New York, NY: Little, Brown, and Company.

The Majors PT-Elements is published by the Breckenridge Institute®, a research and consulting firm located in Boulder, Colorado.

## Brief Descriptions of the 16 Types

	Thinking	SENSING	Feeling	Feeling	INTUITING	Thinking
Judgment	<p><b>ISTJ</b></p> <p>Dependable, responsible with a desire to know/experience the facts without embellishment. Handles things with attention to detail and little or no prompting. Will keep reactions to themselves (internal reactions may be strong). Observing of the details and facts, follows procedures, and wants things done right. The expectation that others must be logical and analytical creates problems.</p>	<p><b>ISFJ</b></p> <p>Devoted to practical actions that help others, while displaying a warm, caring style. Have strong reactions to violations of common sense that have negative consequences for others. Values structure and hard work that bring projects to completion. Very responsible for decisions and seldom chooses impulsively. Lack of structure causes retreat to the self-absorption of inner thought and emotional reactions.</p>	<p><b>INFJ</b></p> <p>Stimulated by problems requiring innovation and new concepts. Provide insight into challenges involving people. Resolves issues using complex and abstract methods. Needs harmony, and values helping and seeing others grow and develop. Conceptualizes independently but seeks approval from others. Coming up with new methods can put them in conflict with the real goal and the agendas of others.</p>	<p><b>INTJ</b></p> <p>Focus on thoughts that are formed from the symbolic nature of perceived experience. Drawn to know all that can be known about the current area of involvement. Connects others with the plan by education and inspiration. Displays ability when pushed and challenged in projects/problems. Becomes single-mindedly focused upon "the goal" to the exclusion of input from others.</p>		
	<p><b>ISTP</b></p> <p>Seek the underlying principles that explain how things work and function in the external world. Use their logic for producing efficient spontaneous problem solving. Organize information and facts internally, and externally when pressured by the need to succeed. Understand the facts of situations by observational skills. They may ignore contributions of others in favor of their logical decision-making.</p>	<p><b>ISFP</b></p> <p>Have the characteristic of actively demonstrating warmth and caring for others. Will exert extra effort to help complete valued projects. Loyalty to values makes them steadfast in relationships and organizations. Display flexibility and accommodation to others. Prefer variety/variability on tasks and projects. May view themselves as inadequate even with positive feedback.</p>	<p><b>INFP</b></p> <p>Hold a strong idealized set of beliefs, which leads to faithfulness in duties and obligations. Will be cautious in developing relationships. Tend to facilitate the potential in others. Motivated by the value/meaning behind important projects. Convictions are seldom ever expressed openly. When unable to contribute to meaningful activities they may see themselves negatively and may lose confidence.</p>	<p><b>INTP</b></p> <p>Respond to current experiences through the principles or concepts from their thoughts about the situation. Enjoy the discussion and debating of ideas with similar friends. Process problems and situations in terms of logical cause and effect. Drawn to precise language and descriptions with no ambiguity. Disconnect from the outside world may lead to nonproductive behavior.</p>		
Perception	<p><b>ESTP</b></p> <p>Contributes to tasks and events through friendly and adaptable actions. Consolidates the facts about a situation to find a solution. Seeks physical experiences, and is curious about sensory information. Pragmatists that prefer to confront the actual problem directly, with no need for alternative possibilities. Abstract ideas may result in backing away from problems until concrete proof is offered.</p>	<p><b>ESFP</b></p> <p>Focuses on experiencing and accepting life as it is, while contributing to the wellbeing of others. Has a good command of applied facts and data. Problem-solves through using existing tools and processes in new ways. Learns through direct contact with actual conditions, not in abstract or classroom testing. Need for excitement and change can produce boredom during sedentary tasks.</p>	<p><b>ENFP</b></p> <p>Drawn to the outer world of new ideas and possibilities involving work and play. Too many possible projects and aspects to situations can make it difficult to act. Will brainstorm new approaches that are the most efficient solutions. Skilled concerning the issues of others and attempts to get things back on track. Pushing too much detail into their conceptualization process causes glaze over.</p>	<p><b>ENTP</b></p> <p>Energies are focused on the possibilities and promotion of innovation that completes projects. Objectively solves issues with people and is self-critical when in error. Sees data and information as conceptual frameworks that help others to comprehend. Use logic to solve complex issues in projects/problems. Becomes frustrated with the monotony of things after the problems are solved.</p>		
	<p><b>ESTJ</b></p> <p>Have a strong need to bring about/establish logical order in the world. Objectively organize projects to assure that nothing is overlooked. Desire to be responsible and expect responsibility from others. Communicate directly and quickly get to the bottom line. May come to decisions too quickly without adequate information or concern for others' input.</p>	<p><b>ESFJ</b></p> <p>Concerned with fellowship and harmony in everyday contacts and relationships. Look for the positive in others, and value their opinions. View situations and problems with a pragmatic goal orientation. Plan/organize based on concrete knowledge and their concept of right and wrong. The desire for harmony may not allow them to be truthful regarding problems.</p>	<p><b>ENFJ</b></p> <p>Actively care for the concerns of others. Bring harmony to relationships and situations. Help others reach their maximum potential. Believe in being conscientious and orderly while working on projects, expecting the same from others. Will identify the possibilities that emerge from others' opinions. May jump to conclusions regarding individuals/situations, and create problems.</p>	<p><b>ENTJ</b></p> <p>Prefer to live and work by organizing, making certain that achievements and success are realized. Complete projects by establishing order using procedures and systematic structures. Operate with clear standards of right and wrong. Interested in the possibilities that are not obvious or presently known. Snap decisions may not be sound, if the input from others is ignored.</p>		
EXTRAVERSION						
INTROVERSION						

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