

GOLDEN™
Personality Type Profiler
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Student Feedback 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 five 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 five 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

Judging: planned, organized, and orderly approach.

Perceiving: open-ended, flexible, and emergent approach.

How you respond to stress

Tense: unsure, uncertain, and cautious.

Calm: optimistic, relaxed, and self-confident.

Portrait of Your Type

YOUR TYPE: ESFJ

Extraverting, Sensing, Feeling, Judging.

Outgoing and friendly by nature, ESFJs are greatly concerned with fostering harmony and cooperation among people. You impress your friends as being a no-nonsense person—practical and conventional, sentimental and caring all at once, and in the best sense of the terms. Warm personal interactions—strokes of approval and appreciation—keep you going in life. You are kind, unselfish, charitable, and naturally attracted to underdogs and those in need of a champion. Your sense of obligation may be a driving force, pushing you to take on more and more responsibility for the benefit of others. Your desire to please others may be so strong that you may have a hard time taking criticism as anything put personal.

As an ESFJ you value and wisely use your possessions. You are unsettled by waste and conspicuous consumption. You tend to live strictly in the here and now with interests based in reality—experiences, things, and people. ESFJs are life's keen observers. You take note of everything you hear and hold an amazing number and variety of facts in your memory. You are not impressed by abstractions and theory. If asked to consider an idea, an ESFJ prefers to see it first rendered into firm plans. Idle speculation and playing with theories do not interest you unless people are somehow at the heart of the matter. You tend to also be keenly aware of the feelings of others and the ordinary politics of business endeavors may cause you some anguish and concern. You need harmony to work happily and well. With your outgoing personality you prefer working with human companionship, so you may wish to think long and hard before accepting a job or work assignment that forces you to work in isolation.

You may find that communication in all forms comes easily to you, that you are comfortable with words and communicate well at all levels. You are often an entertaining conversationalist and sympathetic, attentive listener. Being patient and conscientious, you make a concerted effort to stick to a job until it is finished, paying close attention to detail. When an ESFJ joins an organization, it is partly to satisfy the drive to belong to a group. You have probably found that you quickly accept responsibility in any assemblage you join. Look at the bedrock of any organization—the founders, the officers, the chairs of the working committees, and you will find other ESFJ's with the same ultra-dependable style you bring to all of your endeavors. ESFJs are the ones who establish, nurture, and maintain organizations.

ISTP	ISFP	INFP	INFJ
ESTP	ESFP	ENFP	ENFJ
ESTJ	ESFJ	ENTP	ENTJ
ISTJ	ISFJ	INTP	INTJ

Personality Types

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

Summary of Global Results

Your global results provide insight to how the first 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 **ESFJ**

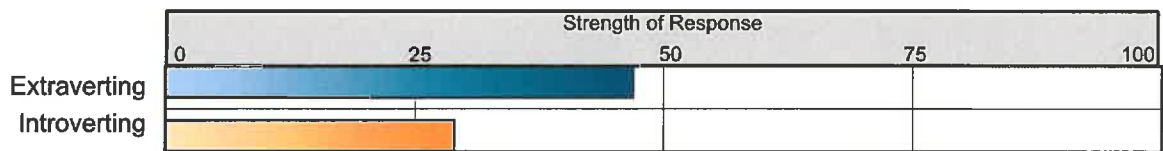
Where you focus your energy: **Extraverting**

How you gather information: **Sensing**

How you make decisions: **Feeling**

How you approach life: **Judging**

You have a Slight preference for Extraverting.



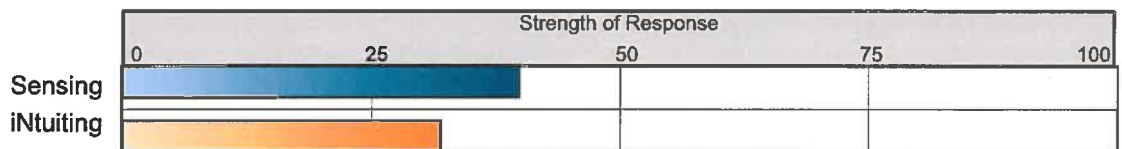
Extraverting

- 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

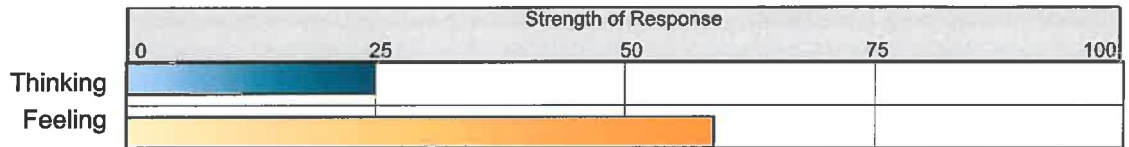
- processes information in an exact, detailed, and literal fashion
- lives in the present, prefers facts – what is known
- focuses on practical issues and topics

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 Strong preference for Feeling.



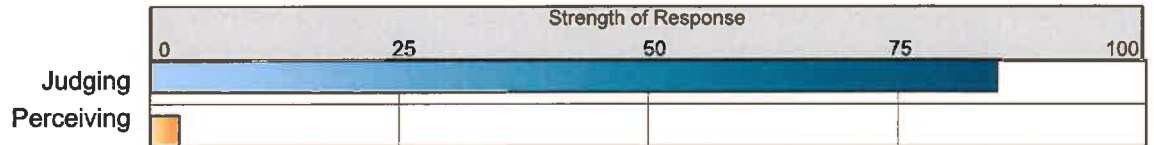
Thinking

- 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

You have a Very Strong preference for Judging.



Judging

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

Perceiving

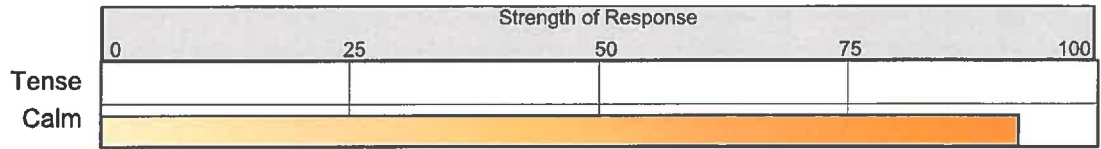
- prefers a flexible, open-ended and emergent lifestyle
- holds off deciding until there is more information
- prefers spontaneity and limited structure

PERSONAL NOTES

Response to Daily Stressors

It is important to understand how you respond to stress in your daily life. Your results on the global 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

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 ESFJ and your temperament is SJ.

SP Efficient and Resourceful

<p>ISTP Producing</p> <ul style="list-style-type: none"> quiet and reserved efficient and expedient keenly observe environment interested in how and why cool observers of life 	<p>ISFP Performing</p> <ul style="list-style-type: none"> quietly friendly, modest and free spirited loyal followers idealists with high standards keen senses can be totally absorbed in action of the moment
<p>ESTP Promoting</p> <ul style="list-style-type: none"> adaptable realists who ride with the tide highly observant of surroundings masterful at moving things in their direction enjoy the fast lane 	<p>ESFP Entertaining</p> <ul style="list-style-type: none"> warm, friendly, charming, witty hands-on problem solvers enjoy life's simple pleasures life of the party

NF Imaginative and Innovative

<p>INFP Supporting</p> <ul style="list-style-type: none"> deeply caring and idea oriented peacekeepers absorbed in projects encourage growth and development with quiet enthusiasm 	<p>INFJ Foreseeing</p> <ul style="list-style-type: none"> quietly determined concerned for others' welfare focus inner thoughts on helping others put creative effort into their work
<p>ENFP Inspiring</p> <ul style="list-style-type: none"> enthusiastic, charming, interesting naturally curious and imaginative know everyone fascinated by relationships around them 	<p>ENFJ Mentoring</p> <ul style="list-style-type: none"> responsive and responsible outgoing, energetic and sociable catalysts who enjoy drawing out the best in others warmly enthusiastic

<p>ESTJ Supervising</p> <ul style="list-style-type: none"> practical and realistic value productivity and efficiency enjoy management excel at bringing order to groups 	<p>ESFJ Providing</p> <ul style="list-style-type: none"> sociable, supportive and warm-hearted active team participant helpful toward others use interpersonal skills to maintain important relationships
<p>ISTJ Maintaining</p> <ul style="list-style-type: none"> serious, traditional and quiet task-oriented, no nonsense style excellent follow-through work to conserve the resources of the group 	<p>ISFJ Protecting</p> <ul style="list-style-type: none"> dependable and responsible sympathetic, quiet and conscientious polite and tremendously devoted work independently in support of team

<p>ENTP Improvising</p> <ul style="list-style-type: none"> creative, confident thinkers intellectual and outspoken argue both sides of issues good at juggling many balls 	<p>ENTJ Leading</p> <ul style="list-style-type: none"> direct and strategic confident and well-informed frank and decisive natural organization builders and leaders
<p>INTP Inventing</p> <ul style="list-style-type: none"> strongly defined interests skilled with logic enjoy theory, science, ideas single minded focus on topics of interest 	<p>INTJ Strategizing</p> <ul style="list-style-type: none"> independent thinkers develop strategy based on a clear vision high achievement drive emphasize competency

SJ 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 ESFJ

Contributions to an Organization

- Is outgoing, sociable, and will maintain relationships.
- Is a hard worker who seeks responsibility and is always accountable.
- Is skilled at logistics and orchestrating resources to accomplish goals.
- Personalizes the business process and outdoes others in managing or selling concrete and tangible products.
- Respects stated channels of communication and command.
- Carries out tasks efficiently, on time, with warmth, harmony and at a steady pace.
- Performs with good organizational skills leading to high productivity.
- Seeks to minimize risk and prefers a conservative route.
- Is more comfortable dealing with facts and reality than with theories.

Leadership Style

- Tends to take charge when no one else does.
- Leads others through personal persuasion rather than analytical reasoning.
- Shows attention to others' needs, desires, and values, thereby building a loyal following.
- Knows when to buckle down and get to work and when to back off and socialize.
- Tries to gauge the workload to avoid crises.
- Does not care for much change or circumventing stated policies and procedures.

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 ESFJ

- Practice saying "no" to others to avoid becoming overloaded and burnout.
- Learn to give and receive feedback in a less personal manner.
- Be more flexible to changing decisions when new information arrives.
- Consider the suggestions of others for possible new ways of doing things.
- Remember to periodically take a look at the big picture instead of the tiny details.

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 persuasiveness in concrete and specific terms.
- Replies quickly with impromptu responses.
- Prefers to talk in person, rather than communicate through writing.
- Verbally maps out the steps needed to accomplish a particular task.
- Presents facts first, followed by practical applications.
- Focuses on short-term current realities, rather than long-range future possibilities.
- Communicates personal experiences to make points.
- Persuades by emotionally presented, structured, and orderly material.

TEAM PREFERENCES

- Brings enthusiasm and organization to a group.
- Offers a systematic and practical outlook to the team.
- Focuses on time commitments, agendas, and practical methods to achieve team goals.
- Acknowledges everyone's importance and contributions to the team.
- Becomes irritated by members who do not participate or take responsibility.
- Gets frustrated by members who always must debate issues or who continually interrupt.
- Grows impatient with others who waste time or veer from the agenda during meetings.

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

- Operates best in stable and secure environments.
- Flourishes in cooperative and harmonious environments.
- Is most productive when given clearly stated expectations.
- Prefers environments where the focus is on executing immediate details.
- Requires enough time to complete projects in a timely, accurate, and orderly fashion.
- Avoids situations where he or she cannot stay close to the project, action, and people.

PREFERRED LEARNING STYLE

- Enjoys practical and pragmatic subjects with immediate applications for people.
- Works best on group projects or hands-on experiments that foster learning.
- Prefers structured learning systems, requiring memorization, recall, and drills.
- Learns from experiencing a given topic or subject before reading about it.

Questions to Consider:

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

PERSONAL NOTES
