



Individual Report

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PEARSON

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: INTZ

Introverting, iNtuiting, Thinking, organiZing.

Imaginative, inspired, tenacious, creative, and driven are all words that aptly describe an INTZ. You live in a world of pure ideas, a sea of concepts and associations so unique in your mind that not many others can share your vision. You are self-confident and individualistic, and typically do not need permission or understanding from the world to believe in yourself. Some of history's greatest inventors and researchers have shared this kind of calm trust in their own ideas, focusing on the possible, developing plans to bring ideas into reality, pouring all of their energy into reaching their goals, regardless of obstacles that may get in the way.

You are happiest in a job that lets you roam from one project to the next, turning your particular combination of iNtuition, Thinking, and OrganiZing to the next invention or reorganization. As an INTZ, whatever career field you choose, you are almost certain to approach it as an inventor, innovator, organizer, and reviser. You tend to be good at filtering out extraneous information so that you can focus on the critical issues to formulate plans, settle conflicts, and wrap up deals with a minimum of delay. But you may also restrict the flow of information by allowing discussion of only what you consider to be "the essentials." INTZ's like you can find it impossible to change the plans you have made or to shift gears, once you have decided on a course of action.

In love with learning and fascinated by the very concept of intelligence, you have an inner drive for performance and continually strive for self-improvement. You probably set high standards for yourself, repeatedly reciting a mental list of things you ought to learn, accomplish and master. You do not mind working long hours on a project without a break, and take great pride and interest in your job. INTZs often will find the time to tackle the most difficult problem and unravel the most complicated situation. However, you need peace to work most comfortably. You are inclined to make decisions on an impersonal and more logical basis. You may be aware that such impersonal behavior negatively affects values-based people, but you also recognize that separating your personal views from your work personality is important if you are to succeed in highly competitive fields.

Whether or not the work you choose is in the field of science, your mode of thought in any profession will basically be scientific in nature where you can apply your models to real projects. Overall, as an INTZ you tend to be a person who appreciates intelligence and continually seeks to increase your knowledge.

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 INTZ.

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 **INTZ**

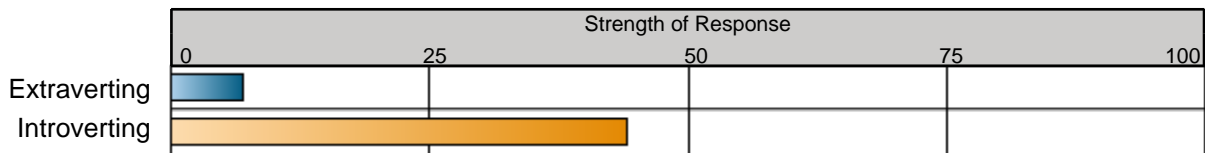
Where you focus your energy: **Introverting**

How you gather information: **iNtuiting**

How you make decisions: **Thinking**

How you approach life: **organizing**

You have a Clear preference for Introverting.



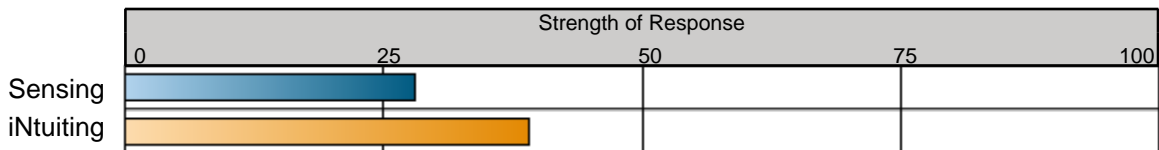
Extraverting

- 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 iNtuiting.



Sensing

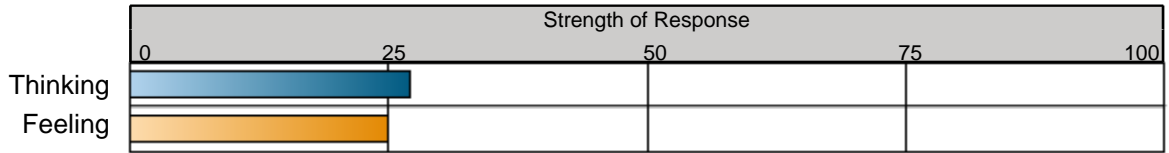
- processes information in an exact, detailed, and literal fashion
- lives in the present, prefers facts – what is known
- focuses on practical issues and topics

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

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



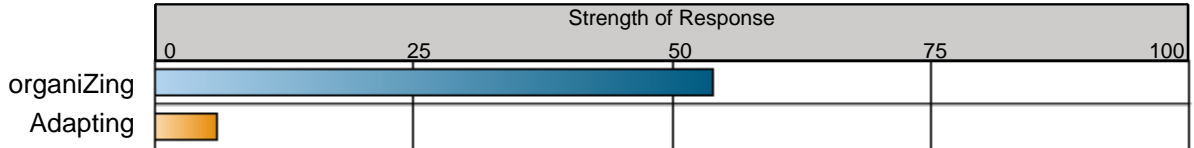
Thinking

- 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

You have a Strong preference for organiZing.



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 INTZ and your temperament is NT.

SA Efficient and Resourceful

<p>ISTA 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>ISFA 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>ESTA 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>ESFA 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>INFA 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>INFZ 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>ENFA Inspiring</p> <ul style="list-style-type: none"> enthusiastic, charming, interesting naturally curious and imaginative know everyone fascinated by relationships around them 	<p>ENFZ 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>ESTZ Supervising</p> <ul style="list-style-type: none"> practical and realistic value productivity and efficiency enjoy management excel at bringing order to groups 	<p>ESFZ 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>ISTZ 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>ISFZ 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>ENTZ 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>ENTZ Leading</p> <ul style="list-style-type: none"> direct and strategic confident and well-informed frank and decisive natural organization builders and leaders
<p>INTA 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>INTZ Strategizing</p> <ul style="list-style-type: none"> 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 INTZ

Contributions to an Organization

- Masters ideas and systems.
- Designs and builds new models.
- Excels at analysis and strategy development.
- Has faith in own inner vision that, coupled with sheer willpower, moves mountains.
- Emphatically determined to accomplish goals and master new skills.
- Enjoys working in an environment where there is freedom to envision and design plans.
- Designs and implements plans for the most efficient and effective use of existing resources.
- Is brilliantly and boldly innovative in thought and action.
- Prefers to work alone, rarely consults with others, and needs private time to think.
- Is unafraid of change and complex problems.

Leadership Style

- Is forceful and decisive in leadership roles, focusing more on tasks than relationships.
- Provides focus by helping to define, determine, and accomplish a stated purpose.
- Moves quickly in a crisis once all the pieces of the puzzle are in place.
- Is unafraid to completely overhaul the entire organization if necessary.
- Bases authority on competence, not on assigned titles or length of employment.

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 INTZ

- Notice things that people are doing right, before pointing out their mistakes.
- Be more aware of the motivations, attitudes, emotions, and needs of others.
- Strive for greater flexibility and openness.
- Learn to bring others into projects, ideas and designs; practice delegating.
- Learn to master the more concrete and routine details even though you find more fun and enjoyment in the theoretical and abstract world.

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

- Communicates only those elements deemed essential and does not state the obvious.
- Reflects before replying and needs to be drawn out.
- Prefers speaking with individuals rather than large groups.
- Prefers written reports over talking in person.
- Uses brevity, succinctness, objectivity, and mental exactness.
- Persuades others through clear thinking, logic, and debate.
- Is persuaded through cool, logical analysis, unusual insights, and approaches.

TEAM PREFERENCES

- Can be a team player if his or her participation will get the job done.
- Provides strategy, vision, the bigger picture, and new perspectives.
- Systematically schedules and completes tasks on time.
- Analyzes the alternatives and offers new perspectives, long-term strategy, and vision.
- Irritates others by sometimes being single-minded in completing a task or project.
- Becomes irritated by others who don't show respect for his or her ideas or questions.
- Is impatient with team members who are slow to grasp information.

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

- Likes to plan, design, and implement models, systems, and efficient, long-range strategies.
- Enjoys working with other self-reliant individuals and requires autonomy.
- Likes structure and order.
- Would rather not attend too many meetings, and needs plenty of private time for introspection.
- Finds the ambiguous exciting and enjoys striving for clarity.
- Avoids environments governed by bureaucracy, protocol, and paperwork.

PREFERRED LEARNING STYLE

- Is a passionate, independent, and resourceful learner who is bored by routine.
- Enjoys the time and liberty to become totally absorbed in a topic of interest.
- Learns by developing and organizing models that explain how something works.
- Values being challenged, particularly by instructors or facilitators he or she respects.

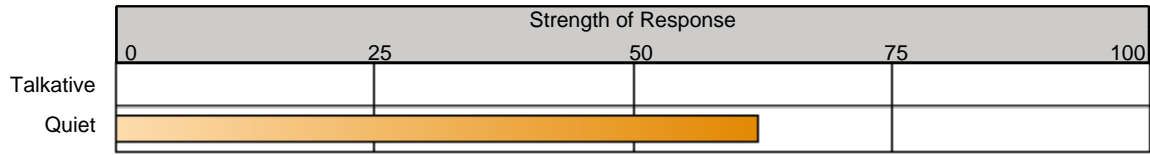
Questions to Consider:

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

PERSONAL NOTES

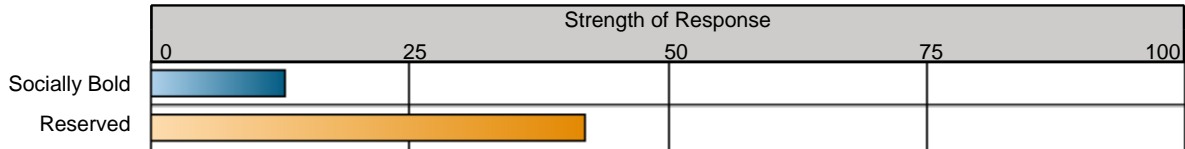
A Deeper Look: Extraverting vs. Introverting

YOUR EI FACET RESULTS



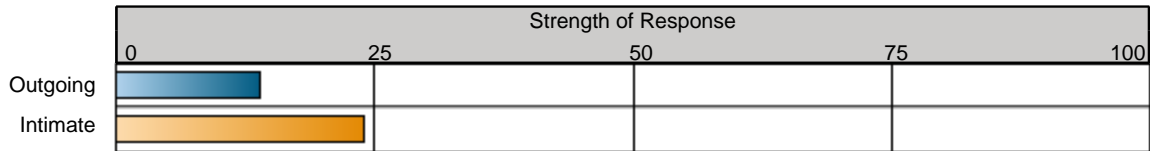
Talkative: animated and expressive; sociable and gregarious; opens up to others.

Quiet: calm and serene; private and personal; hesitant to self-disclose or show feelings.



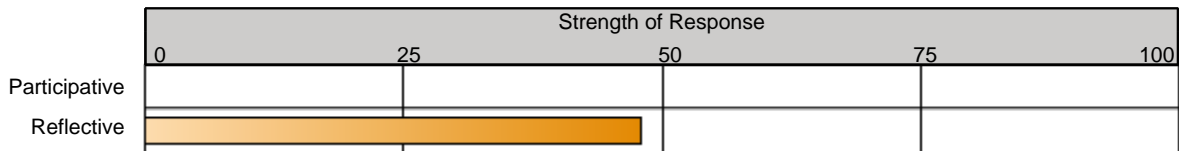
Socially Bold: friendly and outgoing; initiates conversations; comfortable leading; likes public speaking.

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.

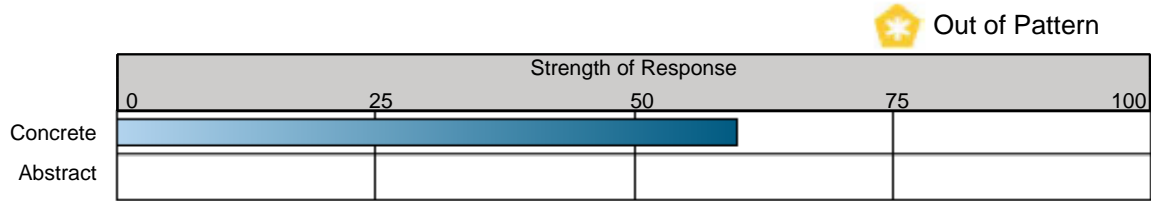


Participative: active and energetic; seeks stimulating activities; prefers to learn through discussion.

Reflective: values peace and quiet; needs solitude to reflect and recharge; prefers to learn by reading.

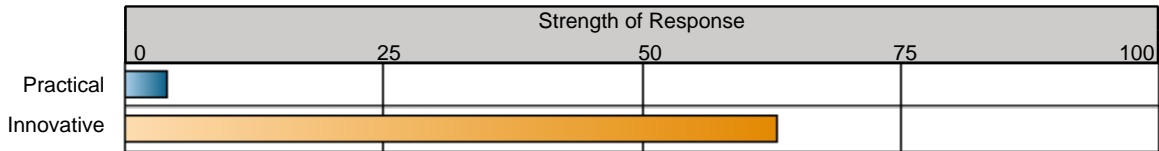
A Deeper Look: Sensing vs. iNtuiting

YOUR SN FACET RESULTS



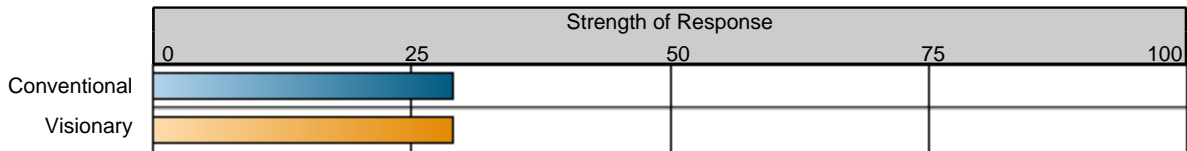
Concrete: deals with tangible facts and “what is” rather than “what could be”; likes to work out details.

Abstract: enjoys ideas and possibilities; values imagination; bored by details.



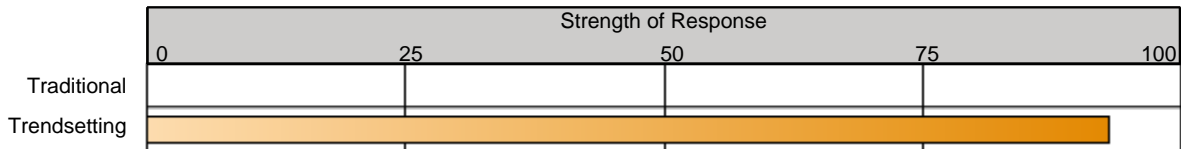
Practical: prefers established methods to achieve end results; dislikes improvising.

Innovative: likes variety and new ideas; enjoys resolving a crisis with a novel situation.



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.

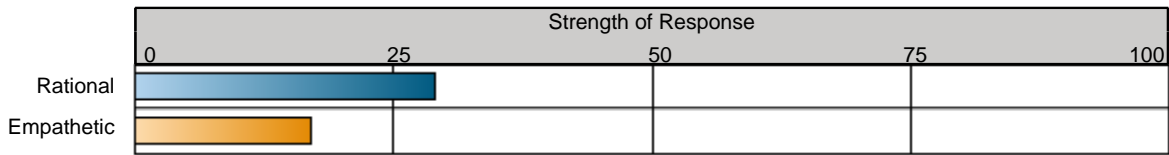
Trendsetting: focuses on change and the big picture; seeks new trends; becomes bored with routine.



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

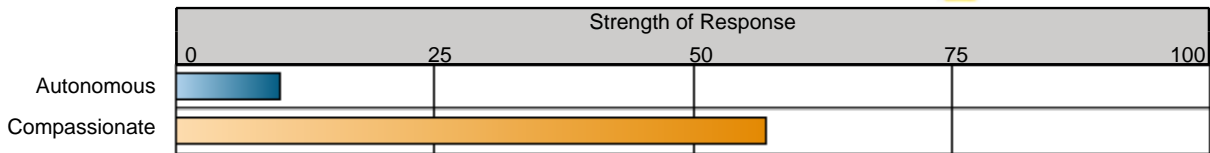
YOUR TF FACET RESULTS



Rational: decisions based on logical analysis; impersonal problem solving style.

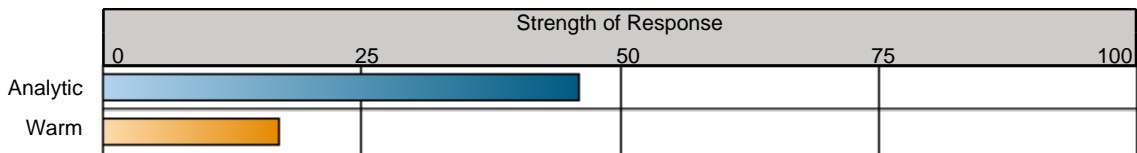
Empathetic: decisions based on values and person-centered principles; empathetic problem solving style.

Out of Pattern



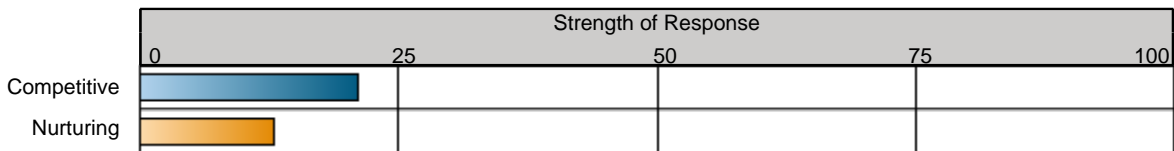
Autonomous: fair, impartial, objective, and independent; more task- than relationship-oriented.

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.



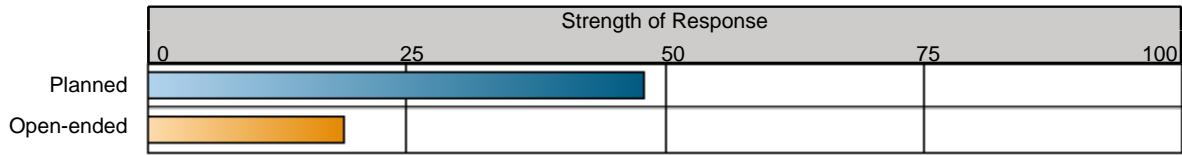
Competitive: critical, skeptical, tough-minded style; enjoys a good argument.

Nurturing: cooperative, accepting and supportive style; prefers harmony and dislikes confrontation.

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.

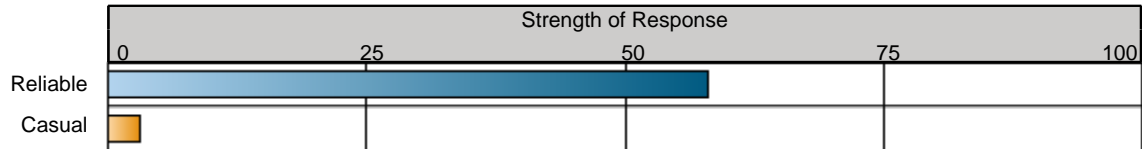
A Deeper Look: organiZing vs. Adapting

YOUR ZA FACET RESULTS



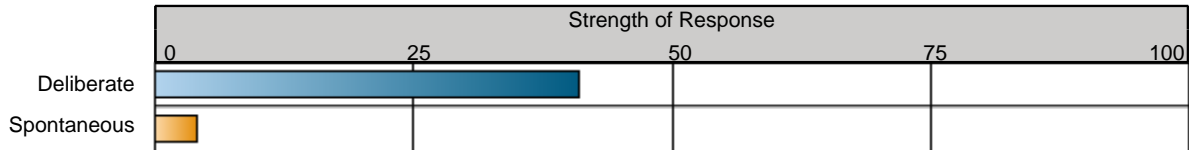
Planned: likes schedules and closure; emphasizes planning, anticipating contingencies, and organization.

Open-Ended: likes working things out as they unfold; emphasizes adaptability and flexibility.



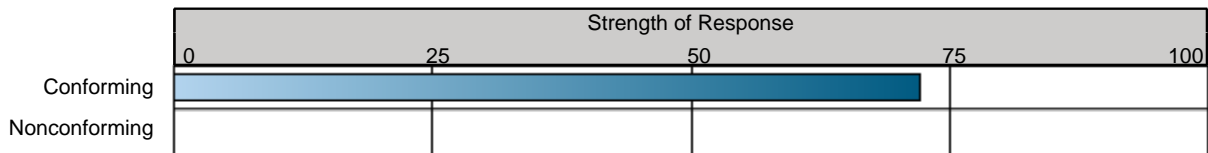
Reliable: punctual, responsible, orderly; early starter who gets things done.

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.



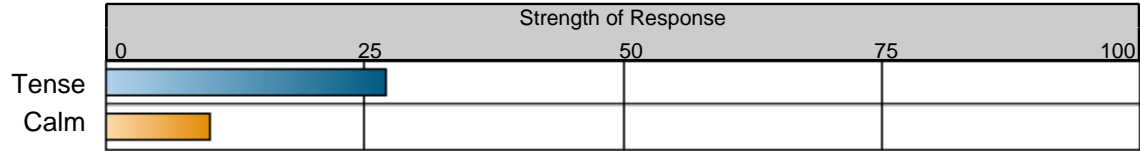
Conforming: prefers security, stability and structure; most effective with clear goals and direction.

Nonconforming: prefers freedom to develop own rules and goals; works effectively without structure.

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



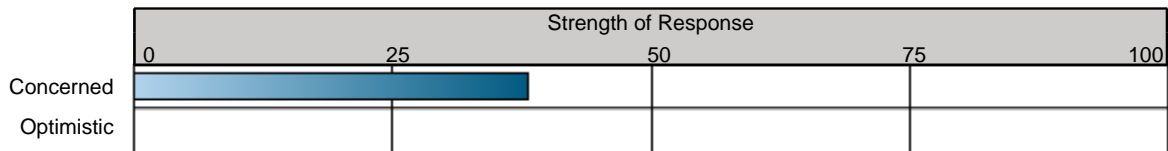
Tense

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

Calm

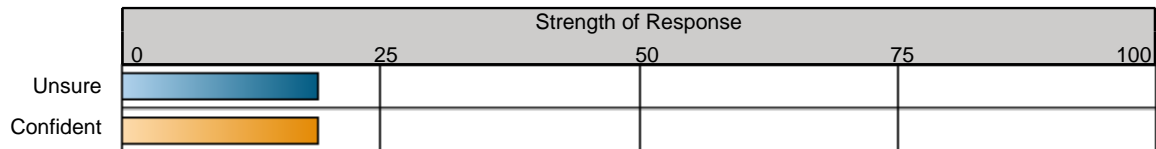
- optimistic and self-confident
- unconcerned about what others think
- calm and relaxed where others might be worried
- does not dwell on things that cannot be changed

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.

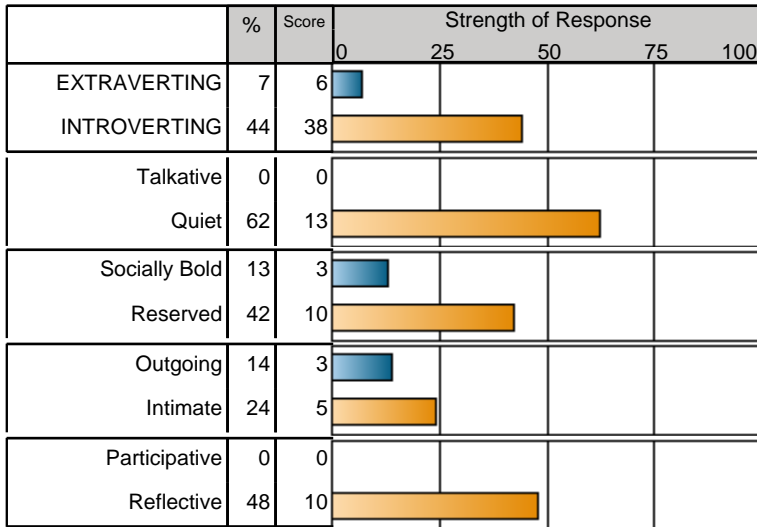


Unsure: hesitant, easily embarrassed, and relatively concerned about what others may think.

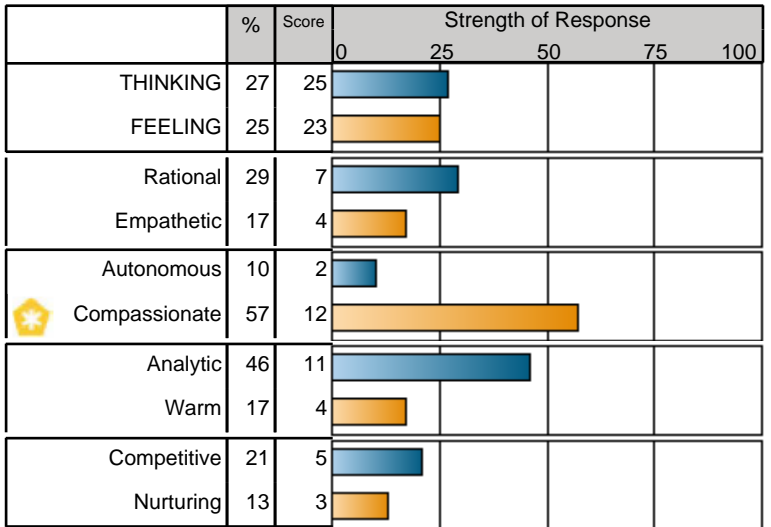
Confident: decisive, confident, and relatively unconcerned about what others may think.

Summary Report

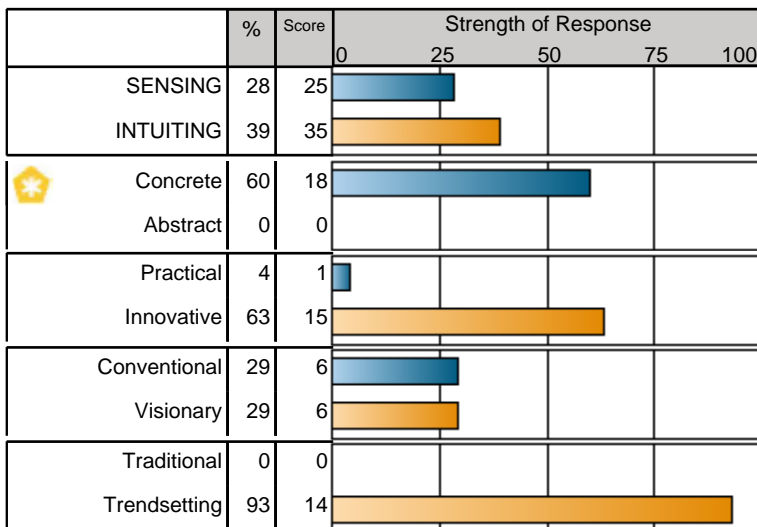
ENERGY DIRECTION



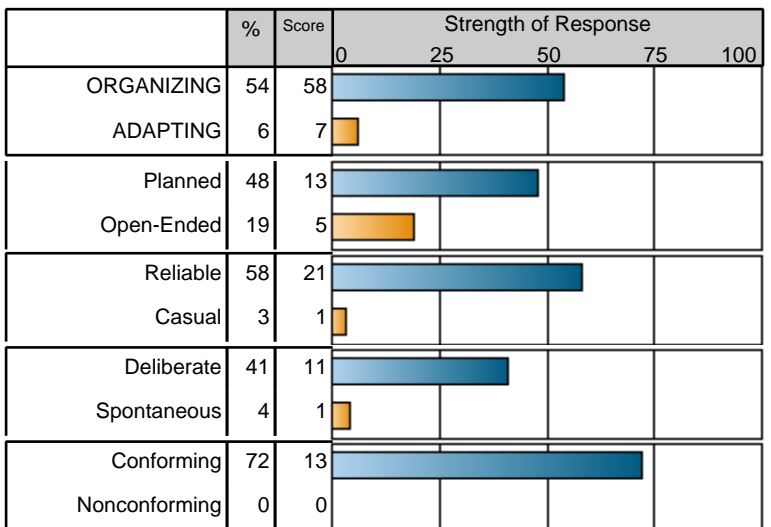
DECISION MAKING



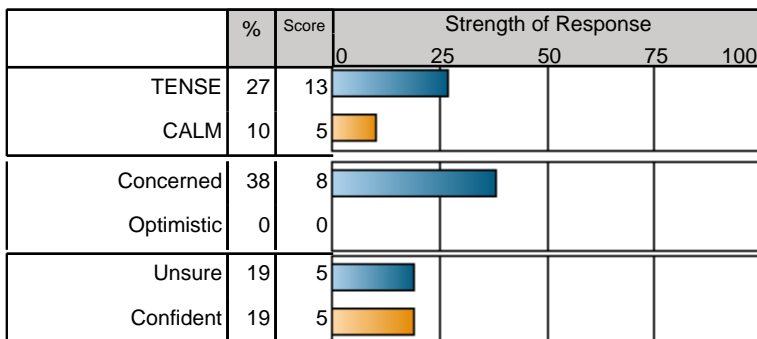
INFORMATION GATHERING



LIFESTYLE ORIENTATION



RESPONSE TO DAILY STRESSORS



★ Out of Pattern