

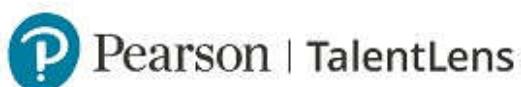
Golden Personality Profiler™ (UK)

By John P. Golden, Ed.D.

INDIVIDUAL REPORT

Name: Mr. Sample

Date: 20 Oct 2015



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: ENTA

Extraverting, iNtuiting, Thinking, Adapting.

ENTAs are highly dynamic individuals who are typically happiest living on the edge of the future. For an ENTA, life is one glorious game. You function continually in the realm of the possible and when absorbed in your latest project, you can think of little else. With an energy level sometimes exhausting to behold, you are virtually tireless in the pursuit of your latest goal—as long as your interest in the project holds. ENTAs tackle an amazing variety of problems with ease and the breadth of your interests is your strong point. This diversity in work and relationships is the universal key to happiness in your life.

As an ENTA, you value logic over sentiment and it is sometimes impossible for you to appreciate how others value emotion. You do, however, have the interpersonal skills necessary to connect with people when you want to. In tasks requiring quick decisions and fast action, you reign supreme. However, you must constantly be on guard not to act too quickly, particularly without thinking things through completely before you dive into action.

ENTAs use intuition to scan the horizon searching out the possibilities in a situation. This characteristic arms you well to be a discoverer and visionary. You are a Thinker, and when you walk into the workplace, everyone around you may hear a computer switch on. You are in love with learning, and are fascinated by the very concept of intelligence. You seem to have an inner drive toward performance and a highly self-critical nature that continually drives you toward self-improvement.

ENTAs are also supremely self-confident and your intellectual ability provides the substance needed to accomplish virtually anything you wish for in life. Due to your outgoing personality, you prefer working with others; however, you do so in an independent manner.

Most likely, in whatever work you choose, there will be a bit of the inventor/promoter. You will do better to target yourself toward work that involves the big picture and bold concepts, rather than details and precise facts. As an ENTA you tend to pursue your interests by thinking less about the rules, procedures, and chains of command and more about the end goal. When you find that perfect relationship, job, employer, or co-workers, you will be valued for the vision you provide as a catalyst to innovation and creative solutions.

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 ENTA

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.

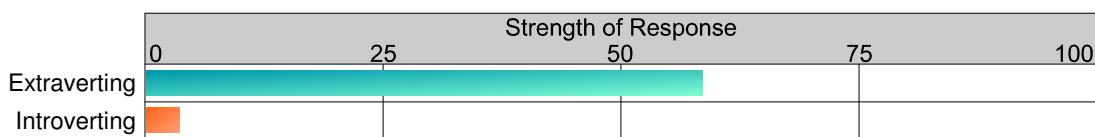
Your Type is **ENTA**

Where you focus your energy: **Extraverting**

How you gather information: **iNtuiting**

How you make decisions: **Thinking**

How you approach life: **Adapting**

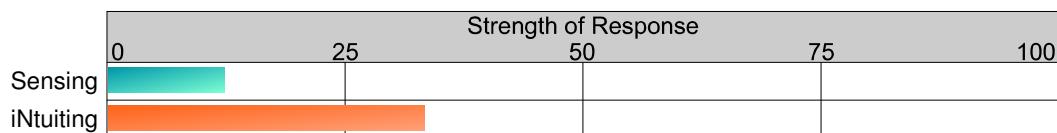


Extraverting

- 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



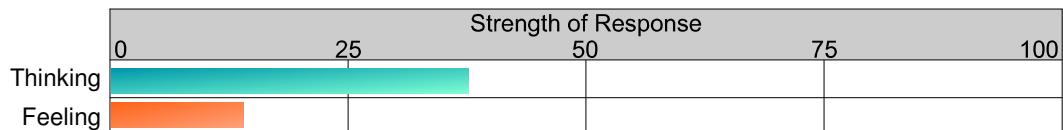
Sensing

- 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

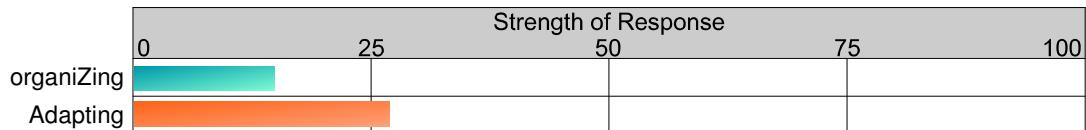


Thinking

- 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



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 ENTA and your temperament is NT.

SA Efficient and Resourceful

ISTA Producing	ISFA Performing
<ul style="list-style-type: none"> quiet and reserved efficient and expedient keenly observe environment interested in how and why cool observers of life 	<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

NF Imaginative and Innovative

INFA Supporting	INFZ Foreseeing
<ul style="list-style-type: none"> deeply caring and idea oriented peacekeepers absorbed in projects encourage growth and development with quiet enthusiasm 	<ul style="list-style-type: none"> quietly determined concerned for others' welfare focus inner thoughts on helping others put creative effort into their work

ESTA Promoting	ESFA Entertaining
<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 	<ul style="list-style-type: none"> warm, friendly, charming, witty hands-on problem solvers enjoy life's simple pleasures life of the party

ENFA Inspiring	ENFZ Mentoring
<ul style="list-style-type: none"> enthusiastic, charming, interesting naturally curious and imaginative know everyone fascinated by relationships around them 	<ul style="list-style-type: none"> responsive and responsible outgoing, energetic and sociable catalysts who enjoy drawing out the best in others warmly enthusiastic

SZ Responsible and Reliable

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NT Competent and Visionary

ENTA Mr. Sample Page 6

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 ENTA

Contributions to an Organization

- Values achievement and is inspired to take self and others beyond stated goals.
- Is extremely flexible and versatile, and embraces ambiguity.
- Easily takes the initiative and instigates change.
- Encourages and rewards risk-taking.
- Delights in trouble-shooting and conquering major problems.
- Generates creative ideas and is highly innovative.
- Thinks conceptually and is skilled in analysis.
- Brilliantly perceives market trends, future designs, and products.
- Finds start-up projects exciting and routine processes boring.

Leadership Style

- Acts as a visionary, persuading and inspiring others with enthusiasm and imagination.
- Is enlivened by crises, as well as opportunities to formulate theories and construct models or systems.
- Prefers to ignore standard or traditional paths.
- Values ideas, energy, willpower, and ingenuity.
- Values and promotes competence in employees and colleagues.
- Prefers precision and is irritated by inefficiency, errors, and extraneous information.
- Believes power and authority are granted by proficiency, not title or tenure.

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 ENTA

- Remember the importance of feelings; not everything is solved through logical reasoning.
- Pay more attention to details and project follow-through.
- Keep a balance between staying with present realities and looking to future possibilities.
- Learn how to use rules and regulations to advance your goals.
- Give more recognition and appreciation to others.

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 passion and commitment.
- Displays wit and word play in speech.
- Replies quickly with impromptu responses.
- Prefers communicating about issues in person rather than through writing.
- Demonstrates brevity, succinctness, objectivity, and mental exactness in written and spoken messages.
- Debates the pros and cons of various options.
- Takes unusual approaches and displays unique insights when discussing problems.
- Persuades others through cool, logical analysis, and compelling examples.

TEAM PREFERENCES:

- Contributes lots of enthusiasm and energy.
- Dares the group to go beyond the status quo.
- Brings different viewpoints, clear ideas, inventive new insights, and information to the table.
- Provides analysis and solutions, and identifies opportunities.
- Irritates others at times by editing everything down to a theoretical model.
- Becomes frustrated with others who will not look at new prospects or who do not have a can-do attitude.
- Is sometimes irritated by co-workers who do not think abstractly and who make decisions emotionally.

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

- Prefers the start-up phase of a project, rather than the ongoing administration.
- Soars in environments where change, flexibility, and risk are present.
- Revels in designing plans and projects, building theoretical and conceptual models, and overcoming limitations.
- Appreciates opportunities to use conceptual skills and creativity.
- Enjoys work that is not routine and where there is an absence of bureaucracy.
- Resists being over-controlled and over-managed.

PREFERRED LEARNING STYLE

- Demonstrates a passion for learning where there is competition and a stimulating environment.
- Learns through participating in discussion and questioning others.
- Challenges facilitators, peers, direct reports, and others to be their best.
- Becomes easily bored once the problems or challenges are solved.

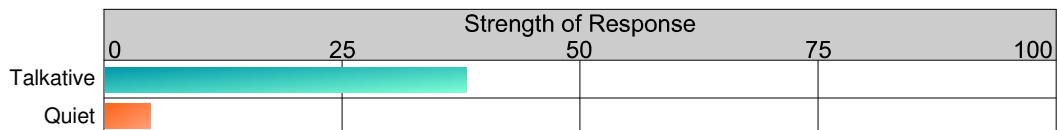
Questions to Consider:

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

PERSONAL NOTES

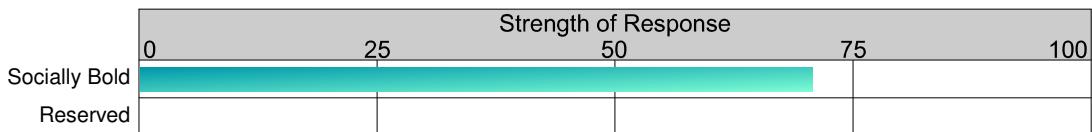
A Deeper Look: Extraverting vs. Introverting

YOUR EI FACET RESULTS



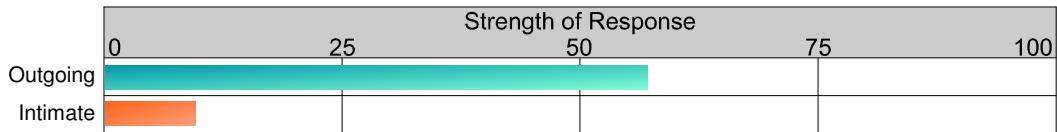
Talkative: animated and expressive; sociable and gregarious; opens up to others.

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



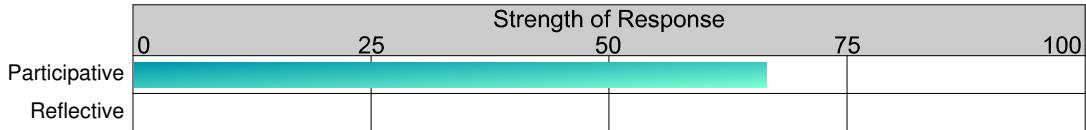
Socially Bold: friendly and outgoing; initiates conversations; comfortable leading; likes public speaking.

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.

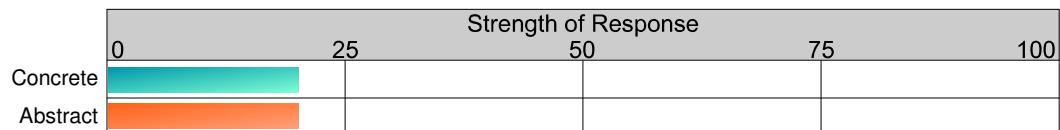


Participative: active and energetic; seeks stimulating activities; prefers to learn through discussion.

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

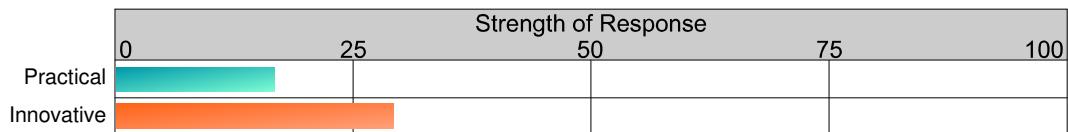
A Deeper Look: Sensing vs. iNtuiting

YOUR SN FACET RESULTS



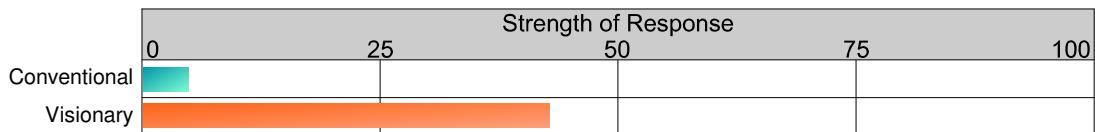
Concrete: deals with tangible facts and "what is" rather than "what could be"; likes to work out details.

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



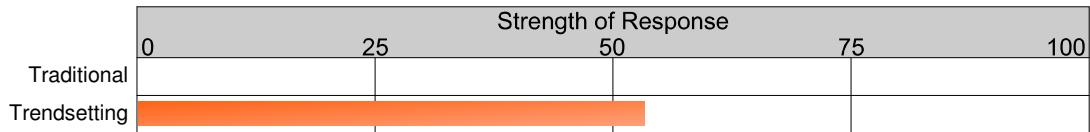
Practical: prefers established methods to achieve end results; dislikes improvising.

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



Conventional: values customs and traditions; follows accepted practices; dislikes standing out.

Visionary: values inspiration, uniqueness, and originality; comfortable appearing unconventional.

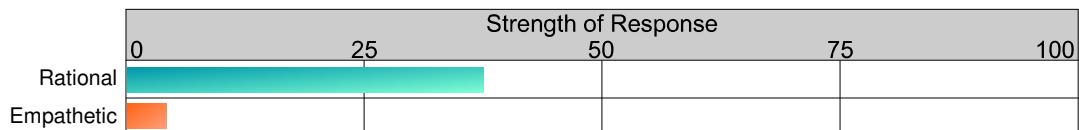


Traditional: predictable and established; careful with facts; opposes changes for sake of change.

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

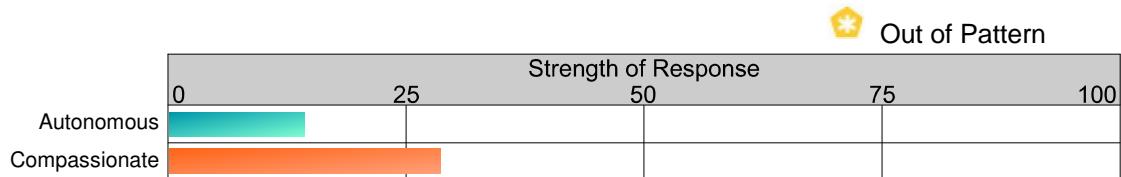
A Deeper Look: Thinking vs. Feeling

YOUR TF FACET RESULTS



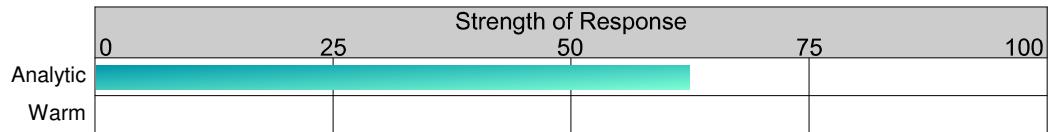
Rational: decisions based on logical analysis; impersonal problem solving style.

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



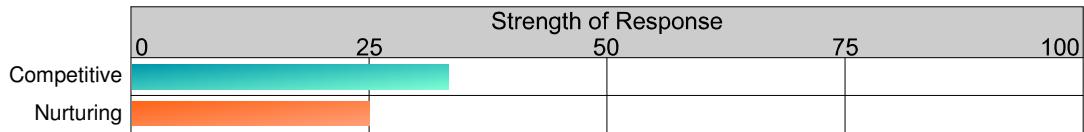
Autonomous: fair, impartial, objective, and independent; more task- than relationship-oriented.

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.



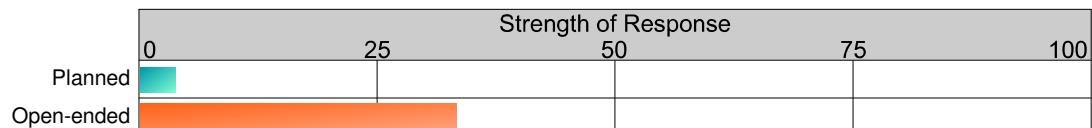
Competitive: critical, skeptical, tough-minded style; enjoys a good argument.

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

 **Out of Pattern:** Each facet has two opposite scores. For a given facet, you may favour 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.

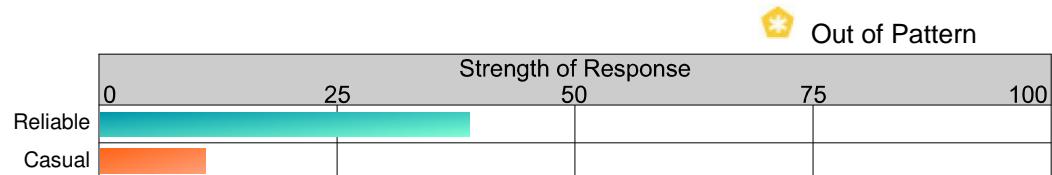
A Deeper Look: organizing vs. Adapting

YOUR ZA FACET RESULTS



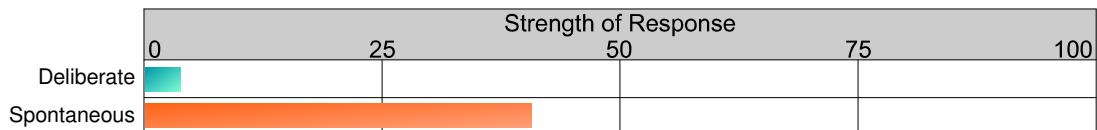
Planned: likes schedules and closure; emphasizes planning, anticipating contingencies, and organization.

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



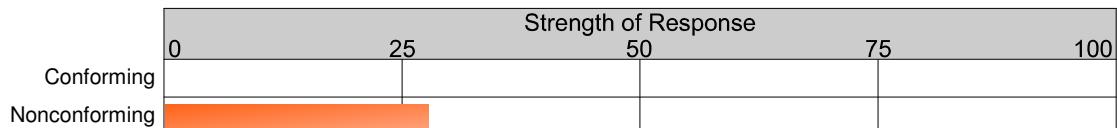
Reliable: punctual, responsible, orderly; early starter who gets things done.

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.

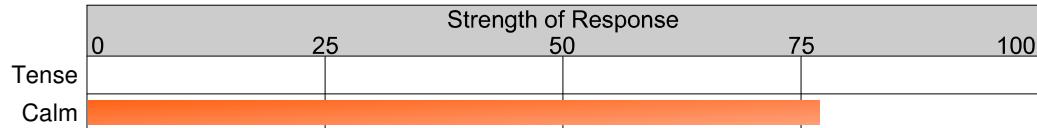
Nonconforming: prefers freedom to develop own rules and goals; works effectively without structure.

★ **Out of Pattern:** Each facet has two opposite scores. For a given facet, you may favour 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.

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



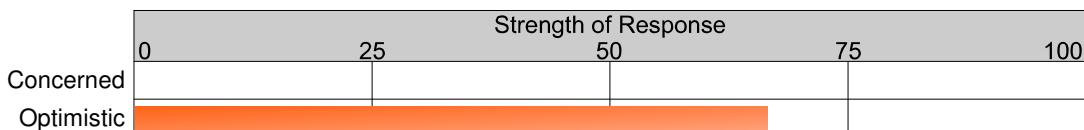
Tense

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

Calm

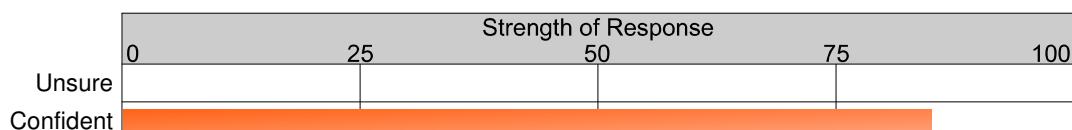
- optimistic and self-confident
- unconcerned about what others think
- calm and relaxed where others might be worried
- does not dwell on things that cannot be changed

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.

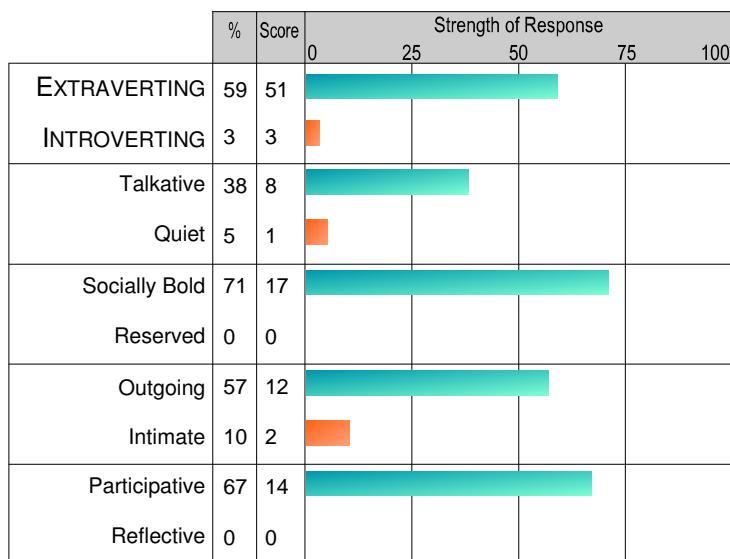


Unsure: hesitant, easily embarrassed, and relatively concerned about what others may think.

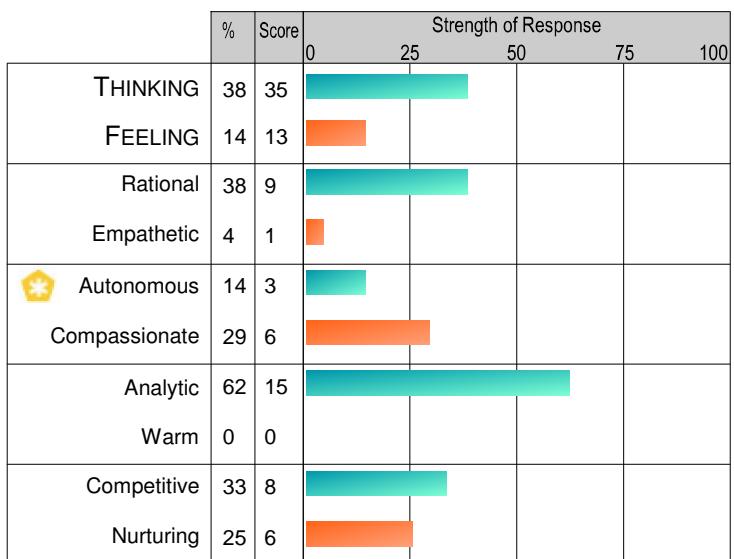
Confident: decisive, confident, and relatively unconcerned about what others may think.

Summary Report

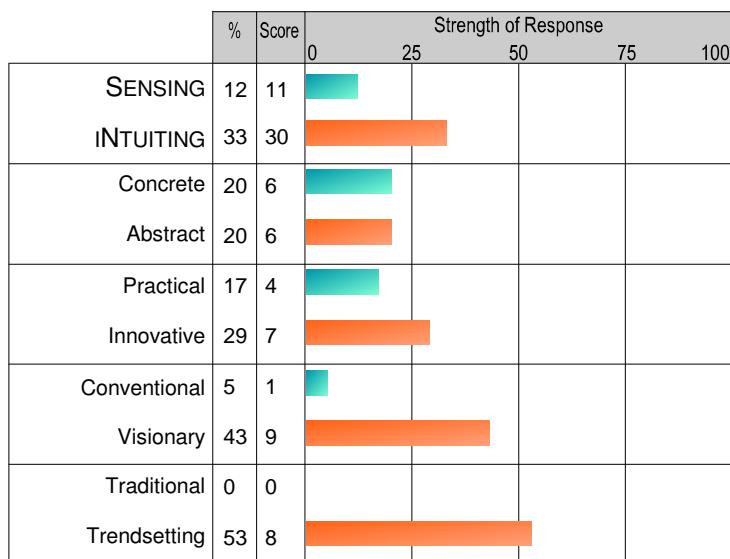
ENERGY DIRECTION



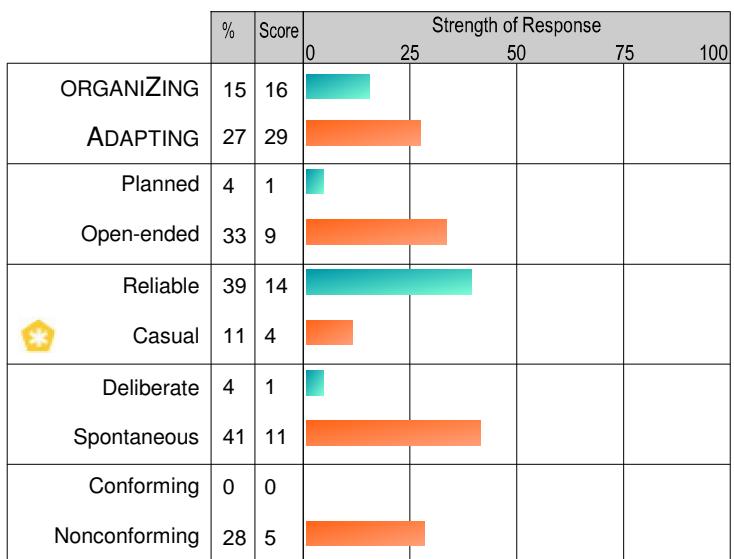
DECISION MAKING



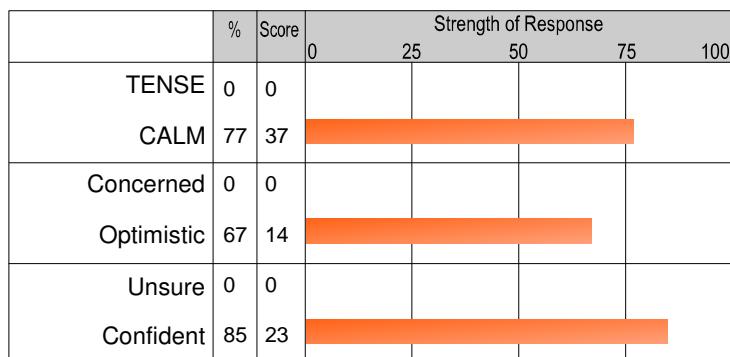
INFORMATION GATHERING



LIFESTYLE ORIENTATION



RESPONSE TO DAILY STRESSORS



Out of Pattern