

# TypeFinder® Personality Assessment

RESULTS FOR: JEFF TIEFENTHALER  
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## You're an ENTP

You are an **inspired innovator**, motivated to find new solutions to intellectually challenging problems. You are curious and clever, and seek to comprehend the people, systems, and principles that surround you. Open-minded and unconventional, you want to analyze, understand, and influence other people.

# E

### Extraversion

Your energy style is Extraversion (in contrast with Introversion). This dimension describes how you *manage your energy*.

#### Your Energy Style:

- Lively
- Energetic
- Quick-Witted
- Clever

# N

### Intuition

Your cognitive style is Intuition (in contrast with Sensing). This dimension describes how you *process information*.

#### Your Cognitive Style:

- Inventive
- Imaginative
- Entrepreneurial
- Futuristic

# T

### Thinking

Your values style is Thinking (in contrast with Feeling). This dimension describes your orientation to *personal values*.

#### Your Values Style:

- Analytical
- Logical
- Objective
- Unsentimental

# P

### Perceiving

Your life style is Perceiving (in contrast with Judging). This dimension describes how you *organize your life*.

#### Your Life Style:

- Open-Minded
- Adaptable
- Spontaneous
- Changeable

# Your Scores and the Four Temperaments

Now that we've looked at the individual elements of your personality, let's see how it all fits together.

To begin, we'll look at how your personality profile fits within the four temperament types. The temperaments were created by psychologist David Keirsey, who used them to describe essential themes in the way people think and behave. Temperament is a broader way of categorizing people than personality type, and is thus helpful as a quick way of understanding what drives people. Each temperament type describes a particular way of approaching the world.

## The Empaths

Empath personality types are creative, imaginative, compassionate, and focused on the possibilities for people and society. They want to heal other people, connect on a deep level, and use their unique style of expression to change the world.

## The Theorists

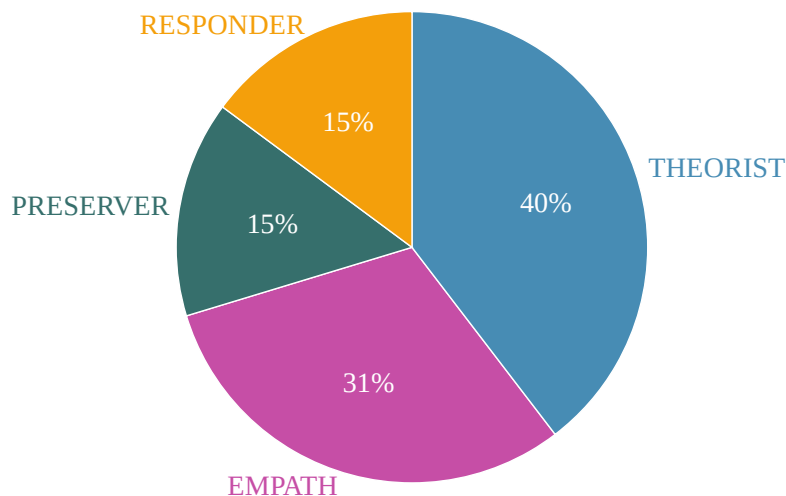
Theorist personality types are analytical, critical, questioning, and focused on innovative ideas. They want to use their powers of logic and reason to overhaul systems, improve efficiency, and manifest their vision of what could be.

## The Preservers

Preserver personality types are sensible, organized, stable, and focused on upholding traditions and institutions. They want to ensure that things are done correctly, that rules are followed, and that people take their proper place in society.

## The Responders

Responder personality types are adaptable, down-to-earth, practical, and focused on living in the moment. They want to develop useful skills, master the physical world, and enjoy all the sensory pleasures that life has to offer.



Your scores here demonstrate how well your personality profile fits within each of the 4 temperament types. Your highest scoring area is usually the temperament type that fits you best. If you have roughly equal scores for more than one temperament type, then you probably shift from one style to another depending on the situation.

# Your Scores and the 16 Personality Types

Now let's look at how your scores match up with individual personality types.

You're probably most interested in finding the personality type that fits you best, and of course, this is important information! But when we assign types to people, we often overlook the fact that no personality type description will be a perfect fit for a given individual. Many people find a bit of themselves in more than one type description.

A more complete way to understand your own individual personality profile is to look at how well you match with all 16 personality types. Looking at your scores for each type allows you to get a deeper understanding of who you are. Although you will still probably want to choose one type to identify with, you may find that you can gain more insight into yourself by reading about other types that also match your personality.

The following chart shows how well your personality profile matches with each of the 16 personality types. The percentage scores are a representation of how well your responses fit with the typical profile for each type. For practical purposes, the percentage figures can be thought of as representing the degree to which a given type profile will accurately describe you as an individual.

You can also use this chart to estimate how much you will have in common with people of different types. The higher your score for a type, the more likely that a person of that type will seem to have a similar personality to your own. Conversely, a low match score for a particular type indicates that people of that type will seem to be very different from you.

ENFJ

The Teacher

68% Match

*ENFJs are idealist organizers, driven to implement their vision of what is best for humanity.*

INFJ

The Counselor

44% Match

*INFJs are creative nurturers with a strong sense of personal integrity and a drive to help others realize their potential.*

INTJ

The Mastermind

54% Match

*INTJs are analytical problem-solvers, eager to improve systems and processes with their innovative ideas.*

ENTJ

The Commander

77% Match

*ENTJs are strategic leaders, motivated to organize others and drive innovation.*

ENFP

The Champion

68% Match

*ENFPs are people-centered creators with a focus on possibilities and a contagious enthusiasm for anything novel.*

INFP

The Healer

45% Match

*INFPs are imaginative idealists, guided by their individual core values and beliefs.*

INTP

The Architect

54% Match

*INTPs are philosophical innovators, fascinated by rational analysis, logical systems, and inventive design.*

ENTP

The Inventor

77% Match

*ENTPs are inspired innovators, motivated to find new solutions to intellectually challenging problems.*

# ESFP

## The Performer

46% Match

*ESFPs are vivacious entertainers who charm and engage those around them.*

# ISFP

## The Composer

23% Match

*ISFPs are gentle caretakers who live in the present moment and enjoy their surroundings with easygoing enthusiasm.*

# ISTP

## The Craftsman

32% Match

*ISTPs are observant artisans with an understanding of mechanics and an interest in troubleshooting.*

# ESTP

## The Dynamo

55% Match

*ESTPs are energetic thrillseekers who are at their best when putting out fires, whether literal or metaphorical.*

# ESFJ

## The Provider

46% Match

*ESFJs are conscientious helpers, sensitive to the needs of others and energetically dedicated to their responsibilities.*

# ISFJ

## The Protector

23% Match

*ISFJs are industrious caretakers, responsible in their duties and loyal to people, traditions, and organizations.*

# ISTJ

## The Inspector

32% Match

*ISTJs are responsible organizers, driven to create and enforce order within systems and institutions.*

# ESTJ

## The Supervisor

55% Match

*ESTJs are hardworking traditionalists, eager to take charge in organizing projects and people.*

# Discovering Your Type

Now we'll go in depth into the personality type that fits you best.

Your personality type code is an invaluable key to understanding how you function in life, work, and love. Knowing your personality type can help you to understand the answers to questions like:

- ✓ Why have I always been drawn to a particular career, even though I have no experience in that field?
- ✓ Why do I keep having the same issue in all of my relationships?
- ✓ Why do other people consistently use the same words to describe me and my personality?

The next section is based on extensive research, both practical and theoretical, into the profiles of the sixteen personality types. You'll discover how people of your type typically approach work and relationships. You'll also see how you can use your strengths and minimize your weaknesses to reach your personal potential.

Understanding how different aspects of your life connect with your personality type can give you meaningful validation for the path your life has taken so far. You may also find that this information can provide guidance to help you plan your direction for the future.

The information in the following section is based on the personality type that seemed to be the best fit for you, based on your test responses. You may find that some of the information in this section does not seem 100% accurate for you. This is normal; no personality type description will fit you completely. If you feel, however, that the type described below is not correct for you, and would like to get the information in the following section for a different type, please contact us and let us know.

## Your ENTP Personality Type

An ENTP, you are energized by challenge and are often inspired by a problem that others perceive as impossible to solve. You rely on your ingenuity to deal with the world around you, and rarely find preparation necessary. You will often jump into a new situation and trust that you will adapt as you go.

### Your Core Values:

- Challenge
- Innovation
- Analysis
- Independence

### Your Key Motivators:

- Confronting challenges
- Imagining new possibilities
- Analyzing issues and ideas
- Finding innovative solutions

You enjoy playing with ideas and especially like to banter with others. You use your quick wit and command of language to keep the upper hand with other people, often cheerfully poking fun at their habits and eccentricities. While you enjoy challenging others, in the end you are usually happy to live and let live. You are rarely judgmental, but you may have little patience for people who can't keep up.

You are a master of re-inventing the wheel and often refuse to do a task the same way twice. You question norms and often ignore them altogether. Established procedures are uninspiring to you, as you would much rather try a new method (or two) than go along with the standard. You are confident in your ability to think creatively, and may assume that others are too tied to tradition to see a new way.

# How Others See You

You are friendly and charming. You usually want to be seen as clever and may try to impress others with your quick wit and incisive humor. You are curious about the world around you, and want to know how things work. For you, however, the rules of the universe are made to be broken. You like to find the loopholes and figure out how you can work the system to your advantage. This is not to say that you are malicious; you simply find rules limiting, and believe there is probably a better, faster, or more interesting way to do things that hasn't been thought of before.

You are likely to be entrepreneurial and may be quick to share a new business idea or invention. You are confident and creative, often excited to discuss your many ingenious ideas. Your enthusiasm for innovation is infectious, and you are often good at getting other people on board with your schemes. However, you are fundamentally a "big-picture" person, and may be at a loss when it comes to recalling or describing details. You are typically more excited about exploring a concept than you are about making it reality, and can seem unreliable if you don't follow through with you many ideas.

## Your Communication Style

You are a lively and agile communicator who speaks in terms of the "big idea." You like to explore possibilities and make connections with the information you receive. You love innovative solutions and are enthusiastic about change, but you are also highly analytical and will not hesitate to criticize ideas that don't hold up to your logical analysis.

### **You Communicate By:**

- Advocating for change
- Sharing logical critiques
- Exploring theories and ideas
- Challenging convention

## Your Relationship Style

You are exciting and creative, and connect with people who share your drive to explore and understand the world. You have a knack for understanding people, and are an agile communicator, so you tend to make friends quickly and easily. At times, you can be challenging and outspoken, however, so you do best with emotionally resilient people who understand that you mean no offense with your logical analysis.

### **You Connect By:**

- Discussing ideas and theories
- Solving problems creatively
- Sharing new experiences
- Appreciating unconventional perspectives

# Your Personality at Work

At work, you are concerned with applying innovative solutions to challenging problems to improve the efficiency and effectiveness of systems. You often take an entrepreneurial approach to your work and prefer to approach tasks in a casual and unstructured way, with few limitations on your ingenuity.

## **Your Ideal Work Environment:**

- Challenging and dynamic
- Values critical thinking
- Focused on logical problem-solving
- Respects autonomy

## **Your Ideal Work Roles:**

- Visionary Innovator
- Dynamic Leader
- Imaginative Inventor
- Daring Entrepreneur

You thrive on cooperation and work best in a harmonious environment where you can support other people and encourage their growth. You may take on a mentor role, as you gain great satisfaction from helping other people become better at what they do.

You likely find yourself attracted to leadership roles due to your natural inclination to organize and inspire other people. You have a strong vision in your work, and enjoy being able to use your creativity to develop innovative initiatives with a humanitarian focus. You appreciate teamwork, and want to have the organizational resources to turn your ideas into action.

## Your Leadership Style

In leadership positions, you are imaginative and enterprising. You tend to be intellectually competitive, and want a team that can keep up. You are likely to encourage independence and creative thinking among your reports, but will subject any new ideas, including your own, to a thorough and critical analysis.

### **Your Leadership Strengths:**

- Sharing creative visions
- Encouraging independence
- Communicating efficiently
- Assessing systems and processes rationally

## Your Teamwork Style

You are an ingenious, entrepreneurial team member who wants to explore new and creative ideas. You are often excited by an opportunity to brainstorm, and love discussing innovative solutions with other people. While you enjoy working with others, you sometimes feel they slow you down. Your quick thinking often puts you two steps ahead.

### **Your Teamwork Strengths:**

- Developing innovative ideas
- Motivating others to take action
- Anticipating long-term effects
- Facing challenges head-on

# Becoming Your Best

At your best, you are curious, clever, and ready to be challenged. You enjoy learning and understanding the world around you, and tend to easily recognize patterns and connections. You are skeptical, never one to accept anything without scrutinizing it logically. You are excited by possibilities, and use your creativity to find ways to make them a reality.

To perform at your best, look for opportunities that are challenging and dynamic. You are a quick learner and flexible, and tend to adjust to changing environments easily. You love solving complicated problems, and will be most satisfied when you feel that your creativity and intellect are being put to good use.

## Your Personal Strengths

### CURIOSITY

You love learning about the world and how things work, always looking to increase your knowledge.

### INNOVATION

You are never content with the status quo; you believe there is always something new to try.

### CHARM

You have a winning personality, and others cannot help but be infected by your enthusiasm.

### AUTONOMY

You do not need to be micromanaged; you work best when you are free to find your own way.

## Opportunities for Excellence

- Indulge in your love of exploration. Learn new systems and processes, so you can blaze a trail for everyone else.
- Take advantage of your ingenuity. Keep an eye out for ways to streamline and enhance procedures.
- Talk about what inspires you. Your natural enthusiasm will draw people to you and your vision.
- Be proactive and anticipate needs. You will build trust in your abilities by demonstrating that you can work independently.

## Potential Pitfalls

- Watch out for your competitive nature. It's good to push yourself, but take care not to run over others' opinions and perspectives.
- Find ways to improve your focus and commitment. You are energized by new ideas, and may lose interest before you've followed the idea through to its completion.
- Avoid roles that require you to focus on managing details, rather than problem-solving. You need the stimulation and challenge of tackling important issues, and do not have the focus to truly enjoy detail-oriented work.
- Work on increasing your attention to practical considerations. Your excitement for new ideas and possibilities will be best served if you are also fully aware of present realities.