



Pario Type Indicator Report

Respondent Name: Chris Case-Study

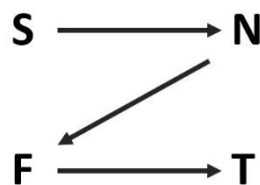
Report Compiled 15th October 2024

Understanding Type Preferences

Personality can be described in various ways. Important elements include how we perceive situations, and the effect this has on our feelings and emotions. The way we see things will influence our response. Our five senses filter information via **Sensing (S)**. We can also use **Intuition (N)** to appreciate the bigger picture, wider issues and future possibilities. Some people are more open to new ideas, with a mindset that goes beyond *facts as presented*. Intuition helps us consider future possibilities, but also to question old assumptions.

Sensing (S) and Intuition (N) provide information that helps us understand the world. Our response might then be shaped by **Feeling (F)**, which links to emotions and values. This is a powerful element, and personal feelings can trigger a strong reaction. When well-managed, the feeling function helps us develop empathy and create shared purpose. The final element, **Thinking (T)**, builds on logical reasoning and objective analysis. However, this 'cool thinking' follows *after* we resolve issues linked to feelings. We must also remember to apply professional standards, assess the context and take account of any constraints.

Balanced Processing of Information requires attention to each step in the process. This builds on the four step sequence.. S – N – F – T. You are unlikely to be equally strong in each area, as some functions will be better developed than others. We may also recognise our least developed function as a weakness (in ourselves) that we are reluctant to acknowledge. Instead, we may project this weakness onto other people. For example, repressed feelings might be linked to discomfort or irritation if others express feelings or show emotion.



Understanding your preferences, and those of other people, helps you appreciate different perspectives. At work, this can improve communication within a group and dialogue with those outside the immediate team. The process helps strengthen analysis and decision making. Recognising the effect of different functions can support more balanced evaluation. Jung's theory of *Psychological Type* suggests that as preferences develop, some elements become more dominant. The S–N–F–T sequence is also affected by a further element. Some people place high emphasis on **Perceiving** (exploring options), whilst others seek to get closure and certainty. This links to **Judging**. The underlying personality traits of **Introversion (I)** and **Extroversion (E)** also influence our response.

The Type Indicator Report highlights the emphasis placed on Perceiving (S and N) and Judging, (F and T). This is an integrated process, and outcomes will be affected by individual preferences and context. In well-defined situations, e.g. repairing an engine, Sensing (S) is a primary, positive element, focusing on the specific issues. However, research and development specialists may well prioritise Intuition (N) and engage in 'blue skies' thinking. Clear preferences can add confidence when assessing issues and making decisions.

Your profile reveals if you place more emphasis on Perceiving (exploring context) or Judging (achieving closure). The least developed element in the sequence S–N–F–T is referred to as the 'inferior' function. Highly analytical people, for example, may repress Feeling and view it as a weakness or irritation. This can result in emotion and feelings getting locked up (and possibly trigger a dysfunctional response). In contrast, the feeling function can support empathy, but this may need to be backed by careful assessment and also professional objectivity.

Reflect on your preferred function/s by reviewing your preference scores. How do these influence your approach?

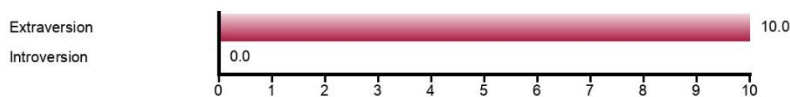
There's also one additional question: *How does your personal style affect other people?*

Profiling Type Preferences

This section reviews your *Pario Type Indicator* (PTI) responses, and how the preferences are likely to influence your perceptions, thinking and decision-making.

Introversion – Extraversion

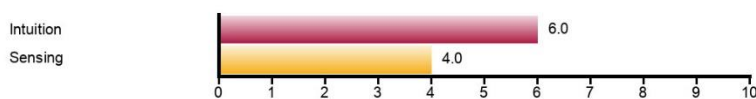
Do you prefer to interact with people and be closely involved in situations, or do you need quiet time to think, with less contact with other people? Extraverts gain energy through interaction, whereas introverts need time to 'recharge their batteries'.



You express a preference towards extraversion, which suggests that you like to engage directly with the world around you. People who are more extrovert tend to draw energy through their interaction with others. They also like to discuss problems with other people and share ideas to better understand the situation. However, there may sometimes be a need to create space for quiet reflection and in-depth analysis, which is independent of other people's input.

Sensing – Intuition

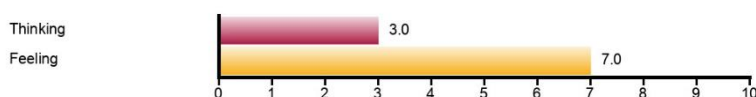
We can assess situations through our five senses to review facts and information. However, we also need to look at less obvious patterns and possibilities. This wider viewpoint involves intuition. We often need both functions to see things clearly.



You express a preference towards intuition, which indicates that you like to explore possibilities and the wider issues relating to a problem. This suggests a more forward-looking perspective and a positive orientation towards change. Intuitive people tend to be interested in new, innovative idea and focus on 'what could be'. However, intuition must be backed by a clear assessment of facts, information, guiding principles and context. This requires insight, self-management and sometimes a 'Sensing' reality check. The ability to communicate the vision may be helped by extrovert characteristics.

Feeling – Thinking

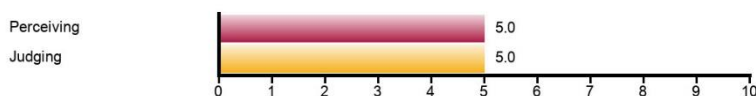
Decisions can be shaped by emotion and personal values (the Feeling function), or place more emphasis on impartial, objective analysis (described as 'Thinking'). We may be more drawn towards one function, but we often need to consider both elements to ensure a balanced response.



When making decisions or responding to situations, your responses indicate an emphasis on emotions, values, and personal concerns. There is clear emphasis on the Feeling function, which reflects your personal views or values. Your thinking could also be influenced by issues that affect other people. However, it's important that our emotions are balanced by wider insight and self-management. This increases effectiveness in situations that require an understanding of alternative viewpoints. We need to maintain an appropriate balance between the Feeling and Thinking functions. In work situations it's important to maintain professional objectivity by relating personal values to the guiding principles that support professional action.

Judging – Perceiving

Some people place more emphasis on exploring issues and keep options open (using the S and N preferences) whilst others want to get certainty and closure (through F and T). Self-management is important in assessing issues and then deciding on the best course of action. We also need to consider context and the expectations of other people.

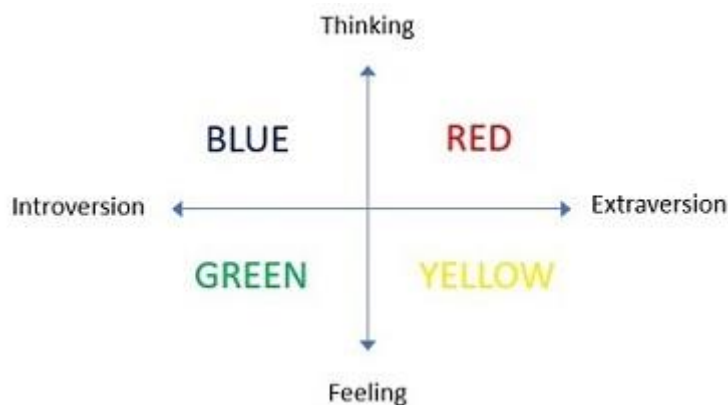


The way we respond to situations is also influenced by an additional function, linked to Judging or Perceiving. Some people like to keep options open (Perceiving), but others have a strong need to achieve closure (Judging). This involves getting things settled and decided. The 'Perceiving' and 'Judging' perspectives will be shaped by Feeling (emotion) and Thinking (logic). Very often, one of these elements will be more dominant. A 'Perceiving' preference will prioritise exploring issues, and keeping options open, either through Sensing or Intuition. The focus is then on sensing facts/information (Sensing) or exploring possibilities and wider issues (Intuition).

Reflect on your personal style and the relative emphasis you have placed on Perceiving and Judging. Is one function more dominant? Your responses indicate a moderate emphasis on both Judging and Perceiving, but this needs to be backed by responsiveness to context and demands. Chris, your responses will be influenced by the Feeling function. In some situations it will be important to understand other viewpoints before committing to action.

Connecting to Colours

We can summarise preferences on the Introversion – Extraversion and Feeling – Thinking dimensions by using four colours. These are shown as 'Red', 'Blue', 'Green' and 'Blue' ... they reflect fairly broad personality characteristics.



To gain more insight, we need to consider the 'Sensing–Intuition' dimension. Remember that our understanding of a situation of problem starts with *Sensing*, with a focus on facts/information. *Intuition* looks towards future possibilities, with a focus on the 'bigger picture' and things that are less obvious. Both elements are influenced by assumptions and 'mindset', shaped by *Feeling*, e.g. relationships and 'values', or *Thinking* e.g. being rational and logical.

The emphasis you place on EXTRAVERSION and FEELING indicates that your type category is YELLOW.

The preferences suggest an interest in people-related issues and the personal side of decision-making. Yellow types tend to be outgoing, with an interest in people. They can be sociable and practical (when coupled with Sensing) or inspirational and visionary (linked to Intuition). The difference influences their approach to social interactions and motivation, with Sensors focusing on immediate support and Intuitives inspiring future growth. Chris, your preferences suggest that your approach is supported with INTUITION, which focuses on connections and possibilities. The details will be filtered by assumptions and mindset, notably the effect of Self-Critical Thinking vs. Self-Belief. This is discussed on the following page. The final element to consider relates to the 'Perceiving–Judging' dimension. Your preferences suggest that you emphasise the need to achieve closure (JUDGING) and like to get things settled and decided.

Colour Type Summary

It's possible to identify two different patterns within each colour. These are linked to Sensing or Intuition, but the preferences may not be clearly defined. We need to gain experience and 'confirmed competence' – and achieve insight – to develop our strengths.

Blue types can be either pragmatic and detail-focused (Sensing) or innovative and strategic (Intuition). This dimension shapes their approach to problem-solving and planning, with Sensors preferring concrete details and Intuitives focusing on abstract concepts.

Red types can be action-oriented and realistic (Sensing) or visionary and innovative (Intuition). This dimension influences their leadership style and focus, with Sensors preferring practical action and Intuitives seeking strategic change.

Green types can be nurturing and detail-focused (Sensing) or insightful and visionary (Intuition). This dimension shapes their approach to caregiving and support, with Sensors preferring practical assistance and Intuitives offering strategic empathy.

Yellow types can be sociable and practical (Sensing) or inspirational and visionary (Intuition). This dimension influences their approach to social interactions and motivation, with Sensors focusing on immediate support and Intuitives inspiring future growth.

Incorporating the Sensing-Intuition dimension within the four colours provides a richer understanding of each type, highlighting how they perceive and interact with the world, whether through concrete details and present realities (Sensing) or abstract possibilities and future potentials (Intuition). Adding the *Perceiving-Judging* dimension offers further insight on how we perceive situations/problems and interact with the world.

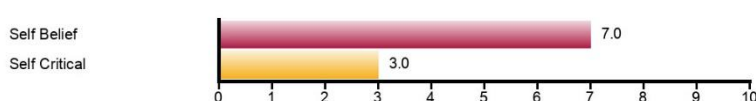
The *Sensing-Intuition* preference will be influenced by *Feeling-Thinking*, which contributes to the filters shaping our assumptions, mindset and decision-making. Taking account of *Sensing-Intuition* and *Perceiving-Judging* adds to our understanding. For example, we can appreciate why some people prefer 'spontaneity' to 'structure'. We can improve decision-making through balanced processing of information. Effective feedback helps us to become more self-aware and improve self-management.

The Power of Self-Belief

We need to develop self-belief to deal with challenges and setbacks. This involves recognising our strengths and competencies, and recognising the things we have achieved. We also gain confidence by pushing beyond our 'comfort zone' and seeking new challenges and responsibilities. Identify areas of *confirmed competence* and positive past experience, then think about future possibilities. This can increase our sense of purpose – and also help us develop the resilience to overcome setbacks and disappointments. Unfortunately, without support and encouragement, self-belief is gradually undermined. Self-critical thinking can then become more evident..

Self-Critical Thinking (SCT) means that we are more likely to attribute success to good luck, rather than crediting our own ability. We may feel personally responsible for problems or mistakes and blame ourselves for setbacks. It is much healthier to *see things in context* and take account of circumstances. Problems at work, for example, often link to inadequate systems or lack of training or support. These shortfalls undermine high performance. When leaders allow a 'blame culture' to develop, they fail to create the conditions that lead to positive outcomes.

In summary, the profile shows the relative emphasis you currently place on (i) *Self Belief* and (ii) *Self Critical Thinking*. As a starting point in personal development, recognise what you do well and aim to build on potential strengths, which may be linked to your type preferences. Think about how you view situations and respond. The profile highlights the relative emphasis you currently place on *Self Belief* and *Self Critical Thinking*. Whilst it's important to be responsive to feedback, we get real benefit from a mindset that builds on self-belief. Do you tend to focus on problems, or do you look towards options and possibilities? Don't allow an old script ('self-talk') limit options or impose self-imposed constraints.



Type Preferences – Summary

Our personality is shaped by *cognitive functions* that influence *perceiving* (S–N) and *responding* (F–T). These shape our decision-making. The *Introvert – Extravert* and *Judging – Perceiving* preferences are also important. In combination, the underlying preferences create 16 types. The four letter code offers an 'indicator' of your preferences. The strength of each specific element affects how we see things and will therefore influence our response. This may add to personal confidence, but might also create limitations. For example, we may only see part of the picture, or close down on options far too quickly. Emotion may undermine careful reasoning, or restricted analysis (with early closure) might undermine reflection.

ISTP: A pragmatic and analytical type that is skilled at problem-solving and using logic to make decisions.

ESTP: A confident and action-oriented type that is quick to take charge and seize opportunities.

ESTJ: A practical and efficient type that is focused on achieving goals and taking charge of situations.

ISFJ: A caring and responsible type that is dedicated to meeting the needs of others and maintaining harmony.

ESFJ: A friendly and sociable type that is skilled at building and maintaining relationships.

INTP: A curious and innovative type that enjoys exploring complex ideas and theories.

ENTP: A charismatic and inventive type that enjoys exploring new possibilities and generating creative solutions.

INFP: A thoughtful and empathetic type that values individuality and personal growth.

ENFP: A passionate and enthusiastic type that is skilled at inspiring and motivating others.

INTJ: A strategic and analytical type, skilled at understanding complex systems and developing long-term plans.

ENTJ: A confident and assertive type that is skilled at leading and managing people and resources.

INFJ: A sensitive and insightful type that is dedicated to helping others and achieving personal growth.

ENFJ: A charismatic and persuasive type that is skilled at motivating and inspiring others to achieve their goals.

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Blue: Introverted Thinkers (with Sensing–Intuition + Perceiving–Judging)

Introverted Sensing Thinkers – Judging (ISTJ – Blue)

- **Attributes:**
 - Detail–Oriented: Meticulous and thorough, focusing on concrete facts.
 - Systematic: Follow structured methods and prefer clear plans.
 - Reliable: Dependable and consistent, valuing order and tradition.
 - Organized: Keep their environment and work highly organized.

Introverted Sensing Thinkers – Perceiving (ISTP – Blue)

- **Attributes:**
 - Practical: Focus on hands–on problem–solving and real–time data.
 - Adaptable: Flexible and resourceful, open to new information.
 - Analytical: Skilled at troubleshooting and finding efficient solutions.
 - Independent: Enjoy autonomy and spontaneity in their work.

Introverted Intuitive Thinkers – Judging (INTJ – Blue)

- **Attributes:**
 - Visionary: Focus on future possibilities and strategic planning.
 - Determined: Goal–oriented and driven by long–term objectives.
 - Innovative: Seek novel solutions and improvements.
 - Structured: Prefer well–defined systems and organized approaches.

Introverted Intuitive Thinkers – Perceiving (INTP – Blue)

- **Attributes:**
 - Theoretical: Enjoy exploring abstract concepts and ideas.
 - Flexible: Open to new information and perspectives.
 - Independent: Value intellectual autonomy and freedom.
 - Spontaneous: Prefer a more open–ended, exploratory approach.

Summary:

Blue types can be pragmatic and detail–focused or innovative and strategic. They may prefer structured, organized approaches (Judging) or flexible, spontaneous exploration (Perceiving).

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Red: Extraverted Thinkers (with Sensing–Intuition + Perceiving–Judging)

Extraverted Sensing Thinkers – Judging (ESTJ – Red)

- **Attributes:**
 - Action–Oriented: Focus on immediate results and practical outcomes.
 - Efficient: Prioritize productivity and clear, actionable steps.
 - Organized: Value order and structure in their environment.
 - Decisive: Make decisions quickly and confidently.

Extraverted Sensing Thinkers – Perceiving (ESTP – Red)

- **Attributes:**
 - Dynamic: Thrive in fast–paced, energetic environments.
 - Flexible: Adaptable and spontaneous in their actions.
 - Realistic: Focus on tangible results and practical solutions.
 - Assertive: Confident and proactive in taking opportunities.

Extraverted Intuitive Thinkers – Judging (ENTJ – Red)

- **Attributes:**
 - Visionary Leader: Focus on long–term goals and strategic objectives.
 - Organized: Prefer structured plans and systematic approaches.
 - Charismatic: Inspire and motivate others towards goals.
 - Determined: Persistent and goal–oriented.

Extraverted Intuitive Thinkers – Perceiving (ENTP – Red)

- **Attributes:**
 - Innovative: Enjoy generating new ideas and exploring possibilities.
 - Adaptable: Open to new challenges and flexible in approach.
 - Dynamic: Energetic and enthusiastic about opportunities.
 - Persuasive: Skilled at influencing and motivating others.

Summary:

Red types can be action–oriented and realistic or visionary and innovative. They may prefer structured, decisive approaches (Judging) or flexible, adaptable exploration (Perceiving).

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Yellow: Extraverted Feelers (with Sensing–Intuition + Perceiving–Judging)

Extraverted Sensing Feelers – Judging (ESFJ – Yellow)

- **Attributes:**
 - Sociable: Engage actively with others and enjoy social interactions.
 - Practical Supporter: Focus on immediate needs with structured help.
 - Organized: Create orderly environments for collaboration.
 - Reliable: Consistent and dependable in their support.

Extraverted Sensing Feelers – Perceiving (ESFP – Yellow)

- **Attributes:**
 - Energetic: Bring enthusiasm and vibrancy to social settings.
 - Adaptable: Flexible in responding to the needs of others.
 - Fun-Loving: Create enjoyable and engaging experiences.
 - Spontaneous: Prefer a more open-ended approach to support.

Extraverted Intuitive Feelers – Judging (ENFJ – Yellow)

- **Attributes:**
 - Inspirational: Motivate others towards long-term personal growth.
 - Charismatic: Use insight and creativity to engage and inspire.
 - Organized: Prefer structured plans for helping others achieve goals.
 - Visionary: Focus on future possibilities and development.

Extraverted Intuitive Feelers – Perceiving (ENFP – Yellow)

- **Attributes:**
 - Creative: Bring innovative ideas and enthusiasm to interactions.
 - Adaptable: Flexible in engaging with others and exploring possibilities.
 - Inspirational: Inspire others through their vision and energy.
 - Spontaneous: Enjoy exploring new opportunities and experiences.

Summary:

Yellow types can be sociable and practical or inspirational and visionary. They may prefer structured, organized interactions (Judging) or flexible, spontaneous engagement (Perceiving).

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Green: Introverted Feelers (with Sensing–Intuition + Perceiving–Judging)

Introverted Sensing Feelers – Judging (ISFJ – Green)

- **Attributes:**
 - Nurturing: Provide practical support and care with precision.
 - Dependable: Reliable and consistent in their support.
 - Organized: Maintain order in their environment and relationships.
 - Patient: Exhibit patience and calm in their interactions.

Introverted Sensing Feelers – Perceiving (ISFP – Green)

- **Attributes:**
 - Compassionate: Offer immediate, practical help with flexibility.
 - Adaptable: Respond to the needs of others spontaneously.
 - Artistic: Often express care through creative means.
 - Gentle: Provide a calm and comforting presence.

Introverted Intuitive Feelers – Judging (INFJ – Green)

- **Attributes:**
 - Insightful: Deep understanding of emotions and motivations.
 - Visionary: Advocate for long-term, idealistic goals.
 - Organized: Prefer structured plans for helping others.
 - Dedicated: Committed to their values and causes.

Introverted Intuitive Feelers – Perceiving (INFP – Green)

- **Attributes:**
 - Empathetic: Connect deeply with others' emotional experiences.
 - Flexible: Open to exploring different ways to support others.
 - Idealistic: Driven by their values and vision for a better future.
 - Adaptable: Respond to situations with creativity and flexibility.

Summary:

Green types can be nurturing and detail-focused or insightful and visionary. They may prefer structured, organized support (Judging) or flexible, spontaneous care (Perceiving).

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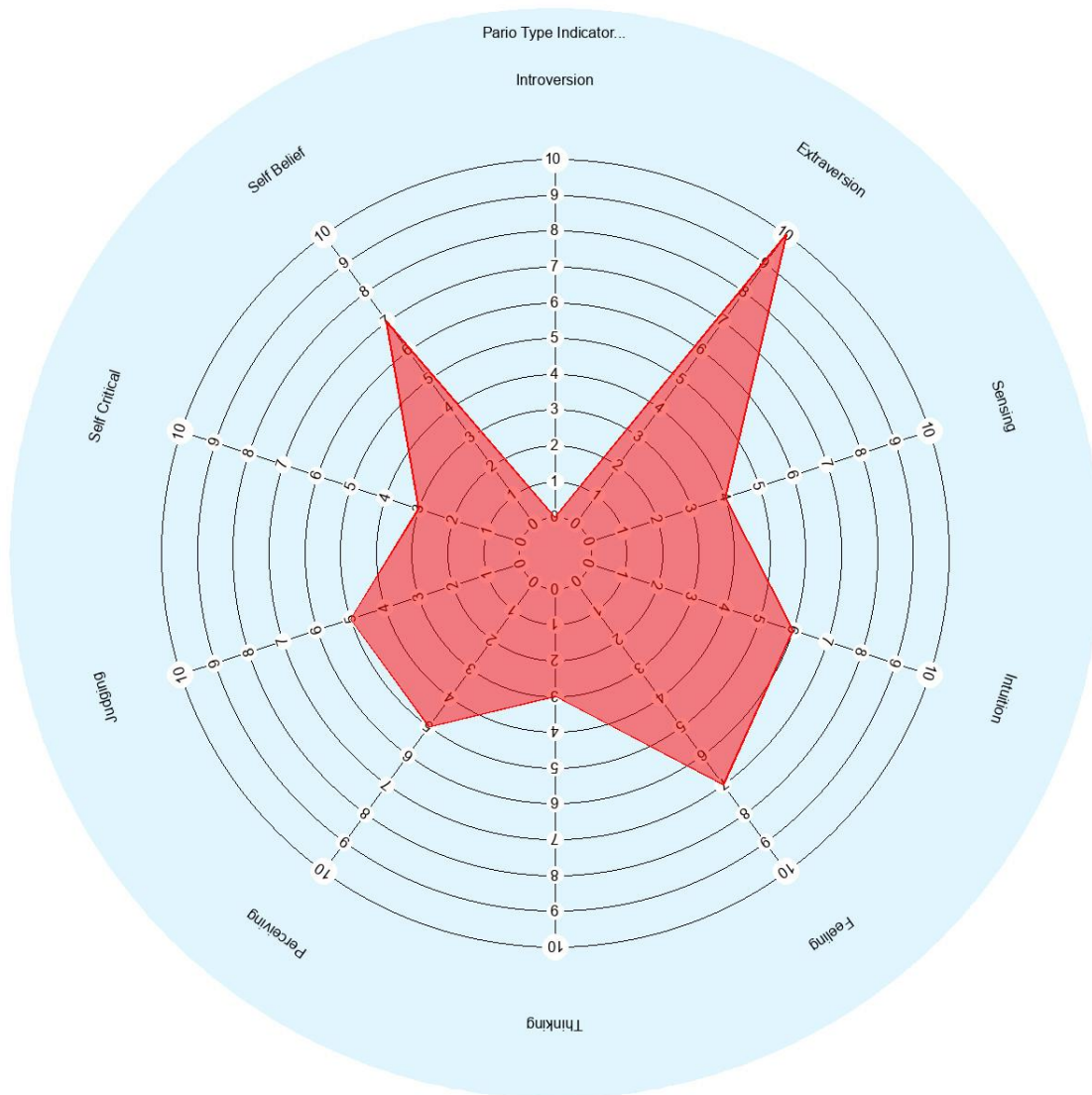
Profile Summary Chart

The chart shows the relative emphasis you placed on each element. Compare your preference scores on Introversion and Extraversion, then look at Sensing and Intuition. Go on to check the preferences on Feeling and Thinking, and also Self-Critical Thinking and Self-Belief. Finally, consider the effect of the Perceiving-Judging elements.

How do the preferences contribute to your personal strengths? Think about situations where you are most effective. How do your preferences help you to see things clearly and respond effectively?

Also take a few minutes to think about any assumptions, emotions or demands that you place on yourself or other people. Is there 'evidence' to support your thinking, or are you making assumptions and listening to the 'self-talk' inside your head?

How do the preferences affect thinking and response? Do they make it more difficult to achieve positive outcomes?



Future-Focused Development

Our overall performance is linked to how we perceive situations, our ability to assess options, and often by our effectiveness in working with other people.

Reflect on the primary elements in the profile. How is your energy being directed?

Identify situations you might approach differently. Could a 'plan of action' help your personal development?

Personal Notes

Any notes you added when completing the PTI are shown below.

No comments provided.