



## Overview

Hello Daniyal Abbas,

the results from the Personality Indicator indicate that your personality type corresponds to a type we call **INFJ**. Please bear in mind that measuring personality preferences is not an exact science, especially when dealing with such an interesting individual as you. At the moment our indicator gets it about 87% right, so we are quite positive that we might be able to tell you something about yourself that is true and useful.

## Your Type

### Personality Type Characteristics

1. PRINCIPLED 2. CREATIVE 3. THOUGHTFUL 4. ORGANISED 5. PERSISTENT  
6. CONSCIENTIOUS 7. SYMPATHETIC 8. FRIENDLY 9. CARING 10. RESPONSIBLE  
11. PERSISTING 12. HARMONY

## Personal strengths

- Good at looking at problems from a global perspective
- Good at providing credibility through ideas and insights
- Good at inspiring others through a positive, humorous, "I can do it" approach
- Good at conceptual and abstract thinking.
- Often good at creative expression
- Conscientious approach to work
- Structured and methodical
- Strong attention to details
- You put your best efforts into your work
- Persistently try to achieve success
- Good at setting goals
- You get things done and will do whatever is needed or wanted
- Decisive in implementing their vision
- Strong interest to serve the common good
- Good at promoting change through relationships
- Good at teaching and helping people understand
- Strong sense of duty and responsibility
- You know the importance to stick to rules
- Complete tasks on schedule and to a high standard
- Good at understanding theoretical principles that underlie problems

## Weak spots

- Might be perceived as being a bit too quiet in social settings
- Preference for thinking things through might be misinterpreted as inability to act by people who like to rush into action

- Your desire for consensus can lead to strong conflict aversion
- Not too comfortable communicating with larger groups
- Might feel very uncomfortable with taking difficult, unpopular decisions



## You with others

### Inter-personal Style

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Your personality type often shows the following interpersonal characteristics:



#### Personal strengths

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- Quietly friendly and sociable
- Values the people and relationships in their life strongly
- Sympathetic
- Gives strokes freely
- Quietly forceful
- Emotionally deep
- May keep their warmth hidden from people who don't know them well
- Sensitive to others needs
- Enjoys harmony between people
- Caring and considerate.
- Firm principles



#### Weak spots

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- Hypersensitive to conflict
- Needs encouragement and recognition
- Needs time for interpersonal pleasantries
- Might see personal slights where none were intended
- Might be overly cautious and fail to act spontaneously



## You at Work

### Your Work Effectiveness

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#### **You can enhance your work effectiveness by...**

- Expressing your personal thoughts, feelings, and values more freely
- Not sticking to an idea too stubbornly
- Developing your networking skills and making casual friendships
- Recognising the importance of small talk
- Looking at what is currently going on
- Making sure you don't ignore what is happening around you because you are too focused on future possibilities
- Learning how to sell yourself better
- Practicing assertiveness techniques
- Reminding yourself that people are more likely to implement an idea when they have been given the chance to give input

- Recognising that it is important not to withdraw from people in times of stress
- Not setting unachievable standards for yourself and others

## You as a Team leader

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### As a team leader you are likely to...

- Develop an overview and 'Big Picture' vision
- Deal with team-members individually and expect each member to accomplish assigned tasks
- Stimulate the team with creative and intuitive insights
- Compromise with the majority, unless there is a conflict with your personal values
- Manage the interpersonal drama in the group well
- Assess the group dynamics and provide overviews and in- depth summaries on how to move forward
- Bring closure to meetings

## Potential Conflicts at Work

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### You might have issues with team members who....

- You are likely to be irritated by people you perceive as hostile, impatient and pessimistic or those who don't appreciate others
- You dislike people who give premature and irrelevant advice, and are unwilling to look at issues in depth
- You are likely to be irritated by people who are very chatty
- You are likely to be irritated by people who fail to contribute to the work at hand
- You are likely to conflict with people whose sole focus is on content, and who don't pay any attention to process

## Team Roles You would be suited for

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### The Precisian

While a focus on small items might be limiting at the start of a project, an orderly approach to work that includes high attention to details becomes more and more important as the work progresses. Your ability to accomplish tasks well and on time make you a valuable team-member that can spot even small mistakes as you strive to meet your own high standards. The Precisian spreads discipline, conscientiousness and persistence to other members in his quest for perfection. Be mindful though not to get lost in detail, and not to lower team morale by being overly pedantic.

### The Idea Generator

Creative thinking is a process that can be learned and practiced, and everybody on the team should contribute towards idea generation and problem solving. While some team-members still need to develop their creative faculties (you could help them), it appears that you have a natural strength when it comes to developing new concepts: Bring your genuine passion for new ideas to the team, challenge conventional thinking, and drive innovation. Keep generating ideas in high volume even if not all of them are taken up instantly or are met with criticism. Accept that not all of your ideas might be applicable (you might have your head too much in the clouds), and

that implementation might take longer than you think. Explain to others that creative processes need to be given enough space, and help create an "idea-friendly" environment.

## The Moderator

You have strong people skills, are understanding, supportive and a person that keeps an open mind. You can use these traits to your team's advantage by taking on a moderating role, making sure every voice gets heard and that contributions are valued from any source. Your ability to remain impartial will benefit your team when it comes to coordinating resources, overcoming internal disagreements, and directing efforts towards a common goal and objective. You should also be able to encourage team members who feel left behind and bring them back into the boat.