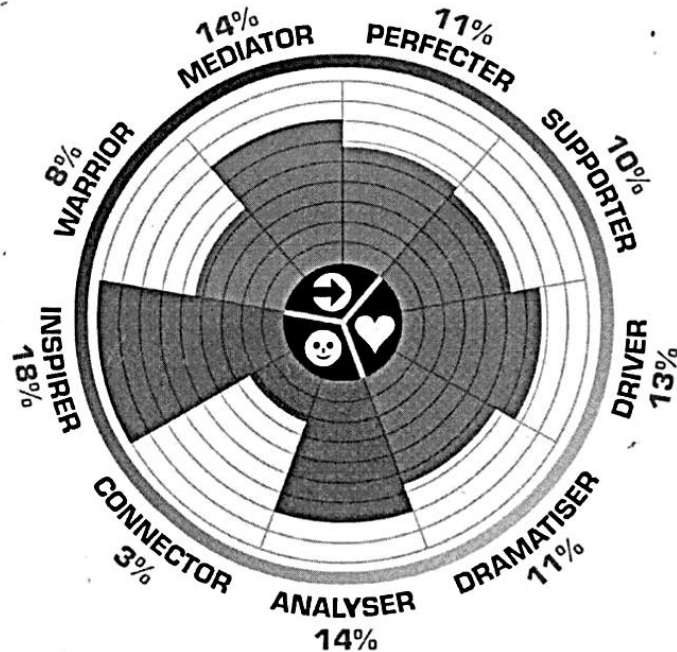


## Part 1: All About You

## Your Aspell-Gilpin Profiler™ Portrait

Your **unique** AGP Portrait, resulting from your answers to the AGP Questionnaire, is shown below.



The readings in each segment represent your **relative strength** for that personality type, with your **strongest type** shown as a completely full segment.

The segments are grouped into three categories (see *Appendix*):

♥ **Heart Types** tend to react to things and decide things more emotionally.

They consider relationships to be extremely important and they establish and sustain relationships by taking care of others (Supporters), impressing others by their power and success (Drivers) or affecting people by their special-ness or uniqueness (Dramatisers).

☹ **Head Types** spend much of their time 'in their heads', thinking about things, reflecting (especially Analysers), planning (Connectors) and imagining (Inspirers). They like to connect ideas and people, and they make connections to the outside world.

➡ **Gut Types** – tend to act on (gut) instinct. Often quick to respond and decide things, they like to be ready to take action (Warriors), to create harmony (Mediators) or to have the right answer (Perfectors). For Gut types, survival and control are driving instincts.

On the following pages, you'll find notes and guidance on how to interpret your AGP Portrait.

# STRENGTHSFINDER®

## START WITH TALENT; FINISH WITH STRENGTH

A Brief Overview of Talent Discovery and Strengths Development

**Strength.** Sounds good, doesn't it?

Who wouldn't want strength?

As you might expect, strength is the desired outcome of strengths development. But exactly what *is* a strength? What are we striving toward?

When you see a strength in action, you see a person's ability to consistently provide near-perfect performance in a specific activity.

When you see him or her perform that activity, you think, "She makes it look so easy!" or "He's a natural!"

How can that be? How can they so consistently perform with such excellence? The answer is simple: It *is* easy for her. He *is* a natural.

Each is performing at such a high level simply by building upon how he or she most naturally thinks, feels, and behaves: their greatest **talents**.

As unique individuals, we each have our own special ways of successfully approaching the people and events in our lives. And our greatest talents are always there for us. We instinctively use them in almost any situation.

*An inner drive to compete,*

*sensitivity to the needs of others,*

*an inclination to notice patterns, and*

*the tendency to be outgoing at social gatherings are good examples of talents.*

For some of us, our talents make us great Relators or Arrangers. Others have tremendous talents in Adaptability or Belief. Look closely at your friends, family, and coworkers. You will see exceptional Learners, Activators, and Includers, and amazing talents in Ideation, Responsibility, and Developer.

Within our natural selves, we each hold extraordinary potential.

Of course, the first step toward fulfilling that potential is to discover our greatest talents. That's where StrengthsFinder comes in.

You've probably already sensed that this assessment is not just another personality test. That difference is certainly no accident. In fact, the idea behind the assessment is quite contrary to the focus-on-negatives approach that has long prevailed in our society.

In the early 1950s, Donald O. Clifton, who would go on to be named the "Father of Strengths Psychology," noticed a major problem: The field of psychology was based almost entirely on the study of *what is wrong* with people. He wondered if it would be more important to study *what is right* with people.

## YOUR TOP 5

- Ideation
- Strategic
- Learner
- Individualization
- Context

See page 8 for full theme descriptions

# ENTJ

## Extraverted Thinking with Introverted Intuition

Dominant function: T<sub>E</sub>

Tertiary function: S

Auxiliary function: N<sub>I</sub>

Fourth/inferior function: F<sub>I</sub>

### At Their Best

People with ENTJ preferences are natural leaders and organization builders. They conceptualize and theorize readily and translate possibilities into plans to achieve short-term and long-term objectives. They readily see illogical and inefficient procedures and feel a strong urge to correct them—to organize people and situations to get them moving in the right direction.

ENTJs are strategic visionaries, adept at planning for the future needs of the people and organizations for which they are responsible.

### Characteristics of ENTJs

ENTJs use their Thinking primarily externally and are thus natural critics. They set their own standards and are forceful in applying them to others, to organizations, and to themselves. They value intelligence and competence and abhor inefficiency or ignorance. They can be tough when the situation calls for toughness. ENTJs are likely to be

- Analytical, logical, and objectively critical
- Decisive, clear, and assertive

ENTJs are intellectually curious, seek new ideas, and like complex problems. They use their Intuition primarily internally to conceive possibilities and create the insights they use in making decisions and plans. ENTJs are likely to be

- Conceptual and global thinkers
- Innovative theorizers and planners

ENTJs are usually excellent solvers of organizational problems. They are keenly aware of the intricate connections within organizations and are action oriented and strategic—they think ahead, anticipate problems, devise broad plans and systems, and marshal human and material resources to achieve goals. They are generally disinterested in routine maintenance activities, preferring new challenges.

### How Others May See Them

ENTJs love, and are energized by, stimulating interactions with people. They often challenge people's statements and behaviors, expecting that others will defend them and that, as a result, mutual learning will take place. ENTJs admire

and seek out people who are knowledgeable and who stand up to them, say what they think, and argue persuasively.

ENTJs prefer that things be settled and clear, but their love of ideas can pull them into wide-ranging Intuitive exploration and discussions. Their verbal fluency, decisiveness, self-confidence, and urge to organize others can overpower people at times. Others usually see ENTJs as

- Direct, challenging, and decisive
- Objective, fair, and stimulating

### Potential Areas for Growth

Sometimes life circumstances have not supported ENTJs in the development and expression of their Intuitive and Thinking preferences.

- If they have not developed their *Intuition*, ENTJs may make decisions too quickly without considering alternatives or exploring possibilities. In this case, their decisiveness can become dictatorial.
- If they have not developed their *Thinking*, they may not have a reliable way to evaluate their insights and make plans. Then their decision making will be inconsistent and changeable.

If ENTJs do not find a place where they can use their gifts and be appreciated for their contributions, they usually feel frustrated and may

- Become overly impersonal and critical
- Be intrusive and directive—giving orders without listening
- Become abrasive and verbally aggressive

It is natural for ENTJs to give less attention to their non-preferred Feeling and Sensing parts. If they neglect these too much, however, they may

- Fail to notice or value another's need for personal connection, appreciation, and praise
- Fail to factor into their plans the needs of others for support and processing time
- Overlook specifics and realistic factors that are necessary to carry their plans to completion

Under great stress, ENTJs can be overwhelmed by self-doubt, feel alone and unappreciated, and be unable to express their distress to others.