



GOLDEN

PERSONALITY PROFILER®

John P. Golden Ed.D.
VERSION 4.0

INDIVIDUAL

Report



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TMCO Global

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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 behaviour 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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YOUR TYPE: ENFA

Extraverting/iNtuiting/Feeling/Adapting

The ENFA is the type of individual who lives continually in the realm of the possible. When absorbed in your latest project, you think of little else. Your energy level is sometimes exhausting to behold. You are virtually tireless in the pursuit of your latest goal as long as your interest in the project holds.

Your infectious commitment and self-confidence enables you to have many devoted followers. Of all the personality types, the ENFA possesses an almost magnetic quality that enables you to have fun in almost any setting.

Your combination of Extraversion, Intuition, and Adapting arms you well to be a leader. You have a natural ability to understand others, to figure out what motivates them, and to appreciate their unique qualities without judging or criticizing.

You tackle an amazing variety of problems with ease, and the diversity of your interests is mirrored by the diversity of your friends. In fact, diversity is the universal key to happiness for ENFAs. You focus much of your energy on developing and understanding who you are, identifying your goals, and building meaningful relationships with others. It is important for you to be an authentic person, to be in touch with yourself, and to be capable of really touching others.

Frequently, you have the feeling of being on the brink of a great discovery about people or life. Your Intuition gathers information from the real world and then mixes it with imagination to synthesize a unique view of reality. You are your "own person" in every sense of the word. It is difficult to awe you with sterile rank and titles. You are an optimistic, independent person, who believes in yourself when no one else does.

In the long run, you will be wise to opt for a career and relationships that allow flexibility and that include the companionship of individuals with qualities similar to your own. Such individuals, like you, are apt to reject structure for its own sake and admire ideas for their intrinsic worth.

ISTA	ISFA	INFA	INFZ
ESTA	ESFA	ENFA	ENFZ
ESTZ	ESFZ	ENTA	ENTZ
ISTZ	ISFZ	INTA	INTZ

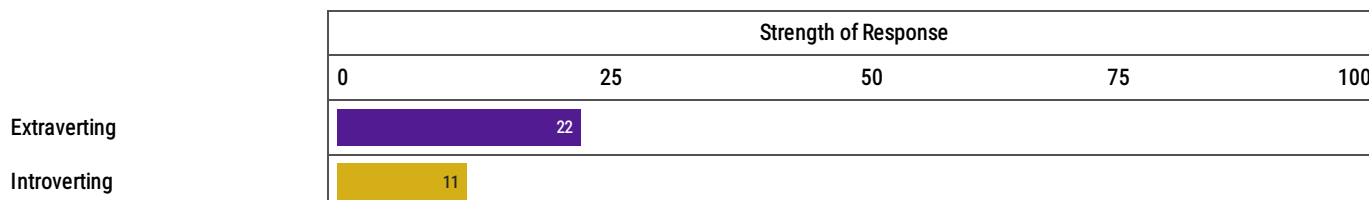
Personality Types

There are 16 different personality types.
You are an ENFA

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 favour certain behaviours versus others. You may have relatively equal preference, but slightly favour one scale.

Your Type is : **ENFA**
 Where you focus your energy : **Extraverting**
 How you gather information : **iNtuiting**
 How you make decisions : **Feeling**
 How you approach lifeHow you approach life : **Adapting**

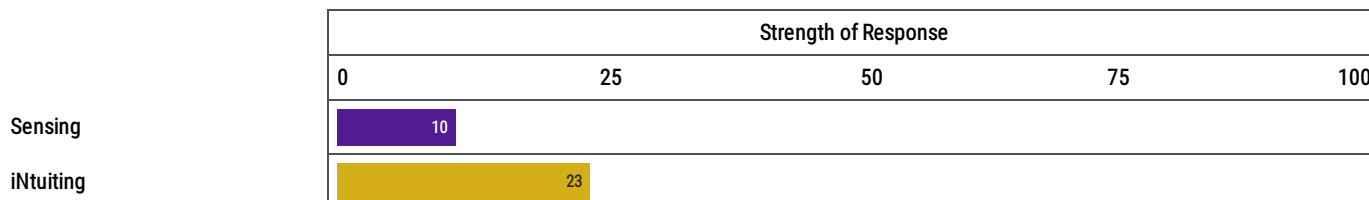


Extraverting:

- 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



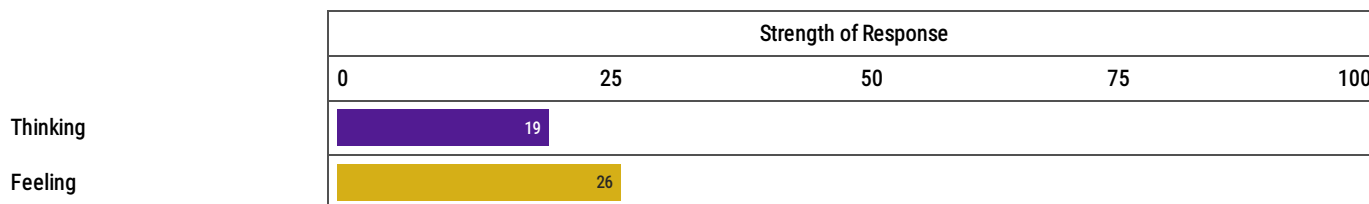
Sensing:

- 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

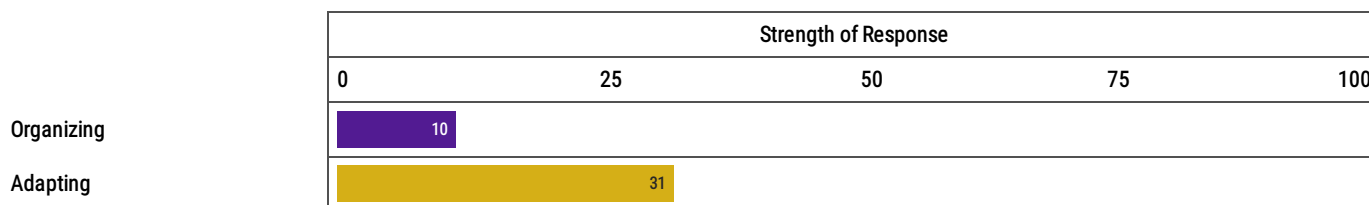


Thinking:

- 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

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 ENFA and your temperament NF.

SP Efficient and Resourceful

ISTA Producing <ul style="list-style-type: none"> quiet and reserved efficient and expedient keenly observe environment interested in how and why cool observers of life 	ISFA Performing <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
ESTA Promoting <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 	ESFA Entertaining <ul style="list-style-type: none"> warm, friendly, charming, witty hands-on problem solvers enjoy life's simple pleasures life of the party

NF Imaginative and Innovative

INFA Supporting <ul style="list-style-type: none"> deeply caring and idea oriented peacekeepers absorbed in projects encourage growth and development with quiet enthusiasm 	INFZ Foreseeing <ul style="list-style-type: none"> quietly determined concerned for others welfare focus inner thoughts on helping others put creative effort into their work
ENFA Inspiring <ul style="list-style-type: none"> enthusiastic, charming, interesting naturally curious and imaginative know everyone fascinated by relationships around them 	ENFZ Mentoring <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

ESTZ Supervising <ul style="list-style-type: none"> practical and realistic value productivity and efficiency enjoy management excel at bringing order to groups 	ESFZ Providing <ul style="list-style-type: none"> sociable, supportive and warm-hearted active team participant helpful toward others use interpersonal skills to maintain important relationships
ISTZ Maintaining <ul style="list-style-type: none"> serious, traditional and quiet task-oriented, no nonsense style excellent follow-through work to conserve the resources of the group 	ISFZ Protecting <ul style="list-style-type: none"> dependable and responsible sympathetic, quiet and conscientious polite and tremendously devoted work independently in support of team

NT Competent and Visionary

ENTA Improvising <ul style="list-style-type: none"> creative, confident thinkers intellectual and outspoken argue both sides of issues good at juggling many balls 	ENTZ Leading <ul style="list-style-type: none"> direct and strategic confident and well-informed frank and decisive natural organization builders and leaders
INTA Inventing <ul style="list-style-type: none"> strongly defined interests skilled with logic enjoy theory, science, ideas single minded focus on topics of interest 	INTZ Strategizing <ul style="list-style-type: none"> independent thinkers develop strategy based on a clear vision high achievement drive emphasize competency

Likely Strengths

You are likely to possess strengths (i.e., behaviours, 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 ENFA

Contributions to an Organization

- Easily sees and grasps a wide range of possibilities.
- Acts spontaneously.
- Provides imaginative answers to questions or problems.
- Welcomes change and often acts as a catalyst for it.
- Has the versatility to excel in many different types of tasks.
- Enjoys trouble-shooting people problems.
- Brings a positive attitude, passion, and ongoing inspiration to almost any endeavour.
- Easily spots interpersonal fakes, scams, or destructiveness.
- Readily praises and acknowledges others.

Leadership Style

- Conveys enthusiasm and steps in when visionary leadership is required.
- Develops personal relationships with co-workers rather than using a hands-off, task oriented management or leadership approach.
- Accepts risk, particularly if people will benefit.
- Brings people and resources, across teams and functions, together.
- Focuses on areas of agreement, but easily negotiates differences among members, so everyone can get back to a harmonious environment.
- Leads with the belief that leadership and authority is granted by integrity, not position.

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 blind spots.

GROWTH OPPORTUNITIES

- Avoid getting too deeply involved in the personal needs and values of others.
- Practice setting goals; carefully choose a particular course of action that you can commit to, and then stay on course until it is completed.
- Pay more attention to details and routines.
- Do not take criticism so personally—turn it into useful feedback for personal growth.
- Pause and reflect first before bounding off in another direction—others can get easily frustrated by your ENFA tendency to switch gears in mid-stream.

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 teamwork. The communication style and team preferences listed below are typical of your type. Consider whether they are true for you.

COMMUNICATION STYLE

- Talks in concrete, realistic, no-nonsense terms, often with sharp-witted humour.
- Takes time to reflect before replying.
- Provides brief replies; further information will usually need to be drawn out from him or her.
- Speaks to the point.
- Prefers speaking with individuals instead of groups.
- Uses short synopses when communicating ideas in writing.
- Uses objectivity, and specific images, in all forms of communication.
- Relates personal experiences to make points.
- Is persuaded through common sense and logical analysis.

TEAM PREFERENCES

- Contributes creative ideas along with humanitarian values and limitless potential.
- Is terrific at integrating people, resources, and overall vision.
- Has little patience with the small details, preferring to concentrate on the larger picture.
- Can sometimes lead the team off-track due to ability to see so many possibilities in a project.
- Becomes irritated by team members who think negatively or see through a small lens.
- Is an optimist about time schedules and workload, sometimes promising more than what is reasonable or Do-able.
- Becomes irritated by team members who do not respect others.

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

- Seeks variety, challenge, diversity, novelty, and new ideas
- Wants opportunities for self-expression, and to grow and learn
- Appreciates being affirmed, acknowledged, and recognized
- Desires opportunities to use insights for the good of all
- Loves to put out people-fires and create last-minute improvisations
- Avoids situations where people are not allowed to participate and contribute

PREFERRED LEARNING STYLE

- Prefers lessons that are adventurous and creative experiences
- Needs time to explore possibilities, ask questions, and use imagination
- Learns through a variety of methods including reading, writing, listening, observing, and interacting with others
- Dislikes narrow structure or straight lectures
- Excels when the teacher or facilitator takes a personal interest in him or her

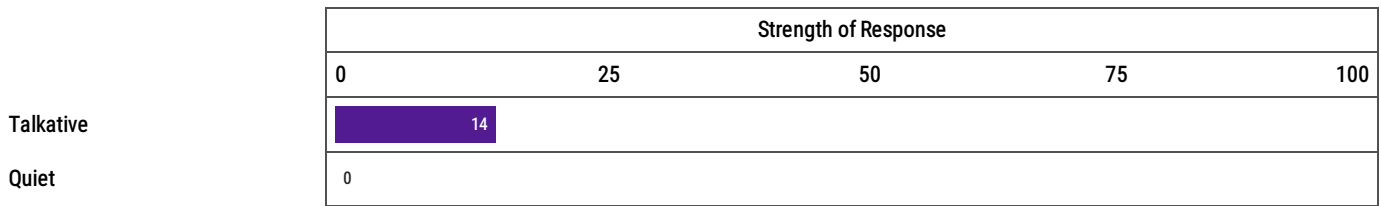
Questions to Consider

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

PERSONAL NOTES

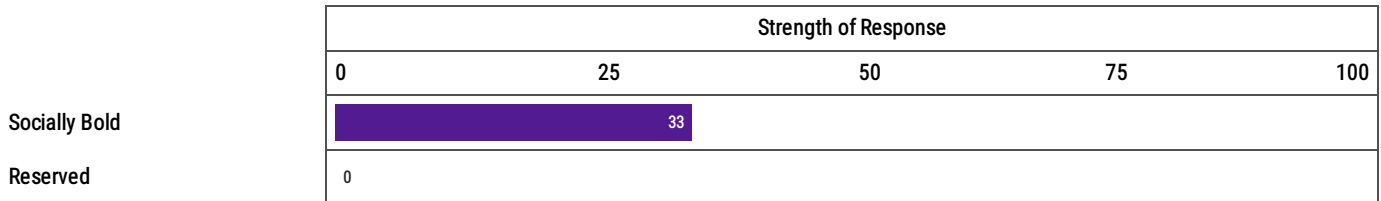
A Deeper Look: Extraverting vs. Introverting

YOUR EXTRAVERTING & INTROVERTING FACET SCALE RESULTS



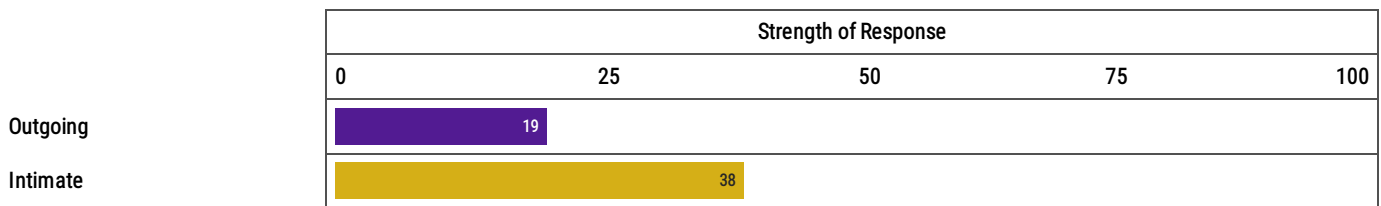
Talkative: animated and expressive; sociable and gregarious; opens up to others.

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



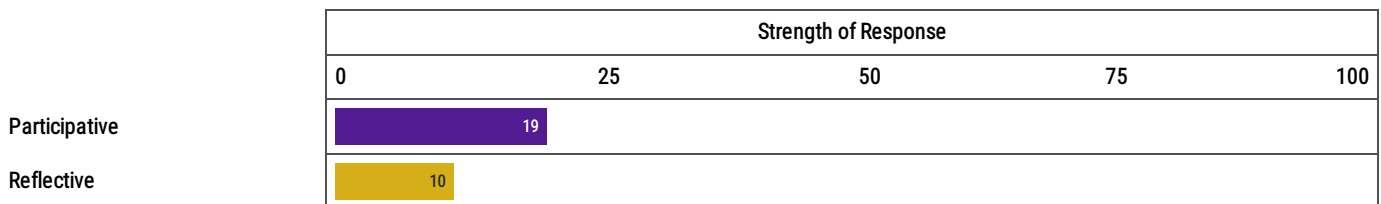
Socially Bold: friendly and outgoing; initiates conversations; comfortable leading; likes public speaking.

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.

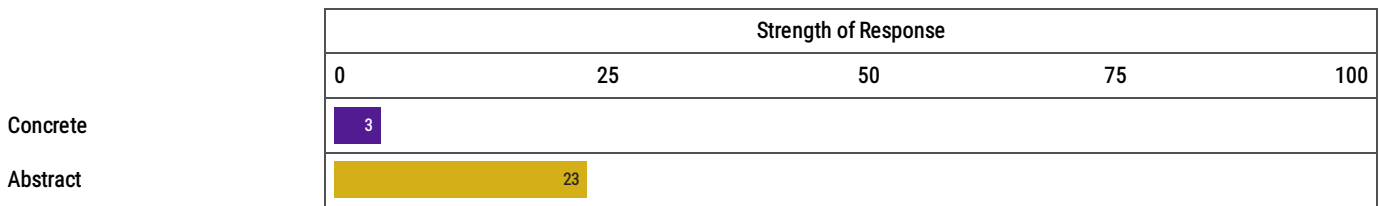
Reflective: values peace and quiet; needs solitude to reflect and recharge; prefers to learn by reading.



Out of Pattern: Each facet has two opposite scales. 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.

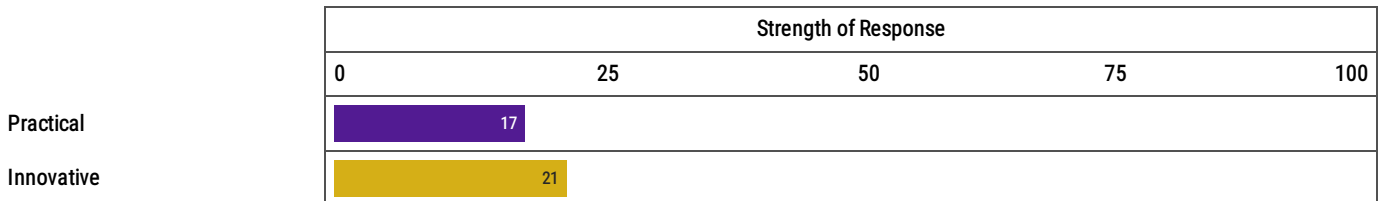
A Deeper Look: Sensing vs. iNtuiting

YOUR SENSING & INTUITING FACET SCALE RESULTS



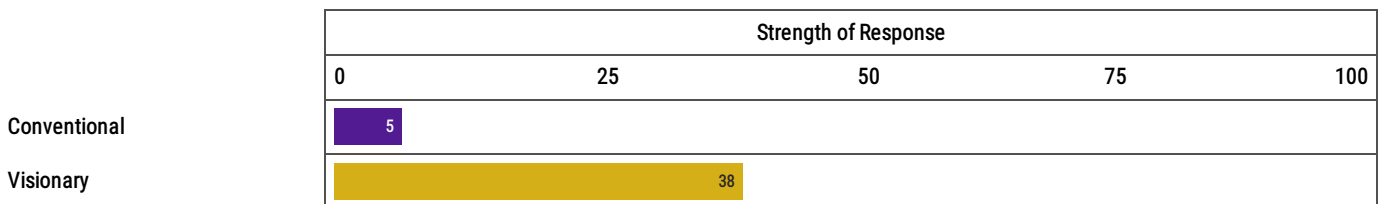
Concrete: deals with tangible facts and "what is" rather than "what could be"; likes to work out details.

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



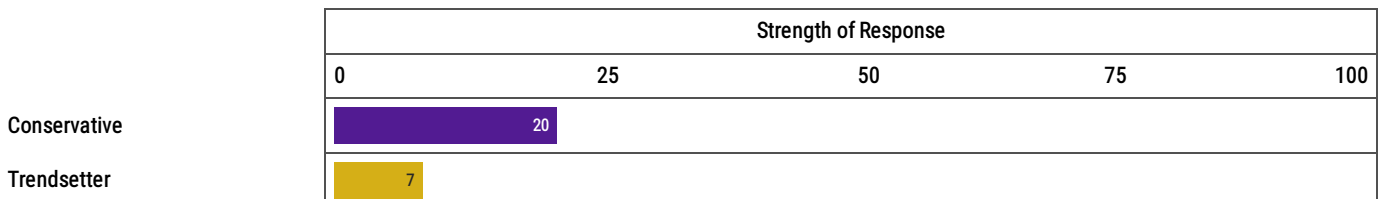
Practical: prefers established methods to achieve end results; dislikes improvising.

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



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.

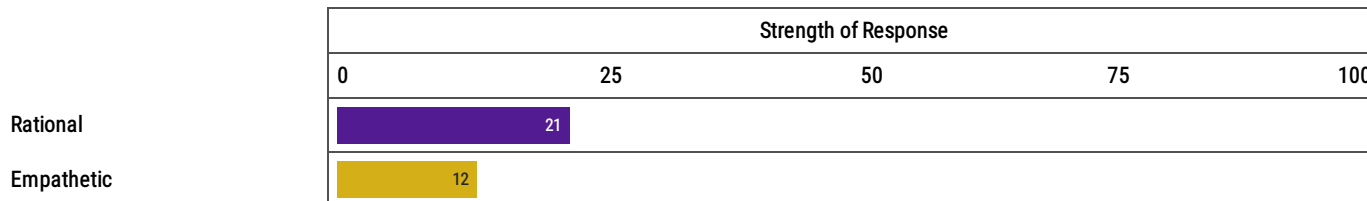
Trendsetter: focuses on change and the big picture; seeks new trends; becomes bored with routine.



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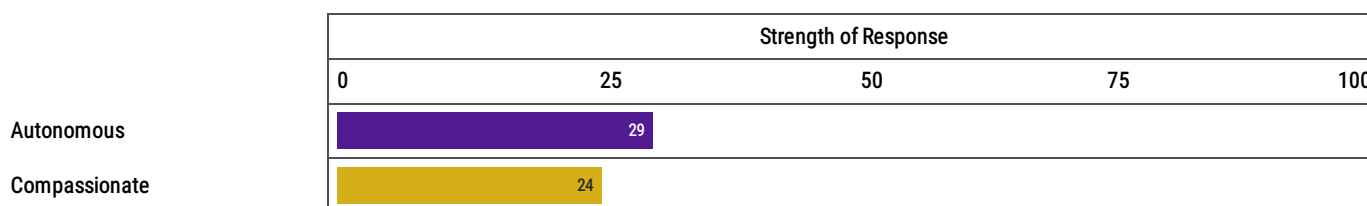
A Deeper Look: Thinking vs. Feeling

YOUR THINKING & FEELING FACET SCALE RESULTS



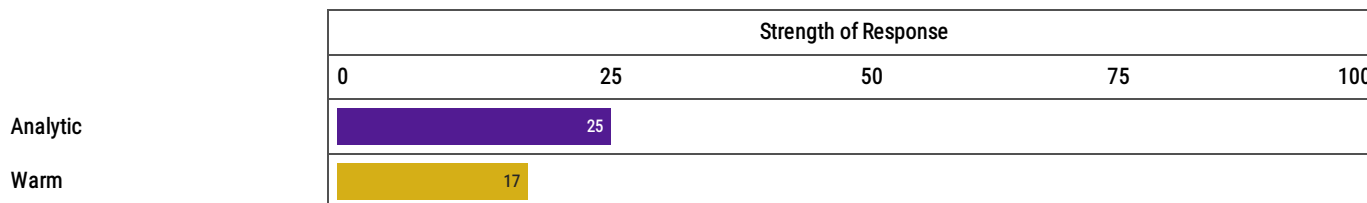
Rational: decisions based on logical analysis; impersonal problem solving style.

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



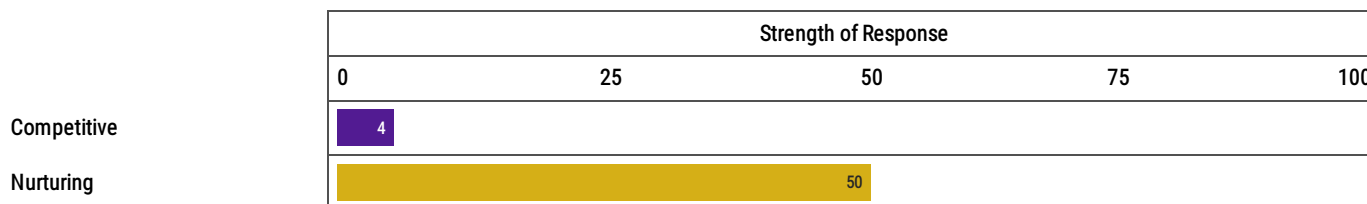
Autonomous: fair, impartial, objective, and independent; more task- than relationship-oriented.

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, sceptical, tough-minded style; enjoys a good argument.

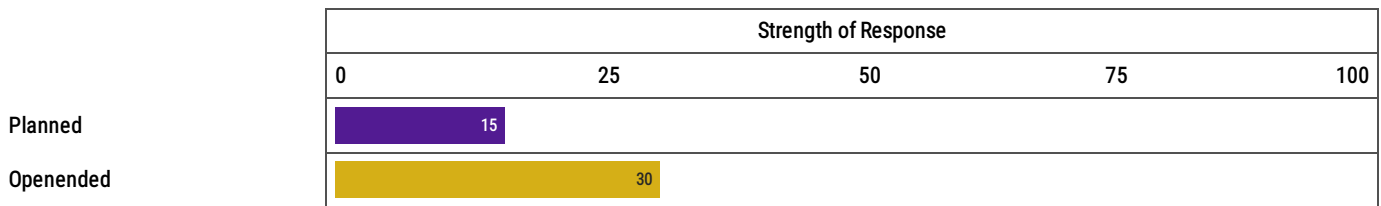
Nurturing: cooperative, accepting and supportive style; prefers harmony and dislikes confrontation.



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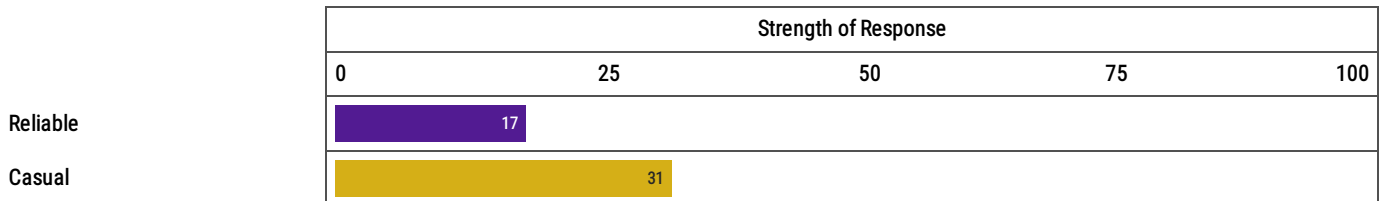
A Deeper Look: organiZing vs. Adapting

YOUR ORGANIZING & ADAPTING FACET SCALE RESULTS



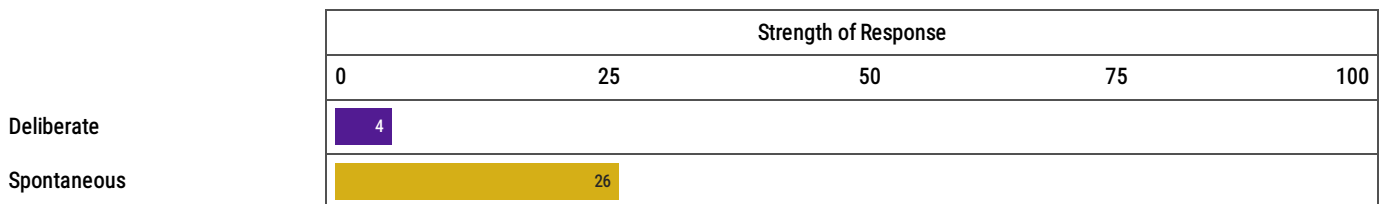
Planned: likes schedules and closure; emphasizes planning, anticipating contingencies, and organization.

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



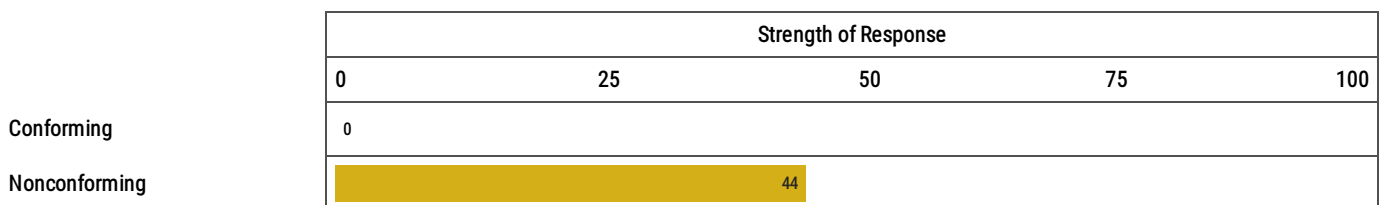
Reliable: punctual, responsible, orderly; early starter who gets things done.

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.

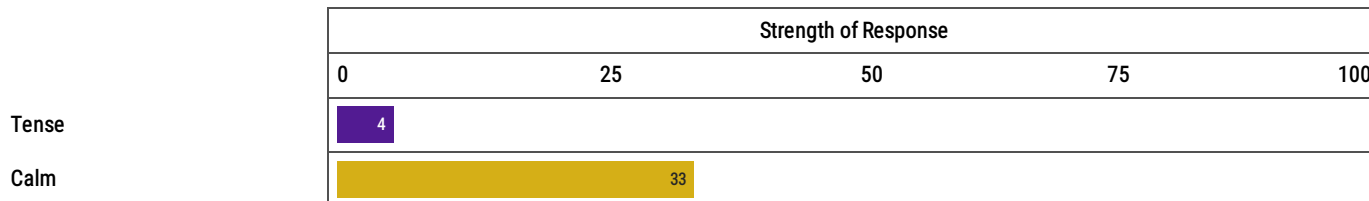


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RESPONSE TO DAILY STRESSORS

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



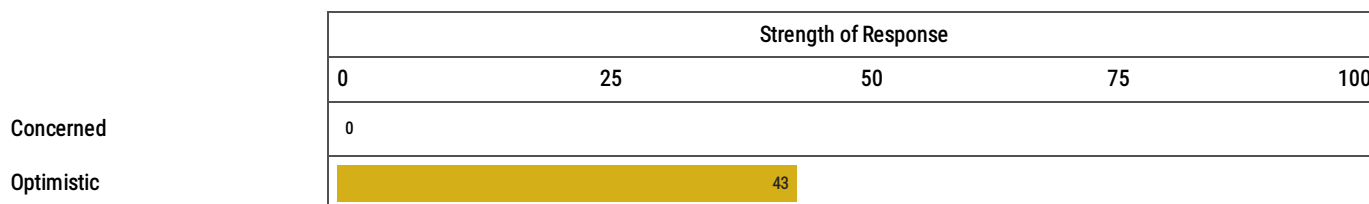
Tense:

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

Calm:

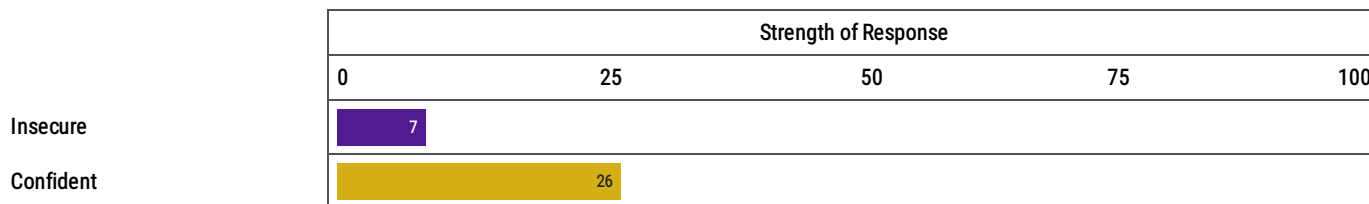
- optimistic and self-confident
- unconcerned about what others think
- calm and relaxed where others might be worried
- does not dwell on things that cannot be changed

YOUR TENSE & CALM FACET SCALE RESULTS



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

	%	Score	Strength of Response				
			0	25	50	75	100
Extraverting	22	19					
Introverting	11	10					
			0	25	50	75	100
Talkative	14	3					
Quiet	0	0					
			0	25	50	75	100
Socially Bold	33	8					
Reserved	0	0					
			0	25	50	75	100
Outgoing	19	4					
Intimate	38	8					
			0	25	50	75	100
Participative	19	4					
Reflective	10	2					

INFORMATION GATHERING

	%	Score	Strength of Response				
			0	25	50	75	100
Sensing	10	9					
iNtuiting	23	21					
			0	25	50	75	100
Concrete	3	1					
Abstract	23	7					
			0	25	50	75	100
Practical	17	4					
Innovative	21	5					
			0	25	50	75	100
Conventional	5	1					
Visionary	38	8					
			0	25	50	75	100
Conservative	20	3					
Trendsetter	7	1					

RESPONSE TO DAILY STRESSORS

	%	Score	Strength of Response				
			0	25	50	75	100
Tense	4	2					
Calm	33	16					
			0	25	50	75	100
Concerned	0	0					
Optimistic	43	9					
			0	25	50	75	100
Insecure	7	2					
Confident	26	7					

DECISION MAKING

	%	Score	Strength of Response				
			0	25	50	75	100
Thinking	19	18					
Feeling	26	24					
			0	25	50	75	100
Rational	21	5					
Empathetic	12	3					
			0	25	50	75	100
Autonomous	29	6					
Compassionate	24	5					
			0	25	50	75	100
Analytic	25	6					
Warm	17	4					
			0	25	50	75	100
Competitive	4	1					
Nurturing	50	12					

LIFESTYLE ORIENTATION

	%	Score	Strength of Response				
			0	25	50	75	100
Organizing	10	11					
Adapting	31	34					
			0	25	50	75	100
Planned	15	4					
Openended	30	8					
			0	25	50	75	100
Reliable	17	6					
Casual	31	11					
			0	25	50	75	100
Deliberate	4	1					
Spontaneous	26	7					
			0	25	50	75	100
Conforming	0	0					
Nonconforming	44	8					