

JUNGIAN TYPOLOGY

Although the SFA assessment program does not rely on "Personality" to determine job suitability, there are certain aspects of the work of Carl Jung that are valuable in ascertaining the individual's approach to the job.

JUNGIAN BEHAVIORAL STYLES RELATIVE TO THE WORK ENVIRONMENT

- Glossary of terms used in the SFA Behavioral Inventory and Analyst-Link commentary pages -

CONDUCTOR - - Pure A Style: Extraverted Perceiving

Emotion: Anger

Fear: Being taken advantage of

Typical Work-Style:

Results oriented, Firm/Quick decision making, Seeks authority to carry out responsibilities, Expedites Action, Likes Challenging Assignments, Takes Bold Aggressive Actions.

Typical Behavioral Traits:

Competitive, Confrontational, Direct, Results-Oriented, Sense of Urgency, Change Agent.

Typical Limitations:

Insensitive, Poor Listener, Tactless, Critical, Impatient.

CONDUCTOR/PERSUADER - Blended AB Style

PERSUADER - Equal A/B Style

Typical Work-Style:

Competes with others, Testing of new ideas, Results through people, Persuasive Communicator, Enthusiastic, Change agent..

Typical Behavioral Traits:

Process oriented, Quick to change, Independent, Optimistic.

PERSUADING/PROMOTER - Blended BA Style

PROMOTER - Pure B Style: Extraverted Judging

Emotion: Optimism

Fear: Social Rejection

Typical Work-Style:

Likes people contact, Adept at solutions to "people" problems, Optimistic, Verbalizes thoughts & ideas, Seeks Varied activities, wants mobility.

Typical Behavioral Traits:

High trust level, not fearful of change, contactability, rather talk than listen, verbal skills, projects self-confidence.

Typical Limitations:

Inconsistent, Irresponsible, Rebellious, Permissive, Self-absorbed..

PROMOTING RELATOR - Blended BC Style

RELATOR - Equal B/C Style

Typical Work-Style:

Believes in Teamwork, Good at coaching and counseling and service to others, Wants harmonious work environment and security, Assists customers.

Typical Behavioral Traits:

Good supporter, Team player, Persistent, Cooperative, Sensitive to others' feelings.

RELATING SUPPORTER - Blended CB Style

SUPPORTER - Pure C Style: Introverted Judging

Emotion: Non-Emotional

Fear: Loss of Security

Typical work-style:

Logical thinker, likes systems and routine, sequential, participates on the team, seeks relaxed pace and job security.

Typical Behavioral Traits:

Accommodating, Dislikes confrontation, persistent, controls emotion, adaptable, good listener.

Typical Limitations:

Uninvolved, Dependent, Directionless, Passive/Aggressive.

SUPPORTING COORDINATOR - Blended CD Style

COORDINATOR - Equal C/D Style

Typical Work-Style:

Diplomatic & cooperative, likes facts & data to analyze, prefers routine work and guidelines to follow, adheres to standards, task oriented.

Typical Behavioral Traits:

Product oriented, slow to change, self-disciplined, pessimistic.

COORDINATING ANALYZER - Blended DC Style

ANALYZER - Pure D Style: Introverted Perceiving

Emotion: Fear

Fear: Criticism of Work

Typical Work-Style:

Prefers facts and data over people involvement, Seeks accuracy, safety, and security, Clean workstation, procedural, high quality standards.

Typical Behavioral Traits:

Precise, Accurate, Concern for quality, Critical listener, Non-verbal communicator, attention to detail.

Typical Limitations:

Judgemental, Controlling, Suspicious, Irrational, Unforgiving.

ANALYZING IMPLEMENTOR - Blended DA Style

IMPLEMENTOR - Equal D/A Style

Typical Behavioral Traits:

Creative, Slow to start/Fast Finish, Vacillating, Temperamental.

IMPLEMENTOR/CONDUCTOR - Blended AD Style

The SFA Behavioral Inventory and Manager's information pages identify the Jungian Typology of the examinee as follows:

- a) Extraverted Perceiving - Implementor, Conductor, Persuader.
- b) Extraverted Judging - Persuader, Promoter, Relator.
- c) Introverted Judging - Relator, Supporter, Coordinator.
- d) Introverted Perceiving - Coordinator, Analyzer, Implementor.

(Underlined type indicates "pure" rather than "Blended" behavioral mode).