



GOLDEN
PERSONALITY PROFILER™

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Person2Person Report

August 3, 2022

For Raymond Denice and Greg Goldman

Relationship: Classmates

Administered by Dr. John P. Golden

Golden P2P Report Contents

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Introduction

The Golden Personality Profiler is a powerful tool for getting to know yourself through the lens of your personality profile, global and facet scales and temperament. Once you understand yourself at a deeper level you can begin to create and begin the work of developing greater self awareness and growth. The Golden's underlying model of personality is also an excellent way to understand the important relationships in your life. This report is designed to facilitate that exploration by presenting the reported personalities of two people taking the Golden assessment. It can be used to understand work relationships, such as boss and subordinate, teammates or even an employee and customer. Similarly, it can be used by a couple, parent and child, two siblings, two friends, or any other pairing where developing a better relationship is a goal. It is designed to take the mystery out of the natural and inevitable similarities and differences that exist when any two people engage in meaningful interaction.

Raymond's profile is ESTZ and Greg's profile is ENFA.

Raymond's Temperament is SZ and Greg's Temperament is NF.

SA Efficient and Resourceful		NF Imaginative and Innovative	
ISTA	ISFA	INFA	INFZ
ESTA	ESFA	ENFA Greg	ENFZ
ESTZ Raymond	ESFZ	ENTA	ENTZ
ISTZ	ISFZ	INTA	INTZ
SZ Responsible and Reliable		NT Competent and Visionary	

Top Personality Facet Similarities for Raymond and Greg

Looking at your similarities based on the Golden's personality Facet Scales is a great place to start your exploration. Having behaviors that are expressed by your most similar personality facets lead to natural and positive interactions, but it may also mean that together, you miss opportunities to express a broader range of behaviors. Each description of your similarities is accompanied by a *Tip For Improved Relations* to cover these possibilities.

#1 **Internal Control - Resilient:** Shared values are recognized and appreciated. Recognize the value of compromise to achieve win-win outcomes.

Tip for Improved Relations: Make sure you agree on what your shared values and principles are.

#2 **Self-Esteem - Confident:** Decisive, confident, and cheerful. Unconcerned with what others think; generally feel good emotionally and aren't worried about the future.

Tip for Improved Relations: Reality test the level of your confidence and foundation of stability.

#3 **Energy Focus - Participative:** Enjoyment gained by being with and around people. No time for idly sitting still, but are active, energetic, and interactive. Enjoyment found keeping up with others.

Tip for Improved Relations: Slow down relationships aren't always competitive.

#4 **General Outlook - Optimistic:** Don't worry about things you don't understand, control, are unfamiliar with, unpredictable situations, or things that can't be changed. Don't take feedback personally.

Tip for Improved Relations: Assess the veracity of potential threats and expressed concerns.

#5 **Rule Orientation - Conforming:** Knowing the rules of the game and abiding by them. Want clear goals and instructions of how to achieve them.

Tip for Improved Relations: Don't create new rules for every problem encountered.

Can you think of times when these similarities revealed themselves? How did that happen and what was the outcome?

Top Personality Facet Differences for Raymond and Greg

Exploring your top personality facet scale differences is another fascinating step necessary to building a better relationship. The behaviors associated with these facets represent potential strengths when they are recognized, respected and applied; and potential areas of frustration and confusion when they remain unrecognized.

#1 **Planned & Open Ended:** Raymond desires to have things precise and mapped out while Greg has a more relaxed and evolving style.

Tip for Control Style: Being closed or open to things you don't understand has advantages and disadvantages. Use the best approach for the situation and timing.

#2 **Reliable & Casual:** Raymond finds it important to meet responsibilities and obligations while Greg is more relaxed about that.

Tip for Personal Priorities: Agree on and establish expectations for when reliability is called for and when it's not.

#3 **Deliberate & Spontaneous:** Raymond prefers to line up all their actions and choices in advance while Greg prefers to just let things happen naturally and respond accordingly.

Tip for Risk Tolerance: Recognize that having the steps all in order can help, but not every contingency can be thought of in advance.

#4 **Concrete & Abstract:** Information is presented at different levels; Raymond at a detailed and present-focused level, Greg at a big picture and future focused level. Misunderstanding is a likely outcome.

Tip for Data Usage: Listen to what the other is really saying even though you may not agree with their position or find it irritating.

#5 **Conventional & Visionary:** Greg has a flare for the unusual and being unique while Raymond prefers a more typical and trusted way of being.

Tip for Fitting in/Standing out: Stretch your perspective and experience the view from the other person's perspective.

Can you think of times when these differences revealed themselves? How did that happen and what was the outcome?

Side-by-Side Personality Profiles

You can learn a great deal about each other by exploring the general aspects of your personalities. These profiles follow the same descriptions found in your individual report, but are presented side by side with the profile of the person you are paired with in the report. You may find it helpful to print the report and highlight important similarities, identify points of interest, or note special points you would like to discuss together.

[Raymond](#) and [Greg](#) share 1 out of 4 Global Scales in common, sharing Extraverting. Read each other's profile description, comparing and contrasting the behaviors described as it relates to your actual experience with one another.

Raymond

ESTZs are dependable, exacting, active, and organized. As an ESTZ you prefer to adhere to well-tested and reliable routines and believe in the importance of following rules and laws. You believe in preserving history and past customs, striving to maintain traditions without needless change. You take risks only after careful analysis and consideration of the available information.

You like to be with other people and delight in being at the center of the action. You energetically participate in team and community events and approach these extracurricular activities with confidence and enthusiasm. You are intensely loyal to family, friends, and groups and institutions that are important to you. In return, you expect that others will also be loyal.

You see to it that things are completed on time or as promised. You are a natural administrator who maintains responsibility by overseeing details and logistics. You are good at committing facts and details to memory. You have a gift for management and tend to take control of events and projects. You particularly like to work on projects that have a practical application and tangible results.

Greg

ENFAs are charismatic, fun loving, and enthusiastic. As an ENFA you are particularly concerned with formulating and living up to your beliefs and values. You emphasize personal growth and authenticity -- finding and expressing who you really are. Similarly, you endeavor to find meaning in the world around you and focus your attention on improving your surroundings.

You strive to develop emotional connections and maintain harmonious relations with others. You have a unique ability to get along with many different types of people and to see things from their perspectives, as well as to adapt easily to changing circumstances. You readily make new friends and quickly share your ideas; it is easy for you to be open with others. Your outgoing nature draws you to social activities. You enjoy talking things out with friends and family members, but tend to withdraw when you detect an unpleasant social situation. You care a lot about people's opinions and like to please others through deeds and actions. Even though you thrive on getting feedback, you tend to be hurt if people criticize your ideas or efforts.

You may have trouble deciding on one path to follow, and you struggle to stick with the goals you have chosen rather than turning to a new plan. You have an abundance of energy and drive when beginning a new project, and your charisma enables you to win the support and encouragement of others for your innovative ideas; the latter ability can be a key factor in successfully completing your mission. You like to learn and find intellectual subjects very appealing, but you may not stick with any subject long enough to delve deeply into all its aspects.

Raymond

Strengths Include...

- Completing tasks accurately and on time.
- An eye for small details.
- Administrative efficiency.
- A natural sales ability.
- Implementing efficient systems.
- An action-oriented and tough-minded outlook.
- Practicality and reason.
- Deliberateness in pursuing goals.
- Managing problems directly and decisively.
- Organizing and structuring tasks and people.
- Accomplishing tasks with practical applications.
- Avoiding change, particularly if things are working smoothly.

Learn Best When Dealing With...

- Studying practical subjects, as opposed to theory.
- Involved in structured learning experiences.
- Teachers stick to a schedule and use class time efficiently.
- The learning process is consistent and predictable.
- Topics are scientific and logical.
- You are given clear instructions and guidelines.
- You can participate in active discussions and lectures.

When Interacting Socially...

- Speak with clarity and force.
- Are quick to reply with a rational response.
- Prefer to communicate in person.
- Like objectivity and mental exactness.
- Tend to avoid small talk.
- Use real life examples.
- Present facts followed by practical applications.
- Are convinced, and convince others, by orderly, logical reasoning.

Motivated By...

- A secure and consistent environment.
- Opportunities to work with responsible people.
- Surroundings that promote interaction with other people.
- An atmosphere that builds loyalty.
- Tasks that have tangible and practical payoffs.
- Being personally accountable for achieving goals.

Greg

Strengths Include

- Spontaneity and imagination.
- Quickly seeing and grasping future possibilities.
- Embracing change as a way to improve yourself.
- An ability to complete a variety of tasks.
- Solving people problems.
- A positive and passionate communication style that motivates others.
- Flexibility with schedules and timetables.
- Being first to offer praise for a job well done.

Learns Best When Dealing With

- A variety of topics and subjects.
- The big picture rather than a detailed analysis.
- Topics that focus on future possibilities.
- Group study, discussion, and personal interaction.
- Teachers who express themselves in inventive ways and likewise appreciate your imagination.
- Inspirational, subjective subjects, such as those within the humanities and many of the social sciences.
- Assignments that promote verbal expression.
- Topics that emphasize people first.

When Interacting Socially

- Speak with energy and excitement.
- Reply quickly with improvised responses.
- Prefer talking face to face.
- Use animated words and gestures.
- Communicate the big picture first.
- Influence others with emotion and passion.
- Share personal experiences to clarify a message.

Motivated By

- Variety and novelty.
- Self-expression and personal growth.
- Appreciation and recognition.
- Helping others to solve their problems.
- Team-oriented assignments, tasks, and responsibilities.

Raymond

On a Team...

- Are a natural team player.
- Are a driving force for planning and accomplishment.
- Challenge others to live up to your high standards of excellence.
- Are concerned with present realities, not future concerns.
- Conduct business with a no-nonsense and direct demeanor.
- Become frustrated by meetings that are not focused or fail to follow clear agendas.
- Don't appreciate actions that waste time or shift focus from the task at hand.

To Maximize Potential...

- Be tactful when expressing opinions and views.
- Be patient when faced with change and learn to accept interruptions of plans.
- Keep long-term goals in view.
- Consider other people's feelings.
- Remain loyal only to people who deserve your loyalty.
- Recognize the contributions of others more often.
- Don't be overly critical when you examine the ideas or work of others.

Greg

On a Team...

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

To Maximize Potential...

- Refrain from seeking recognition until a task or project is finished.
- Consider whether a new project is really practical before starting on it.
- Don't shy away from interpersonal conflict.
- Avoid becoming overly entangled in other people's problems.
- Set attainable goals and pursue them to completion.
- Pay attention to details and facts.
- Don't take criticism too personally.
- Think before you act.

Reflecting upon your relationship and your profile, what important experiences stand out that confirm or disconfirm your similarities or differences?

What do you understand now that you didn't know or think about before?

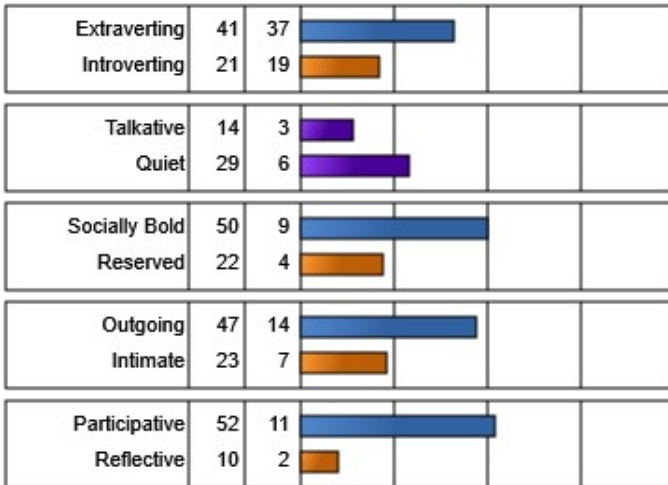
What can you do differently based on your new insight into your relationship?

Side-by-Side Personality Global and Facet Scales

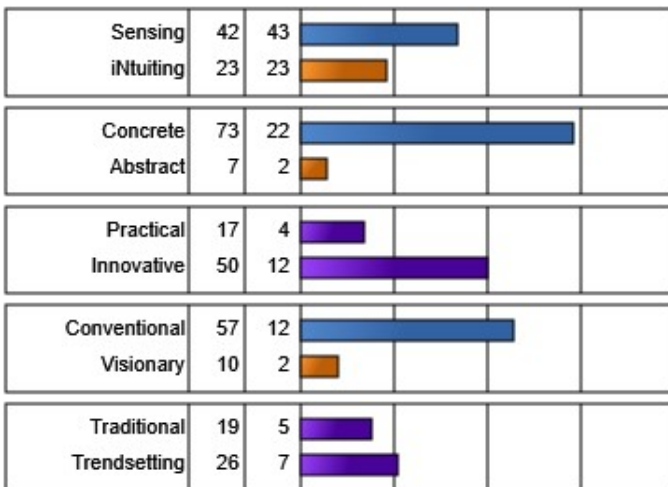
Your Top 5 Similarities and Differences were reviewed on pages 2 and 3 of this report. In the following section you can review all of your Global and Facet Scale similarities and differences.

Raymond

Extraverting/Introverting

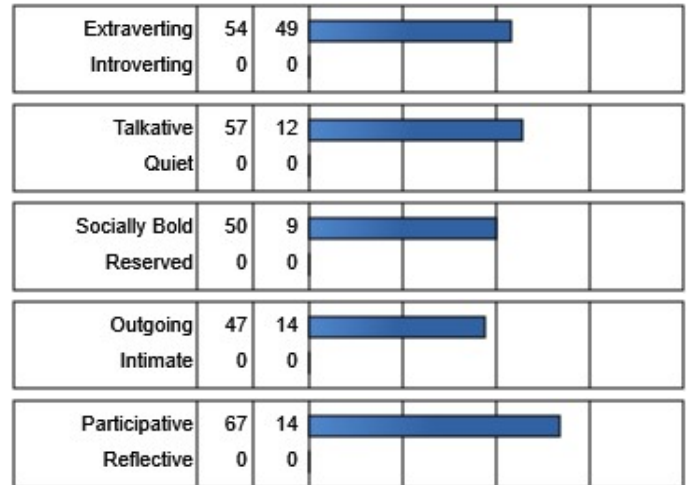


Sensing/iNtuiting

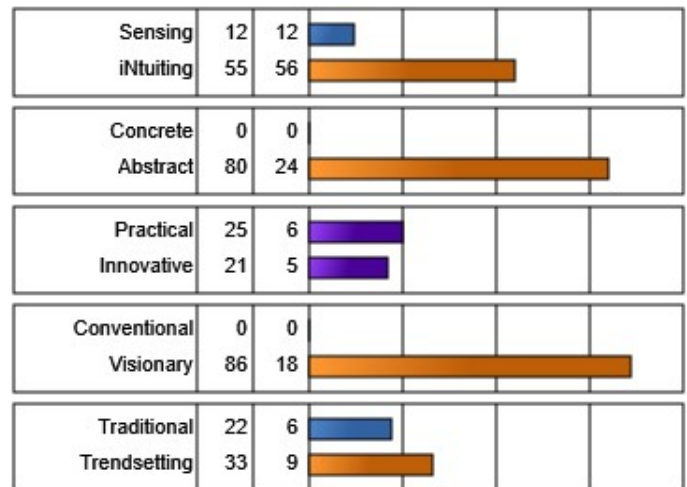


Greg

Extraverting/Introverting

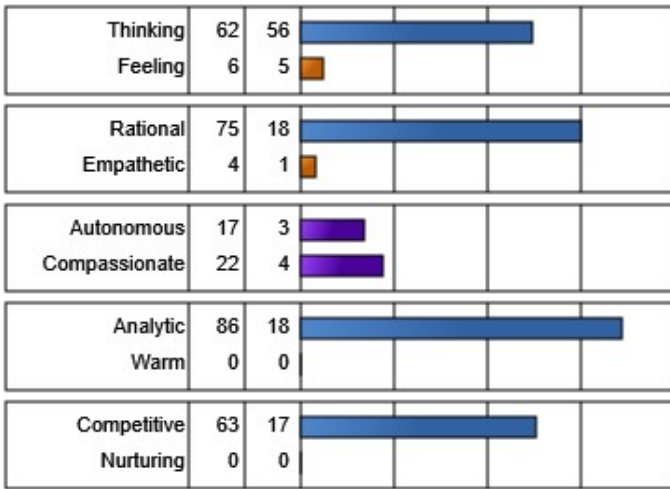


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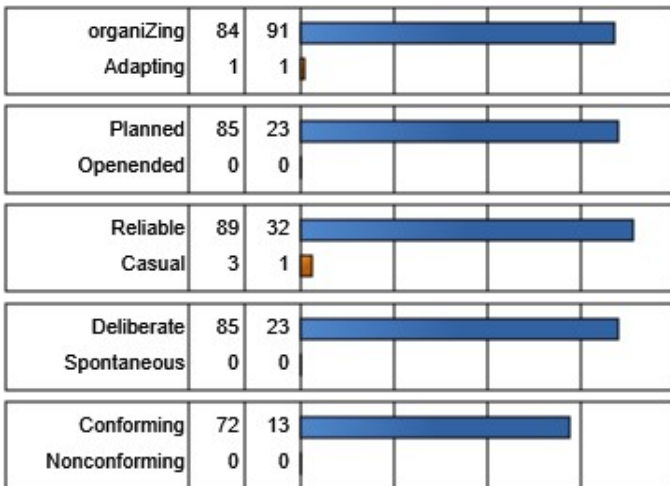


Raymond

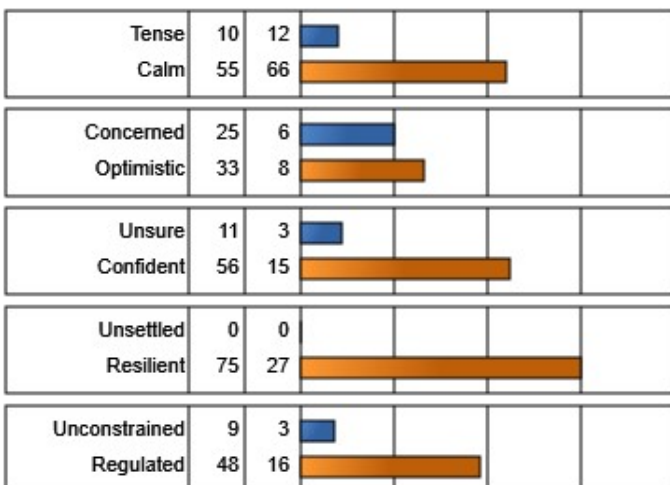
Thinking/Feeling



organiZing/Adapting

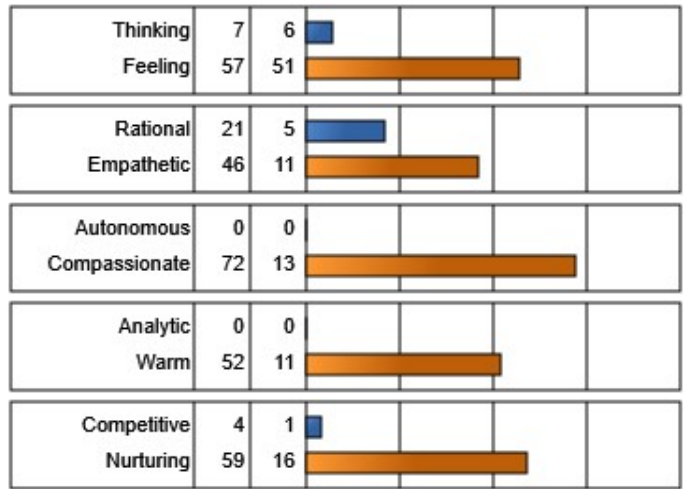


Tense/Calm

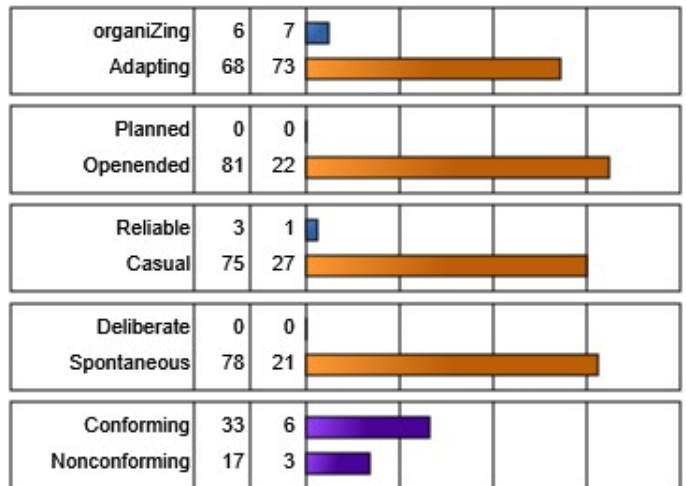


Greg

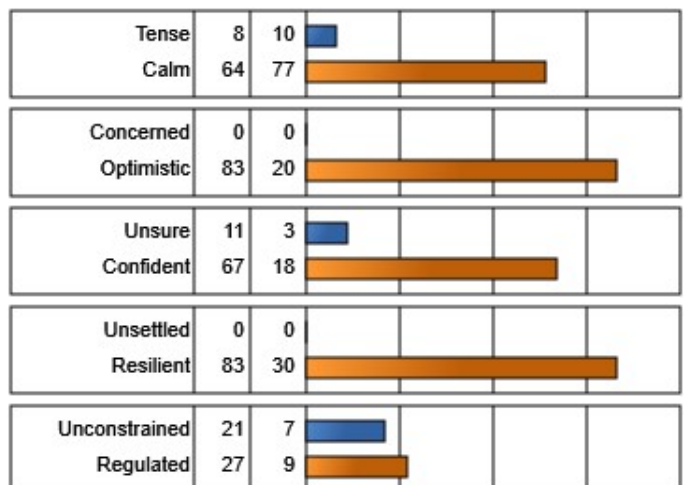
Thinking/Feeling



organiZing/Adapting



Tense/Calm



Side-by-Side Stress Profiles

Stress is a common outcome of everyday living. Review your four-letter profile to identify how you each react to the stress and tension you face.

Raymond

Under Stress...

are critical and assertive. Others describe you as abrasive, combative, hot-headed, inflexible, opinionated, short-tempered and stubborn. You are stressed when your sense of order is violated, and by irresponsibility. You compartmentalize and rationalize away your mistakes and failings. You reduce stress by controlling it and organizing it. The stress management plans put in place to reduce your tensions are highly structured and scheduled. Not surprisingly, these tactics only increase your stress. Your compulsive focus leads to continuing with plans and schedules even when your stress is not reduced. Preferring to rationalize your stress and discount emotions, you are annoyed by having to justify your thoughts and actions and, as a result, you rarely seek help. You externalize stress into the physical world around you. Your living and work space has the appearance of being highly organized and efficient. When your stress is low and your confidence strong you will be viewed as being decisive, deliberate, durable, persistent, resilient, resolute and steadfast.

Greg

Under Stress...

are distractible and unpredictable. Others may see you as disorganized, emotional, changeable, impulsive, careless, explosive, and moody. Through your body language and words you reveal your stress to anyone within range. You suffer from immense guilt over your real or imaginary failings and mistakes. The stress management plans you put in place to reduce stress are often too impractical and bold to be easily achievable. Your distractible nature leads to an inability to get back on track, which only adds to your stress and lower confidence. A lack of attention to details and awareness of your environment leads to accident proneness. You must take care not to hurt yourself or others. You tend to externalize stress into the physical and interpersonal world around you. Your living and work space has the appearance being disheveled and unorganized. When your stress is low and your confidence strong you will be viewed as being colorful, genuine, spirited, easygoing, approachable, flexible and diplomatic

How does your stress reaction affect your relationship?

What can you do differently together to help manage and reduce the negative effects of stress on your relationship?

Side-by-Side Temperament Profiles

Raymond is Temperament Type SZ and Greg is Temperament Type NF.

Temperament is a reliable short hand way of thinking about your similarities and differences.

Raymond is a Traditionalist - SZ and Greg is a Catalyst - NF.

Raymond

Traditionalists have a deep respect for long-standing institutions and for customs honored in the past. Their dedication to tradition is reflected in a commitment to regulations and routines. As a result, Traditionalists tend to be loyal and responsible people who make sure commitments are maintained and projects remain grounded and stay on track. Traditionalists make great managers who focus on details, thoroughness, and efficiency, but they are easily frustrated by ambiguity and complexity. With regard to change, Traditionalists take a pragmatic stance, resisting impulsive or needless change, but endorse change that's been carefully thought out and undertaken with clear purpose and planning.

Strength: Creating Order

Achilles Heel: Chaos

Greg

Catalysts focus on human relationships and value integrity, sincerity, and communication. Natural leaders, Catalysts often possess excellent verbal skills and are compassionate, patient, and understanding in their dealings with others. Catalysts become energized when they're recognized for their contributions, and in turn they readily acknowledge other's strengths and achievements. With a characteristic optimism, they see the best in the worst situations. Catalysts work most productively in a collaborative environment that fosters personal growth, but feel stressed by too many rules and regulations, or a lack of communication. Spirited, cooperative, and sympathetic, Catalysts tend to maximize and strengthen the bonds within their group or organization.

Strength: Connecting emotionally

Achilles Heel: Guilt

You agree that...

- loyalty is important, but NFs prioritize friendship and shared experience, whereas SZs think loyalty originate from and maintained out of responsibility.

You feel tension over...

- NFs focus on the positive view of the future and SZs focus on being cautious and skeptical.
- SZs reliance on and command of facts and details, and the NFs focus on the ideas and theories.
- NFs dislike of rigid rules and plans and SZs difficulty to adapting to unplanned change.

How can an understanding of your Temperament Profiles explain the way your relationship has evolved and grown?

Next Steps to Building Better Relationships

You've made great strides toward understanding your personal relationship together. Not only have you developed insight into what makes each other tick, you've undoubtedly developed skills that will help strengthen relationships with other people too. So, what comes next?

Here are 7 ideas that you can both work on to keep your relationship moving forward:

Understanding: Continue to understand yourself first, then others. Consciousness and self-awareness are essential to every subsequent step. Understanding takes time, it's achieved over distance, not in a sprint of activity.

Acceptance: Accept people's differences and differing gifts. Each person brings special and unique qualities to your relationship that you may not possess. Accept the things you can't change, or change overnight. Whether genetically endowed or experientially reinforced, your personality is resilient to change, it takes time to develop. Don't force it.

Compromise: As the Rolling Stones lyrics go... "You can't always get what you want, but if you try sometime you will find you get what you need." Compromise means developing deeper mental connections and usable skills, trying things that you're not good at, or allowing others to contribute their best selves to achieve mutual goals.

Change: Growing, developing and changing yourself is a priority. While it's tempting to want to get everyone else to change, it's more important to focus on yourself. Change yourself, not others. Learn new skills to compliment your natural abilities; they add special and unique qualities that you may not already possess.

Cooperation: Remember, synergy is a meaningful aspiration. You get more done when you cooperate and work together. Cooperation is only possible if you talk to each other about your differences.

Stress: When two people form a relationship stress can be a natural occurrence. It's unavoidable, but it's not something to be avoided. Tension means that movement is occurring. Find the opportunity that the tension is being driven by and towards.

Go Further: Explore other aspects of your and other people's personalities. Start by learning about your own and others' core values, and manifesting interests, needs, and life experiences. Explore your common goals and make them explicitly clear.

In the end you will find that each and every person, including you, is a unique and special being worthy of great respect and adoration.