



Change Style Indicator® Normative Data

February 2006



Change Style Indicator® Normative Data:

Gender Breakdown

February 2006

Group	Mean*	Conservers	Pragmatists	Originators
Male	2.96	17%	55%	28%
Female	-1.10	27%	49%	24%

*Positive Mean scores indicate an Originator direction

*Negative Mean scores indicate a Conserver direction



**Change Style Indicator® Normative Data:
Myers Briggs Type Indicator® Breakdown
February 2006**

Group	Mean*	% Cons.	% Prag.	% Orig.
ISFJ	-17.80	64	31	5
ISTJ	-14.90	56	38	6
ESFJ	-13.20	49	47	4
ESTJ	-8.70	28	64	8
ISFP	-6.60	31	69	0
ISTP	-3.90	29	58	13
ESFP	-2.58	36	43	21
INFJ	-0.78	23	67	10
ESTP	0.31	22	58	20
ENFJ	1.37	17	62	21
INTJ	3.26	9	71	20
ENTJ	7.00	8	57	35
INFP	10.29	4	62	34
ENTP	11.29	4	50	46
INTP	13.50	0	47	53
ENFP	13.62	5	39	56

CSI Breakdown By MBTI Subscales

Group	Mean*	% Con.	% Prag.	% Org.
E	1.95	19	53	28
I	-5.40	34	50	16
S	-10.80	45	47	8
N	8.10	7	55	38
T	1.50	25	54	21
F	-1.96	30	48	22
P	7.30	11	51	38
J	-6.90	35	52	13

*Positive Mean scores indicate an Originator direction

*Negative Mean scores indicate a Conserver direction



Change Style Indicator® Normative Data:

Sector Breakdown

February 2006

Industry Group	Mean	Conservers	Pragmatists	Originators
Advertising/Public Relations	0.5	18%	65%	17%
Chemicals/Polymers	-2.6	25%	58%	17%
Communications/Publishing/Printing	0.0	23%	56%	22%
Community Nonprofits	2.4	21%	49%	30%
Computers/Software/IT	2.1	16%	59%	25%
Construction (managers)	4.6	13%	57%	30%
Elementary/Secondary Education	-4.3	35%	48%	17%
Finance/Banking	-4.6	33%	53%	14%
Government Agencies	1.0	25%	52%	23%
Healthcare	0.5	19%	59%	22%
Higher Education	-2.4	25%	58%	17%
Human Services	5.0	18%	45%	37%
Insurance	-7.8	40%	49%	11%
Manufacturing	0.1	24%	54%	22%
Military (officers)	5.5	19%	45%	36%
Pharmaceutical	1.5	17%	53%	30%
Public Health	-4.5	27%	60%	13%
Religious Organizations	-3.5	42%	33%	25%
Retail/Wholesale	-1.0	24%	64%	12%
Service	-3.1	32%	54%	14%
Utilities/Energy/Transportation	-3.0	28%	53%	19%

*Positive Mean scores indicate an Originator direction

*Negative Mean scores indicate a Conserver direction



Change Style Indicator® Normative Data:

Function Breakdown

February 2006

Professional Group	Mean	Conservator	Pragmatist	Originator
Accountant	-2.60	26%	59%	15%
Administrative Support Person	-10.70	53%	39%	8%
Advertising/Public Relations	0.54	18%	66%	16%
Analyst	5.00	11%	60%	29%
Banker/Financier	-2.21	28%	55%	17%
Consultant/Trainer	8.50	11%	47%	42%
Engineer	3.90	13%	62%	25%
Executive	5.60	12%	55%	33%
Facility Manager	-1.20	15%	70%	15%
Info Systems/Data/IT Manager	4.20	14%	61%	25%
Journalist	6.20	21%	46%	33%
Lawyer	1.50	18%	60%	22%
Manager/Administrator	1.00	20%	55%	25%
Marketier	8.70	10%	46%	44%
Military Officer (senior)	10.30	10%	44%	46%
Nurse	0.24	20%	57%	23%
Operations Manager	1.55	36%	56%	8%
Principal/Administrator	5.93	20%	37%	43%
Professor	3.60	11%	59%	30%
Psychologist/Social Worker/Counselor	0.80	28%	39%	33%
Salesperson	7.35	11%	53%	36%
Scientist	13.13	4%	42%	54%
Security/Police/Safety Professional	-9.80	33%	63%	4%
Student	-2.17	38%	31%	31%
Teacher	-5.50	36%	47%	17%

*Positive Mean scores indicate an Originator direction

*Negative Mean scores indicate a Conservator direction