

# corefactors TypeElements

## Unlocking Growth Through Deep Personality Type Insights with Type Elements

[www.CoreFactors.com](http://www.CoreFactors.com)



### **Core Factors Type Elements brings Each unique personality type story into focus.**

The *Core Factors Type Elements* assessment is a sophisticated expansion of the foundational personality type framework, offering a deeper dive into the complexities of an individual's psychological makeup.

The *Core Factors Type Elements* marks a significant advancement in the assessment of Jungian personality type. Moving away from the limitations of traditional, forced-choice assessments, it features a comprehensive 127-item questionnaire that captures the subtleties of one's type. This innovative approach allows for a more nuanced response system, enhancing clarity and accuracy in psychological type identification.

*Core Factors Type Elements* stands out as a comprehensive tool, not merely another personality type assessment. It opens the door to a deeper understanding of oneself and others. The assessment serves as a comprehensive guide for personal growth, offering a detailed roadmap for increased empathy and patience for different communication needs and styles.

### **A New Era in Personality Type Assessment for Personal Development**

*Type Elements* provides unique *Elements of Personality Formation* statements, facilitating a deeper understanding of how the individual interacts and responds in various contexts, supporting a continued dialogue into the practical applications of the theory.

- **32 Type Subscales (Elements of Type)**  
Subscales show where behavior aligns with or diverges from core type patterns revealing how each person expresses their preferences.
- **17 Personality Formation Scores**  
Formation data helps you identify potential sources of inner conflict, burnout, or learned strategies that shape behavior. These advanced scores reflect how individuals adapt psychologically through perseverance, accommodation, resistance, or distortion.
- **Response Style and Clarity Indicators**  
Includes built-in checks for response neutrality, intensity weighting, and individualized response patterns. This structure encourages conversation, not assumption.

## From Typology to Transformation

Psychological type is more than a classification system. It's a lens through which people understand how they engage with the world—and how they can grow within it. *Type Elements* doesn't just measure type. It reveals the inner terrain of personality: where a person is coming from, what they're navigating now, and how they might evolve.

This isn't a diagnostic label. It's a developmental map.

Start using psychological type data with nuance, depth, and honoring individual differences.

## Why It Matters for Your Work

### In Leadership Development

Guide clients in understanding how their type tendencies shape decision-making, team engagement, and stress response—and how they can expand their behavioral range.

### In Coaching

Use subscale and formation data to challenge assumptions, uncover blind spots, and co-create strategies for authentic change. You'll have the data to back your insights.

### In Team Dynamics

Move beyond generic type-based groupings. Subscales allow you to assess behavioral alignment with team needs—providing a more accurate view of fit, tension, or synergy.

## Developed by Mark Majors, PhD

Mark S. Majors, PhD, is a counseling psychologist with deep expertise in psychometric research and psychological assessment. He is the developer of the *Core Factors Career Path*, *Type Discovery*, *Type Elements*, and *Social Dynamics* assessments. His earlier work includes leading psychometric development for the *Strong Interest Explorer*, contributing to the 1994 Strong Interest Inventory, and coauthoring the *MBTI® Form Q Manual*. Dr. Majors' career has focused on helping individuals and professionals understand personality differences, resolve conflict, and make informed, meaningful decisions in life, leadership, and career development.



ENHANCED TYPE ANALYSIS

### **Core Factors Type Elements assessment is Ideal for:**

- ◆ Understanding employees' psychological types and tailoring development programs that suit their strengths and areas for growth.
- ◆ Facilitating the creation of more cohesive and effective teams by understanding the diverse psychological types within a group and how they can best work together.
- ◆ Assisting leaders in comprehending their psychological type patterns and those of their team members.
- ◆ Providing coaching that identifies and addresses underlying personality differences that contribute to workplace conflicts, fostering a more harmonious work environment.

### **Unlock Potential Through Enhanced Self-Awareness**

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