

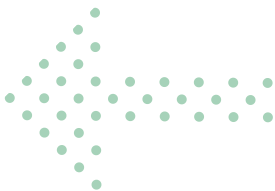
# Chapter 6: Personality

The more you understand yourself, the better prepared you will be to make informed career decisions. You did an excellent job of clarifying your interests, strengths, and skills so far.

Now let's turn to another important topic: understanding your personality. **Personality** is the unique combination of your thoughts, emotions, and behaviours. In other words, it refers to how you naturally prefer to think, feel, and behave. Psychologists believe that your personality evolved from both your biology and the life experiences you've had (e.g., how you interacted with your family, how you were raised, etc.).

Let's do an exercise that helps to show the importance of personality fit in your career.

On a blank piece of paper, write your signature first using your **preferred** hand. Then, write your signature again, but this time using your **non-preferred** hand.



When you compare the experience of writing your signature with your preferred hand vs. your non-preferred hand:

Which signature was more automatic?

Which signature was written faster?

Which signature required more concentration/effort?

Which signature looks better?

How would you feel if you had to write with your non-preferred hand all day?

How would you feel if you had to write with your non-preferred hand all day, with your boss observing and evaluating you, and you couldn't tell your boss you were using your non-preferred hand?

Just like handedness, personality is what comes naturally to you. What do you think would be the outcomes of being in a career that fits your personality?

*\* Note: Keep in mind that you are unique. Some of the information about personality types will reflect some of your tendencies, and your tendencies and preferences are important to factor into your career planning. Any summary of personality types cannot, however, capture every factor that makes you uniquely you.*

*It is also important to note that it is common for people with some personality tendencies to be found in certain careers, and also that people can successfully pursue a range of occupations. There is a lot of variety within personality types as well as between types, and everyone has strengths and areas that could be developed. Keep in mind that even though you can do work that falls outside of your personality preferences, it will not be as natural as work that allows you to use your personality preferences.*

# Personality Frameworks & Assessments

Psychologists have been studying personality differences among individuals for over a century and there are many personality frameworks and assessments out there!

Two are particularly useful for the purpose of career planning:

1. *The Myers-Briggs Type Indicator®* (MBTI)
2. *The Work Personality Index®* (WPI)

Your career counsellor will choose **one** of these tools to help you gain a deeper understanding of the different aspects of your personality.

**If you are not completing the MBTI, please jump ahead to the WPI portion of this chapter!**

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## MYERS-BRIGGS TYPE INDICATOR® (MBTI)

According to the MBTI, your personality consists of your psychological preferences on 4 dimensions of how you perceive the world and make decisions:

1. Extraversion ( **E** ) or Introversion ( **I** )
2. Sensing ( **S** ) or Intuition ( **N** )
3. Thinking ( **T** ) or Feeling ( **F** )
4. Judging ( **J** ) or Perceiving ( **P** )

The MBTI says that while you use all 8 psychological preferences from time to time, you often favour one preference from each of the pairs listed above.

It is the combination of these preferences which makes up your unique psychological type (e.g., INTJ, ENFP).

One important note to point out is that the labels given to the psychological preferences are often used in everyday language but with different meanings.

You may have your own ideas about what each preference means. Try to put aside any biases you may have towards the meaning of the personality preferences while you complete this chapter.



How you interact with the world and where you direct your energy.  
*Note: Extraversion does not mean outgoing, and Introversion does not mean shy*



How you most naturally notice/process information.



How you come to conclusions and make decisions.  
*Note: Feeling does not mean emotional*



How you prefer to live and orient yourself to the outer world.  
*Note: Judging does not mean judgmental*



## MBTI Self-Assessment

Complete the following self-assessment (adapted from Tieger & Barron, 2021) to identify your personality type.

Try to focus on how you *typically* behave, not how you would *like* to behave or how you think you *should* behave.

Read each pair of statements and put a check mark beside the one that sounds more like you and how you behave most comfortably and naturally.

EXTRAVERSION		INTROVERSION	
Prefers breadth in conversation (speaking with many)		Prefers depth in conversation (speaking with few)	
Easy to read, share thoughts about self freely		Difficult to read; value personal privacy and share thoughts with a select few	
Express emotions openly		Process emotions internally	
Talk more than listen		Listen more than talk	
Communicate with enthusiasm		Keep enthusiasm to self	
Formulate/process thoughts while talking		Form thoughts fully before sharing with others	
Prefer many friendships (breadth)		Prefer closer friendships (depth)	
SENSING		INTUITION	
Trust what is certain and concrete		Trust inspiration and intuition	
Like new ideas if they are practical		Like new ideas for the sake of them	
Value realism and common sense		Value imagination and innovation	
Enjoy mastering and using existing skills		Like constantly learning new skills, even if they are never fully mastered	
Take facts at face value		Use facts to infer a deeper meaning	
Speak in specifics; give detailed descriptions		Speak in generalities; use analogies and metaphors	
Realistic: See things as they are		Visionary: See things as they could be	

THINKING		FEELING	
Value logic, fairness, and one standard for all		Value empathy and harmony; see exceptions to the rule	
Naturally see flaws and tend to be critical		Naturally like to please others, show appreciation	
May be viewed as objective and detached		May be viewed as overly invested and taking things too personally	
Believe feelings are valid if they are logical		Believe any feeling is valid	
Goal is to critically improve		Goal is to maintain harmony and create a win-win situation	
Weigh the evidence when making decisions		Consider what is important to self and others when making decisions	
Can be blunt and direct when communicating		Tend to adapt communication to nuances of the situation	

JUDGING		PERCEIVING	
Happiest when a decision has been reached		Happiest when options are open	
“Work first, play later”		“Enjoy now, finish the job later”; tendency to procrastinate	
Set goals and work towards achieving them on time		Change goals as new information is made available	
Prefer knowing what getting into; dislike surprises		Like adapting to new situations; enjoy spontaneity	
Achieve satisfaction from finishing tasks		Achieve satisfaction from starting tasks	
Result oriented; emphasize the completion of tasks		Process oriented; emphasize the process of the task	
View time as a finite resource; deadline-driven		View time as a renewable resource; deadlines are flexible	

After you have finished thinking about the previous tables describing each preference, place a check mark on the scales that follow, representing where you think you fall between the two preferences.

<input type="checkbox"/>	(E) Extraversion	◀.....▶	Introversion (I)	<input type="checkbox"/>
<input type="checkbox"/>	(S) Sensing	◀.....▶	Intuition (N)	<input type="checkbox"/>
<input type="checkbox"/>	(T) Thinking	◀.....▶	Feeling (F)	<input type="checkbox"/>
<input type="checkbox"/>	(J) Judging	◀.....▶	Perceiving (P)	<input type="checkbox"/>

Note which 4 letters fit you best:

• **Self-Assessment:**

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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**STOP HERE!**

Your counsellor will give you your official MBTI report and a personality toolkit resource needed to complete the rest of this section.

• **MBTI Report:**  
(provided by counsellor)

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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• **Best Fit:**

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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The next page provides a brief description of each of the 16 different possible personality types.

*\* Note: the Myers-Briggs Type assessment is an indicator of personality preference. It is not an indicator of skill, ability, values, or intelligence. The careers that are recommended based on your type might fit for you, but also might not resonate if they do not fit with your other (non-personality) attributes.*

**ISTJ**

Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of- fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.

**ISFJ**

Quiet, friendly, responsible and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group. Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how other people feel.

**INFJ**

Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear visions as to how best to serve the common good.

**INTJ**

Have original minds and great drive for their own ideas and purposes. Have long- range vision and quickly find meaningful patterns in external events. In fields that appeal to them, they have a fine power to organize a job and carry it through. Skeptical, critical, independent, determined, have high standards of competence and performance.

**ISTP**

Cool onlookers - quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles. Excel at getting to the core of a practical problem and finding the solution.

**ISFP**

Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done because they enjoy the present moment and do not want to spoil it by undue haste or exertion.

**INFP**

Quiet observers, idealistic, loyal. Important that outer life be congruent with inner values. Curious, quick to see possibilities, often serve as catalysts to implement ideas. Adaptable, flexible and accepting unless a value is threatened. Want to understand people and ways of fulfilling human potential. Little concern with possessions or surroundings.

**INTP**

Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.

**ESTP**

Good at on-the-spot problem solving. Like action, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, pragmatic; focused on getting results. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.

**ESFP**

Outgoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like action and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people.

**ENFP**

Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.

**ENTP**

Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems but may neglect routine assignments. Apt to turn to one new interest after another. Skilled in finding logical reasons for what they want.

**ESTJ**

Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in abstract theories; want learning to have direct and immediate application. Like to organize and run activities. Often make good administrators; are decisive, quickly move to implement decisions; take care of routine details.

**ESFJ**

Warm-hearted, talkative, popular, conscientious, born co-operators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.

**ENFJ**

Responsive and responsible. Feels concern for what others think, wants to try to handle things with due regard for the other's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism. Like to facilitate others and enable people to achieve their potential.

**ENTJ**

Frank, decisive, leaders in activities. Develop and implement comprehensive systems to solve organizational problems. Good at anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge.



## REFLECTION:

Your counsellor will give you an additional handout from the “Personality Type Tool Kit” summarizing your personality type. Review the 5 criteria in the section, “What I Need In A Career For It To Be Satisfying.” Based on the criteria that resonate with you, what conclusions can you make about the kinds of careers and ways of working that would be most satisfying based on your personality?

Based on your personality and after reviewing the career suggestions on your Personality Type Tool Kit summary based on your MBTI type, list the top **5** careers or career areas which appeal to you most.

1.

2.

3.

4.

5.

Based on the information in the Personality Type Tool Kit summary and the information in your MBTI report, list **10** personality aspects that best describe you.

1.		6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	

.....

Refer to [page 182](#)

**CAREER CRITERIA SUMMARY**



Take a moment to transfer your MBTI Code, and the 'What I Need In A Career For It To Be Satisfying' criteria from your report to the "**PERSONALITY**" section on your Career Criteria Summary!

Your career counsellor might have you do the Work Personality Index (WPI), if relevant.

**If you are not completing the WPI, please jump ahead to the next chapter!**

## **WORK PERSONALITY INDEX® (WPI)**

The WPI looks at personality traits that are directly related to your working life. Based on your answers to the WPI questions, the WPI report outlines some of your preferences for how you work with others, what motivates you, how you approach your work, solve problems, deal with stress, and manage change.

The WPI report also suggests strategies for managing and developing your career, including tips for your personality type if you are working remotely.

The WPI organizes your personality into **6 dimensions** and **21 traits**.

The different traits are scored from 1 (Low) to 10 (High). Low or high scores on the traits do not indicate low or high skills (e.g., not “bad at” or “good at”). Instead, the traits show how pronounced your different preferences are compared to those of a large sample of working adults, indicating how you tend to think, feel, or act when you are working.

In combination, the WPI traits give you a big picture view of your work personality!

The WPI does not list specific career titles for you to consider. It does, however, give you valuable information that you can use to compare your work personality tendencies to the ways you might need to think, act, and react in the careers you are considering. That information can help you to decide if the careers you are considering are likely to fit with your work personality tendencies.

The WPI describes some of your preferences for how you interact with people, approach tasks, and what situations you might enjoy when working. It outlines strategies for managing and developing your career, including examples of how you might approach situations and adapt to work successfully if you are working remotely.

Knowing about your personality traits can help you to choose, plan, and develop your career.



*Psychometrics Canada Ltd., 2020, p.2*

### Working with Others

This dimension explores how you work with people and the types of relationships you like to establish.

### Work Style

This dimension explores the tasks and work environments you find enjoyable and your comfort taking on leadership roles.

### Problem-Solving Style

This dimension explores your approach to analyzing information and developing solutions.

### Dealing with Pressure and Stress

This dimension explores your emotional control and resilience in how you tend to manage pressure and stress at work.

### Managing Change

This dimension explores your preference for flexibility vs stability, and how you identify and manage change.

### Energy & Drive

This dimension examines the energy and drive you bring to your work and life.

Read through your WPI report and highlight everything you agree with and that reflects your preferences and tendencies.

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### **REFLECTION:**

Review the “What to Look For in a Career” summary on pages 14 - 15 of the WPI report. Based on the factors that resonate with you, what ways of working would be most satisfying based on your personality? (People who score lower preference scores on Energy and higher on Attention to Detail are more likely to prefer work that follows a steady pace, uses specific procedures, and is well organized).

What kinds of careers have you considered or tried that would or would not fit well based on your personality?

Based on the information in your WPI assessment report, list **10** personality aspects that best describe you.

1.		6.	
2.		7.	
3.		8.	
4.		9.	
5.		10.	