

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.



DEFINITION:

Personality is defined as the unique combination of your thoughts, emotions, and behaviours.

Now let's turn to another important topic: understanding your personality.

This 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?

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|--|
| |
| |
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| |

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!

The *Myers-Briggs Type Indicator*® (MBTI) is particularly useful for the purpose of career planning.

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.



<https://tinyurl.com/ym3n4bfc>



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



NOTE:

Keep in mind that you are unique! The information about these different personality types may reflect **some** of your qualities, however, it cannot capture **every** factor that makes you uniquely you.

The Myers-Briggs Type assessment is an indicator of personality preference. It's 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 don't fit with your other (non-personality) attributes.

It's also important to note that there is a lot of variety between personality types and everyone has strengths and areas that can be developed. Although some traits are found more commonly in certain careers, people can successfully pursue a range of occupations. We want to factor in your personality when looking at career planning, as working outside of your preferences can raise some challenges, and may not feel as welcoming as work that allows you to use your personality preferences.

MBTI SELF-ASSESSMENT

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

| 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're 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"/> |
|----------------------|----------------------|----------------------|----------------------|

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"/> |
|----------------------|----------------------|----------------------|----------------------|

• **BEST FIT:**

| | | | |
|----------------------|----------------------|----------------------|----------------------|
| <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
|----------------------|----------------------|----------------------|----------------------|

The next page provides a brief description of each of the **16** different possible personality types.

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. | |

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Refer to [page 192](#)

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!

