
Personality Types and Career Choices



State of Arizona
Career Center

Sign Your Name

- First with your preferential hand
- Now with the “other” hand



Introductions

- What one natural strength do you bring to your job that makes you unique?



People Do Change

- We become more flexible, more orderly, more analytical or more introverted, for example, as we mature. Studies indicate that as people reach their 50's they begin focusing on artistic themes more and become increasingly aware of their aesthetic surroundings.



Certain Occupations

- Are more suitable for certain personality types.



Being in the wrong job ...

- Can be like swimming up stream for 8 hours a day! You will eventually become exhausted and feel like you are about to be devoured!



Career Development

- How individuals manage their careers within and between organizations.

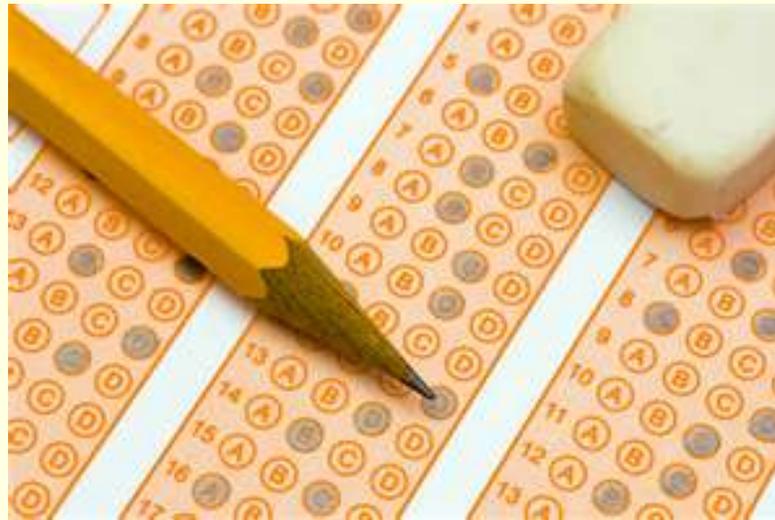


What Do You Prefer?

- Are you more attracted to a person with a quick and brilliant mind or a practical person with common sense?
- When you start a big project that is due in a week, do you take time to list the separate things to be done and the order of doing them or just plunge in?
- Individuals are more attracted to occupations that they believe offer:
 - Opportunities to express their unique type
 - Rewards for doing what they like to do and what they are good at doing
 - Tasks and problems that they will find interesting and challenging

Personality Types

- ASSESSMENT



Introvert vs. Extrovert

- Introverts focus on the inner world of thoughts and ideas
- Extroverts focus on the outer world of people and things
- We all are some of both! *What is your preference?*



Sensing vs. Intuitive

- Sensors like concrete information. They make lists and deal with the facts. They are task oriented.
- Intuitive types are strategic thinkers. They look at the big picture, and see the possibilities of a situation.

Thinking vs. Feeling

- Thinking types are logical. They reason from cause to effect. Tend to think in a linear way.
- Feeling types base their decisions on how people will be affected. People centered concerns come first.

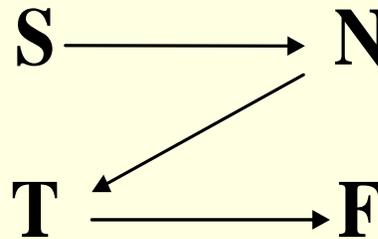
Judging vs. Perceiving

- People with a judging preference like to plan. They prefer having things settled, and want to know what's going to happen next. They live in a decisive, orderly way and sometimes want others to. These types need closure to feel comfortable.
- Perceiving types are more spontaneous. They are flexible and go with the flow. They are much more comfortable leaving things open-ended.

Mutual Usefulness

- Working Well together
- Utilize Strengths
- Problem Solving

1. What is the situation? Gather Facts
3. Analyze the logically the effects of acting on each possibility



2. Find new possibilities. Use your imagination.
4. Weigh the human consequences of acting on each possibility.

Each type uses the same abilities in the four steps to solve a problem, but each type has a pattern for using these four steps. Some steps come naturally. Other steps seem harder or are overlooked.

Realistic

- These people see themselves as practical, mechanical and realistic. They like to work with tools or machines or animals. They value things that can be seen and touched; things that can be grown, built, or made better. This type of personality does best in occupations such as farming, carpentry, or forestry.



Investigative

- These are people who like to observe, learn, investigate, analyze, evaluate or solve problems. They are most comfortable in the science field, thus they are most satisfied as professionals such as technicians, chemists, or biologists.



Artistic

- These people have artistic, innovating, or intuitional abilities, and like to work in unstructured situations, using their imagination or creativity. Careers that attract this type of person include the entertainment industry, graphic design, and art teachers.



Social

- These are people who like to work with people. They like to inform, enlighten, help, train, develop, or cure them and are skilled with words. The *Social* personality type includes counselors, social workers and teachers.



Enterprising

- These people like to work with people - influencing, persuading or performing, or leading or managing for organizational goals or for economic gain. People in this category include sales people and real estate agents.



Conventional

- People who fall into this category are those who like to work with data, have clerical or numerical ability, carrying things out in detail or following through on other's instructions.

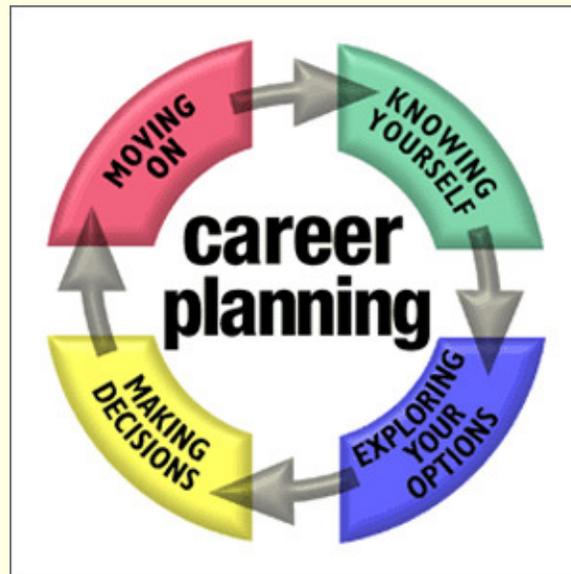


Personality Preference and Career Choices

- The type of work we prefer
- Whether we prefer to work with lots of people or just a few
- The type of work environment we can thrive in and those that will limit us
- The sources of satisfaction we can get from work

Understanding Your Natural Preferences ...

- Can enhance your career and life planning decisions.



Your Personality Affects

- How we get along and don't get along with other people
- Whether we show up on time for meetings or we frequently show up late
- Whether we wait till the last minute to start a project, or we start well before a deadline
- Whether we are detail oriented or big picture oriented and strategic.

Valuing Differences

- We need to realize that not everyone thinks, works, or acts like we do. It is easy to label co-workers or friends as lazy, crazy, or disorganized when their behavior does not match our expectations. Such labeling, however, rarely helps us understand personality differences.

Often, Conflict in the Workplace ...

- Stems from a lack of understanding and valuing others' differences.



SUMMARY

CAREER CENTER

JUST WHAT YOU NEED TO SUCCEED!

- Knowing yourself and using that information to plan your career can greatly enhance your work/life satisfaction.
- Set up a meeting with the Career Center for individual career coaching!