

PERSONALITY PREFERENCES HANDOUT

THE THEORY

Read the information related to each of your preferences on this handout.

Focus on Work Environment Preferences and reflect on the following questions:

- What opportunities will I have because of my personality preferences? What contributions will I make?
- What challenges will I face? How will I overcome any challenges?
- In my work, what do I like to be rewarded for? At work, what's the worst thing I can be asked to do?

EXTRAVERSION

How we prefer to interact with the world

INTROVERSION

General Information

- Energized by being with other people
- Shares ideas/ thoughts/ feelings as experiencing them
- Communicates with enthusiasm - strong desire to talk about ideas to think them through
- Seeks out other people and prefers studying or working in groups

Career Exploration Style

- Learn about careers by talking to professionals

Work Environment Preferences

- Enjoy a high energy work environment, with variety and action
- May enjoy a position with a lot of public contact
- May enjoy doing presentations and public speaking
- Develop ideas by brainstorming
- May be impatient with long, slow moving projects
- Welcome diversions when working on a task

General Information

- Energized by spending time alone
- Work out ideas by reflecting on them and responds or acts after taking to think things through
- Use and prefer written communication
- Prefer quiet for concentration and enjoys studying alone

Career Exploration Style

- Learn about career goals based on self-reflection and contemplation

Work Environment Preferences

- Enjoy a quiet work environment, with time for reflection before acting
- May prefer a position where they work independently
- Interested in the facts/ideas behind their work
- Develop ideas by reflection
- May enjoy working on a long project over a period of time
- When concentrating on a task, may find interruptions intrusive

SENSING

How we prefer to gather information

INTUITION

General Information

- Trust what is certain and concrete
- Give detailed descriptions; prefers to be specific and say what they mean
- Present information in a step-by-step manner
- Willing to follow through and see tangible results

Career Exploration Style

- Collect factual information, analyze job market and run a realistic evaluation of your fit with various jobs

Work Environment Preferences

- Like using experience and standard ways to solve problems
- Enjoy applying what they have already learned
- Good with details and FACTS
- Usually proceed in a logical and systematic way
- May distrust or ignore their inspirations
- "If it isn't broken, don't fix it"

General Information

- Trust inspiration and imagination
- Prefer to be general and figurative; use metaphors and analogies
- Focus on possibilities, patterns and connections
- Like to learn new skills and focus on new ways of doing things

Career Exploration Style

- Utilize "out-of-the-box" approaches when conducting career exploration and considering long-term possibilities

Work Environment Preferences

- Like solving complex problems
- Enjoy change and learning a new skill more than using it
- Good with theoretical frameworks and abstract ideas
- Usually proceed in bursts of energy
- May follow their inspirations, good or bad
- "There is always a better way to do something"

THINKING**How we prefer to make decisions****FEELING****General Information**

- Value logic, justice and fairness; one standard for all
- Consider good decisions to be logical ones; apply impersonal analysis to problems
- Organize and manipulates facts and ideas
- Focus on being efficient, productive, and accurate

Career Exploration Style

- Evaluate the pros and cons of all career options

Work Environment Preferences

- Use logical analysis to reach conclusions
- Tend to decide impersonally, sometimes paying insufficient attention to people's wishes
- Look at the principles involved in the situation
- Can work without harmony
- Tend to be firm-minded
- Can give criticism

General Information

- Value empathy and harmony; see the exception to the rule
- Consider good decisions to be ones that take others' feelings into account
- Motivated by being appreciated by others
- Focus on finding good in situations and give compliments

Career Exploration Style

- Understand the motivating effect of personal and work values

Work Environment Preferences

- Use values to reach conclusions
- Often let decisions be influenced by their own and other people's likes and dislikes
- Look at the underlying values in the situation
- Work best in harmony
- Enjoy pleasing people
- Dislike telling others unpleasant things

JUDGING**How we prefer to live: structure vs. spontaneity****PERCEIVING****General Information**

- Value punctuality and establishing a routine
- Set goals and work toward them
- Emphasize completion of a task
- Have a "work ethic"; work first, play later
- Organizing means everything has its place

Career Exploration Style

- Set career goals, plan tasks, and meet deadlines related to exploring careers and making career decisions

Work Environment Preferences

- Work best when they can plan their work and follow their plan
- Like to get things settled and finished
- May notice new things that need to be done
- Tend to be satisfied once they reach a decision on a thing, situation or person
- Reach closure by deciding quickly
- Seek structure and schedules
- Use lists to prompt action on specific tasks

General Information

- Value flexibility and spontaneity
- Changes goals as new opportunities arise
- Emphasize how the task is done
- Have a "play ethic"; play first, work later
- Organizing means creative disorder

Career Exploration Style

- Change plans and act on new information or career options as they arise

Work Environment Preferences

- Enjoy flexibility in their work
- Like to leave things open for last-minute changes
- May postpone unpleasant tasks that need to be done
- Tend to be curious and welcome new light on a thing, situation or person
- Postpone decisions while searching for options
- Adapt well to changing situations and feel restricted without change
- Use lists to remind them of all the things they have to do someday

Questions on your personality type?

Contact Amanda C. Tudor, Director of Career Development ~ Internships & Career Development

Phone: 859.985.3656 - Email: amanda_tudor@berea.edu