

## Your Personality



Your personality type is **ISTP**:



### Introversion (I) vs. Extraversion (E)

How we interact with the world and where we direct our energy.

#### Introversion

- Focus attention inward
- Enjoy tasks that require concentration
- Work best on one project at a time
- Work at a careful, steady pace
- Consider things fully before speaking

#### Extraversion

- Focus attention outward
- Enjoy a variety of tasks
- Seek out and need other people
- Work at a rapid pace
- Need to talk through their ideas



### Sensing (S) vs iNtuition (N)

What kind of information we naturally focus on and remember.

#### Sensing

- Focus on "what is"
- Like working with what can be seen and touched
- Apply past experience to solving problems
- Need specific and realistic directions

#### iNtuition

- Focus on "what could be"
- Enjoy theory and speculation
- Like thinking about the future and possibilities
- Need to use their imagination



### Thinking (T) vs. Feeling (F)

Make decisions logically and impersonally, or use personal values.

#### Thinking

- Are motivated by achievement
- Enjoy analyzing problems logically
- Make fair and unbiased decisions
- Need to weigh the pros and cons to make decisions
- Can be tough negotiators

#### Feeling

- Motivated by work that is meaningful
- Sensitive to how issues affect people
- Like helping others and being appreciated
- Need decisions to be congruent with their values
- Need to work in a friendly environment



### Judging (J) vs. Perceiving (P)

More structured (finalize decisions) or more spontaneous (keep options open).

#### Judging

- Enjoy work that allows them to make decisions
- Prefer a predictable work pattern and environment
- Work towards completing their responsibilities before relaxing
- Like to maintain control of their projects

#### Perceiving

- Enjoy flexible and changing work situations
- Like to be able to respond to problems as they arise
- Are more satisfied with fewer rules and procedures
- Need to have fun in their work

## Your Personality Profile

Quiet and independent, you like to keep busy with projects that are of importance and interest to you. You value skills and quality performance in yourself and others. You are reserved and private, and not usually inclined to share your reactions or opinions.

Straightforward and honest, you are less interested in conversation than action, unless you are especially knowledgeable about the topic of discussion. Unpretentious and down-to-earth, you are more curious and impulsive than planned and organized.

You are comfortable with theory, but prefer working with real things rather than abstract ideas. You are realistic, good at logical analysis and usually able to understand how things work. A keen observer, you trust facts gained through personal experience. Spontaneous and easygoing, you are attracted to fun or physical activities, especially those that take place outdoors or contain a level of risk or excitement.

Intensely private, you rarely share your feelings or emotions with others. In fact, you may not consider this aspect of life to be particularly important. Naturally reserved, you may be viewed by others as aloof or cold, especially if you don't bother to explain your behavior. This can be frustrating and hurtful to loved ones and may hinder your ability to develop emotionally.

You are generally relaxed and casual and don't like a lot of rules, structure or restrictions. Your need for thrills can cause you to take unnecessary risks and sometimes evade your responsibilities. Because you hate to be bored and are easily distracted, you may not always follow through with commitments. You are likely to dispense with the planning or organizing aspects of projects and get straight to the parts which are more fun or at which you are already proficient.

**You described your profile as:**



**Very Accurate  
(85% or more)**



## Strengths

- Hands-on, concrete learner
- Independent
- Logical
- Practical
- Curious, eager to understand how things work
- Active, adventurous

## Challenges

- Prefer to learn alone
- Need time to reflect
- Want sequential, logical instruction
- Bored by theory that lacks practical application
- Easily distracted by new interests
- May procrastinate

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### For Learning Activities

- You learn best through hands-on experience and like information to be presented in a logical order. Look for opportunities to learn by doing things with your hands or by using tools, especially situations where you can dissect, construct or dismantle things to understand how they work. Go on field trips and take part in labs, seminars or workshops that involve hands-on work or other activities that engage your five senses.
- While you are comfortable with group work, you prefer to learn on your own. For those times when you require solitude, find a quiet place to analyze and reflect, such as a park or library or a space at home. Make sure you allow ample time to examine, adjust and thoroughly understand the material.
- When you discover an interest in a new topic at school, feed your curiosity. Ask your teacher or instructor if there are activities you can do to learn more about the subject and have it apply to your grade. Do research on your own to deepen your knowledge. Don't get so engrossed that you neglect your other schoolwork.
- Once you've mastered a technique, practice applying what you've learned by making it the focus of papers, projects, presentations and discussions, when appropriate.
- Use the activities you enjoy doing outside of class to motivate and reward yourself for completing assignments, especially those that are tedious or seem irrelevant. For example, if you enjoy being outdoors, playing computer games or participating in sports, plan to spend time pursuing these interests as soon as your schoolwork is done. Make sure you actually complete the assignment before rewarding yourself!
- If you're doing the majority of your learning at home, ask those around you to respect your need for a quiet study area. It may help to get out of the house—go for a run, hike or walk, for example—when you require extra "space" to think.

### For Learning Environments

- Ensure your course selections consist mainly of subjects where you can learn by doing and experimenting with things. Seek out courses or programs that will provide you with access to the latest tools, instruments, gadgets and technology. Apply for internships, co-ops or work-study programs that will allow you to gain hands-on, real-life experience in your field of interest.
- Bold and independent, you like to learn in an environment where you can be as active and involved as possible and the instructors are clear, direct and practical.
- Build some time into your schedule for extracurricular activities. Spend time outdoors and get involved in sports or other events that provide plenty of adventure and excitement. Take care not to spend so much time having fun that you neglect your studies.

# Work and Productivity



## Strengths

- Analytical
- Creative
- Adaptable
- Efficient
- Decisive
- Handy
- Calm under pressure

## Challenges

- Disregard for rules, regulations, authority
- Dislike schedules and routine
- Impulsive
- Need autonomy
- Need time for other interests
- Not future thinking

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### Your Preferred Environment

- Takes place in a fast-paced environment that involves plenty of action and new experiences. You are likely to be happy in a position that provides lots of opportunities to be outdoors.
- Makes use of your technical know-how, with plenty of scope to improve your current skills and master new ones.
- Takes advantage of your critical thinking skills and superb problem-solving ability. You have a talent for assessing situations, identifying the source of a problem and efficiently devising a practical solution. You are especially good at this in pressure situations, when a solution is required very quickly.
- Allows you the time and space to work on your own, with minimal supervision. You work best when provided with interesting, challenging tasks and the freedom to complete them your way.
- Doesn't involve a lot of bureaucracy, policies, regulations or routine.
- Gives you the flexibility to take calculated risks and break the rules when necessary. Make sure you can explain your decisions. Change for the sake of improvement or expediency is a good reason. Change to stir up excitement because you're bored is *not* a good reason.
- Creative and impulsive, you like to leap from one activity to the next. If you're working remotely, however, tasks may remain incomplete forever if you're too busy changing direction. Try using an app to help you stick to tasks and deadlines. If that doesn't work, ask a colleague to check in regularly and keep you on track.

### For Growth and Development

- Finish what you start. You are spontaneous by nature, like to keep your options open and are easily sidetracked by more interesting tasks. Review your deadline and set a goal to meet or exceed it. Persevere until the work is complete.
- Allow sufficient time to plan and prepare, don't leave things until the last minute. You have high standards for your work, but also value efficiency and try to complete your goals with as little effort as possible. Make sure you aren't rushing through important aspects of the task. Work on your time management skills if you are frequently missing deadlines or leaving things partially done.
- When feeling stressed or overwhelmed, recharge by changing focus. Spend time on your own pursuing new tasks, doing activities outdoors or engaging in other interests.
- Give some thought to the future. When problem solving, it's important to consider lasting solutions and not just quick fixes. Similarly, in terms of your life and career, it's vital that you think about long-term goals and plan how to achieve them.

# Communication



## Strengths

- Observant
- Nonjudgmental
- Good listener
- Objective
- Speak fluently about areas of expertise

## Challenges

- Blunt or abrupt
- Unemotional
- Reserved
- Private
- Express self non-verbally
- Dislike small talk

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### For Sending and Receiving Communication

- You can be relied upon to provide an honest, impartial opinion, but need to take care that you are *not too* direct. Particularly when providing constructive criticism, it's important to consider people's feelings. Make sure your feedback is both helpful and sensitive. Assess the person's reactions as you're speaking to them and adjust accordingly.
- Be approachable, don't shut people out. You are reluctant to get into discussions you consider nonessential, especially if you're totally focused on a task. And you may rely too much on non-verbal communication to get the message across. If you can't take a break to talk, take a moment to explain why and suggest getting together with the person later. Pick a time when you'll be able to give the conversation your full attention.
- Practice your active listening skills to show that you're following when someone is speaking to you. Focus on what they're saying, make eye contact, nod or gesture, and watch the person's body language for non-verbal cues. Ask questions and rephrase what they've said to check that your understanding is accurate.
- Learn to be more comfortable talking about feelings — yours and other people's. While you may find it tiresome, understand that some people are more emotional types. They are less driven by logic and reason than you and find it difficult to relate in purely a business or impersonal manner. For them, expressing feelings and establishing a personal rapport are critical to a good working relationship.
- Be receptive when others try to engage you in casual conversation. Exchanging a few pleasantries could provide an entry into a more interesting discussion about topics you know well.
- You can be abrupt with people, especially if you're completely absorbed in a task. This can be challenging when you're working from home and people can't see you. Make comments such as "I'll be right with you" or "Just give me a moment to check this out" to let the other person know you'll accommodate them as soon as possible.

# Working with Others



## Strengths

- Take initiative
- Lead by example
- Likable
- Not bothered by criticism or conflict
- Respectful

## Challenges

- Impersonal
- Difficult to get to know
- Need to appreciate others' efforts
- Quiet
- Solitary, needs personal space

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### For Interacting with Others

- Connect with others through shared interests. In new group situations, you may have to make a concerted effort at first to build a rapport. Look for interests you have in common with others. Find ways to share an activity or work together to solve an issue.
- While you prefer independence and having your own space, there are times when it's necessary or helpful to work with a team. To work most effectively, consider each person's competencies and their importance to the group. By recognizing and appreciating what they have to offer, you will come to value their input.
- Update others regularly. By keeping people informed, they won't be surprised by your decisions or the outcomes of projects or tasks you're working on together.
- Make a point of providing positive feedback to others on a regular basis. You may not feel the need for feedback or to have your actions validated. However, some people are more productive if they are praised for their efforts.
- Show some enthusiasm. You may be so quiet and composed that others view you as apathetic. By demonstrating some passion for the tasks at hand, you can inspire your colleagues to take a greater interest in the work themselves.
- If you're a team leader, set an example for the others by actively diving into the work yourself. Be open-minded to everyone's ideas, encourage the exchange of constructive feedback, and ensure everyone has the information and materials they need to complete their tasks. Use your listening skills and read non-verbal cues for extra help in identifying the needs and motivations of team members.
- You often tend to rely on non-verbal communication to get your message across. If you're working remotely, it's crucial that you speak up more frequently—clearly and frequently—to keep your team members in the loop.

### For Filling a Role

- Analyzer:** examining, testing, understanding and defining in order to explain things and solve problems.
- Expediter:** advancing progress by any means necessary, dealing with whatever needs to be done and motivating others into action.
- Planner:** gathering, recording, organizing and clarifying information for the group, filling in detail and drawing up plans.

# Career and Pathways



The careers listed below are all linked to your assessment results, with the careers at the top being the best match for your profile.

## Personality Results

Environmental Engineering Technicians	Agriculture, Food and Natural Resources		
Agricultural Engineers	Agriculture, Food and Natural Resources		
Farm Equipment Mechanics and Service Technicians	Agriculture, Food and Natural Resources		
Foresters	Agriculture, Food and Natural Resources		
Geophysical Data Technicians	Agriculture, Food and Natural Resources		
Refuse and Recyclable Material Collectors	Agriculture, Food and Natural Resources		
Biological Technicians	Agriculture, Food and Natural Resources		
Geological Sample Test Technicians	Agriculture, Food and Natural Resources		
Farm and Ranch Managers	Agriculture, Food and Natural Resources		
Agricultural Equipment Operators	Agriculture, Food and Natural Resources		
Soil and Plant Scientists	Agriculture, Food and Natural Resources		
Water and Wastewater Treatment Plant and System Operators	Agriculture, Food and Natural Resources		
Zoologists and Wildlife Biologists	Agriculture, Food and Natural Resources		
Animal Breeders	Agriculture, Food and Natural Resources		
Log Graders and Scalers	Agriculture, Food and Natural Resources		
Maids and Housekeeping Cleaners	Hospitality and Tourism		
Motion Picture Projectionists	Hospitality and Tourism		
Baggage Porters and Bellhops	Hospitality and Tourism		
Animal Trainers	Hospitality and Tourism		
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Hospitality and Tourism		
Cooks, Restaurant	Hospitality and Tourism		
Umpires, Referees, and Other Sports Officials	Hospitality and Tourism		
Cooks, Institution and Cafeteria	Hospitality and Tourism		
Bakers	Hospitality and Tourism		
Dishwashers	Hospitality and Tourism		
Slot Supervisors	Hospitality and Tourism		
Food Preparation Workers	Hospitality and Tourism		
Cooks, Short Order	Hospitality and Tourism		
Dining Room and Cafeteria Attendants and Bartender Helpers	Hospitality and Tourism		
Athletes and Sports Competitors	Hospitality and Tourism		
Tailors, Dressmakers, and Custom Sewers	Human Services		
Embalmers	Human Services		
Pressers, Textile, Garment, and Related Materials	Human Services		
Neuropsychologists and Clinical Neuropsychologists	Human Services		
Barbers	Human Services		
Manicurists and Pedicurists	Human Services		
Laundry and Dry-Cleaning Workers	Human Services		
Clinical Psychologists	Human Services		
Massage Therapists	Human Services		
Museum Technicians and Conservators	Education and Training		
Audio-Visual and Multimedia Collections Specialists	Education and Training		
Agricultural Sciences Teachers, Postsecondary	Education and Training		
Physics Teachers, Postsecondary	Education and Training		
Library Technicians	Education and Training		

Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	Education and Training	   
Engineering Teachers, Postsecondary	Education and Training	   
Chemistry Teachers, Postsecondary	Education and Training	   
Archivists	Education and Training	   
Forestry and Conservation Science Teachers, Postsecondary	Education and Training	   
Elevator Installers and Repairers	Architecture and Construction	   
Heating and Air Conditioning Mechanics and Installers	Architecture and Construction	   
Stationary Engineers and Boiler Operators	Architecture and Construction	   
Millwrights	Architecture and Construction	   
Transportation Engineers	Architecture and Construction	   
Commercial Divers	Architecture and Construction	   
Crane and Tower Operators	Architecture and Construction	   
Electricians	Architecture and Construction	   
Control and Valve Installers and Repairers, Except Mechanical Door	Architecture and Construction	   
Refrigeration Mechanics and Installers	Architecture and Construction	   
Electrical Power-Line Installers and Repairers	Architecture and Construction	   
Paperhangers	Architecture and Construction	   
Explosives Workers, Ordnance Handling Experts, and Blasters	Architecture and Construction	   
Civil Engineers	Architecture and Construction	   
Civil Drafters	Architecture and Construction	   
Computer Operators	Business Management and Administration	   
Postal Service Mail Carriers	Business Management and Administration	   
Mail Clerks and Mail Machine Operators, Except Postal Service	Business Management and Administration	   
Stock Clerks- Stockroom, Warehouse, or Storage Yard	Business Management and Administration	   
Telephone Operators	Business Management and Administration	   
Operations Research Analysts	Business Management and Administration	   
Office Machine Operators, Except Computer	Business Management and Administration	   
Security Management Specialists	Business Management and Administration	   
Library Assistants, Clerical	Business Management and Administration	   
Quality Control Systems Managers	Business Management and Administration	   
Investment Fund Managers	Business Management and Administration	   
Management Analysts	Business Management and Administration	   
Energy Auditors	Business Management and Administration	   
Meter Readers, Utilities	Business Management and Administration	   
Postal Service Mail Sorters, Processors, and Processing Machine Operators	Business Management and Administration	   
Medical and Clinical Laboratory Technologists	Health Science	   
Prosthodontists	Health Science	   
Histotechnologists and Histologic Technicians	Health Science	   
Veterinarians	Health Science	   
Urologists	Health Science	   
Veterinary Technologists and Technicians	Health Science	   
Nurse Anesthetists	Health Science	   
Anesthesiologist Assistants	Health Science	   
Cytogenetic Technologists	Health Science	   
Medical and Clinical Laboratory Technicians	Health Science	   
Cytotechnologists	Health Science	   
Endoscopy Technicians	Health Science	   

Medical Equipment Preparers	Health Science		
Neurodiagnostic Technologists	Health Science		
Radiologists	Health Science		
Forensic Science Technicians	Law, Public Safety, Corrections and Security		
Parking Enforcement Workers	Law, Public Safety, Corrections and Security		
Fish and Game Wardens	Law, Public Safety, Corrections and Security		
Fire Investigators	Law, Public Safety, Corrections and Security		
Municipal Firefighters	Law, Public Safety, Corrections and Security		
Police Identification and Records Officers	Law, Public Safety, Corrections and Security		
Transit and Railroad Police	Law, Public Safety, Corrections and Security		
Animal Control Workers	Law, Public Safety, Corrections and Security		
Correctional Officers and Jailers	Law, Public Safety, Corrections and Security		
Forest Firefighters	Law, Public Safety, Corrections and Security		
Fire Inspectors	Law, Public Safety, Corrections and Security		
Court Reporters	Law, Public Safety, Corrections and Security		
Security Guards	Law, Public Safety, Corrections and Security		
Gaming Surveillance Officers and Gaming Investigators	Law, Public Safety, Corrections and Security		
Immigration and Customs Inspectors	Law, Public Safety, Corrections and Security		
Broadcast Technicians	Arts, Audio/Video Technology and Communications		
Audio and Video Equipment Technicians	Arts, Audio/Video Technology and Communications		
Telecommunications Equipment Installers and Repairers, Except Line Installers	Arts, Audio/Video Technology and Communications		
Printing Press Operators	Arts, Audio/Video Technology and Communications		
Sound Engineering Technicians	Arts, Audio/Video Technology and Communications		
Prepress Technicians and Workers	Arts, Audio/Video Technology and Communications		
Radio Operators	Arts, Audio/Video Technology and Communications		
Camera Operators, Television, Video, and Motion Picture	Arts, Audio/Video Technology and Communications		
Telecommunications Line Installers and Repairers	Arts, Audio/Video Technology and Communications		
Print Binding and Finishing Workers	Arts, Audio/Video Technology and Communications		
Dancers	Arts, Audio/Video Technology and Communications		
Craft Artists	Arts, Audio/Video Technology and Communications		
Set and Exhibit Designers	Arts, Audio/Video Technology and Communications		
Proofreaders and Copy Markers	Arts, Audio/Video Technology and Communications		
Fine Artists, Including Painters, Sculptors, and Illustrators	Arts, Audio/Video Technology and Communications		
Financial Analysts	Finance		
Budget Analysts	Finance		
Risk Management Specialists	Finance		
Claims Examiners, Property and Casualty Insurance	Finance		
Insurance Underwriters	Finance		

Accountants	Finance	 	 
Insurance Appraisers, Auto Damage	Finance	 	 
Credit Analysts	Finance	 	 
Insurance Adjusters, Examiners, and Investigators	Finance	 	 
Brokerage Clerks	Finance	 	 
Fraud Examiners, Investigators and Analysts	Finance	 	 
Securities and Commodities Traders	Finance	 	 
Treasurers and Controllers	Finance	 	 
Insurance Claims Clerks	Finance	 	 
Tax Preparers	Finance	 	 
Aviation Inspectors	Government and Public Administration	 	 
Construction and Building Inspectors	Government and Public Administration	 	 
Environmental Compliance Inspectors	Government and Public Administration	 	 
Freight and Cargo Inspectors	Government and Public Administration	 	 
Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	Government and Public Administration	 	 
Statistical Assistants	Government and Public Administration	 	 
Agricultural Inspectors	Government and Public Administration	 	 
Appraisers, Real Estate	Government and Public Administration	 	 
Bioinformatics Technicians	Government and Public Administration	 	 
Regulatory Affairs Specialists	Government and Public Administration	 	 
Assessors	Government and Public Administration	 	 
Occupational Health and Safety Specialists	Government and Public Administration	 	 
Occupational Health and Safety Technicians	Government and Public Administration	 	 