



## Your Personality

**Your personality type is ESTJ:**



### 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

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## Your Personality Profile

Friendly, outgoing and honest, you tend to have traditional, often quite conservative views and are comfortable expressing your opinions. You trust personal experience and are more interested in real things and immediate problems rather than theories or possibilities. Practical, realistic, organized and efficient, you seek to instill order and structure, and work hard to meet or exceed expectations.

You are direct and frank, like to keep busy and see tangible results for your efforts. You make quick, logic-based decisions and move on to the next task. Responsible and conscientious, you enjoy being in charge and organizing people and projects.

Somewhat rigid, you may try to force others to conform to rules and structure. Outspoken and assertive, your strong opinions may at times be perceived as harsh criticism. You may not think about the impact of your decisions on others until it's pointed out to you. You need to consider people's feelings, even if you do not entirely understand or agree with them.

Not particularly interested in possibilities -- especially abstract ones -- you may resist ideas that have not been proven by experience. Focused on the present and in a hurry to make decisions and get things done, you may not stop to consider any less-obvious options. To be more effective and make better decisions, you need to take the time to collect and consider all the information.

**You described your profile as:**



**Mostly Accurate**

## Strengths

- ☐ Disciplined
- ☐ Analytical
- ☐ Learn well with others
- ☐ Team building
- ☐ Methodical
- ☐ Focused
- ☐ Good with facts, details, memorization

## Challenges

- ☐ Need practical application
- ☐ Need time to absorb learning material
- ☐ Need clear expectations
- ☐ Abstract or theoretical material
- ☐ Struggle with disorder, lack of structure

## 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

- ☐ A conscientious, highly motivated student and a hard worker, you are likely to complete your assignments accurately, carefully and on time. Make sure you have all the information you need for your schoolwork. If you're not entirely clear about something, ask your instructor for detailed instructions.
- ☐ You need to understand the real-world relevance of your learning material. You learn best when material is presented in a logical, straightforward manner and the concepts are factual or concrete in nature. If you don't understand how the subject matter is applicable to everyday life, ask for practical explanations and real-life examples.
- ☐ Meet with your teacher or instructor regularly to talk about your educational progress. Explain that you work hard to exceed their expectations and want to ensure you're on the right track in order to meet your career goals. If you have concerns about their grading practices, discuss it with them.
- ☐ You learn well with others, especially when you're in charge of a team or helping others to learn. Look for ways to demonstrate your sense of responsibility and engage with others through project work, class discussion, team activities, presentations, competition and group study. Practice team building with others, discuss your ideas and explore shared core values, beliefs and interests.

### For Learning Environments

- ☐ You like to learn in a well-organized, structured environment where you can work together with peers and be responsible for your own schedule and activities. Seek out instructors who are clear, capable and fair, particularly those who use real-life examples and practical experiences to explain theory.
- ☐ Ensure your course selections consist of practical subjects that will be directly of use in your career plans. Apply for work-study and internships that will allow you to gain hands-on experience and test your leadership potential in your field of interest.
- ☐ Outside of class, get involved in campus clubs and organizations, student government, athletics, community service, volunteering and other extracurricular activities where you can demonstrate your competence and practice your leadership skills.



## Strengths

- ☐ Organized
- ☐ Objective
- ☐ Results-oriented
- ☐ Hardworking
- ☐ Responsible
- ☐ Decisive
- ☐ Proactive
- ☐ Determined

## Challenges

- ☐ Rigid, resist change
- ☐ May rush decisions
- ☐ Need rules, standards, structure
- ☐ Desire recognition
- ☐ Don't like to be wrong
- ☐ Neglect people's feelings

## 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

- ☐ Provides detailed expectations about your role and responsibilities. You work most productively when provided with clearly defined rules, requirements and standards to follow.
- ☐ Makes good use of your practical approach to problem solving and ability to maximize efficiency.
- ☐ Entrusts you with plenty of responsibility and control and provides opportunities for a leadership or decision-making role. With your competence in setting goals, making decisions, organizing tasks and supervising people, you are well suited to a leadership or management position.
- ☐ Appreciates your sense of duty, organizational skill, productivity and determination to complete work in an orderly fashion, on time and within budget.
- ☐ Takes place in a well-organized, active and supportive environment where you can work with other dependable, competent people.
- ☐ Uses a sensible, fair method of compensation for the work you do and provides opportunities to progress in your career.
- ☐ Praises your accomplishments. Knowing that others value your contributions and appreciate your efforts makes you feel respected and motivated.

### For Growth and Development

- ☐ Don't rush into decisions without fully considering the possibilities and the potential repercussions of the choices you make. Consult others to ensure you have all the information, think carefully about the long-term consequences and remember to consider how people could be affected by your decision.
- ☐ Develop your ability to look beyond the present and immediate situation. Find a mentor — a trusted colleague, advisor or friend— who can help you see things from a global and future perspective.
- ☐ Learn to be flexible and willing to accept new ways of doing things. While you tend to rely on past experience for quick, reliable solutions, new or different methods, though unfamiliar, may be better. Try to be open to the possibilities. If you're not convinced, ask for a demonstration or other factual evidence to prove the value of the new approach.
- ☐ Accept that, in spite of your best efforts, things aren't always going to be predictable. You're most comfortable when you know what's required and can stick to the plan and make it happen. However, at times it may be necessary to change direction or deal with a situation where all of the facts aren't apparent. So be prepared for some ambiguity and try to be comfortable with it.

## Strengths

- ☐ Outspoken
- ☐ Straightforward
- ☐ Engaging
- ☐ Confident
- ☐ Not easily offended

## Challenges

- ☐ May be too serious
- ☐ Blunt
- ☐ Insensitive
- ☐ Not inclined to make small talk
- ☐ Abrupt

## 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

- ☐ Honest and forthright, you present your ideas and opinions with detail and clarity. Be aware, however, that being too candid, especially when dealing with difficult issues, can be read as nasty or negative. Consider your audience and temper the message accordingly.
- ☐ Similarly, you may be very frank when providing feedback. In your intent to be clear, objective and efficient, you may tend to come across as quite cutting. When providing constructive criticism, remember to consider people's feelings. Think of how you can help the person understand the problematic issue or behavior, provide them with some suggestions for correcting it, and deliver your message with sensitivity.
- ☐ With a stern demeanor and dislike of small talk, you may come across as intimidating, unfriendly or indifferent. Try to be receptive when others engage you in casual conversation. An initial exchange of pleasantries costs nothing and could pave the way to a friendlier, more productive relationship. For some people, mutual respect and a good rapport are important ingredients in their effectiveness at work.
- ☐ Make a real effort to listen to the other person during a conversation. Acknowledge what they're saying, even if you don't necessarily agree, and don't interrupt. Wait until they've finished speaking before you reply.



## Strengths

- ☐ Natural leader
- ☐ Lead by example
- ☐ Reliable
- ☐ Honest
- ☐ Accountable
- ☐ Self-assured

## Challenges

- ☐ May neglect relationships
- ☐ Controlling, need to be in charge
- ☐ Inflexible
- ☐ Unreasonable expectations of others
- ☐ Critical of those with different values
- ☐ Need to appreciate others' efforts

## 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

- ☐ Responsible, capable and a "take charge" kind of person, you are likely to find yourself assuming a leadership role in a team. Take care, however, that you don't become too oppressive. Others may view you as rude and uncompromising. Lead through influence, not intimidation.
- ☐ Take the time to establish and maintain good relationships. Your direct manner and preoccupation with getting things done can be counterproductive in a team environment. You may be so intent on the task that you neglect existing relationships and have difficulty forming new ones. Remember that you rely on your colleagues to help you get things done. Also, understand that for people who are more feeling types, it can be difficult to relate in purely a business or impersonal manner. Establishing a personal rapport is crucial to working together effectively.
- ☐ Try not to judge people who are different from you. Teamwork and negotiation involve working with all kinds of people. You may prefer working with those whose standards reflect your own. You may dislike dealing with people you consider to be too needy, lazy, apathetic or incompetent. Recognize that everyone brings value to a team, even if their outlook, principles or talents are different from your own. Try to appreciate the unique set of skills that each person brings to the group and discover how to make the best use of them.
- ☐ Make a point of providing positive feedback and acknowledging people's accomplishments. Some people are more productive if they are praised for their efforts.
- ☐ As a leader, you set an example by demonstrating the work ethic, standards and behavior you expect from your team. To aid in everyone's success, provide a clear, well-organized plan outlining the team's objectives, along with expectations for each individual member. Be sensitive to each person's needs and acknowledge their accomplishments along the way.

### For Filling a Role

























































































- ☐ **Director:** organizing goals, identifying and gathering suitable resources, and ensuring everyone understands and carries out their responsibilities.
- ☐ **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





























Farm and Ranch Managers	Agriculture, Food and Natural Resources	   
Aquacultural Managers	Agriculture, Food and Natural Resources	   
Nursery and Greenhouse Managers	Agriculture, Food and Natural Resources	   
Buyers and Purchasing Agents, Farm Products	Agriculture, Food and Natural Resources	   
Geophysical Data Technicians	Agriculture, Food and Natural Resources	   
Biological Technicians	Agriculture, Food and Natural Resources	   
Agricultural Technicians	Agriculture, Food and Natural Resources	   
Environmental Engineering Technicians	Agriculture, Food and Natural Resources	   
Food Science Technicians	Agriculture, Food and Natural Resources	   
Agricultural Engineers	Agriculture, Food and Natural Resources	   
Geological Sample Test Technicians	Agriculture, Food and Natural Resources	   
Environmental Science and Protection Technicians, Including Health	Agriculture, Food and Natural Resources	   
Water/Wastewater Engineers	Agriculture, Food and Natural Resources	   
Clinical Research Coordinators	Agriculture, Food and Natural Resources	   
Foresters	Agriculture, Food and Natural Resources	   
Surveyors	Architecture and Construction	   
Construction Managers	Architecture and Construction	   
Cost Estimators	Architecture and Construction	   
Transportation Engineers	Architecture and Construction	   
Surveying Technicians	Architecture and Construction	   
Civil Drafters	Architecture and Construction	   
Civil Engineers	Architecture and Construction	   
Mapping Technicians	Architecture and Construction	
Geodetic Surveyors	Architecture and Construction	

Civil Engineering Technicians	Architecture and Construction	 	 
Architectural Drafters	Architecture and Construction	 	 
Biomass Power Plant Managers	Business Management and Administration	 	 
Quality Control Systems Managers	Business Management and Administration	 	 
Wind Energy Operations Managers	Business Management and Administration	 	 
Regulatory Affairs Managers	Business Management and Administration	 	 
Investment Fund Managers	Business Management and Administration	 	 
Compensation and Benefits Managers	Business Management and Administration	 	 
Biofuels Production Managers	Business Management and Administration	 	 
Loss Prevention Managers	Business Management and Administration	 	 
Online Merchants	Business Management and Administration	 	 
Energy Auditors	Business Management and Administration	 	 
Industrial Production Managers	Business Management and Administration	 	 
Hydroelectric Production Managers	Business Management and Administration	 	 
Compliance Managers	Business Management and Administration	 	 
Supply Chain Managers	Business Management and Administration	 	 
Chief Executives	Business Management and Administration	 	 
Archivists	Education and Training	 	 
Library Technicians	Education and Training	 	 
Museum Technicians and Conservators	Education and Training	 	 
Education Administrators, Postsecondary	Education and Training	 	 
Librarians	Education and Training	 	 
Education Administrators, Elementary and Secondary School	Education and Training	 	 
Curators	Education and Training	 	 
Distance Learning Coordinators	Education and Training	 	 
Audio-Visual and Multimedia Collections Specialists	Education and Training	 	 
Treasurers and Controllers	Finance	 	 
Auditors	Finance	 	 



Budget Analysts	Finance	 	 
Accountants	Finance	 	 
Risk Management Specialists	Finance	 	 
Credit Analysts	Finance	 	 
Insurance Underwriters	Finance	 	 
Claims Examiners, Property and Casualty Insurance	Finance	 	 
Actuaries	Finance	 	 
Personal Financial Advisors	Finance	 	 
Tax Preparers	Finance	 	 
Insurance Appraisers, Auto Damage	Finance	 	 
Financial Analysts	Finance	 	 
Loan Officers	Finance	 	 
Insurance Adjusters, Examiners, and Investigators	Finance	 	 
Regulatory Affairs Specialists	Government and Public Administration	 	 
Appraisers, Real Estate	Government and Public Administration	 	 
Tax Examiners and Collectors, and Revenue Agents	Government and Public Administration	 	 
Financial Examiners	Government and Public Administration	 	 
Environmental Compliance Inspectors	Government and Public Administration	 	 
Licensing Examiners and Inspectors	Government and Public Administration	 	 
Government Property Inspectors and Investigators	Government and Public Administration	 	 
Postmasters and Mail Superintendents	Government and Public Administration	 	 
Assessors	Government and Public Administration	 	 
Histotechnologists and Histologic Technicians	Health Science	 	 
Medical and Health Services Managers	Health Science	 	 
Pharmacy Technicians	Health Science	 	 
Anesthesiologists	Health Science	 	 
Anesthesiologist Assistants	Health Science	 	 
Medical and Clinical Laboratory Technicians	Health Science	 	 
Clinical Nurse Specialists	Health Science	 	 
Oral and Maxillofacial Surgeons	Health Science	 	 
Cytogenetic Technologists	Health Science	 	 
Pathologists	Health Science	 	 

Medical and Clinical Laboratory Technologists	Health Science	 	 
Cytotechnologists	Health Science	 	 
Prosthodontists	Health Science	 	 
Radiation Therapists	Health Science	 	 
Veterinarians	Health Science	 	 
Umpires, Referees, and Other Sports Officials	Hospitality and Tourism	 	 
Athletes and Sports Competitors	Hospitality and Tourism	 	 
Food Service Managers	Hospitality and Tourism	 	 
Gaming Managers	Hospitality and Tourism	 	 
Industrial-Organizational Psychologists	Human Services	 	 
Funeral Service Managers	Human Services	 	 
Social and Human Service Assistants	Human Services	 	 
Title Examiners, Abstractors, and Searchers	Law, Public Safety, Corrections and Security	 	 
Judicial Law Clerks	Law, Public Safety, Corrections and Security	 	 
Court Reporters	Law, Public Safety, Corrections and Security	 	 
Administrative Law Judges, Adjudicators, and Hearing Officers	Law, Public Safety, Corrections and Security	 	 
Lawyers	Law, Public Safety, Corrections and Security	 	 
Paralegals and Legal Assistants	Law, Public Safety, Corrections and Security	 	 
Judges, Magistrate Judges, and Magistrates	Law, Public Safety, Corrections and Security	 	 
Forensic Science Technicians	Law, Public Safety, Corrections and Security	 	 
Nuclear Equipment Operation Technicians	Manufacturing	 	 
Aerospace Engineering and Operations Technicians	Manufacturing	 	 
Electro-Mechanical Technicians	Manufacturing	 	 
Purchasing Agents, Except Wholesale, Retail, and Farm Products	Manufacturing	 	 
Electrical Engineering Technologists	Manufacturing	 	 
Robotics Technicians	Manufacturing	 	 
Nuclear Monitoring Technicians	Manufacturing	 	 
Automotive Engineering Technicians	Manufacturing	 	 
Manufacturing Production Technicians	Manufacturing	 	 
Manufacturing Engineering Technologists	Manufacturing	 	 
Electromechanical Engineering Technologists	Manufacturing	 	 
Electrical Drafters	Manufacturing	 	 

Mechanical Engineering Technologists	Manufacturing	 	 
Electronic Drafters	Manufacturing	 	 
Photonics Technicians	Manufacturing	 	 
Logisticians	Transportation, Distribution and Logistics	 	 
Logistics Analysts	Transportation, Distribution and Logistics	 	 
Logistics Managers	Transportation, Distribution and Logistics	 	 
Storage and Distribution Managers	Transportation, Distribution and Logistics	 	 
Transportation Managers	Transportation, Distribution and Logistics	