Your Personality

Your personality type is ESTJ:

Introversion ⭐ Extraversion

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 ⭐ iNtuition

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 ⭐ Feeling

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

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

Learning

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.

Work and Productivity

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.

Communication

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.

Working with Others

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

Career	Pathway		
Clinical Data Managers	Science, Technology, Engineering and Mathematics		
City and Regional Planning Aides	Science, Technology, Engineering and Mathematics		
Cartographers and Photogrammetrists	Science, Technology, Engineering and Mathematics		
Automotive Engineers	Science, Technology, Engineering and Mathematics		
Precision Agriculture Technicians	Science, Technology, Engineering and Mathematics		
Wind Energy Engineers	Science, Technology, Engineering and Mathematics		
Product Safety Engineers	Science, Technology, Engineering and Mathematics		
Statisticians	Science, Technology, Engineering and Mathematics		
Manufacturing Engineers	Science, Technology, Engineering and Mathematics		
Remote Sensing Scientists and Technologists	Science, Technology, Engineering and Mathematics		
Remote Sensing Technicians	Science, Technology, Engineering and Mathematics		
Environmental Restoration Planners	Science, Technology, Engineering and Mathematics		
Social Science Research Assistants	Science, Technology, Engineering and Mathematics		
Architectural and Engineering Managers	Science, Technology, Engineering and Mathematics		
Survey Researchers	Science, Technology, Engineering and Mathematics		
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		

Occupation	Career Cluster	Education	Wages
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	▰▰▱▱▱	▰▰▱▱▱
Computer Operators	Business Management and Administration	▰▰▱▱▱	▰▰▱▱▱
Compliance Managers	Business Management and Administration	▰▰▰▱▱	▰▰▰▰▱
Order Fillers, Wholesale and Retail Sales	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	▰▰▰▰▱	▰▰▱▱▱
Medical Equipment Preparers	Health Science	▰▰▱▱▱	▰▰▱▱▱
Medical Records and Health Information Technicians	Health Science	▰▰▰▱▱	▰▰▰▰▱
Histotechnologists and Histologic Technicians	Health Science	▰▰▰▱▱	▰▰▰▱▱
Medical and Health Services Managers	Health Science	▰▰▰▰▱	▰▰▰▰▱
Pharmacy Technicians	Health Science	▰▰▱▱▱	▰▰▱▱▱
Medical Transcriptionists	Health Science	▰▰▰▱▱	▰▰▱▱▱
Endoscopy Technicians	Health Science	▰▰▰▱▱	▰▰▰▱▱
Anesthesiologists	Health Science	▰▰▰▰▱	▰▰▰▱▱
Veterinary Technologists and Technicians	Health Science	▰▰▰▱▱	▰▰▰▱▱
Anesthesiologist Assistants	Health Science	▰▰▰▰▱	▰▰▰▰▱
Medical and Clinical Laboratory Technicians	Health Science	▰▰▰▱▱	▰▰▰▰▱

Occupation	Career Cluster	Education	Outlook
Medical Secretaries	Health Science	▮▮▯	▮▮▮
Dental Assistants	Health Science	▮▮▯	▮▮▮
Clinical Nurse Specialists	Health Science	▮▮▮	▮▮▮
Oral and Maxillofacial Surgeons	Health Science	▮▮▮	▮▯▯
Information Security Analysts	Information Technology	▮▮▯	▮▮▯
Document Management Specialists	Information Technology	▮▮▯	▮▯▯
Telecommunications Engineering Specialists	Information Technology	▮▯▯	▮▯▯
Information Technology Project Managers	Information Technology	▮▮▯	▮▮▯
Database Administrators	Information Technology	▮▮▯	▮▯▯
Computer User Support Specialists	Information Technology	▮▮▯	▮▮▮
Software Quality Assurance Engineers and Testers	Information Technology	▮▮▯	▮▮▯
Computer Network Support Specialists	Information Technology	▮▮▯	▮▮▯
Web Administrators	Information Technology	▮▮▯	▮▮▯
Search Marketing Strategists	Information Technology	▮▮▯	▮▮▯
Computer Systems Analysts	Information Technology	▮▮▯	▮▮▮