Personality Type

Your Personality

Your personality type is ENTJ:

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
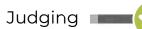
Thinking (T) vs. Feeling (F)

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 ★ Perceiving

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

Confident and assertive, you speak your mind and always seem to be sure of yourself. While honest and fair, you are also quite outspoken. You have strong opinions and are usually able to convince others that your position is right.

Friendly and comfortable being the center of attention, you probably have a large group of friends. People admire your determination and willingness to push yourself to achieve your very high standards.

A creative person who asks thought-provoking questions, you love to learn but are bored by repetition. You need constant new challenges to remain interested. You are imaginative and like to look beyond everyday routine to really understand why the world operates as it does.

Decisive and organized, you like to be prepared at all times and may find it difficult or embarrassing to try improvising. You like to be in charge, but sometimes take over projects that aren't really yours. You are frustrated by inefficiency and find illogical rules infuriating.

You want to be good at everything you try. You especially like to demonstrate your competence to others. People look to you as a natural leader and are often impressed with your knowledge. Others respect you and feel comfortable giving you a lot of responsibility.

You described your profile as:

★★★★

Very Accurate

Learning

Strengths

- ☐ Curious, questioning
- ☐ Creative
- ☐ Motivated, set high goals
- ☐ Eager to learn new and difficult material
- ☐ Steady, thorough and methodical
- ☐ Understand abstract and theoretical concepts
- ☐ Competitive
- ☐ Want to impress others with knowledge

Challenges

- ☐ Bored by repetition
- ☐ May rush to conclusions
- ☐ Need time to evaluate information
- ☐ May be overconfident
- ☐ Learn best with others
- ☐ Need constant new challenges

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

- ☐ Driven to achieve, you work hard to learn and do things correctly, and love to master new subjects. You learn best by starting out with a broad view of an issue or idea, then examining the theories and assumptions relating to it. Seek out opportunities to study complex systems and future possibilities, and to apply your creativity and insight to solving problems.
- ☐ Organized and analytical, you like information to be presented in an orderly and logical manner. You excel at learning through traditional methods, such as reading and lectures, and like to have access to the most current information available.
- ☐ You dislike repetition and routine. Ask your instructor if you can use different methods to complete your assignments. Be prepared to suggest some alternatives. For example, perhaps you could give a presentation or debate an issue instead of writing a paper. If a specific method is required, ask for the reasons why. A logical explanation that makes sense to you can help to make it more acceptable.
- ☐ If you don't find your learning material engaging, try to spark your curiosity by discussing the subject matter with experts or reading related articles. Look for ways in which the subject connects to topics you have more interest in. Organize the information in a chart or diagram to make it easier to memorize. View the assignment as a problem to be solved and challenge yourself to beat the deadline.
- ☐ You learn by questioning, discussing, debating and leading others. While you may need time on your own at first to consider an idea, you refine it through energetic discussion and analysis with others. You like to show people what you know, so think of ways to share your knowledge. Take part in presentations, discussions, debates and competitions. Ask questions in class. Tutor people in a topic you know well. Form a study group or set up projects that you can lead.
- ☐ If you're having trouble figuring out a solution to a problem and are growing frustrated, take a break and focus on something completely different. Sometimes it can help to concentrate on something else for a while.

For Learning Environments

- ☐ Seek out a well-respected, academically challenging program with high standards, a good student-to-faculty ratio and top-rated teaching staff. Look for knowledgeable instructors who will encourage you to probe, test and ask difficult questions as part of your learning.
- ☐ Your ideal learning environment is an engaging setting that encourages innovation, achievement and original thinking. You like to be surrounded by high achievers like yourself with similar goals and standards. Look for opportunities to develop your leadership ability, distinguish yourself and stand out from your peers.
- ☐ Take advantage of internships, research initiatives and work-study programs where you can test your ideas and practice your leadership skills.
- ☐ While you may not think you have time for extracurricular activities, taking a break from your studies can provide

While you may not think you have time for extracurricular activities, taking a break from your studies can provide stress relief and add balance to your life. You may enjoy attending athletics competitions or campus cultural activities. You can also get involved in clubs and organizations that provide opportunities to practice your debate and leadership skills. If you can't find a club that interests you, start one of your own.

Work and Productivity

Strengths

- [ ] Well-planned and organized
- [ ] Future thinking, set long-term objectives
- [ ] Determined
- [ ] Analytical, strong reasoning skills
- [ ] Imaginative
- [ ] Responsible
- [ ] Energetic and hardworking
- [ ] Bold and decisive

Challenges

- [ ] Impatient
- [ ] Rigid, stick to plans
- [ ] Hasty decisions
- [ ] Tend to become overcommitted
- [ ] Want structure and order, but not pointless rules
- [ ] May be too competitive, want to win at any cost
- [ ] Need challenge
- [ ] Avoid routine or repetitive tasks

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

- [ ] Encourages vision, ambition and determination. Innovative, goal-oriented and driven to achieve results, you pursue your objectives with great enthusiasm. Your insight helps you to make connections and see realistic solutions to difficult problems that others might have missed. You thrive in situations where you can be creative, take action and initiate change and improvement.
- [ ] Takes place in a stimulating environment where you're surrounded by other competent people with whom you can discuss and debate new ideas and complex problems. You dislike routine and need lots of opportunities for intellectual and professional challenge.
- [ ] Is orderly and well-organized, with clear plans, directions and schedules — or assigns you the responsibility of developing these for your workplace.
- [ ] Gives you the chance to be in control, to supervise or to lead. A good strategic planner, you can easily see what needs to be done and have the skills to move your project, team or organization in the right direction. You are good at managing projects, assigning tasks and organizing people, time and resources.
- [ ] Uses a clear set of guidelines to evaluate your performance and compensates you appropriately. You like to be recognized and respected for your efforts and to have opportunities to progress in your career.
- [ ] Takes advantage of your forecasting ability. You are constantly assessing the situation around you, spotting potential problems, thinking about long-term outcomes, and figuring out how to avoid difficulties or take advantage of a situation. Your keen sense of the future can be very valuable.

For Growth and Development

- [ ] Practice patience. You are so determined to get things done that you may be tempted to make a snap decision or urge others to settle things. For important decisions, ensure that all the necessary information has been evaluated. Remember to consult others and to consider the impact your decision will have on people. If a decision is someone else's responsibility, don't push or try to interfere.
- [ ] Be willing to modify your plans. Once decided, you like to stick to the arrangement and move on. But sometimes mistakes are made or important details have been missed. If you're presented with a good reason to change a plan, be open to it.
- [ ] While you like to make improvements and try new things, be sure you can justify any changes you make. If an established procedure is efficient and practical, there may be no reason to alter it.
- [ ] Where possible, hand off detail-oriented tasks to colleagues who excel at working with facts or figures. You are more productive when left to focus on the broader perspective.
- [ ] Pay attention to your work-life balance. You can become so focused on your work that you may neglect other

- [ ] Pay attention to your work-life balance. You can become so focused on your work that you may neglect other aspects of your life and end up stressed out or exhausted.

Communication

Strengths

- ☐ Objective and logical
- ☐ Confident, articulate speaker
- ☐ Enjoy discussion and debate
- ☐ Direct, straight talker
- ☐ Outspoken
- ☐ Not easily offended
- ☐ Think and react quickly

Challenges

- ☐ Intense
- ☐ Can be blunt
- ☐ May appear aggressive
- ☐ May not listen
- ☐ Tend to interrupt
- ☐ Not very tactful
- ☐ 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

- ☐ Outgoing, well-spoken and self-assured, you are good at expressing information clearly and convincingly. You may also use gestures — body language — very effectively to make your point. Use your strengths to demonstrate your competence and knowledge. With your people skills, passion for ideas and eloquence, you excel at winning people over to your way of thinking.

- ☐ You probably enjoy debate and are very good at it. Be aware that your strong personality and habit of challenging others can be overwhelming for some people. They may feel intimidated, embarrassed or defensive when they're on the receiving end of a barrage of difficult questions or arguments. If you sense that someone has been offended, try using a more diplomatic approach.

- ☐ Understand that some people may have a different communication style from yours. For example, some may need time to reflect before responding. Others may be more emotional types who address things in terms of their feelings. This doesn't make their ideas any less valid or important. Be patient and give people a chance to express their thoughts in the way that's most natural for them.

- ☐ As an energetic and powerful speaker, you may be so intent on making your point that you neglect to listen properly. Practice using active listening skills. Focus on what the other person is saying, make eye contact, nod or gesture, and watch their body language for non-verbal cues. Don't interrupt. When they've finished speaking, ask questions and rephrase what they've said to check that your understanding is accurate.

- ☐ Be receptive to opportunities for non-work related, casual conversation. You tend to be focused on getting down to work and uninterested in small talk. But for some people, a friendly rapport is essential to working together more effectively. Be prepared to share a little about your life and thoughts and to listen while the other person relates their experiences. This can lead to greater mutual understanding and a more productive working relationship.

Working with Others

Strengths

- [ ] Natural leader
- [ ] Confident
- [ ] Knowledgeable and prepared
- [ ] Good at motivating
- [ ] Supportive of others' ambitions
- [ ] Assertive
- [ ] Charismatic
- [ ] Goal-oriented

Challenges

- [ ] May appear forceful or intimidating
- [ ] Can be overly competitive
- [ ] Very opinionated
- [ ] May be viewed as dismissive or critical
- [ ] High expectations, demanding of self and team
- [ ] Dislike seeking consensus
- [ ] Stubborn or controlling

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

- [ ] You work well with like-minded team members, but may get annoyed with people whose goals, standards or work habits differ from yours. Recognize that everyone brings value to a team, even if their views or talents are different from your own. In fact, a more diverse group can be stronger due to their greater breadth of skills. Learn about each person's unique skillset and focus on making the best use of them.
- [ ] Use your ability to teach others. A high achiever yourself, you may enjoy helping others to achieve their goals too. You could offer to mentor team members who need training or skill development in one of your areas of expertise, for example.
- [ ] Consider others' perspectives. Pushing the team to accept your decisions can make you look bossy and lead to resentment. Explain your point of view in clear, persuasive, practical terms. Give equal time to the others, listen carefully, and weigh the pros and cons. Find a way to incorporate the best aspects of their ideas with the best of your own. In this way, everyone can feel like they have been involved in the process.
- [ ] Make a point of providing encouragement and positive feedback to your colleagues. Remember that some people are more productive when they are praised for their efforts. Also, give extra consideration to people's feelings when providing constructive criticism. Keep your tone positive and explain clearly that this is about the problematic issue or behavior, not the person. Think about how to convey your message with tact and thoughtfulness.
- [ ] Use your networking skills to connect with other professionals. Networks should be mutually beneficial, so think about how you can help your contacts as well as how they can help you.
- [ ] If you're in a leadership position, accept that others may not be as knowledgeable, capable or driven as you. Use your intuition to assess your team's abilities, challenges and motivations. Use that information to organize each person's tasks and ensure the greatest possibility of success. Explain your goals in clear and simple terms, and use your strengths to help people meet their objectives. Note each person's contributions along the way and let them know you appreciate their efforts.

For Filling a Role

- [ ] **Director**: organizing goals, identifying and gathering suitable resources, and ensuring everyone understands and carries out their responsibilities.
- [ ] **Explorer**: looking for new and better ways of doing things, brainstorming ideas, encouraging others to use their talents and be innovative, exploring all the possibilities.
- [ ] **Originator**: developing new ideas, perspectives and solutions, predicting and strategizing for what is to come, and creating a long-term vision.

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		
Chief Sustainability Officers	Business Management and Administration		
Management Analysts	Business Management and Administration		
Investment Fund Managers	Business Management and Administration		
Chief Executives	Business Management and Administration		
Supply Chain Managers	Business Management and Administration		
Wind Energy Project Managers	Business Management and Administration		
Quality Control Systems Managers	Business Management and Administration		
Regulatory Affairs Managers	Business Management and Administration		
Biomass Power Plant Managers	Business Management and Administration		
Brownfield Redevelopment Specialists and Site Managers	Business Management and Administration		
Compensation and Benefits Managers	Business Management and Administration		
Industrial Production Managers	Business Management and Administration		
Biofuels Production Managers	Business Management and Administration		
Purchasing Managers	Business Management and Administration		
Security Managers	Business Management and Administration		
Medical and Health Services Managers	Health Science		
Clinical Nurse Specialists	Health Science		
Epidemiologists	Health Science		
Medical Scientists, Except Epidemiologists	Health Science		
Pathologists	Health Science		
Urologists	Health Science		
Biomedical Engineers	Health Science		
Neurologists	Health Science		
Preventive Medicine Physicians	Health Science		

Occupation	Career Cluster	Education	Outlook
Orthodontists	Health Science		
Internists, General	Health Science		
Ophthalmologists	Health Science		
Veterinarians	Health Science		
Allergists and Immunologists	Health Science		
Physical Medicine and Rehabilitation Physicians	Health Science		
Information Technology Project Managers	Information Technology		
Business Intelligence Analysts	Information Technology		
Search Marketing Strategists	Information Technology		
Database Architects	Information Technology		
Information Security Analysts	Information Technology		
Computer Network Architects	Information Technology		
Computer Programmers	Information Technology		
Database Administrators	Information Technology		
Software Developers, Applications	Information Technology		
Informatics Nurse Specialists	Information Technology		
Software Developers, Systems Software	Information Technology		
Geospatial Information Scientists and Technologists	Information Technology		
Video Game Designers	Information Technology		
Geographic Information Systems Technicians	Information Technology		
Computer Systems Analysts	Information Technology		
Architectural and Engineering Managers	Science, Technology, Engineering and Mathematics		
Survey Researchers	Science, Technology, Engineering and Mathematics		
Climate Change Analysts	Science, Technology, Engineering and Mathematics		
Biofuels/Biodiesel Technology and Product Development Managers	Science, Technology, Engineering and Mathematics		
Economists	Science, Technology, Engineering and Mathematics		
Environmental Economists	Science, Technology, Engineering and Mathematics		
Astronomers	Science, Technology, Engineering and Mathematics		
Microbiologists	Science, Technology, Engineering and Mathematics		
Industrial Ecologists	Science, Technology, Engineering and Mathematics		
Mathematicians	Science, Technology, Engineering and Mathematics		

Biostatisticians	Science, Technology, Engineering and Mathematics	
Sociologists	Science, Technology, Engineering and Mathematics	
Computer and Information Research Scientists	Science, Technology, Engineering and Mathematics	
Bioinformatics Scientists	Science, Technology, Engineering and Mathematics	
Statisticians	Science, Technology, Engineering and Mathematics	