Personality Type

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Your Personality

Your personality type is INTP:

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

You are independent, curious and creative. Quite private, you like time alone to think things through or explore subjects and projects that really interest you. You tend to have a very small cluster of close, trusted friends and rarely initiate social activities. You prefer to get the most out of a few high quality social activities than take part in many shorter get-togethers.

You may have a real passion for science or the arts and enjoy learning new things. Inventive and imaginative, you are an "architect of ideas". You make quick and insightful connections, and enjoy coming up with original solutions to problems. But you get bored quickly, dislike repetition, and may struggle to explain your ideas simply and clearly to other people.

You are a very logical person and tend to remain calm in most situations. Unfairness and inconsistency bother you, and other people's opinions rarely influence you. You speak your mind and your actions are more motivated by achievement than by trying to please others. Your family and closest friends may not know how much you care about them because you rarely express your feelings.

You easily see both sides of an issue and enjoy healthy debate. But your relaxed attitude about deadlines and neatness can present challenges for your timeliness or following through on commitments.

You described your profile as:

Very Accurate

Learning

Strengths

- [ ] Eager to learn
- [ ] Enjoy complexity, theoretical concepts
- [ ] Analytical
- [ ] Independent thinker
- [ ] Curious
- [ ] Do non-required study to broaden knowledge and understanding
- [ ] Skeptical

Challenges

- [ ] Dislike repetition
- [ ] May get distracted
- [ ] May procrastinate
- [ ] Need to prioritize
- [ ] May fear failure, obsess over perfection
- [ ] Need space and time to process

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

- [ ] Naturally curious, you are driven to learn, explore and experiment. You are not limited by conventional thinking and like to challenge existing norms. You learn best by starting out with a broad view of an issue or idea and the theory behind it, then honing in on the details.
- [ ] If bored with classroom repetition, ask if there are alternatives to cover the required learning outcomes or activities you can do to learn more about subjects of interest. Do research on your own to discover new topics or deepen your knowledge. Don't get so engrossed that you neglect your other schoolwork.
- [ ] You set high standards for yourself and may spend too much time in the researching and planning stages of an assignment. You also tend to become so absorbed by a single aspect that you disregard other things that need to be done. This can cause you to miss due dates or leave work incomplete. Try breaking your assignments into stages and set deadlines for each. Also, review the assignment requirements and ensure your plans are realistic and feasible.
- [ ] For assignments that are tedious or seem irrelevant, use the activities you enjoy outside of class for motivation. Remind yourself that completing assignments early will allow you to pursue other interests later, when your schoolwork is complete. You can also try to spark your curiosity by discussing the subject matter with peers or experts, or by reading up on related topics that are of more interest to you.

For Learning Environments

- [ ] Seek out competent instructors who are experts in their field and programs with a good student-to-faculty ratio. Look for programs and courses that will satisfy your intellectual curiosity and develop your gifts for complex analysis and creative problem solving.
- [ ] Your ideal learning space is an intellectually rigorous environment where you can learn independently or with a small group of individuals. An abstract thinker, you like to be surrounded by like-minded peers with whom you can discuss and exchange your ideas.
- [ ] When you need time to analyze and reflect on information or ideas, find a quiet spot away from others where you can concentrate. This might be a room at home or a quiet location in a public place such as a park or library.
- [ ] Accept that you can't be perfect at everything and don't be too hard on yourself. Select your priorities wisely. Allow more time for courses that you will use in future. For prerequisites that are necessary for graduation but otherwise of no future relevance, do the best you can with the time you have available and make sure you pass.

Work and Productivity

Strengths

- [ ] Confident
- [ ] Creative
- [ ] Independent
- [ ] Enjoy challenge
- [ ] Sees implications, future possibilities
- [ ] Conceptual
- [ ] Fastidious

Challenges

- [ ] Can be disorganized
- [ ] Overconfident
- [ ] Dislike rules, restrictions and routine
- [ ] May overlook details, too focused on global context
- [ ] Impulsive
- [ ] Low threshold for boredom
- [ ] Need autonomy

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 you with the time and space to think and complete your work to your own high standards, with minimal supervision. You usually work best without a lot of direction or oversight.
- [ ] Makes use of your skills in technical analysis, and exploring systems, processes, principles and abstract data. You may be especially good at evaluating existing practices and looking for ways to improve them.
- [ ] Takes advantage of your creativity. You thrive on innovation but quickly get bored once an activity becomes routine. Look for opportunities to create things or challenge convention. Be prepared to justify any changes you make.
- [ ] Is intellectually stimulating — whether it's delving into theoretical or technical problems, coming up with original solutions or just looking for ways to simplify a task. Continual learning, skill building and problem solving help you remain engaged and productive.
- [ ] Involves working with other competent people but also allows you ample time to work alone. You need a work environment where you can focus on complex problems. If you have to constantly interact with others, it can be distracting and potentially draining.
- [ ] Acknowledges your contributions and rewards you with respect and recognition of your work. You may tend to become confrontational or overly critical when feeling unappreciated.

For Growth and Development

- [ ] Finish what you start. You tend to be very confident about getting your work done. However, you like to keep your options open and are easily distracted by new, more exciting opportunities. If you lose motivation and rush through your task, it can reduce the quality of your final product or cause you to miss deadlines. Work on your organization skills. Keep a task list and check it often, or ask others to keep you on-task. Remind yourself that you can pursue distractions later, when your current work is complete.
- [ ] Manage your time wisely and be realistic about what you can accomplish within the allowable timeframe. At the beginning of a project, set a specific amount of time to gather information. Be sure to limit it so there is enough time to perform the work and complete the project on deadline.
- [ ] If a task is too routine or repetitive, see if you can delegate it to someone who is better suited to it. For example, seek out help from others whose strengths are in organization or dealing with details. Be sure to take on another task that is suited to your strengths so it does not appear as if you are avoiding work.
- [ ] When feeling stressed or overwhelmed, recharge by taking some time on your own. Participate in physical activities, express yourself through a creative outlet such as writing, art or music, or engage in other interests that will divert your focus.

Communication

Strengths

- [ ] Objective
- [ ] Reflective
- [ ] Honest
- [ ] Calm and composed
- [ ] Articulate, good with words

Challenges

- [ ] Abrupt
- [ ] Impersonal
- [ ] Need to simplify ideas
- [ ] May omit "unnecessary" details
- [ ] Slow to reply
- [ ] 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

- [ ] Look for ways to simplify communications, especially emails or other written forms. For example, use bullet points and highlight or bold items that require a response. Provide examples and be as specific as you can.
- [ ] You can be relied upon to provide an honest, impartial opinion. Take care that you are not*too* direct, however, or you could come across as condescending. Your tendency to point out flaws may be taken as scornful or negative. Be sensitive to the other person's feelings. Make sure your feedback is as positive and helpful as possible. Assess the person's reactions as you're speaking and adjust accordingly.
- [ ] Remember that some people may not fully comprehend your ideas, which can leave them feeling lost or excluded. Work at expressing yourself and your concepts in a clear and interesting manner. Include additional detail that will help your audience better understand.
- [ ] You may need time to assess, reflect and compose your thoughts before replying to someone. In conversation, you can use body language — through making eye contact, nodding or using a gesture — to indicate that you're forming a response. If using email, send a quick note back to acknowledge the question and let the person know you will respond in full as soon as you've had time to consider your reply.
- [ ] 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 of personal interest.

Working with Others

Strengths

- [ ] Not bothered by criticism
- [ ] Unbiased
- [ ] Adaptable
- [ ] In-depth knowledge of many topics
- [ ] Remain calm in stressful situations

Challenges

- [ ] May appear arrogant or dismissive
- [ ] Prone to note defects or inconsistencies
- [ ] Uncomfortable with emotions
- [ ] Need to appreciate others' efforts
- [ ] May seem aloof
- [ ] May resist authority or input from others

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

- [ ] Try to appreciate the abilities everyone brings to the team. Don't disregard people because they lack your focus and commitment, are too sensitive, or can't keep up with your theoretical or visionary insights. Everyone has competencies that can be of use. By recognizing the value of their skills and perspectives, you can come to appreciate everyone's input.
- [ ] Make a point of providing positive feedback to your team 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.
- [ ] Take care not to alienate people by instantly rejecting suggestions that seem irrational. Listen carefully to what others have to say. Your problem-solving mind will be tempted to point out flaws and offer advice or solutions. Not everyone is looking for answers or more information, or wants to have an intellectual debate. They may just want to talk about their experiences. Remember to deal with the *people* as well as the ideas.
- [ ] When asked for information, present it in a way that doesn't assume you are the expert. Try to view your teammates as equals and seek their input as well. Also, show your enthusiasm for a topic. That can help to generate more interest within the group, rather than causing them to be intimidated or turned off.
- [ ] If you're in a leadership position, use your strengths to empower and direct your team. Make a point of praising and encouraging each person and let them know you appreciate their efforts. For optimal results, you may find it beneficial to work with each individual on a one-to-one basis.

For Filling a Role

- [ ] **Analyzer**: examining, testing, understanding and defining in order to explain things and solve problems.
- [ ] **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

Poets, Lyricists and Creative Writers	Arts, Audio/Video Technology and Communications	
Art Directors	Arts, Audio/Video Technology and Communications	
Commercial and Industrial Designers	Arts, Audio/Video Technology and Communications	
Editors	Arts, Audio/Video Technology and Communications	
Fashion Designers	Arts, Audio/Video Technology and Communications	
Music Composers and Arrangers	Arts, Audio/Video Technology and Communications	
Set and Exhibit Designers	Arts, Audio/Video Technology and Communications	
Copy Writers	Arts, Audio/Video Technology and Communications	
Graphic Designers	Arts, Audio/Video Technology and Communications	
Fine Artists, Including Painters, Sculptors, and Illustrators	Arts, Audio/Video Technology and Communications	
Directors- Stage, Motion Pictures, Television, and Radio	Arts, Audio/Video Technology and Communications	
Reporters and Correspondents	Arts, Audio/Video Technology and Communications	
Program Directors	Arts, Audio/Video Technology and Communications	
Technical Directors/Managers	Arts, Audio/Video Technology and Communications	
Talent Directors	Arts, Audio/Video Technology and Communications	
Operations Research Analysts	Business Management and Administration	
Chief Sustainability Officers	Business Management and Administration	
Management Analysts	Business Management and Administration	
Investment Fund Managers	Business Management and Administration	
Brownfield Redevelopment Specialists and Site Managers	Business Management and Administration	

Chief Executives	Business Management and Administration	
Quality Control Systems Managers	Business Management and Administration	
Business Continuity Planners	Business Management and Administration	
Online Merchants	Business Management and Administration	
Wind Energy Project Managers	Business Management and Administration	
Supply Chain Managers	Business Management and Administration	
Sustainability Specialists	Business Management and Administration	
Computer and Information Systems Managers	Business Management and Administration	
Regulatory Affairs Managers	Business Management and Administration	
Compensation and Benefits Managers	Business Management and Administration	
Video Game Designers	Information Technology	
Business Intelligence Analysts	Information Technology	
Software Developers, Applications	Information Technology	
Software Developers, Systems Software	Information Technology	
Geographic Information Systems Technicians	Information Technology	
Search Marketing Strategists	Information Technology	
Database Architects	Information Technology	
Geospatial Information Scientists and Technologists	Information Technology	
Computer Programmers	Information Technology	
Computer Systems Analysts	Information Technology	
Computer Systems Engineers/Architects	Information Technology	
Computer Network Architects	Information Technology	
Network and Computer Systems Administrators	Information Technology	
Software Quality Assurance Engineers and Testers	Information Technology	
Database Administrators	Information Technology	
Industrial Engineering Technologists	Manufacturing	
Manufacturing Engineering Technologists	Manufacturing	
Industrial Engineering Technicians	Manufacturing	
Electromechanical Engineering Technologists	Manufacturing	
Fabric and Apparel Patternmakers	Manufacturing	
Electrical Engineering Technologists	Manufacturing	
Aerospace Engineering and Operations Technicians	Manufacturing	

Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	Manufacturing	
First-Line Supervisors of Mechanics, Installers, and Repairers	Manufacturing	
Mechanical Engineering Technicians	Manufacturing	
Purchasing Agents, Except Wholesale, Retail, and Farm Products	Manufacturing	
Electronics Engineering Technologists	Manufacturing	
Market Research Analysts and Marketing Specialists	Marketing	
Energy Brokers	Marketing	
Advertising and Promotions Managers	Marketing	
Sales Engineers	Marketing	
Marketing Managers	Marketing	
Sales Managers	Marketing	
Public Relations Specialists	Marketing	
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Marketing	
Real Estate Brokers	Marketing	
Public Relations and Fundraising Managers	Marketing	
Advertising Sales Agents	Marketing	
First-Line Supervisors of Non-Retail Sales Workers	Marketing	
Wholesale and Retail Buyers, Except Farm Products	Marketing	
Property, Real Estate, and Community Association Managers	Marketing	
Merchandise Displayers and Window Trimmers	Marketing	
Astronomers	Science, Technology, Engineering and Mathematics	
Physicists	Science, Technology, Engineering and Mathematics	
Mathematicians	Science, Technology, Engineering and Mathematics	
Biochemists and Biophysicists	Science, Technology, Engineering and Mathematics	
Environmental Economists	Science, Technology, Engineering and Mathematics	
Bioinformatics Scientists	Science, Technology, Engineering and Mathematics	
Nanosystems Engineers	Science, Technology, Engineering and Mathematics	
Economists	Science, Technology, Engineering and Mathematics	
Molecular and Cellular Biologists	Science, Technology, Engineering and Mathematics	

Computer and Information Research Scientists	Science, Technology, Engineering and Mathematics	
Political Scientists	Science, Technology, Engineering and Mathematics	
Industrial Ecologists	Science, Technology, Engineering and Mathematics	
Materials Scientists	Science, Technology, Engineering and Mathematics	
Microbiologists	Science, Technology, Engineering and Mathematics	
Geneticists	Science, Technology, Engineering and Mathematics