

## Your Personality



Your personality type is INFP:

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

Sensitive and idealistic, you strive for inner harmony. You are a loyal and empathetic friend, devoted to the people and issues you care about. While you may appear cool or detached at times, you have very strong and passionate feelings. You trust your personal reactions and perceptions and use your values to guide your life.

Curious about possibilities, you enjoy many creative endeavors. You can be an original thinker and like using your imagination. Personally invested in everything you do, you can be very persuasive about your dreams and ideas -- but only share them with people you trust. Thoughtful and complex, you are not especially interested in imposing your views on others. You are very protective of your privacy and highly selective about your friends.

When working on a cause you believe in, you can lose yourself in the project and neglect other pressing issues. You are very sensitive to tension and prefer to avoid conflict at all costs. You have trouble letting go of past hurts and may hold grudges. You tend to see only the good in those you care about, and risk being easily disappointed.

You need creative ways of expressing yourself. You are not especially realistic or logical, and sometimes go off course with your projects. A perfectionist, you have very high standards and may be unwilling to share your ideas until they are flawless. You can be hypersensitive to criticism and tend to take all feedback personally. Without feedback, you may fail to make necessary adjustments and end up with unworkable or unfinished projects. You need to ask for constructive advice and listen to it with objectivity.

**You described your profile as:**



**Somewhat Accurate**  
**(60%)**

## Strengths

- ☐ Creative
- ☐ Curious, open to new ideas
- ☐ Cooperative
- ☒ Enjoy reading and writing
- ☐ Self-directed, independent learner
- ☒ Easily connect seemingly unrelated ideas
- ☒ Interest in theoretical concepts, complex material

## Challenges

- ☐ Dislike competition
- ☐ Need quiet, space and time to reflect
- ☐ Need flexibility, variety
- ☒ May procrastinate
- ☒ Self-critical
- ☒ Need outlet to express creativity, feelings
- ☐ Want to please, need positive feedback

## 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

- ☐ Open-minded, imaginative and questioning, you strive to understand motivations and possibilities, especially those with a human perspective. You likely enjoy reading and researching topics on your own, making connections and analyzing feelings. You learn best by starting out with a broad view of an issue or idea, exploring it from different angles to find meaning and connections, and gradually honing in on the details.
- ☒ You need time alone to study your learning material and figure out how it fits with your feelings and deeply held convictions. Take advantage of opportunities to present your ideas and exchange thoughts with others through brainstorming sessions and small discussion groups. You may also want to find a mentor — a trusted teacher, advisor or friend — with whom you can share and discuss things.
- ☐ You set extremely high standards for yourself, do very thorough research, and like to remain open to continual improvements. You may become so absorbed in an assignment that you lose track of other things that need to be done. All of this can result in delays and stress. Try breaking assignments into manageable pieces and set yourself a deadline to complete each step. Also, review the requirements and ensure your plans are realistic and feasible. If you're stuck, ask your instructor for advice — and be willing to follow it.
- ☒ If you find the learning material uninteresting, think of ways to make the subject more personally meaningful. For example, how could it be used to help people or solve a societal problem? This can make it more relevant and appealing and easier to absorb and retain. Ask your instructor if you can use different methods to complete an assignment. Be prepared to suggest some alternatives.
- ☐ You like to receive regular encouragement. Let your instructor know that you appreciate feedback and like to know what you're doing well. Be prepared to hear constructive criticism too. Remember that all feedback is intended to help you grow. Think about how you can use corrective feedback to improve.
- ☐ You're great at multi-tasking and enjoy the flexibility of learning from home, but going off in too many directions at once can hurt your studies. So be strict with yourself about plans and deadlines when learning remotely, and use a time management app to stay on track.

### For Learning Environments

- ☒ Look for programs that are compatible with your core values, where you can be true to yourself and pursue your quest for meaning and harmony. Some areas that may be of interest include the arts, humanities, theoretical, philosophical, educational or humanitarian fields. You may want to investigate independent study programs, interdisciplinary studies and opportunities to design your own major.
- ☐ Look for an educational setting that is welcoming, tolerant and supportive, with an emphasis on cooperation, diversity and creative self-expression. Seek out approachable, inspirational instructors. Your ideal learning space is a caring, friendly environment where you can learn on your own or with a small group. When you need time alone to reflect, find a peaceful spot away from others. This might be a room at home or a quiet location in a public place such as a park, library or place of worship.
- ☐ Participate in extracurricular activities that allow you to focus on causes or issues you care about and be able to feel like you're making a difference. For example, you could get involved with the school newspaper or a community arts organization, help out with a literacy program, volunteer at a local charity or offer one-on-one tutoring to other students.

# Work and Productivity



## Strengths

- ☐ Desire to help others
- ☒ Dedicated
- ☐ Adaptable, flexible
- ☐ Future thinking
- ☐ Resourceful, creative
- ☐ Independent
- ☒ Honest
- ☐ Multi-tasker
- ☒ Unconventional

## Challenges

- ☐ May be too idealistic
- ☒ Impractical or unrealistic
- ☐ Resist ideas that conflict with values, feelings or priorities
- ☐ Easily distracted
- ☐ Dislike hierarchy, rules, routine
- ☐ Desire approval
- ☒ Need privacy, quiet
- ☐ Dislike tension, competing with others

## 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 fulfilling work that is compatible with your deeply held values and principles. You have a strong sense of social responsibility and need to feel that what you are doing is moral, meaningful and makes a positive difference in the world.
- ☐ Gives you ample time and a private, quiet space in which to create, contemplate ideas, and use your imagination. You prefer to work in solitude for much of the time, but appreciate occasional opportunities to collaborate with colleagues.
- ☐ Respects your need for independence and takes place in a friendly, supportive work environment that doesn't involve a lot of obligations, restrictions or supervision. You are happiest in a creative, congenial workplace that provides you with the freedom to make your own decisions and lots of control over your work and schedule.
- ☒ Recognizes your ingenuity and personal insight, acknowledges your special gift for understanding others, and values your commitment and desire to make a contribution.
- ☒ You may relish the opportunity to work from home because of the autonomy it brings, but distractions can throw you off track. Try to set realistic goals and remain focused on your obligations.

### For Growth and Development

- ☐ Be proud of your accomplishments. With very high standards, you tend to be hard on yourself and may fixate on your mistakes. Allow yourself to take pleasure in what you've achieved — and try not to get caught up in how you could have done better. We all have room for improvement. That's what makes us human.
- ☐ Learn to say "No" and be willing to delegate. Overloading yourself with too many demands can lead to stress and fatigue. Take advantage of the expertise around you. Give tasks to others whose interests or skills are stronger than yours in certain areas. This helps to ensure projects are completed in a timely manner and that everyone has a chance to contribute.
- ☒ Work on your organization and time management skills. Sometimes deadlines and obligations must be met. Try to set realistic goals and practice more accurately assessing the time you'll need to complete them. Break your goal into steps and plan to accomplish each within a specified timeframe. Use a to-do list, calendar, whiteboard or sticky notes to set reminders and track your progress. Be aware, too, that you may tend to neglect your other duties if you're focused on a particularly interesting problem.
- ☒ When making an important decision, try to be more objective. You tend to rely on your feelings and may not consider fact-based solutions. Make sure you gather and analyze all the facts and details to assist in making your choice.

# Communication



## Strengths

- ☒ Good listener
- ☐ Empathetic, sensitive
- ☐ Eloquent, gifted writer
- ☐ Accepting, nonjudgmental
- ☒ Warm, supportive and caring
- ☐ Good at one-on-one interaction

## Challenges

- ☐ Reserved, may be shy
- ☒ Need time to reflect and react
- ☐ Uncomfortable with large groups
- ☒ Hard to get to know
- ☐ Difficulty dealing with criticism

## 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

- ☐ A good listener and deeply insightful, you have a remarkable ability to understand other people's motivations. You can use this perceptiveness, together with your other strengths, to support others, help them feel good about themselves and guide them in finding solutions to their problems.
- ☐ While you don't seek out the spotlight and aren't quick to share your feelings with others, you express yourself well. You likely excel at writing and can be a very capable public speaker when the topic is something you feel strongly about. You can use these strengths to promote your cause and help others understand and support it.
- ☒ You tend to be quite guarded around people you don't know well. This can make it difficult for others to get to know you and may cause them to see you as somewhat cold or distant. You, in return, may feel unappreciated or misunderstood. Look for shared interests that will help you relate to the other person, and be willing to open up a little about yourself. This can lead to a meaningful discussion and greater understanding.
- ☐ Supportive and encouraging, you likely provide plenty of praise and thoughtful feedback to others. You appreciate positive feedback yourself, but may find constructive criticism very difficult to take. When receiving corrective feedback, understand that it's intended to help. It's not an attack on you as a person. Try to focus on the problematic issue or behavior and make a plan to address it.
- ☐ While you enjoy being with people, you are most comfortable with one-on-one conversations and may find it tiring dealing with large groups of people. If you're exhausted after lengthy periods of interaction, spend some time on your own to recharge.
- ☒ If you're working from home, take care not to be thrown off course by the needs of those around you. Ask that others respect your workspace and offer to be available later, when you can give them your full attention.

# Working with Others



## Strengths

- ☐ Driven to help others
- ☐ Sensitive
- ☐ Loyal
- ☐ Observant
- ☒ Easygoing
- ☐ Encouraging
- ☐ Diplomatic
- ☐ Respectful of others

## Challenges

- ☐ Need to voice views
- ☐ May be too selfless
- ☐ Avoid conflict
- ☐ Set high standards for self and others
- ☐ Need to expand network beyond friends
- ☒ Need time alone to reenergize

## 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

- ☐ Speak up more often about your needs, opinions and values. You may be very quiet while you listen to what others have to say and take in what's going on around you. Once you open up and begin to share your ideas, you can be incredibly inspirational to your team.
- ☒ You have the ability to see situations and viewpoints from all perspectives. In this regard, you can be tremendously useful in mediating difficult situations and helping to bring people together. You try to avoid conflict, but ignoring disagreements won't make them disappear. They can simmer and create lasting damage. While difficult, try to view resolving these issues as a necessary process that will improve things for everyone.
- ☐ Tension can leave you feeling emotionally drained. When dealing with a difficult situation, you may need some time on your own to reflect and recharge.
- ☐ Look for opportunities to build your professional network. You may prefer to be surrounded by like-minded people who you know well and consider to be friends. A more diverse network can lead to new career possibilities and a wider, more experienced support system. Networks should be mutually beneficial, so think about how you can help your contacts as well as how they can help you.
- ☒ You may have difficulty with people whose standards or principles clash with your own. You are deeply committed to your values and will vigorously defend them. Remember that others may be equally as passionate. Try to remain professional and respectful. If you can't come to an agreement, calmly accept that you have a difference of opinion and move on. You may also want to discuss the situation with a trusted mentor to gain further insight.
- ☐ If you're working from home, use networking sites to keep in touch and remain up to date with what's happening in your field. Add some diversity to your list of contacts by reaching out to people whose ideas, skill sets and experiences are different from your own.

### For Filling a Role





































































































































- ☐ **Advocate:** championing ideas and people, striving for balance and harmony, building consensus, looking for creative solutions that will satisfy everyone.
- ☐ **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	   
Set and Exhibit Designers	Arts, Audio/Video Technology and Communications	   
Art Directors	Arts, Audio/Video Technology and Communications	   
Commercial and Industrial Designers	Arts, Audio/Video Technology and Communications	   
Music Directors	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	   
Multimedia Artists and Animators	Arts, Audio/Video Technology and Communications	   
Fashion Designers	Arts, Audio/Video Technology and Communications	   
Copy Writers	Arts, Audio/Video Technology and Communications	   
Makeup Artists, Theatrical and Performance	Arts, Audio/Video Technology and Communications	   
Music Composers and Arrangers	Arts, Audio/Video Technology and Communications	   
Editors	Arts, Audio/Video Technology and Communications	   
Broadcast News Analysts	Arts, Audio/Video Technology and Communications	   
Reporters and Correspondents	Arts, Audio/Video Technology and Communications	   
Training and Development Specialists	Business Management and Administration	   
Operations Research Analysts	Business Management and Administration	   
Management Analysts	Business Management and Administration	   
Patient Representatives	Business Management and Administration	   
Chief Sustainability Officers	Business Management and Administration	   
Training and Development Managers	Business Management and Administration	   
Sustainability Specialists	Business Management and Administration	   
Chief Executives	Business Management and Administration	   
Labor Relations Specialists	Business Management and Administration	   
Investment Fund Managers	Business Management and Administration	   
Business Continuity Planners	Business Management and Administration	   
Human Resources Managers	Business Management and Administration	   
Brownfield Redevelopment Specialists and Site Managers	Business Management and Administration	   
Human Resources Specialists	Business Management and Administration	   
Security Management Specialists	Business Management and Administration	   
Music Therapists	Health Science	   
Sports Medicine Physicians	Health Science	   
Naturopathic Physicians	Health Science	   
Speech-Language Pathologists	Health Science	

Psychiatrists	Health Science	   
Neurologists	Health Science	   
Pediatricians, General	Health Science	   
Dietitians and Nutritionists	Health Science	   
Preventive Medicine Physicians	Health Science	   
Advanced Practice Psychiatric Nurses	Health Science	   
Surgeons	Health Science	   
Allergists and Immunologists	Health Science	   
Occupational Therapists	Health Science	   
Physical Medicine and Rehabilitation Physicians	Health Science	   
Genetic Counselors	Health Science	   
Cooks, Private Household	Hospitality and Tourism	   
Recreation Workers	Hospitality and Tourism	   
Tour Guides and Escorts	Hospitality and Tourism	   
Concierges	Hospitality and Tourism	   
Neuropsychologists and Clinical Neuropsychologists	Human Services	   
Clinical Psychologists	Human Services	   
Mental Health Counselors	Human Services	   
Clergy	Human Services	   
Industrial-Organizational Psychologists	Human Services	   
School Psychologists	Human Services	   
Counseling Psychologists	Human Services	   
Mental Health and Substance Abuse Social Workers	Human Services	   
Hairdressers, Hairstylists, and Cosmetologists	Human Services	   
Healthcare Social Workers	Human Services	   
Nannies	Human Services	   
Substance Abuse and Behavioral Disorder Counselors	Human Services	   
Marriage and Family Therapists	Human Services	   
Health Educators	Human Services	   
Massage Therapists	Human Services	   
Video Game Designers	Information Technology	   
Informatics Nurse Specialists	Information Technology	   
Geographic Information Systems Technicians	Information Technology	   
Software Developers, Applications	Information Technology	   
Network and Computer Systems Administrators	Information Technology	   
Business Intelligence Analysts	Information Technology	   
Computer Systems Engineers/Architects	Information Technology	   
Computer Systems Analysts	Information Technology	   
Geospatial Information Scientists and Technologists	Information Technology	   
Search Marketing Strategists	Information Technology	   
Software Developers, Systems Software	Information Technology	   
Database Architects	Information Technology	   
Web Developers	Information Technology	   
Computer Network Architects	Information Technology	   
Computer Programmers	Information Technology	   
Political Scientists	Science, Technology, Engineering and Mathematics	   
Sociologists	Science, Technology, Engineering and Mathematics	   

Anthropologists	Science, Technology, Engineering and Mathematics	
Mathematicians	Science, Technology, Engineering and Mathematics	
Astronomers	Science, Technology, Engineering and Mathematics	
Historians	Science, Technology, Engineering and Mathematics	
Geneticists	Science, Technology, Engineering and Mathematics	
Archeologists	Science, Technology, Engineering and Mathematics	
Bioinformatics Scientists	Science, Technology, Engineering and Mathematics	
Physicists	Science, Technology, Engineering and Mathematics	
Human Factors Engineers and Ergonomists	Science, Technology, Engineering and Mathematics	
Biochemists and Biophysicists	Science, Technology, Engineering and Mathematics	
Environmental Economists	Science, Technology, Engineering and Mathematics	
Molecular and Cellular Biologists	Science, Technology, Engineering and Mathematics	
Industrial Ecologists	Science, Technology, Engineering and Mathematics	
Soil and Plant Scientists	Agriculture, Food and Natural Resources	
Animal Scientists	Agriculture, Food and Natural Resources	
Environmental Engineers	Agriculture, Food and Natural Resources	
Zoologists and Wildlife Biologists	Agriculture, Food and Natural Resources	
Natural Sciences Managers	Agriculture, Food and Natural Resources	
Food Scientists and Technologists	Agriculture, Food and Natural Resources	
Water/Wastewater Engineers	Agriculture, Food and Natural Resources	
Water Resource Specialists	Agriculture, Food and Natural Resources	
Agricultural Engineers	Agriculture, Food and Natural Resources	
Environmental Science and Protection Technicians, Including Health	Agriculture, Food and Natural Resources	
Biological Technicians	Agriculture, Food and Natural Resources	
Foresters	Agriculture, Food and Natural Resources	
Interior Designers	Architecture and Construction	
Architects, Except Landscape and Naval	Architecture and Construction	
Landscape Architects	Architecture and Construction	
Architectural Drafters	Architecture and Construction	
Civil Engineers	Architecture and Construction	
Transportation Engineers	Architecture and Construction	
Foreign Language and Literature Teachers, Postsecondary	Education and Training	
English Language and Literature Teachers, Postsecondary	Education and Training	
Architecture Teachers, Postsecondary	Education and Training	
Engineering Teachers, Postsecondary	Education and Training	
Physics Teachers, Postsecondary	Education and Training	
Geography Teachers, Postsecondary	Education and Training	
Biological Science Teachers, Postsecondary	Education and Training	

Area, Ethnic, and Cultural Studies Teachers, Postsecondary	Education and Training	   
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	Education and Training	   
Law Teachers, Postsecondary	Education and Training	   
Psychology Teachers, Postsecondary	Education and Training	   
Philosophy and Religion Teachers, Postsecondary	Education and Training	   
Education Teachers, Postsecondary	Education and Training	   
Business Teachers, Postsecondary	Education and Training	   
Instructional Designers and Technologists	Education and Training	