

## Your Personality



Your personality type is ESFJ:



### 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

Friendly and outgoing, you enjoy meeting people. Relationships are important to you. You care about people's feelings, and are eager to please and help others in real and practical ways. You are sympathetic and caring, with strong opinions based on your values.

Energetic and interested in lots of things, you have many projects, activities and friends. You have great common sense and a good memory for detail. Hardworking, organized and conscientious, you enjoy being part of a cooperative team. You value tradition, take your responsibilities seriously, and are willing to put a lot of energy into the things you believe in.

You need harmony in your relationships and tend to avoid conflict. You may also take criticism very personally. You like a constant routine and may be a bit rigid when you don't have time to adjust to changes. Once you've made up your mind it's often hard to go back, even if new information comes to light. Eager to get things done, you may make decisions too quickly and then feel stuck with those choices.

You do not naturally focus on possibilities, especially the less obvious ones, and may get discouraged if you can't see a way out of a bad situation. Once frustrated, you may feel the problem is hopeless and give up, or become negative and critical. You sometimes need help looking past the immediate to the future implications of your choices.

You are very literal and like others to be clear and explicit about their expectations of you. Since you strive to be prepared at all times, you may have trouble improvising or dealing with sudden changes of plan. Organized and efficient, you generally like to work carefully and steadily through a project, one step at a time.

**You described your profile as:**



**Very Accurate  
(85% or more)**

## Strengths

- ☐ Concrete learner
- ☐ Good memory for details, especially those with personal meaning
- ☐ Conscientious, eager to please
- ☐ Organized
- ☐ Learn well with others
- ☐ Deadline-oriented
- ☐ "Joiner", like the sense of belonging

## Challenges

- ☐ Dislike abstract ideas
- ☐ Need clear, orderly, sequential instruction
- ☐ Can be very literal
- ☐ Difficulty working alone
- ☐ Need regular supportive 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

- ☐ You learn best by doing and experiencing things, and prefer fact-based subjects, practical explanations and real-life examples. Take advantage of opportunities to learn through experience, especially those where you can take part in activities that employ your five senses. For example, go on field trips and take part in labs, role playing, seminars or workshops that involve demonstrations and hands-on activities.
- ☐ Talk to others about ideas and assignments — you think better when you're able to interact and study in a group setting. Look for ways to engage with other students through team activities, presentations, class discussions and project work. Organize study groups to increase your opportunities to interact. When required to do independent work, take a brief break every so often to reenergize by spending time with others.
- ☐ You are drawn to practical subjects that relate to people and relationships, and may struggle with theoretical concepts. To improve your ability to think about abstract ideas and future possibilities, participate in group activities, such as field trips and experiments, related to the topic you're studying. The practical nature of these activities will help you connect the topic to the "real world" and interacting with the group will help you learn about it more effectively.
- ☐ For difficult or challenging subjects, you can also ask your instructor how the information is used by or for people. If you understand how the information could be applied to a real-life situation or problem, it can help to make it more meaningful and relevant.
- ☐ Meet with your instructors regularly to ensure you're clear about their expectations and to talk about your educational progress. Explain that you work hard to meet their requirements and that positive feedback helps to motivate you.
- ☐ You learn best through hands-on experiences, so if you're learning at home, seek ways to connect your studies with what's available around you. For instance, ask your chemistry instructor to suggest experiments you can conduct with materials found at home.

### For Learning Environments

- ☐ You learn best in an educational setting that offers a relaxed, welcoming environment where you can work together with others as part of a team. Look for well-defined programs compatible with your desire for structure and predictability, and courses with clearly stated objectives. Seek out instructors who are friendly, supportive and interested.
- ☐ Ensure your course selections consist mainly of practical subjects that are consistent with your career interests. Apply for internships, co-ops or work-study programs that will allow you to gain hands-on experience. If you enjoy travel, you might also want to check out study abroad programs.
- ☐ Outside of class, get involved in events that allow you to socialize and pursue your many interests. Participate in extracurricular activities where you can help others and receive public recognition for your efforts. For example, you could join clubs or organizations, help out at the student newspaper, radio or TV station, get involved with musical or sports events, or join a volunteer group. Take care not to spend so much time socializing that you neglect your studies.

# Work and Productivity



## Strengths

- ☐ Responsible, meet obligations
- ☐ Reliable, hard worker
- ☐ Supportive, focused on helping others
- ☐ Comply with authority, rules and standards
- ☐ Dutiful
- ☐ Punctual
- ☐ Methodical, like routine

## Challenges

- ☐ Difficulty working alone
- ☐ May be judgmental
- ☐ Seek approval
- ☐ Inflexible
- ☐ Hasty decisions, may act on incorrect assumptions
- ☐ May distract others
- ☐ May not fully consider future implications

## 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

- ☐ Gives you work that benefits people in a real and practical way. You are happiest when able to use your interpersonal skills to organize people and processes and provide support to others.
- ☐ Makes use of your energy, productivity, dedication and cooperative nature.
- ☐ Provides you with clear directions, expectations and deadlines. Disciplined, detail-oriented and well-organized, you like to know specifically what's required of you in terms of tasks, procedures and schedules so that you can be productive and complete things on time.
- ☐ Takes place in a friendly, stable and supportive environment that allows for plenty of interaction and where you can establish warm social relationships with others. You may feel that your colleagues are also your friends. You like to help, want to know about their lives and enjoy observing special days, events and traditions at work with them.
- ☐ Provides regular positive feedback. You need to know that people like you, your peers appreciate you and your supervisor approves of your work. You find it upsetting if you do not receive adequate recognition for your efforts.
- ☐ If you're working from home, ask your supervisor to arrange for regular one-on-one meetings using a videoconferencing app or online chat using webcams. This will give you a chance to connect on a more personal level while you discuss your work.

### For Growth and Development

- ☐ Accept that things don't always go according to plan, and that plans change. You tend to be set in your ways, don't like learning new ways of doing things and are reluctant to improvise. This can result in stress and frustration when things change. Learn to be flexible, use your creativity and be willing to take a chance on doing things differently.
- ☐ Avoid the impulse to interfere if others don't meet your standards. You respect authority, value guidelines, have a strict moral code and stick to the rules. Understand that other people have their own views, principles, behaviors and ways of working, even if it looks unproductive or erratic to you.
- ☐ Respect the time and space of others around you. While you love to socialize, understand that your talkative nature can be disruptive to those who need quiet time to concentrate and do their work. Use breaks to catch up with people or arrange to get together after work hours.
- ☐ Make sure you have all the necessary information before making a decision. You tend to act quickly and rely on your past experience, feelings and personal values to make the right choice. Take time to consider your options in a logical and objective manner and think carefully about the potential consequences.
- ☐ Work on developing your ability to look beyond the present. You may benefit from finding a mentor — a trusted colleague or advisor — with whom you can discuss decision making, planning and the potential repercussions of the choices you make.

# Communication



## Strengths

- ☐ Warm
- ☐ Pleasant
- ☐ Assertive
- ☐ Nurturing
- ☐ Outgoing
- ☐ Good at creating rapport

## Challenges

- ☐ May be too familiar for reserved types
- ☐ Easily hurt
- ☐ React emotionally
- ☐ Need validation, approval
- ☐ Struggle with providing and receiving 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

- ☐ Try not to be so concerned about what others think of you. You are very good at connecting with most people and putting them at ease. Some people are naturally very quiet or aren't comfortable talking about their lives, needs, problems or feelings. Don't be offended if they seem distant or unfriendly. Perhaps they just don't need your help. It doesn't mean they're judging you.
- ☐ It can be difficult to control your emotions during intense discussions. If you notice people tend to back off or shut down when you're speaking passionately about something, it could be that you are being too emotional and making them uneasy. When you feel yourself getting worked up, take a deep breath, pause to collect your thoughts, and think about how you can make your point more rationally. Practice speaking up for yourself assertively without bringing too much emotion into it.
- ☐ You have a tendency to take constructive criticism personally. When someone provides you with feedback, think about the purpose of their comments. It's not intended to be an attack; it's supposed to help you. Try to set aside your emotional reaction and consider the criticism as objectively as you can. How can it help you correct a problematic issue or behavior? If you're unclear about the point being made or don't understand its relevance, ask for clarification.
- ☐ When providing corrective feedback to others, your comments may be viewed as disapproving and you could end up being hurtful rather than helpful. When framing your message, think about whether your expectations of the other person are fair and achievable. Remember that others may not have the same values and abilities as you. Try to deliver your feedback in a reasonable, nonjudgmental way that focuses on fixing the problem, not the person.
- ☐ If you're working from home, it can help you focus more on your tasks if you're not constantly interacting with your colleagues. But you may also miss the feeling of being able to help others. So take a moment in the day to send a friendly note of thanks or support. Keep it brief!

# Working with Others



## Strengths

- ☐ Inspire loyalty
- ☐ Cooperative
- ☐ Generous
- ☐ Caring and helpful
- ☐ Notice and respond to others' needs
- ☐ Build good relationships with colleagues

## Challenges

- ☐ Expect mutual support
- ☐ Avoid conflict
- ☐ Sensitive
- ☐ Self-sacrificing

## 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

- ☐ Tension makes you feel anxious and upset, so you try to avoid conflict. However, that doesn't solve anything and leaves the issue to simmer and bubble up again later. Ignoring disagreements won't make them disappear. As much as you dislike it, it's important to resolve situations when they arise. Do your best to keep emotion out of it and deal with things as objectively as you can.
- ☐ You may feel betrayed if people disagree with you. You want them to listen and support you in return for your help. Understand that people have their own ideas and opinions. Use this as an opportunity to learn about them, rather than viewing it as disloyal.
- ☐ You are sincerely concerned about other people and do your best to ensure their needs are met. While this makes you happy, take care not to neglect your own needs. If you try to do too much, you risk overextending yourself. Also, some people may feel smothered and will push you away. Others may take advantage of your kindness but not respond with the same level of consideration.
- ☐ If you are in a leadership position, use your organizational skills to coordinate people, plans and resources. Take the time to understand your team's individual strengths and assign each person's tasks based on those criteria. Ensure everyone receives recognition, whether it's for a major accomplishment or a smaller task that has helped the group. Encourage the exchange of ideas and constructive comments, and be open to questions and discussion.
- ☐ When working from home, use web chats and online meeting apps to keep everyone on your team connected. Remember that some people may appreciate more contact while working remotely, while others will adapt well to independent work and may require less hands-on attention.

### For Filling a Role










































































































- ☐ **Facilitator:** promoting goodwill, building rapport, supporting and encouraging the group in completing tasks, recognizing contributions, keeping things positive.
- ☐ **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

Proofreaders and Copy Markers	Arts, Audio/Video Technology and Communications	   
Agents and Business Managers of Artists, Performers, and Athletes	Arts, Audio/Video Technology and Communications	   
Program Directors	Arts, Audio/Video Technology and Communications	   
Lodging Managers	Hospitality and Tourism	   
Food Service Managers	Hospitality and Tourism	   
Recreation Workers	Hospitality and Tourism	   
Travel Agents	Hospitality and Tourism	   
Gaming Managers	Hospitality and Tourism	   
Tour Guides and Escorts	Hospitality and Tourism	   
Concierges	Hospitality and Tourism	   
Cooks, Fast Food	Hospitality and Tourism	   
Gaming Cage Workers	Hospitality and Tourism	   
Slot Supervisors	Hospitality and Tourism	   
Ushers, Lobby Attendants, and Ticket Takers	Hospitality and Tourism	   
Chefs and Head Cooks	Hospitality and Tourism	   
Healthcare Social Workers	Human Services	   
Marriage and Family Therapists	Human Services	   
Directors, Religious Activities and Education	Human Services	   
Social and Community Service Managers	Human Services	   
Rehabilitation Counselors	Human Services	   
Substance Abuse and Behavioral Disorder Counselors	Human Services	   
Morticians, Undertakers, and Funeral Directors	Human Services	   
Mental Health and Substance Abuse Social Workers	Human Services	   
Child, Family, and School Social Workers	Human Services	   
Clergy	Human Services	   
Health Educators	Human Services	   
Funeral Attendants	Human Services	   
Community Health Workers	Human Services	   
Mental Health Counselors	Human Services	   
Social and Human Service Assistants	Human Services	   
First-Line Supervisors of Aquacultural Workers	Agriculture, Food and Natural Resources	   
Aquacultural Managers	Agriculture, Food and Natural Resources	   
Forest and Conservation Workers	Agriculture, Food and Natural Resources	   
Farm and Ranch Managers	Agriculture, Food and Natural Resources	   
First-Line Supervisors of Animal Husbandry and Animal Care Workers	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	   
Tree Trimmers and Pruners	Agriculture, Food and Natural Resources	   
Clinical Research Coordinators	Agriculture, Food and Natural Resources	
First-Line Supervisors of Logging Workers	Agriculture, Food and Natural Resources	
Freight and Cargo Inspectors	Government and Public Administration	
Emergency Management Directors	Government and Public Administration	

Municipal Clerks	Government and Public Administration	 	 
Postmasters and Mail Superintendents	Government and Public Administration	 	 
Forest Fire Inspectors and Prevention Specialists	Law, Public Safety, Corrections and Security	 	 
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	Law, Public Safety, Corrections and Security	 	 
Municipal Firefighters	Law, Public Safety, Corrections and Security	 	 
Municipal Fire Fighting and Prevention Supervisors	Law, Public Safety, Corrections and Security	 	 
Police Patrol Officers	Law, Public Safety, Corrections and Security	 	 
Forest Fire Fighting and Prevention Supervisors	Law, Public Safety, Corrections and Security	 	 
First-Line Supervisors of Police and Detectives	Law, Public Safety, Corrections and Security	 	 
Sheriffs and Deputy Sheriffs	Law, Public Safety, Corrections and Security	 	 
First-Line Supervisors of Correctional Officers	Law, Public Safety, Corrections and Security	 	 
Judges, Magistrate Judges, and Magistrates	Law, Public Safety, Corrections and Security	 	 
Title Examiners, Abstractors, and Searchers	Law, Public Safety, Corrections and Security	 	 
Fire Inspectors	Law, Public Safety, Corrections and Security	 	 
Emergency Medical Technicians and Paramedics	Law, Public Safety, Corrections and Security	 	 
Forest Firefighters	Law, Public Safety, Corrections and Security	 	 
Security Guards	Law, Public Safety, Corrections and Security	 	 
Biomass Power Plant Managers	Business Management and Administration	 	 
Chief Executives	Business Management and Administration	 	 
Fundraisers	Business Management and Administration	 	 
Patient Representatives	Business Management and Administration	 	 
Industrial Production Managers	Business Management and Administration	 	 
Training and Development Managers	Business Management and Administration	 	 
Wind Energy Operations Managers	Business Management and Administration	 	 
Human Resources Managers	Business Management and Administration	 	 
Executive Secretaries and Executive Administrative Assistants	Business Management and Administration	 	 
Loss Prevention Managers	Business Management and Administration	 	 
Meeting, Convention, and Event Planners	Business Management and Administration	 	 
Training and Development Specialists	Business Management and Administration	 	 



General and Operations Managers	Business Management and Administration	 	 
Biofuels Production Managers	Business Management and Administration	 	 
Human Resources Specialists	Business Management and Administration	 	 
Education Administrators, Elementary and Secondary School	Education and Training	 	 
Educational, Guidance, School, and Vocational Counselors	Education and Training	 	 
Education Administrators, Postsecondary	Education and Training	 	 
Library Technicians	Education and Training	 	 
Instructional Coordinators	Education and Training	 	 
Fitness and Wellness Coordinators	Education and Training	 	 
Farm and Home Management Advisors	Education and Training	 	 
Vocational Education Teachers, Postsecondary	Education and Training	 	 
Nursing Instructors and Teachers, Postsecondary	Education and Training	 	 
Adult Basic and Secondary Education and Literacy Teachers and Instructors	Education and Training	 	 
Special Education Teachers, Kindergarten and Elementary School	Education and Training	 	 
Career/Technical Education Teachers, Secondary School	Education and Training	 	 
Librarians	Education and Training	 	 
Adapted Physical Education Specialists	Education and Training	 	 
Coaches and Scouts	Education and Training	 	 
Auditors	Finance	 	 
Treasurers and Controllers	Finance	 	 
Financial Managers, Branch or Department	Finance	 	 
Insurance Sales Agents	Finance	 	 
Personal Financial Advisors	Finance	 	 
Insurance Appraisers, Auto Damage	Finance	 	 
Nurse Midwives	Health Science	 	 
Radiation Therapists	Health Science	 	 
Dental Hygienists	Health Science	 	 
Licensed Practical and Licensed Vocational Nurses	Health Science	 	 
Midwives	Health Science	 	 
Orthotists and Prosthetists	Health Science	 	 
Clinical Nurse Specialists	Health Science	 	 
Medical Assistants	Health Science	 	 
Physical Therapist Aides	Health Science	 	 
Athletic Trainers	Health Science	 	 
Medical and Health Services Managers	Health Science	 	 
Physical Therapists	Health Science	 	 
Occupational Therapy Aides	Health Science	 	 
Respiratory Therapy Technicians	Health Science	 	 
Acute Care Nurses	Health Science	 	 
First-Line Supervisors of Mechanics, Installers, and Repairers	Manufacturing	 	 
Purchasing Agents, Except Wholesale, Retail, and Farm Products	Manufacturing	 	 
First-Line Supervisors of Production and Operating Workers	Manufacturing	 	 
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	Manufacturing	 	 
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	Manufacturing	 	 
Fiberglass Laminators and Fabricators	Manufacturing	 	 

Home Appliance Repairers	Manufacturing	 	 
Adhesive Bonding Machine Operators and Tenders	Manufacturing	 	 
Butchers and Meat Cutters	Manufacturing	 	 
Wind Turbine Service Technicians	Manufacturing	 	 
Food Batchmakers	Manufacturing	 	 
Electric Motor, Power Tool, and Related Repairers	Manufacturing	 	 
Pourers and Casters, Metal	Manufacturing	 	 
First-Line Supervisors of Non-Retail Sales Workers	Marketing	 	 
Property, Real Estate, and Community Association Managers	Marketing	 	 
Real Estate Brokers	Marketing	 	 
Sales Managers	Marketing	 	 
Parts Salespersons	Marketing	 	 
Public Relations and Fundraising Managers	Marketing	 	 
Solar Sales Representatives and Assessors	Marketing	 	 
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Marketing	 	 
Information Technology Project Managers	Information Technology	 	 