

## Your Personality



**Your personality type is ISFJ:**

Introversion



Extraversion



### Introversion (I) vs. Extraversion (E)

How we interact with the world and where we direct our energy.

#### Introversion

- Focus attention inward
- Enjoy tasks that require concentration
- Work best on one project at a time
- Work at a careful, steady pace
- Consider things fully before speaking

#### Extraversion

- Focus attention outward
- Enjoy a variety of tasks
- Seek out and need other people
- Work at a rapid pace
- Need to talk through their ideas

Sensing



iNtuition



### Sensing (S) vs iNtuition (N)

What kind of information we naturally focus on and remember.

#### Sensing

- Focus on "what is"
- Like working with what can be seen and touched
- Apply past experience to solving problems
- Need specific and realistic directions

#### iNtuition

- Focus on "what could be"
- Enjoy theory and speculation
- Like thinking about the future and possibilities
- Need to use their imagination

Thinking



Feeling



### Thinking (T) vs. Feeling (F)

Make decisions logically and impersonally, or use personal values.

#### Thinking

- Are motivated by achievement
- Enjoy analyzing problems logically
- Make fair and unbiased decisions
- Need to weigh the pros and cons to make decisions
- Can be tough negotiators

#### Feeling

- Motivated by work that is meaningful
- Sensitive to how issues affect people
- Like helping others and being appreciated
- Need decisions to be congruent with their values
- Need to work in a friendly environment



## Judging (J) vs. Perceiving (P)

More structured (finalize decisions) or more spontaneous (keep options open).

### Judging

- Enjoy work that allows them to make decisions
- Prefer a predictable work pattern and environment
- Work towards completing their responsibilities before relaxing
- Like to maintain control of their projects

### Perceiving

- Enjoy flexible and changing work situations
- Like to be able to respond to problems as they arise
- Are more satisfied with fewer rules and procedures
- Need to have fun in their work

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## Your Personality Profile

You are quiet, serious, hardworking and conscientious. Practical and realistic, you pay careful attention to detail. You are good at accurately remembering facts and details, especially those relating to people and your interactions with them. To do your best work, you need clearly defined directions and expectations. You have good common sense and tend to make conservative, thoughtful and sensible decisions.

Patient and caring, you are interested in others' needs and feelings, but generally only share your own feelings and opinions with people you know well. You are protective, loyal, devoted to friends and family, and take great pride in their accomplishments. You have a strong work ethic and take your commitments seriously.

By nature, you tend to be totally focused on the present. Sometimes you don't fully understand a situation because you are too focused on the details. You may not see possibilities that don't already exist or are unproven. Careful, thorough and meticulous, you may feel overwhelmed when learning new skills. You may not like to ask others for help for fear of disturbing them.

Your decisions are based primarily on your feelings and values, so they are not always very logical. Generous and kind, you tend to put other people's needs above your own, which can lead to you becoming overworked or pulled in too many directions. You need to work at being assertive so that inconsiderate people don't take advantage of you. You strongly dislike tension and conflict and will try to accommodate people's needs.

Neat and organized, you usually dress aptly for all occasions. You're probably careful with your money and possessions. You like to have things settled and are annoyed when plans change without notice. You don't like to take risks and are happiest with a predictable routine. While you want to please the people close to you, you are rarely willing to compromise on really important issues.

### You described your profile as:



**Mostly Accurate**  
**(75%)**

## Strengths

- ☐ Cooperative
- ☐ Practical
- ☒ Excellent memory for facts, detail and emotions
- ☒ Conscientious, eager to please
- ☐ Persistent
- ☐ Independent learner
- ☒ Methodical

## Challenges

- ☐ Need clear, orderly, sequential instruction
- ☒ Can be very literal
- ☐ Desire emotionally engaging learning material
- ☐ Prefer to study alone
- ☒ Dislike abstract concepts that lack practical application
- ☐ Need time to reflect

## 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

- ☒ Take advantage of opportunities to learn through hands-on experience, especially those where you can acquire techniques that have a practical use. You learn best by watching how something is done and then practicing it on your own. Take courses, go on field trips and take part in experiments and labs, role playing, seminars or workshops that involve observing an activity and then repeating it.
- ☐ Meet with your instructor to talk about your educational progress. Explain that you work hard to exceed their expectations and positive feedback helps to motivate you.
- ☐ If you're struggling to understand abstract material, ask your instructor to explain how the concept can be applied in practical terms. It's especially helpful to hear examples of how the information has been used by people in real life.
- ☒ You can add to your understanding of a subject by doing research on your own. Look for nuances in the information and think of some questions you could ask to broaden your understanding of it. Further your research by following up on some of these new directions.
- ☐ Take time to reflect on learning materials, lectures and class discussions. You need to analyze, digest and absorb new information. When you need to reflect, try to find a peaceful 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.

### For Learning Environments

- ☒ Ensure your course selections consist mainly of practical subjects that are directly related to your career goals. Apply for internships, co-ops or work-study programs that will allow you to gain hands-on, real-life experience in your field of interest.
- ☐ You learn best in an educational setting that offers a welcoming, non-competitive environment where you can work on your own or with a small group. Look for well-defined programs compatible with your desire for structure and predictability, and courses with clearly stated objectives. Seek out organized, supportive instructors who will appreciate your work ethic, diligence and careful attention to detail.
- ☒ Get involved in extracurricular and volunteer activities that allow you to be of service to others. For example, you could offer one-on-one tutoring to help other students in a subject you excel at, volunteer at a hospital, get involved in fund raisers for causes that matter to you, work part-time for a charity that provides community support services, or help out at your local library.



## Strengths

- ☒ Meticulous
- ☐ Highly organized
- ☒ Dependable
- ☒ Strong work ethic
- ☐ Deadline-oriented
- ☒ Trustworthy
- ☒ Loyal

## Challenges

- ☐ Aversion to conflict
- ☒ Resist change
- ☐ Need structure, routine
- ☐ Modest about accomplishments
- ☐ Not drawn to analytical tasks
- ☐ Need privacy

## 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 tangible way. You are happiest when providing practical support to others.
- ☒ Provides you with clear directions, expectations and deadlines. Thorough and well-organized, you like to know specifically what's required of you in terms of tasks, procedures and schedules so that you can complete things properly, efficiently and on time.
- ☒ Compensates you fairly for your precision, diligence, reliability and work ethic, and acknowledges your contributions in ways that are meaningful to you. You excel in a workplace that recognizes and values what you do.
- ☐ Doesn't involve a lot of conflict or disruption. You intensely dislike confrontation and prefer to work in a stable, calm, predictable setting where people are friendly, considerate and supportive of one another.
- ☒ Offers you a quiet, private area in which you can work on your own or with a small group, and the time and space to complete your tasks dependably and efficiently.

### For Growth and Development

- ☐ Be open to new ways of doing things. You may feel that current procedures have been carefully considered, work well and are perfectly acceptable. You may also fear looking foolish if a new way fails. However, change can bring greater efficiency and be helpful to people. Take time to think about how the change would work and consider how it could result in improvement.
- ☒ Don't take on more work than you can handle. You're very obliging, but risk becoming overwhelmed if you take on too many tasks at once. You set high standards for your work and are most productive when focused on one project at a time. Be assertive and push back if you're asked to take on too much.
- ☒ Take credit for your achievements and don't allow yourself to be taken for granted. You may be so quiet and unassuming that you don't receive appropriate recognition for your hard work. Also, thoughtless or unscrupulous colleagues may take advantage of your goodwill and desire to help.
- ☐ Accept that things aren't always predictable. At times, you may have to deal with unclear expectations or a situation where all of the facts aren't apparent. So be prepared for some uncertainty and learn to be comfortable with it.
- ☒ Don't be so focused on details and your daily tasks that you lose sight of the overall goal. Take time to consider the "big picture" and how your work contributes to it.

## Strengths

- ☒ Perceptive
- ☒ Good listener
- ☒ Kind
- ☒ Considerate
- ☒ Sincere
- ☒ Empathetic

## Challenges

- ☒ Sensitive
- ☒ Take things personally
- ☐ Tend to ramble
- ☐ Need positive reinforcement
- ☐ Passive, may need prompting to speak
- ☐ May lack confidence dealing with large groups

## 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

- ☒ Insightful and observant, you have a remarkable ability to read and remember non-verbal communication — body language. Your recall of these gestures and expressions helps you assess people's moods, motives and emotions, without having to hear a word. You can very quickly see if someone is unhappy, offended, lying or uncomfortable, for example.
- ☒ Speak up for yourself. You like to help others but are less inclined to let them know when *you* need help or want to state your views. To effectively share your opinions and concerns, learn to express them in a direct, objective, non-emotional way.
- ☒ Practice summarizing what you want to say. Because you are so detail-oriented, you may be inclined to relay information in much greater detail than is necessary. When you share information with other people, try to keep your message brief. If people need to know more, they will ask.
- ☐ You prefer one-on-one interactions. If you're dreading having to speak with a large gathering of people, prepare by thinking about how you've successfully managed conversations like this before. Remind yourself of your special talent for understanding people. Draw on your inner strength and tell yourself that, like any other task, it just requires determination. And you have plenty of that!
- ☐ You crave feedback, but are easily hurt if it's not positive. Remember that constructive criticism is intended to help you in your work. It's not an attack on you as a person. Take some time to reflect. Try to separate your emotional reaction from the message. Think about how the feedback can help you deal with a problematic issue or behavior. Then apply your usual workmanlike attitude to addressing it.
- ☐ Look for opportunities to socialize and network, to build your communication skills. You may also want to find a mentor — perhaps a teacher, advisor or friend whom you trust and respect and can speak with freely. Ask for an honest assessment of your communication style and advice on more effectively connecting with others.

## Strengths

- ☒ Supportive
- ☒ Friendly
- ☒ Reliable
- ☐ Selfless
- ☒ Warm
- ☒ Caring
- ☒ Thoughtful
- ☒ Place high value on relationships

## Challenges

- ☐ Avoid conflict
- ☐ Self-critical
- ☐ Difficulty expressing own needs
- ☐ Quiet and unassuming
- ☒ Need to ensure others are responsible for their own duties
- ☒ May be viewed as too serious

## 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

- ☒ Don't allow frustrations to grow. By repressing your feelings, negative emotions can build up. Eventually that can erupt in an emotional outburst, which can hurt your relationships and leave you feeling discouraged and miserable. Work on expressing your thoughts logically and objectively. Keep your comments brief and factual, and try to keep emotion out of it.
- ☒ Learn to say "No", to delegate tasks to others, and to ask for help when you need it. You are so dedicated that you could end up with too heavy a burden. Being a responsible team member doesn't mean you have to do everything yourself. Sometimes sharing the load is the more responsible action.
- ☐ See the value of fun at work and the effect it can have on your team. Everyone is an individual. Some people are more animated than others. Some like to have fun while they work. This doesn't mean they aren't serious about their work or responsibilities. Everyone brings their own skills to the team and has a part to play.
- ☐ Stand up for yourself and your ideas. Your tendency is to be unselfish and accommodating, but this could result in your own concerns or ideas being disregarded. Lend yourself the support and encouragement you normally provide to other people.
- ☒ If you're a leader, be assertive and ensure your team members are accountable. Use your strengths to understand your team's needs. Ensure training is provided to those who require it, and make sure duties are carried out properly and on time. While you dislike providing feedback, remember that constructive criticism is essential to help people learn and grow. Keep your comments practical and unemotional. Talk about the issue or behavior, not the person.

### For Filling a Role



























































- ☒ **Planner:** gathering, recording, organizing and clarifying information for the group, filling in detail and drawing up plans.
- ☐ **Facilitator:** promoting goodwill, building rapport, supporting and encouraging the group in completing tasks, recognizing contributions, keeping things positive.
- ☐ **Advocate:** championing ideas and people, striving for balance and harmony, building consensus, looking for creative solutions that will satisfy everyone.





























































































# 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

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|---|--|---|---|
| i   |  |   |   |
| Auditors  | Finance                                      |    |    |
| Budget Analysts   | Finance                                      |    |    |
| Treasurers and Controllers                                | Finance                                      |    |    |
| Insurance Underwriters                                    | Finance                                      |    |    |
| Tax Preparers   | Finance                                      |    |    |
| Insurance Claims Clerks                                   | Finance                                      |    |    |
| Accountants   | Finance                                      |    |    |
| Insurance Appraisers, Auto Damage                         | Finance                                      |    |    |
| Claims Examiners, Property and Casualty Insurance         | Finance                                      |    |    |
| Loan Interviewers and Clerks                              | Finance                                      |    |    |
| Credit Analysts   | Finance                                      |    |    |
| Risk Management Specialists                               | Finance                                      |    |    |
| Personal Financial Advisors                               | Finance                                      |    |    |
| Insurance Adjusters, Examiners, and Investigators         | Finance                                      |   |   |
| Credit Authorizers  | Finance                                      |  |  |
| Tour Guides and Escorts                                   | Hospitality and Tourism                      |  |  |
| Gaming Cage Workers                                       | Hospitality and Tourism                      |  |  |
| Slot Supervisors  | Hospitality and Tourism                      |  |  |
| Gaming Dealers  | Hospitality and Tourism                      |  |  |
| Concierges  | Hospitality and Tourism                      |  |  |
| Gaming Change Persons and Booth Cashiers                  | Hospitality and Tourism                      |  |  |
| Recreation Workers  | Hospitality and Tourism                      |  |  |
| Title Examiners, Abstractors, and Searchers               | Law, Public Safety, Corrections and Security |  |  |
| Judicial Law Clerks                                       | Law, Public Safety, Corrections and Security |  |  |
| Municipal Firefighters                                    | Law, Public Safety, Corrections and Security |  |  |
| Police Patrol Officers                                    | Law, Public Safety, Corrections and Security |  |  |
| Fire Inspectors   | Law, Public Safety, Corrections and Security |  |  |
| Probation Officers and Correctional Treatment Specialists | Law, Public Safety, Corrections and Security |  |  |
| Arbitrators, Mediators, and Conciliators                  | Law, Public Safety, Corrections and Security |  |  |

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|---|--|---|
| Fish and Game Wardens   | Law, Public Safety, Corrections and Security |                 |
| Judges, Magistrate Judges, and Magistrates                                      | Law, Public Safety, Corrections and Security |             |
| Legal Secretaries   | Law, Public Safety, Corrections and Security |             |
| Court Reporters   | Law, Public Safety, Corrections and Security |             |
| Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers       | Law, Public Safety, Corrections and Security |             |
| Police Identification and Records Officers                                      | Law, Public Safety, Corrections and Security |             |
| Police, Fire, and Ambulance Dispatchers   | Law, Public Safety, Corrections and Security |             |
| Sheriffs and Deputy Sheriffs  | Law, Public Safety, Corrections and Security |             |
| Executive Secretaries and Executive Administrative Assistants                   | Business Management and Administration       |             |
| Patient Representatives   | Business Management and Administration       |             |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | Business Management and Administration       |             |
| Library Assistants, Clerical  | Business Management and Administration       |     |
| Payroll and Timekeeping Clerks  | Business Management and Administration       |     |
| Bookkeeping, Accounting, and Auditing Clerks                                    | Business Management and Administration       |     |
| Office Clerks, General  | Business Management and Administration       |     |
| Switchboard Operators, Including Answering Service                              | Business Management and Administration       |     |
| Compensation and Benefits Managers  | Business Management and Administration       |     |
| Human Resources Assistants, Except Payroll and Timekeeping                      | Business Management and Administration       |     |
| Word Processors and Typists   | Business Management and Administration       |     |
| Compliance Managers   | Business Management and Administration       |     |
| Training and Development Specialists  | Business Management and Administration       |     |
| Order Fillers, Wholesale and Retail Sales                                       | Business Management and Administration       |     |
| Computer Operators  | Business Management and Administration       |     |



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|---|---|---|
| Freight and Cargo Inspectors                              | Government and Public Administration            |                 |
| Aviation Inspectors                                       | Government and Public Administration            |             |
| Municipal Clerks  | Government and Public Administration            |             |
| Court Clerks  | Government and Public Administration            |             |
| Equal Opportunity Representatives and Officers            | Government and Public Administration            |             |
| Construction and Building Inspectors                      | Government and Public Administration            |             |
| Statistical Assistants                                    | Government and Public Administration            |             |
| Eligibility Interviewers, Government Programs             | Government and Public Administration            |             |
| Occupational Health and Safety Technicians                | Government and Public Administration            |             |
| Regulatory Affairs Specialists                            | Government and Public Administration            |             |
| Appraisers, Real Estate                                   | Government and Public Administration            |             |
| Tax Examiners and Collectors, and Revenue Agents          | Government and Public Administration            |     |
| Government Property Inspectors and Investigators          | Government and Public Administration            |     |
| Agricultural Inspectors                                   | Government and Public Administration            |     |
| Emergency Management Directors                            | Government and Public Administration            |     |
| Property, Real Estate, and Community Association Managers | Marketing                                       |     |
| Proofreaders and Copy Markers                             | Arts, Audio/Video Technology and Communications |     |
| Radio Operators   | Arts, Audio/Video Technology and Communications |     |
| Archivists  | Education and Training                          |     |
| Library Technicians                                       | Education and Training                          |     |
| Educational, Guidance, School, and Vocational Counselors  | Education and Training                          |     |
| Recreation and Fitness Studies Teachers, Postsecondary    | Education and Training                          |     |
| Education Administrators, Elementary and Secondary School | Education and Training                          |     |
| Farm and Home Management Advisors                         | Education and Training                          |     |

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|---|------------------------|---|---|
| Foreign Language and Literature Teachers, Postsecondary                   | Education and Training |         |         |
| Librarians  | Education and Training |       |       |
| Education Teachers, Postsecondary   | Education and Training |       |       |
| Business Teachers, Postsecondary  | Education and Training |       |       |
| Political Science Teachers, Postsecondary                                 | Education and Training |       |       |
| Nursing Instructors and Teachers, Postsecondary                           | Education and Training |       |       |
| Graduate Teaching Assistants  | Education and Training |       |       |
| Instructional Coordinators  | Education and Training |       |       |
| Adult Basic and Secondary Education and Literacy Teachers and Instructors | Education and Training |       |       |
| Massage Therapists  | Human Services         |       |       |
| Substance Abuse and Behavioral Disorder Counselors                        | Human Services         |       |       |
| Marriage and Family Therapists  | Human Services         |       |       |
| Healthcare Social Workers   | Human Services         |       |       |
| Child, Family, and School Social Workers                                  | Human Services         |       |       |
| Rehabilitation Counselors   | Human Services         |       |       |
| Funeral Attendants  | Human Services         |       |       |
| Mental Health Counselors  | Human Services         |       |       |
| Social and Human Service Assistants                                       | Human Services         |   |   |
| Mental Health and Substance Abuse Social Workers                          | Human Services         |   |   |
| Personal Care Aides   | Human Services         |   |   |
| Community Health Workers  | Human Services         |   |   |
| Fitness Trainers and Aerobics Instructors                                 | Human Services         |   |   |
| Clergy  | Human Services         |   |   |
| Health Educators  | Human Services         |   |   |
| Nuclear Equipment Operation Technicians                                   | Manufacturing          |   |   |
| Nuclear Power Reactor Operators   | Manufacturing          |   |   |
| Nuclear Monitoring Technicians  | Manufacturing          |   |   |
| Musical Instrument Repairers and Tuners                                   | Manufacturing          |   |   |
| Gem and Diamond Workers   | Manufacturing          |   |   |
| Locksmiths and Safe Repairers   | Manufacturing          |   |   |
| Purchasing Agents, Except Wholesale, Retail, and Farm Products            | Manufacturing          |   |   |
| Hydroelectric Plant Technicians   | Manufacturing          |   |   |