

## 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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Document Management Specialists	Information Technology		
Database Administrators	Information Technology		
Park Naturalists	Science, Technology, Engineering and Mathematics		
City and Regional Planning Aides	Science, Technology, Engineering and Mathematics		
Cartographers and Photogrammetrists	Science, Technology, Engineering and Mathematics		
Clinical Data Managers	Science, Technology, Engineering and Mathematics		
Product Safety Engineers	Science, Technology, Engineering and Mathematics		
Range Managers	Science, Technology, Engineering and Mathematics		
Survey Researchers	Science, Technology, Engineering and Mathematics		
Quality Control Analysts	Science, Technology, Engineering and Mathematics		
Statisticians	Science, Technology, Engineering and Mathematics		
Surveyors	Architecture and Construction		
Electrical Power-Line Installers and Repairers	Architecture and Construction		
Geodetic Surveyors	Architecture and Construction		
Millwrights	Architecture and Construction		
Construction Managers	Architecture and Construction		
Stationary Engineers and Boiler Operators	Architecture and Construction		
Cost Estimators	Architecture and Construction		
Segmental Pavers	Architecture and Construction		
Crane and Tower Operators	Architecture and Construction		
Civil Drafters	Architecture and Construction		
Control and Valve Installers and Repairers, Except Mechanical Door	Architecture and Construction		
Heating and Air Conditioning Mechanics and Installers	Architecture and Construction		
Boilermakers	Architecture and Construction		
Structural Metal Fabricators and Fitters	Architecture and Construction		
Refrigeration Mechanics and Installers	Architecture and Construction		

Proofreaders and Copy Markers	Arts, Audio/Video Technology and Communications	   
Radio Operators	Arts, Audio/Video Technology and Communications	   
Log Graders and Scalers	Agriculture, Food and Natural Resources	   
Biological Technicians	Agriculture, Food and Natural Resources	   
Forest and Conservation Workers	Agriculture, Food and Natural Resources	   
Food Science Technicians	Agriculture, Food and Natural Resources	   
Environmental Science and Protection Technicians, Including Health	Agriculture, Food and Natural Resources	   
First-Line Supervisors of Aquacultural Workers	Agriculture, Food and Natural Resources	   
Aquacultural Managers	Agriculture, Food and Natural Resources	   
Clinical Research Coordinators	Agriculture, Food and Natural Resources	   
Geophysical Data Technicians	Agriculture, Food and Natural Resources	   
Geological Sample Test Technicians	Agriculture, Food and Natural Resources	   
Buyers and Purchasing Agents, Farm Products	Agriculture, Food and Natural Resources	   
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	 	 
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		
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	 	 
Gas Plant Operators	Manufacturing	 	 
Home Appliance Repairers	Manufacturing	 	 
Power Distributors and Dispatchers	Manufacturing	 	 
Team Assemblers	Manufacturing	 	 
Food Batchmakers	Manufacturing	 	 
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Manufacturing	 	 
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	Manufacturing	 	 
Property, Real Estate, and Community Association Managers	Marketing	