



## Your Personality

Your personality type is INTP:

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

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

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

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

**You described your profile as:**



**Not Very Accurate  
(50% or less)**

## Strengths

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

## Challenges

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

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### For Learning Activities

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

### For Learning Environments

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

# Work and Productivity



## Strengths

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

## Challenges

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

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### Your Preferred Environment

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

### For Growth and Development

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

# Communication



## Strengths

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

## Challenges

- ☐ Abrupt
- ☐ Impersonal
- ☐ Need to simplify ideas
- ☐ May omit "unnecessary" details
- ☐ Slow to reply
- ☐ Dislike small talk

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### For Sending and Receiving Communication

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

# Working with Others



## Strengths

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

## Challenges

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

## Recommendations

The following recommendations are based on your results. Consider each and select the ones you think would work best for you.

### For Interacting with Others

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

### For Filling a Role

- ☐ **Analyzer:** examining, testing, understanding and defining in order to explain things and solve problems.
- ☐ **Explorer:** looking for new and better ways of doing things, brainstorming ideas, encouraging others to use their talents and be innovative, exploring all the possibilities.
- ☐ **Originator:** developing new ideas, perspectives and solutions, predicting and strategizing for what is to come, and creating a long-term vision.





































































































































# Career and Pathways







































































































The careers listed below are all linked to your assessment results, with the careers at the top being the best match for your profile.

















## Personality Results

Operations Research Analysts	Business Management and Administration	   
Chief Sustainability Officers	Business Management and Administration	   
Management Analysts	Business Management and Administration	   
Investment Fund Managers	Business Management and Administration	   
Brownfield Redevelopment Specialists and Site Managers	Business Management and Administration	   
Chief Executives	Business Management and Administration	   
Quality Control Systems Managers	Business Management and Administration	   
Business Continuity Planners	Business Management and Administration	   
Online Merchants	Business Management and Administration	   
Wind Energy Project Managers	Business Management and Administration	   
Supply Chain Managers	Business Management and Administration	   
Sustainability Specialists	Business Management and Administration	   
Computer and Information Systems Managers	Business Management and Administration	   
Regulatory Affairs Managers	Business Management and Administration	   
Compensation and Benefits Managers	Business Management and Administration	   
Financial Analysts	Finance	   
Actuaries	Finance	   
Fraud Examiners, Investigators and Analysts	Finance	   
Securities and Commodities Traders	Finance	   
Risk Management Specialists	Finance	   
Treasurers and Controllers	Finance	   
Sales Agents, Securities and Commodities	Finance	   

Sales Agents, Financial Services	Finance	 	 
Personal Financial Advisors	Finance	 	 
Financial Managers, Branch or Department	Finance	 	 
Insurance Underwriters	Finance	 	 
Budget Analysts	Finance	 	 
Auditors	Finance	 	 
Claims Examiners, Property and Casualty Insurance	Finance	 	 
Accountants	Finance	 	 
Industrial Engineering Technologists	Manufacturing	 	 
Manufacturing Engineering Technologists	Manufacturing	 	 
Industrial Engineering Technicians	Manufacturing	 	 
Electromechanical Engineering Technologists	Manufacturing	 	 
Fabric and Apparel Patternmakers	Manufacturing	 	 
Electrical Engineering Technologists	Manufacturing	 	 
Aerospace Engineering and Operations Technicians	Manufacturing	 	 
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	Manufacturing	 	 
First-Line Supervisors of Mechanics, Installers, and Repairers	Manufacturing	 	 
Mechanical Engineering Technicians	Manufacturing	 	 
Purchasing Agents, Except Wholesale, Retail, and Farm Products	Manufacturing	 	 
Electronics Engineering Technologists	Manufacturing	 	 
Market Research Analysts and Marketing Specialists	Marketing	 	 
Energy Brokers	Marketing	 	 
Advertising and Promotions Managers	Marketing	 	 
Sales Engineers	Marketing	 	 
Marketing Managers	Marketing	 	 
Sales Managers	Marketing	 	 
Public Relations Specialists	Marketing	 	 
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Marketing	 	 
Real Estate Brokers	Marketing	 	 
Public Relations and Fundraising Managers	Marketing	 	 
Advertising Sales Agents	Marketing	 	 
First-Line Supervisors of Non-Retail Sales Workers	Marketing	 	 
Wholesale and Retail Buyers, Except Farm Products	Marketing	 	 



Property, Real Estate, and Community Association Managers	Marketing	   
Merchandise Displayers and Window Trimmers	Marketing	   
Astronomers	Science, Technology, Engineering and Mathematics	   
Physicists	Science, Technology, Engineering and Mathematics	   
Mathematicians	Science, Technology, Engineering and Mathematics	   
Biochemists and Biophysicists	Science, Technology, Engineering and Mathematics	   
Environmental Economists	Science, Technology, Engineering and Mathematics	   
Bioinformatics Scientists	Science, Technology, Engineering and Mathematics	   
Nanosystems Engineers	Science, Technology, Engineering and Mathematics	   
Economists	Science, Technology, Engineering and Mathematics	   
Molecular and Cellular Biologists	Science, Technology, Engineering and Mathematics	   
Computer and Information Research Scientists	Science, Technology, Engineering and Mathematics	   
Political Scientists	Science, Technology, Engineering and Mathematics	   
Industrial Ecologists	Science, Technology, Engineering and Mathematics	   
Materials Scientists	Science, Technology, Engineering and Mathematics	   
Microbiologists	Science, Technology, Engineering and Mathematics	   
Geneticists	Science, Technology, Engineering and Mathematics	   
Architects, Except Landscape and Naval	Architecture and Construction	   
Interior Designers	Architecture and Construction	   
Transportation Engineers	Architecture and Construction	   
Cost Estimators	Architecture and Construction	   
Geodetic Surveyors	Architecture and Construction	   
Architectural Drafters	Architecture and Construction	   
Landscape Architects	Architecture and Construction	   
Civil Engineers	Architecture and Construction	   

Construction Managers	Architecture and Construction	 	 
Video Game Designers	Information Technology	 	 
Business Intelligence Analysts	Information Technology	 	 
Software Developers, Applications	Information Technology	 	 
Software Developers, Systems Software	Information Technology	