



## 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:**



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

## 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.
- ☐ You prefer to study alone, so learning from home is an advantage for you. But you need encouragement to maintain your level of involvement in your studies. Arrange a time to call or meet online with your instructor to discuss your progress at regular intervals. This will help you to know you're on the right track.

### 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.

# Work and Productivity



## 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.
- ☐ If you're working from home, you're likely to enjoy having time alone to organize your schedule, plan your work space and focus on your tasks. But be sure to make time to take care of yourself. With your strong work ethic and desire to please, remote work can take a toll if you don't protect your work-life balance.

### 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.
- ☐ If you're working from home, use tools such as videoconferencing and instant messaging to reach out to your colleagues. Maintaining relationships with your peers is very important to you.

# Working 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.
- ☐ If you're working from home instead of your usual workplace environment, be prepared to step up more often in support of your stance. Prepare what you want to say and then speak up—during online meetings or web conferences, or by sending follow-up emails, for instance.

### 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









































































Orthotists and Prosthetists	Health Science	   
Respiratory Therapy Technicians	Health Science	   
Midwives	Health Science	   
Licensed Practical and Licensed Vocational Nurses	Health Science	   
Radiation Therapists	Health Science	   
Medical Assistants	Health Science	   
Dental Hygienists	Health Science	   
Nurse Midwives	Health Science	   
Anesthesiologists	Health Science	   
Nurse Practitioners	Health Science	   
Chiropractors	Health Science	   
Athletic Trainers	Health Science	   
Hospitalists	Health Science	   
Physician Assistants	Health Science	   
Genetic Counselors	Health Science	   
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	   
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	   
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	   



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		
Proofreaders and Copy Markers	Arts, Audio/Video Technology and Communications		
Radio Operators	Arts, Audio/Video Technology and Communications		
Document Management Specialists	Information Technology		
Database Administrators	Information Technology		
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		
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	   
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	   
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	   
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	 	 
Airline Pilots, Copilots, and Flight Engineers	Transportation, Distribution and Logistics	 	 
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	Transportation, Distribution and Logistics	 	 
Couriers and Messengers	Transportation, Distribution and Logistics	 	 
Bus Drivers, Transit and Intercity	Transportation, Distribution and Logistics	 	 
Aircraft Mechanics and Service Technicians	Transportation, Distribution and Logistics	 	 
Tank Car, Truck, and Ship Loaders	Transportation, Distribution and Logistics	 	 
Motorboat Mechanics and Service Technicians	Transportation, Distribution and Logistics	 	 
Electrical and Electronics Installers and Repairers, Transportation Equipment	Transportation, Distribution and Logistics	 	 
Light Truck or Delivery Services Drivers	Transportation, Distribution and Logistics	 	 
Avionics Technicians	Transportation, Distribution and Logistics	 	 
Billing, Cost, and Rate Clerks	Transportation, Distribution and Logistics	 	 
Commercial Pilots	Transportation, Distribution and Logistics	 	 
Sailors and Marine Oilers	Transportation, Distribution and Logistics	 	 
Subway and Streetcar Operators	Transportation, Distribution and Logistics	 	 
Signal and Track Switch Repairers	Transportation, Distribution and Logistics	