

## Your Personality



Your personality type is ENTP:

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  Perceiving



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

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

#### Judging

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

#### Perceiving

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

### Your Personality Profile

You are friendly, creative and confident. You have lots of friends and acquaintances and are pretty easy to get to know. You love to talk and be in the spotlight. You especially enjoy entertaining others with your engaging stories, wit and unusual sense of humor.

You have little trouble adapting to change. You pride yourself on your creativity and ability to see possibilities where other people can't. You grasp new ideas quickly and enjoy learning. However, you are easily distracted and tend to get bored as soon as the challenge in a project is over.

While you are easygoing and playful, it is often a struggle to make decisions or commit to one plan of action for an extended period of time. This is because you are so curious and eager to experience as much of life as you can.

You are also very logical, and bothered by inconsistencies and unfairness. You love a spirited debate, regardless of the topic, but can sometimes be argumentative. Your spontaneity and enthusiasm are infectious, and other people often want to follow your lead.

Since you like starting things much more than you enjoy finishing them, you often have trouble slowing down, preparing carefully, and following through with your commitments. Luckily you are great at improvising and get a real sense of excitement from accomplishing things at the last minute.

You are also an excellent negotiator. You can usually convince or charm other people into letting you have your way — or give you one more chance!

**You described your profile as:**



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

## Strengths

- ☐ Creative
- ☐ Deeply curious
- ☐ Connect different ideas and topics easily
- ☐ Good with theory, quickly recognize patterns or similarities
- ☐ Want to impress others with knowledge
- ☐ Do well on assignments with less structure
- ☐ Enjoy debate, challenges
- ☐ Learn well with others

## Challenges

- ☐ Require difficult, stimulating material
- ☐ Need variety, easily bored
- ☐ Resist highly structured learning environments or projects
- ☐ Dislike convention, rules and routine
- ☐ Difficulty learning alone
- ☐ May procrastinate

## 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

- ☐ Intrigued by complexity and possibilities, you like to immerse yourself in developing new ideas and creative problem solving. You learn best by starting out with a broad view of an idea and the reasoning behind it, then exploring it further by analyzing, asking questions and discussing it with others.
- ☐ You don't like to be limited by rules or tradition and enjoy challenging existing ways of doing things. Ask your instructor if you can use different methods to reach the required learning outcomes. Be prepared to suggest some alternatives. For example, perhaps you could complete an assignment by creating a presentation instead of writing a paper. If a specific method is required, ask for the reasons why. A logical explanation that makes sense to you can help to make it more acceptable.
- ☐ With many interests, ideas and projects vying for your attention, it can be difficult to focus on a single thing. Also, you may feel energized by doing things at the last minute. However, if you procrastinate and then have to rush to finish, you risk leaving some assignments incomplete or producing work that is less than your best. Select a few key items to work on and make those your top priority. Set a goal to complete those before adding new tasks to the list. Build extra time into your plan to allow for discussions and interruptions.
- ☐ If you find a topic uninteresting, try to spark your curiosity by discussing the subject matter with experts, reading related articles or investigating individual details and components of the overall topic. Look for ways in which the material relates to topics you have more interest in, and try to view the assignment as a problem to be solved.
- ☐ You learn by questioning, discussing, competing and challenging. While you may need time on your own to think about which ideas you want to pursue, you refine them through energetic discussion with other people. You like to show others what you know, so think of ways to share your knowledge. Take part in presentations, discussions, project work and study groups. Consider becoming a coach or tutor for people who are new to a topic you know well. This will motivate you to learn more about it, because you must be able to explain and teach it to others.
- ☐ You are a very effective speaker and debater. Seek out opportunities to examine and discuss ideas through debate. But remember, the intent is to learn, not to win. It's fine to defend your point with enthusiasm, but take care not to come across as too forceful or aggressive.
- ☐ You thrive on discussion and like to demonstrate your intellectual prowess. If you're learning from home, offer to share your knowledge through online mentoring. This will provide an opportunity to talk with others and expound on topics of interest to you.

### For Learning Environments

- ☐ You learn best in a lively, social educational setting that offers lots of variety and flexibility. You need plenty of opportunities to exchange ideas with a diversity of people and gain perspective on many different viewpoints.
- ☐ Look for alternative programs that you can tailor to fit your own interests and don't require you to conform to a standard approach. Take advantage of interdisciplinary options and independent study programs. Mix up your course selections and schedule to add variety to your assignments and daily routine.
- ☐ Seek out instructors who will stimulate your creativity and encourage imaginative thinking and discussion. You thrive in a dynamic environment where you can talk through ideas and practice speaking and presenting to others.
- ☐ Outside of class, get involved in activities, volunteer positions, clubs and organizations where you can meet lots of new people and develop your leadership skills.

# Work and Productivity



## Strengths

- ☐ Entrepreneurial, self-starter
- ☐ Innovative, unique insights
- ☐ Comfortable with change
- ☐ Enthusiastic
- ☐ Efficient
- ☐ Easily sense implications
- ☐ Deal well with crises
- ☐ Future focused

## Challenges

- ☐ Need independence
- ☐ Disorganized
- ☐ Miss details
- ☐ Impulsive
- ☐ Dislike routine
- ☐ Resist being controlled
- ☐ May not follow up
- ☐ Fear of mediocrity

## 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

- ☐ Encourages creativity and allows for plenty of recognition. With your aptitude for brainstorming, seeing lots of possibilities and finding shrewd solutions to technical problems, you thrive in situations where you can be inventive and have an audience for your ideas.
- ☐ Takes place in an environment where you're surrounded by other creative, competent, independent people with whom you can discuss and debate ideas.
- ☐ Doesn't involve a lot of structure or deadlines. For you, such rules are painfully boring. You require constant stimulation and the freedom to use your strengths in your own way. The only steady routine you want is a regular supply of interesting problems to solve and ideas to develop.
- ☐ Provides opportunities to take charge. Fearless and full of solutions, you're at your best when dealing with crises that would be difficult or stressful for other people. These situations give you a chance to demonstrate your resourcefulness, leadership and ability to remain calm at a challenging time.
- ☐ Doesn't expect you to finish everything you start. Your talent is in coming up with an idea, but you may struggle with putting it into practice and can quickly become bored with it. When possible, hand off the implementation tasks to colleagues who excel in those aspects of a project.
- ☐ Takes advantage of your forecasting ability. You are often the first to see possibilities. You can quickly size up a problem, task or situation and predict the outcome. Your keen sense of the potential in an idea can be very valuable.
- ☐ You work best in a vibrant atmosphere with other bright, interesting people around you. If you're working from home, use online meetings and video chats to interact, socialize and bounce ideas around.

### For Growth and Development

- ☐ Look for new solutions to challenging problems. Think about how a task could be handled better, faster or more efficiently. You have the ability to connect distinct and unrelated concepts to come up with something original. Use this strength to discover new ways of doing things. This is an especially valuable skill for idea generation and brainstorming sessions.
- ☐ Accept that sometimes rules must be followed. You dislike routine and can be very vocal about it. When things must be done a certain way, make an effort to understand why. Look at it as an opportunity to gain a deeper knowledge of how your workplace operates and the role of routines in helping to reach objectives.
- ☐ Practice being a little more structured and organized. Try to identify one or two ideas or projects that are most likely to succeed and concentrate on those. Be willing to set your other interests aside in order to give full attention to your top priorities and don't allow yourself to be sidetracked.
- ☐ Don't get caught up in the minutiae. Where possible, team up with colleagues who excel at detail-oriented tasks. With your ingenuity and their organizational skills, you could make a formidable team!

# Communication



## Strengths

- ☐ Charming and engaging
- ☐ Can follow rapidly changing topics
- ☐ Good public speaker
- ☐ Articulate, good language skills
- ☐ Think and react quickly
- ☐ Expressive, often witty or humorous
- ☐ Perceptive, read people well

## Challenges

- ☐ May seem critical or insensitive
- ☐ Talkative and complex, hard to keep up with
- ☐ May not listen
- ☐ Can be impatient
- ☐ May wander or get sidetracked
- ☐ 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

- ☐ You are easily able to win people over with your confidence, charm and quick wit. Use this appealing aspect of your personality to rapidly connect with others. With your breadth of knowledge and ability to think quickly, you can interact effortlessly with others on a wide range of subjects.
- ☐ You are very good at providing constructive criticism. Remember that some people aren't as direct and assertive as you, and the blunt truth can be difficult to hear. Make sure your feedback is positive, helpful and focused on the problematic issue or behavior. Assess the person's reactions as you're speaking and adjust accordingly.
- ☐ Easily bored, you enthusiastically jump from one topic to the next. In your conversations and written communications, remember that not everyone has your ability to envision complex concepts. Slow down, be patient with those who can't keep up, and fill in the details to help people understand.
- ☐ Be receptive when others try to engage you in casual conversation. Make a point of listening more than talking, and try not to interrupt. While you may dislike small talk, exchanging a few pleasantries could provide an entry into a more interesting discussion. If the conversation doesn't move toward topics of more personal interest, politely excuse yourself before moving on to someone else.
- ☐ Not everyone can keep pace with you as you rapidly switch from topic to topic. If working from home, use messaging platforms and online meeting apps that allow you to attach documents, present to others and share your screen. With these tools, you can quickly fill things in without interrupting the flow. And don't hesitate to pick up the phone or make a video call to follow up if you think you've left someone behind.

# Working with Others



## Strengths

- ☐ Adaptable
- ☐ Assertive
- ☐ Fun, energetic
- ☐ Eager
- ☐ Insightful
- ☐ Able to motivate others

## Challenges

- ☐ Can seem argumentative or too intense
- ☐ High expectations of others
- ☐ Difficulty making decisions
- ☐ May be too disorganized for some
- ☐ Provide incomplete or complicated directions

## 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

- ☐ You love to debate — it helps you get to the heart of an issue. You may find yourself supporting an opposing view, or even arguing both sides of a point, just to see things from all perspectives. For you, there's no emotional commitment or hard feelings. But some people can feel hurt, embarrassed or defensive when they're on the receiving end of a barrage of difficult questions or arguments. If you sense that someone has been offended, try using a softer tone and a gentler approach to get the information you need.
- ☐ Be willing to question your own concepts. You can be so enthusiastic about something that you don't see the faults in it. You may assume people who disagree simply don't understand or aren't listening carefully enough. This can lead to tension and resentment within your team. Take the time to examine an idea in full, consider feedback and carefully respond to questions and concerns. If you've made mistakes, admit to them and move on.
- ☐ With a seemingly endless supply of ideas and possibilities, you may have difficulty making a decision. Set a timeframe within which to examine, discuss and debate ideas. Once the allotted time for discussion has ended, agree to make a decision and stand by it.
- ☐ If you're in a leadership position, accept that others may not be as knowledgeable or committed as you. Use your intuition to assess each person's abilities, challenges and motivations, and use that information to empower and inspire them. Provide clear and simple instructions and enough detail and structure for people to work efficiently. Make a point of noting each person's contributions and let them know you appreciate their efforts.
- ☐ Making decisions and sticking to deadlines could prove to be even more difficult if you're working from home, where you may be less constrained by accountability measures. Ask a colleague to help by checking up on you at regular intervals. Give them permission to push you—in a friendly, nonconfrontational way—if they find you're straying too far from the task at hand.

### For Filling a Role

- ☐ **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.
- ☐ **Director:** organizing goals, identifying and gathering suitable resources, and ensuring everyone understands and carries out their responsibilities.
- ☐ **Analyzer:** examining, testing, understanding and defining in order to explain things and solve problems.

# 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.

## Combined Results

Education Administrators, Postsecondary	Education and Training		
Chief Executives	Business Management and Administration		
Training and Development Managers	Business Management and Administration		
Sales Managers	Marketing		
Program Directors	Arts, Audio/Video Technology and Communications		
Education Administrators, Elementary and Secondary School	Education and Training		
Human Resources Managers	Business Management and Administration		
Management Analysts	Business Management and Administration		
Security Managers	Business Management and Administration		
Industrial Production Managers	Business Management and Administration		
Marketing Managers	Marketing		
Loss Prevention Managers	Business Management and Administration		
Distance Learning Coordinators	Education and Training		
First-Line Supervisors of Non-Retail Sales Workers	Marketing		
Chief Sustainability Officers	Business Management and Administration		
Business Continuity Planners	Business Management and Administration		
Social Work Teachers, Postsecondary	Education and Training		
Instructional Designers and Technologists	Education and Training		
Anthropologists	Science, Technology, Engineering and Mathematics		
Purchasing Managers	Business Management and Administration		
Sociologists	Science, Technology, Engineering and Mathematics		