

# Exploring Your Personality and Major

# 2

## Learning

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### OBJECTIVES

Read to answer these key questions:

- What are the different personality types?
- What is my personality type?
- What are my personal strengths?
- How is personality type related to choice of a major and career?
- What are the characteristics of my ideal career?
- What careers and majors should I consider based on my personality type?
- What are some other factors in choosing a major?

To assure your success in college, it is important to choose the major that is best for you. If you choose a major and career that match your personality, interests, aptitudes, and values, you will enjoy your studies and excel in your work. It was Picasso who said that you know you enjoy your work when you do not notice the time passing by. If you can become interested in your work and studies, you are on your way to developing passion and joy in your life. If you can get up each morning and enjoy the work that you do (at least on most days), you will surely have one of the keys to happiness.

## Choose a Major That Matches Your Gifts and Talents

The first step in choosing the major that is right for you is to understand your personality type. Psychologists have developed useful theories of personality that can help you understand how personality type relates to the choice of major and career. The personality theory used in this textbook is derived from the work of Swiss psychologist Carl Jung (1875–1961). Jung believed that we are born with a predisposition for certain personality preferences and that healthy development is based on the lifelong nurturing of inborn preferences rather than trying to change a person to become something different. Each personality type has gifts and talents that can be nurtured over a lifetime.

The theories of Carl Jung were further developed by American psychologists Katherine Briggs and her daughter Isabel Myers, who created the Myers-Briggs Type Indicator (MBTI) to measure different personality types. The connection between personality type and career choice was established through statistical analysis. The Do What You Are online personality assessment is based on the practical application of the theories of these psychologists.

While assessments are not exact predictors of your future major and career, they provide useful information that will get you started on the path of career exploration and finding the college major that is best suited to you. Knowledge of your personality and the personalities of others is not only valuable in understanding yourself, but also in appreciating how others are different. This understanding of self and others will empower you to communicate and work effectively with others. Complete the Do What You Are personality assessment that is included with this textbook before you begin this chapter. (See the inside front cover for further information.)

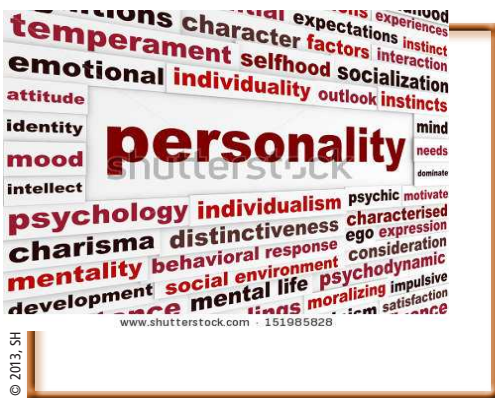
“To be what we are, and to become what we are capable of becoming, is the only end of life.”

ROBERT LOUIS STEVENSON

## Understanding Personality Types

Just as no two fingerprints or snowflakes are exactly alike, each person is a different and unique individual. Even with this uniqueness, however, we can make some general statements about personality. When we make generalizations, we are talking about averages. These averages can provide useful information about ourselves and other people, but it is important to remember that no individual is exactly described by the average. As you read through the following descriptions of personality types, keep in mind that we are talking about generalizations or beginning points for discussion and thoughtful analysis.

As you read through your personality description from Do What You Are and the information in this text, **focus on your personal**



**strengths and talents.** Building on these personal strengths has several important benefits. It increases self-esteem and self-confidence, which contribute to your success and enjoyment of life. Building on your strengths provides the energy and motivation required to put in the effort needed to accomplish any worthwhile task. The assessment also identifies some of your possible weaknesses or “blind spots.” Just be aware of these blind spots so that they do not interfere with your success. Being aware of your blind spots can even be used to your advantage. For example, some personality types thrive by working with people. A career that involves much public contact is a good match for this personality type, whereas choosing a career where public contact is limited can lead to job dissatisfaction. Knowing about your personality type can help you make the right decisions to maximize your potential.

Based on the work of Carl Jung, Katherine Briggs, and Isabel Myers, personality has four dimensions:

1. Extraversion or Introversion
2. Sensing or Intuition
3. Thinking or Feeling
4. Judging or Perceiving

These dimensions of personality will be defined and examined in more depth in the sections that follow.

## Extraversion or Introversion

The dimension of extraversion or introversion defines how we interact with the world and how our energy flows. In the general school population, 75 percent of students are usually extraverts and 25 percent are introverts.

***Extraverts (E)** focus their energy on the world outside themselves. They enjoy interaction with others and get to know a lot of different people. They enjoy and are usually good at communication. They are energized by social interaction and prefer being active. These types are often described as talkative and social.*

***Introverts (I)** focus their energy on the world inside of themselves. They enjoy spending time alone to think about the world in order to understand it. Introverts prefer more limited social contacts, choosing smaller groups or one-on-one relationships. These types are often described as quiet or reserved.*

We all use the introvert and extravert modes while functioning in our daily lives. Whether a person is an extravert or an introvert is a matter of preference, like being left- or right-handed. We can use our nondominant hand, but it is not as comfortable as using our dominant hand. We are usually more skillful in using the dominant hand. For example, introverts can learn to function well in social situations, but later may need some peace and quiet to recharge. On the other hand, social contact energizes the extravert.

**One personality type is not better than the other: it is just different.** Being an extravert is not better than being an introvert. Each type has unique gifts and talents that can be used in different occupations. An extravert might enjoy working in an occupation with lots of public contact, such as being a receptionist or handling public relations. An introvert might enjoy being an accountant or writer. However, as with all of the personality dimensions, a person may have traits of both types.

## Activity

### Introverts and Extraverts



The list below describes some qualities of introverts and extraverts. For each pair of items, quickly choose the phrase that describes you best and place a checkmark next to it. Remember that one type is not better than another. You may also find that you are a combination type and act like an introvert in some situations and an extravert in others. Each type has gifts and talents that can be used in choosing the best major and career for you. To get an estimate of your preference, notice which column has the most checkmarks.

#### Introvert (I)

- Energized by having quiet time alone
- Tend to think first and talk later
- Tend to think things through quietly
- Tend to respond slowly, after thinking
- Avoid being the center of attention
- Difficult to get to know, private
- Have a few close friends
- Prefer quiet for concentration
- Listen more than talk
- View telephone calls as a distraction
- Talk to a few people at parties
- Share special occasions with one or a few people
- Prefer to study alone
- Prefer the library to be quiet
- Described as quiet or reserved
- Work systematically

#### Extravert (E)

- Energized by social interaction
- Tend to talk first and think later
- Tend to think out loud
- Tend to respond quickly, before thinking
- Like to be the center of attention
- Easy to get to know, outgoing
- Have many friends, know lots of people
- Can read or talk with background noise
- Talk more than listen
- View telephone calls as a welcome break
- Talk to many different people at parties
- Share special occasions with large groups
- Prefer to study with others in a group
- Talk with others in the library
- Described as talkative or friendly
- Work through trial and error

Here are some qualities that describe the ideal work environment. Again, as you read through each pair of items, place a checkmark next to the work environment that you prefer.

#### Introvert (I)

- Work alone or with individuals
- Quiet for concentration
- Communication one-on-one
- Work in small groups
- Focus on one project until complete
- Work without interruption
- Total** (from both charts above)

#### Extravert (E)

- Much public contact
- High-energy environment
- Present ideas to a group
- Work as part of a team
- Variety and action
- Talk to others
- Total** (from both charts above)



Do these results agree with your personality assessment on the Do What You Are? If your results are the same, this is a good indication that your results are useful and accurate. Are there some differences with the results obtained from your personality assessment? If your results are different, this provides an opportunity for further reflection about your personality type. Here are a couple of reasons why your results may be different.

1. You may be a combination type with varying degrees of preference for each type.
2. You may have chosen your personality type on the Do What You Are based on what you think is best rather than what you truly are. Students sometimes do this because of the myth that there are good and bad personality types. It is important to remember that each personality type has strengths and weaknesses. By identifying strengths, you can build on them by choosing the right major and career. By being aware of weaknesses, you can come up with strategies to compensate for them to be successful.

Look at the total number of checkmarks for extravert and introvert on the two above charts. Do you lean toward being an introvert or an extravert? Remember that one type is not better than the other and each has unique gifts and talents. On the chart below, place an X on the line to indicate how much you prefer introversion or extraversion. If you selected most of the introvert traits, place your X somewhere on the left side. If you selected most of the extravert traits, place your X somewhere on the right side. If you are equally introverted and extraverted, place your X in the middle.

Introvert \_\_\_\_\_ | \_\_\_\_\_ Extravert

Do you generally prefer introversion or extraversion? In the box below, write **I** for introversion or **E** for extraversion. If there is a tie between **E** and **I**, write **I**.

Notice that it is possible to be a combination type. At times you might prefer to act like an introvert, and at other times you might prefer to act like an extravert. It is beneficial to be able to balance these traits. However, for combination types, it is more difficult to select specific occupations that match this type

## Journal Entry

Look at the results from Do What You Are and your own self-assessment above. Are you an introvert or an extravert or a combination of these two types? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

1

## Sensing or Intuition

The dimension of sensing or intuition describes how we take in information. In the general school population, 70 percent of students are usually sensing types and 30 percent are intuitive types.

***Sensing (S)** persons prefer to use the senses to take in information (what they see, hear, taste, touch, smell). They focus on “what is” and trust information that is concrete and observable. They learn through experience.*

**Intuitive (N)** persons rely on instincts and focus on “what could be.” While we all use our five senses to perceive the world, intuitive people are interested in relationships, possibilities, meanings, and implications. They value inspiration and trust their “sixth sense” or hunches. (Intuitive is designated as **N** so it is not confused with **I** for Introvert.)

We all use both of these modes in our daily lives, but we usually have a preference for one mode or the other. Again, there is no best preference. Each type has special skills that can be applied to the job market. For example, you would probably want your tax preparer to be a sensing type who focuses on concrete information and fills out your tax form correctly. An inventor or artist would probably be an intuitive type.

## Activity

### Sensing and Intuitive



Here are some qualities of sensing and intuitive persons. As you read through each pair of items, quickly place a checkmark next to the item that usually describes yourself.

#### Sensing (S)

- Trust what is certain and concrete
- Prefer specific answers to questions
- Like new ideas if they have practical applications (if you can use them)
- Value realism and common sense
- Think about things one at a time and step by step
- Like to improve and use skills learned before
- More focused on the present
- Concentrate on what you are doing
- Do something
- See tangible results
- If it isn't broken, don't fix it

#### Sensing (S)

- Prefer working with facts and figures
- Focus on reality
- Seeing is believing
- Tend to be specific and literal (say what you mean)
- See what is here and now

#### Intuitive (N)

- Trust inspiration and inference
- Prefer general answers that leave room for interpretation
- Like new ideas for their own sake (you don't need a practical use for them)
- Value imagination and innovation
- Think about many ideas at once as they come to you
- Like to learn new skills and get bored using the same skills
- More focused on the future
- Wonder what is next
- Think about doing something
- Focus on possibilities
- There is always a better way to do it

#### Intuitive (N)

- Prefer working with ideas and theories
- Use fantasy
- Anything is possible
- Tend to be general and figurative (use comparisons and analogies)
- See the big picture

Here are some qualities that describe the ideal work environment. Again, as you read through each pair of items, place a checkmark next to the work environment that you prefer.

### Sensing (S)

- \_\_\_\_\_ Use and practice skills
- \_\_\_\_\_ Work with known facts
- \_\_\_\_\_ See measurable results
- \_\_\_\_\_ Focus on practical benefits
- \_\_\_\_\_ Learn through experience
- \_\_\_\_\_ Pleasant environment
- \_\_\_\_\_ Use standard procedures
- \_\_\_\_\_ Work step-by-step
- \_\_\_\_\_ Do accurate work
- \_\_\_\_\_ **Total** (from both charts above)

### INTuitive (N)

- \_\_\_\_\_ Learn new skills
- \_\_\_\_\_ Explore new ideas and approaches
- \_\_\_\_\_ Work with theories
- \_\_\_\_\_ Use imagination and be original
- \_\_\_\_\_ Freedom to follow your inspiration
- \_\_\_\_\_ Challenging environment
- \_\_\_\_\_ Invent new products and procedures
- \_\_\_\_\_ Work in bursts of energy
- \_\_\_\_\_ Find creative solutions
- \_\_\_\_\_ **Total** (from both charts above)

Look at the two charts above and see whether you tend to be more sensing or intuitive. One preference is not better than another: it is just different. On the chart below, place an X on the line to indicate your preference for sensing or intuitive. Again, notice that it is possible to be a combination type with both sensing and intuitive preferences.

Sensing \_\_\_\_\_ | \_\_\_\_\_ Intuitive

Do you generally prefer sensing or intuition? In the box below, write **S** for sensing or **N** for intuitive. If there is a tie between **S** and **N**, write **N**.

## Journal Entry

Look at the results from Do What You Are and your own self-assessment above. Are you a sensing, intuitive, or combination type? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

**2**

## Thinking or Feeling

The dimension of thinking or feeling defines how we prefer to make decisions. In the general school population, 60 percent of males are thinking types and 40 percent are feeling types. For females, 60 percent are feeling types and 40 percent are thinking types.

**Thinking (T)** individuals make decisions based on logic. They are objective and analytical. They look at all the evidence and reach an impersonal conclusion. They are concerned with what they think is right.

**Feeling (F)** individuals make decisions based on what is important to them and matches their personal values. They are concerned about what they feel is right.

We all use logic and have feelings and emotions that play a part in decision making. However, the thinking person prefers to make decisions based on logic, and the feeling person prefers to make decisions according to what is important to self and others. This is one category in which men and women often differ. Most women are feeling types, and most men are logical types. When men and women are arguing, you might hear the following:

*Man: "I think that . . ."*

*Woman: "I feel that . . ."*

By understanding these differences, it is possible to improve communication and understanding. Be careful with generalizations, since 40 percent of men and women would not fit this pattern.

When thinking about careers, a thinking type would make a good judge or computer programmer. A feeling type would probably make a good social worker or kindergarten teacher.

## Activity

### Thinking and Feeling



The following chart shows some qualities of thinking and feeling types. As you read through each pair of items, quickly place a checkmark next to the items that usually describe yourself.

#### Thinking (T)

- Apply impersonal analysis to problems
- Value logic and justice
- Fairness is important
- Truth is more important than tact
- Motivated by achievement and accomplishment
- Feelings are valid if they are logical or not
- Good decisions are logical

#### Thinking (T)

- Described as cool, calm, and objective
- Love can be analyzed
- Firm-minded
- More important to be right
- Remember numbers and figures
- Prefer clarity
- Find flaws and critique
- Prefer firmness

#### Feeling (F)

- Consider the effect on others
- Value empathy and harmony
- There are exceptions to every rule
- Tact is more important than truth
- Motivated by being appreciated by others
- Feelings are valid whether they make sense
- Good decisions take others' feelings into account

#### Feeling (F)

- Described as caring and emotional
- Love cannot be analyzed
- Gentle-hearted
- More important to be liked
- Remember faces and names
- Prefer harmony
- Look for the good and compliment
- Prefer persuasion



Here are some qualities that describe the ideal work environment. As you read through each pair of items, place a checkmark next to the items that usually describe the work environment that you prefer.

### Thinking (T)

- \_\_\_\_\_ Maintain business environment
- \_\_\_\_\_ Work with people I respect
- \_\_\_\_\_ Be treated fairly
- \_\_\_\_\_ Fair evaluations
- \_\_\_\_\_ Solve problems
- \_\_\_\_\_ Challenging work
- \_\_\_\_\_ Use logic and analysis
- \_\_\_\_\_ **Total** (from both charts above)

### Feeling (F)

- \_\_\_\_\_ Maintain close personal relationships
- \_\_\_\_\_ Work in a friendly, relaxed environment
- \_\_\_\_\_ Be able to express personal values
- \_\_\_\_\_ Appreciation for good work
- \_\_\_\_\_ Make a personal contribution
- \_\_\_\_\_ Harmonious work situation
- \_\_\_\_\_ Help others
- \_\_\_\_\_ **Total** (from both charts above)

While we all use thinking and feeling, what is your preferred type? Look at the charts above and notice whether you are more the thinking or feeling type. One is not better than the other. On the chart below, place an X on the line to indicate how much you prefer thinking or feeling.

Thinking \_\_\_\_\_ | \_\_\_\_\_ Feeling

Do you generally prefer thinking or feeling? In the box below, write **T** for thinking or **F** for feeling. If there is a tie between **T** and **F**, write **F**.

## Journal Entry

Look at the results from Do What You Are and your own self-assessment above. Are you a thinking, feeling, or combination type? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

3

## Judging or Perceiving

The dimension of judging or perceiving refers to how we deal with the external world. In other words, do we prefer the world to be structured or unstructured? In the general school population, the percentage of each of these types is approximately equal.

**Judging (J)** types like to live in a structured, orderly, and planned way. They are happy when their lives are structured and matters are settled. They like to have control over their lives. **Judging does not mean to judge others.** Think of this type as being orderly and organized.

**Perceptive (P)** types like to live in a spontaneous and flexible way. They are happy when their lives are open to possibilities. They try to understand life rather than control it. **Think of this type as spontaneous and flexible.**

Since these types have very opposite ways of looking at the world, there is a great deal of potential for conflict between them unless there is an appreciation for the gifts and talents of both. In any situation, we can benefit from people who represent these very different points of view. For example, in a business situation, the judging type would be good at managing the money, while the perceptive type would be good at helping the business to adapt to a changing marketplace. It is good to be open to all the possibilities and to be flexible, as well as to have some structure and organization.

## Activity

### Judging and Perceptive



As you read through each pair of items, quickly place a checkmark next to the items that generally describe yourself.

#### Judging (J)

- Happy when the decisions are made and finished
- Work first, play later
- It is important to be on time
- Time flies
- Feel comfortable with routine
- Generally keep things in order
- Set goals and work toward them
- Emphasize completing the task
- Like to finish projects
- Meet deadlines
- Like to know what I am getting into
- Relax when things are organized
- Follow a routine
- Focused
- Work steadily

#### Perceptive (P)

- Happy when the options are left open; something better may come along
- Play first, do the work later
- Time is relative
- Time is elastic
- Dislike routine
- Prefer creative disorder
- Change goals as new opportunities arise
- Emphasize how the task is done
- Like to start projects
- What deadline?
- Like new possibilities and situations
- Relax when necessary
- Explore the unknown
- Easily distracted
- Work in spurts of energy

Here are some qualities that describe the ideal work environment. Again, as you **read through each pair of items**, place a checkmark next to the work environment that you prefer.

### Judging (J)

- Follow a schedule
- Clear directions
- Organized work
- Logical order
- Control my job
- Stability and security
- Work on one project until done
- Steady work
- Satisfying work
- Like having high responsibility
- Accomplish goals on time
- Clear and concrete assignments
- Total** (from both charts above)

### Perceptive (P)

- Be spontaneous
- Minimal rules and structure
- Flexibility
- Many changes
- Respond to emergencies
- Take risks and be adventurous
- Juggle many projects
- Variety and action
- Fun and excitement
- Like having interesting work
- Work at my own pace
- Minimal supervision
- Total** (from both charts above)

Look at the charts above and notice whether you are more the judging type (orderly and organized) or the perceptive type (spontaneous and flexible). We need the qualities of both types to be successful and deal with the rapid changes in today's world. On the chart below, place an X on the line to indicate how much you prefer judging or perceiving.

Judging \_\_\_\_\_ | \_\_\_\_\_ Perceptive

Do you generally have judging or perceptive traits? In the box below, write **J** for judging or **P** for perceptive. If there is a tie between **J** and **P**, write **P**.



## Journal Entry

Look at the results from Do What You Are and your own self-assessment above. Are you a judging, perceptive, or combination type? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

4

"Knowing thyself is the height of wisdom."

SOCRATES

## Activity

### Summarize Your Results

Look at your results above and summarize them on this composite chart. Notice that we are all unique, according to where the Xs fall on the scale.

Extravert (E) _____	Introvert (I) _____
Sensing (S) _____	Intuitive (N) _____
Thinking (T) _____	Feeling (F) _____
Judging (J) _____	Perceptive (P) _____

Write the letters representing each of your preferences.

The above letters represent your estimated personality type based on your understanding and knowledge of self. It is a good idea to confirm that this type is correct for you by completing the online personality assessment, Do What You Are.





## Quiz

### Personality Types

Test what you have learned by selecting the correct answer to the following questions.

1. A person who is energized by social interaction is a/an:
  - a. introvert
  - b. extravert
  - c. feeling type
2. A person who is quiet and reserved is a/an:
  - a. introvert
  - b. extravert
  - c. perceptive type
3. A person who relies on experience and trusts information that is concrete and observable is a/an:
  - a. judging type
  - b. sensing type
  - c. perceptive type
4. A person who focuses on “what could be” is a/an:
  - a. perceptive type
  - b. thinking type
  - c. intuitive type
5. A person who makes decisions based on logic is a/an:
  - a. thinker
  - b. perceiver
  - c. sensor
6. A person who makes decisions based on personal values is a/an:
  - a. feeling type
  - b. thinking type
  - c. judging type
7. The perceptive type:
  - a. has extrasensory perception
  - b. likes to live life in a spontaneous and flexible way
  - c. always considers feelings before making a decision
8. The judging type likes to:
  - a. judge others
  - b. use logic
  - c. live in a structured and orderly way
9. Personality assessments are an exact predictor of your best major and career.
  - a. true
  - b. false
10. Some personality types are better than others.
  - a. true
  - b. false

**How did you do on the quiz? Check your answers: 1. b, 2. a, 3. b, 4. c, 5. a, 6. a, 7. b, 8. c, 9. b, 10. b**

## Personality and Preferred Work Environment

Knowing your personality type will help you to understand your preferred work environment and provide some insights into selecting the major and career that you would enjoy. Selecting the work environment that matches your personal preferences helps you to be energized on the job and to minimize stress. Understanding other types will help you to work effectively with co-workers. As you read this section, think about your ideal work environment and how others are different.

**Extraverts** are career generalists who use their skills in a variety of ways. They like variety and action in a work environment that provides the opportunity for social interaction. Extraverts communicate well and meet people easily. They like to talk while working and are interested in other people and what they are doing. They enjoy variety on the job and like to perform their work in different settings. They learn new tasks by talking with others and trying out new ideas. Extraverts are energized by working as part of a team, leading others in achieving goals, and having opportunities to communicate with others.

**Introverts** are career specialists who develop in-depth skills. The introvert likes quiet for concentration and likes to focus on a work task until it is completed. They need time to think before taking action. This type often chooses to work alone or with one other person and prefers written communication such as emails to oral communication or presentations. They learn new tasks by reading and reflecting and using mental practice. Introverts are energized when they can work in a quiet environment with few interruptions. They are stressed when they have to work in a noisy environment and do not have time alone to concentrate on a project.

The **sensing** type is realistic and practical and likes to develop standard ways of doing the job and following a routine. They are observant and interested in facts and finding the truth. They keep accurate track of details, make lists, and are good at doing precise work. This type learns from personal experience and the experience of others. They use their experience to move up the job ladder. Sensing types are energized when they are doing practical work with tangible outcomes where they are required to organize facts and details, use common sense, and focus on one project at a time. They are stressed when they have to deal with frequent or unexpected change.

The **intuitive** type likes to work on challenging and complex problems where they can follow their inspirations to find creative solutions. They like change and finding new ways of doing work. This type focuses on the whole picture rather than the details. The intuitive type is an initiator, promoter, and inventor of ideas. They enjoy learning a new skill more than using it. They often change careers to follow their creative inspirations. Intuitive types are energized by working in an environment where they can use creative insight, imagination, originality, and individual initiative. They are stressed when they have to deal with too many details or have little opportunity for creativity.

The **thinking** type likes to use logical analysis in making decisions. They are objective and rational and treat others fairly. They want logical reasons before accepting any new ideas. They follow policy and are often firm-minded and critical, especially when dealing with illogic in others. They easily learn facts, theories, and principles. They are interested in careers with money, prestige, or influence. Thinking types are energized when they are respected for their expertise and recognized for a job well done. They enjoy working with others who are competent and efficient. They become stressed when they work with people they consider to be illogical, unfair, incompetent, or overly emotional.

The **feeling** type likes harmony and the support of co-workers. They are personal, enjoy warm relationships, and relate well to most people. Feeling types know their personal values and apply them consistently. They enjoy doing work that provides a service to people and often do work that requires them to understand and analyze their own emotions and those of others. They prefer a friendly work environment and like to learn with others. They enjoy careers in which they can make a contribution to humanity. Feeling types are energized by working in a friendly, congenial, and supportive work environment. They are stressed when there is conflict in the work environment, especially when working with controlling or demanding people.

The **judging** type likes a work environment that is structured, settled, and organized. They prefer work assignments that are clear and definite. The judging type makes lists and plans to get the job done on time. They make quick decisions and like to have the work finished. They are good at doing purposeful and exacting work. They prefer to learn only the essentials that are necessary to do the job. This type carefully plans their career path. Judging types are energized by working in a predictable and orderly environment with clear responsibilities and deadlines. They become stressed when the work environment becomes disorganized or unpredictable.

The **perceptive** type likes to be spontaneous and go with the flow. They are comfortable in handling the unplanned or unexpected in the work environment. They prefer to be flexible in their work and feel restricted by structures and schedules. They are good at handling work which requires change and adaptation. They are tolerant and have a “live and let live” attitude toward others. Decisions are often postponed because this type wants to know all there is to know and explore all the options before making a decision. This type is often a career changer who takes advantage of new job openings and opportunities for change. Perceptive types are energized when the work environment is flexible and they can relax and control their own time. They are stressed when they have to meet deadlines or work under excessive rules and regulations.

“True greatness is starting where you are, using what you have, and doing what you can.”

ARTHUR ASHE

## Personality and Decision Making

Your personality type affects how you think and how you make decisions. Knowing your decision-making style will help you make good decisions about your career and personal life as well as work with others in creative problem solving. Each personality type views the decision-making process in a different way. Ideally, a variety of types would be involved in making a decision so that the strengths of each type could be utilized. As you read through the following descriptions, think about your personality type and how you make decisions as well as how others are different.

The **introvert** thinks up ideas and reflects on the problem before acting. The **extravert** acts as the communicator in the decision-making process. Once the decision is made, they take action and implement the decision. The **intuitive** type develops theories and uses intuition to come up with ingenious solutions to the problem. The **sensing** type applies personal experience to the decision-making process and focuses on solutions that are practical and realistic.

The thinking and feeling dimensions of personality are the most important factors in determining how a decision is made. Of course, people use both thinking and feeling in the decision-making process, but tend to prefer or trust either thinking or feeling. Those who prefer **thinking** use cause-and-effect reasoning and solve problems with logic. They use objective and impersonal criteria and include all the consequences of alternative solutions in the decision-making process. They are interested in finding out what is true and what is false. They use laws and principles to treat everyone fairly. Once a decision is made, they are firm-minded, since the decision was based on logic. This type is often critical of those who do not use logic in the decision-making process. The **feeling** type considers human values and motives in the decision-making process (whether they are logical or not) and values harmony and maintaining good relationships. They consider carefully how much they care about each of the alternatives and how they will affect other people. They are interested in making a decision that is agreeable to all parties. Feeling types are tactful and skillful in dealing with people.

It is often asked if thinking types have feelings. They do have feelings, but use them as a criterion to be factored into the decision-making process. Thinking types are more comfortable when feelings are controlled and often think that feeling types are too emotional. Thinking types may have difficulties when they apply logic in a situation where a feeling response is needed, such as in dealing with a spouse. Thinking



types need to know that people are important in making decisions. Feeling types need to know that behavior will have logical consequences and that they may need to keep emotions more controlled to work effectively with thinking types.

**Judging** and **perceptive** types have opposite decision-making strategies. The judging type is very methodical and cautious in making decisions. Once they have gone through the decision-making steps, they like to make decisions quickly so that they can have closure and finish the project. The perceptive type is an adventurer who wants to look at all the possibilities before making a decision. They are open-minded and curious and often resist closure to look at more options.

If a combination of types collaborates on a decision, it is more likely that the decision will be a good one that takes into account creative possibilities, practicality, logical consequences, and human values.

## Personality and Time Management

How we manage our time is not just a result of personal habits: it is also a reflection of our personality type. Probably the dimension of personality type most connected to time management is the judging or perceptive trait. **Judging** types like to have things under control and live in a planned and orderly manner. **Perceptive** types prefer more spontaneity and flexibility. Understanding the differences between these two types will help you to better understand yourself and others.

Judging types are naturally good at time management. They often use schedules as a tool for time management and organization. Judging types plan their time and work steadily to accomplish goals. They are good at meeting deadlines and often put off relaxation, recreation, and fun. They relax after projects are completed. If they have too many projects, they find it difficult to find time for recreation. Since judging types like to have projects under control, there is a danger that projects will be completed too quickly and that quality will suffer. Judging types may need to slow down and take the time to do quality work. They may also need to make relaxation and recreation a priority.

Perceptive types are more open-ended and prefer to be spontaneous. They take time to relax, have fun, and participate in recreation. In working on a project, perceptive types want to brainstorm all the possibilities and are not too concerned about finishing projects. This type procrastinates when the time comes to make a final decision and finish a project. There is always more information to gather and more possibilities to explore. Perceptive types are easily distracted and may move from project to project. They may have several jobs going at once. These types need to try to focus on a few projects at a time in order to complete them. Perceptive types need to work on becoming more organized so that projects can be completed on time.

Research has shown that students who are judging types are more likely to have a higher grade point average in the first semester.<sup>1</sup> It has also been found that the greater the preference for intuition, introversion, and judgment, the better the grade point average.<sup>2</sup> Why is this true? Many college professors are intuitive types that use intuition and creative ideas. The college environment requires quiet time for reading and studying, which is one of the preferences of introverts. Academic environments require structure, organization, and completion of assignments. To be successful in an academic environment requires adaptation by some personality types. Extroverts need to spend more quiet time reading and studying. Sensing types need to gain an understanding of intuitive types. Perceptive types need to use organization to complete assignments on time.



## Personality and Money

Does your personality type affect how you deal with money? Otto Kroeger and Janet Thuesen make some interesting observations about how different personality types deal with money.

- **Judging types (orderly and organized).** These types excel at financial planning and money management. They file their tax forms early and pay their bills on time.
- **Perceptive types (spontaneous and flexible).** These types adapt to change and are more creative. Perceivers, especially intuitive perceivers, tend to freak out as the April 15 tax deadline approaches and as bills become due.
- **Feeling types (make decisions based on feelings).** These types are not very money-conscious. They believe that money should be used to serve humanity. They are often attracted to low-paying jobs that serve others.<sup>3</sup>

In studying stockbrokers, these same authors note that ISTJs (introvert, sensing, thinking, and judging types) are the most conservative investors, earning a small but reliable return on investments. The ESTPs (extravert, sensing, thinking, perceptive types) and ENTPs (extravert, intuitive, thinking, perceptive types) take the biggest risks and earn the greatest returns.<sup>4</sup>



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### Journal Entry

Write a paragraph about how being a judging, perceptive, or combination type influences any of the following: how you manage your time, how you budget your money, or your preferred work environment. Remember that judging means orderly and organized, not judging other people; perceptive means spontaneous and flexible. How is this information useful in choosing your career or being successful in college?

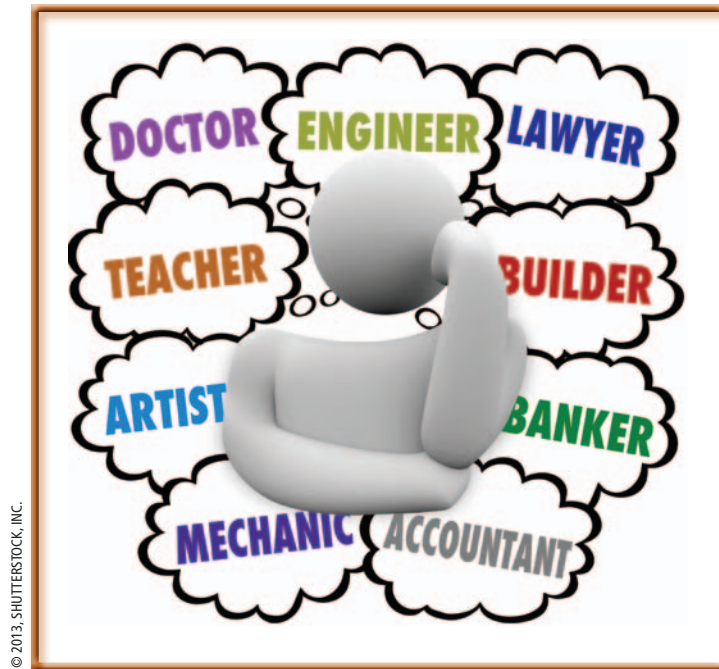
5

## Personality and Career Choice

While it is not possible to predict exactly your career and college major by knowing your personality type, it can be helpful in providing opportunities for exploration. Here are some general descriptions of personality types and preferred careers. Included are general occupational fields, frequently chosen occupations, and suggested majors. These suggestions about career selections are based on the general characteristics of each type and research that correlates personality type with choice of a satisfying career.<sup>5</sup> Read the descriptions, careers, and majors that match your personality type, and then continue your career exploration with the online database in the Do What You Are personality assessment included with your textbook.

“Choose a job you love, and you will never have to work a day in your life.”

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## ISTJ

**ISTJs** are responsible, loyal, stable, practical, down-to-earth, hardworking, and reliable. They can be depended upon to follow through with tasks. They value tradition, family, and security. They are natural leaders who prefer to work alone, but can adapt to working with teams if needed. They like to be independent and have time to think things through. They are able to remember and use concrete facts and information. They make decisions by applying logic and rational thinking. They appreciate structured and orderly environments and deliver products and services in an efficient and orderly way.

### General occupations to consider

business	education	health care
service	technical	military
law and law enforcement	engineering	management

### Specific job titles

business executive	lawyer	electronic technician
administrator	judge	computer occupations
manager	police officer	dentist
real estate agent	detective	pharmacist
accountant	corrections officer	primary care physician
bank employee	teacher (math, trade, technical)	nursing administrator
stockbroker	educational administrator	respiratory therapist
auditor	coach	physical therapist
hairdresser	engineer	optometrist
cosmetologist	electrician	chemist
legal secretary		military officer or enlistee

## College majors

business	engineering	chemistry
education	computers	biology
mathematics	health occupations	vocational training
law		

## ISTP

**ISTPs** are independent, practical, and easygoing. They prefer to work individually and frequently like to work outdoors. These types like working with objects and often are good at working with their hands and mastering tools. They are interested in how and why things work and are able to apply technical knowledge to solving practical problems. Their logical thinking makes them good troubleshooters and problem solvers. They enjoy variety, new experiences, and taking risks. They prefer environments with little structure and have a talent for managing crises. The ISTP is happy with occupations that involve challenge, change, and variety.

## General occupations to consider

sales	technical	business and finance
service	health care	vocational training
corrections		

## Specific job titles

sales manager	engineer	office manager
insurance agent	electronics technician	small business manager
cook	software developer	banker
firefighter	computer programmer	economist
pilot	radiologic technician	legal secretary
race car driver	exercise physiologist	paralegal
police officer	coach	computer repair
corrections officer	athlete	airline mechanic
judge	dental assistant/hygienist	carpenter
attorney	physician	construction worker
intelligence agent	optometrist	farmer
detective	physical therapist	military officer or enlistee

## College majors

business	computers	health occupations
vocational training	biology	physical education
law		

## ISFJ

**ISFJs** are quiet, friendly, responsible, hardworking, productive, devoted, accurate, thorough, and careful. They value security, stability, and harmony. They like to focus on one person or project at a time. ISFJs prefer to work with individuals and are very skillful in understanding people and their needs. They often provide service to others

in a very structured way. They are careful observers, remember facts, and work on projects requiring accuracy and attention to detail. They have a sense of space and function that leads to artistic endeavors such as interior decorating or landscaping. ISFJs are most comfortable working in environments that are orderly, structured, and traditional. While they often work quietly behind the scenes, they like their contributions to be recognized and appreciated.

### General occupations to consider

health care	education	artistic
social service	business	religious occupations
corrections	technical	vocational training

### Specific job titles

nurse	social worker	counselor
physician	social services	secretary
medical technologist	administrator	cashier
dental hygienist	child care worker	accountant
health education practitioner	speech pathologist	personnel administrator
dietician	librarian	credit counselor
physical therapist	curator	business manager
nursing educator	genealogist	paralegal
health administrator	corrections worker	computer occupations
medical secretary	probation officer	engineer
dentist	teacher (preschool, grades 1–12)	interior decorator
medical assistant	guidance counselor	home economist
optometrist	educational administrator	religious educator
occupational therapist		clergy

### College majors

health occupations	education	graphics
biology	business	religious studies
psychology	engineering	vocational training
sociology	art	

## ISFP

**ISFPs** are quiet, reserved, trusting, loyal, committed, sensitive, kind, creative, and artistic. They have an appreciation for life and value serenity and aesthetic beauty. These types are individualistic and generally have no desire to lead or follow; they prefer to work independently. They have a keen awareness of their environment and often have a special bond with children and animals. ISFPs are service-oriented and like to help others. They like to be original and unconventional. They dislike rules and structure and need space and freedom to do things in their own way.

### General occupations to consider

artists	technical	business
health care	service	vocational training



## Specific job titles

artist	recreation services	forester
designer	physical therapist	botanist
fashion designer	radiologic technician	geologist
jeweler	medical assistant	mechanic
gardener	dental assistant/hygienist	marine biologist
potter	veterinary assistant	teacher (science, art)
painter	veterinarian	police officer
dancer	animal groomer/trainer	beautician
landscape designer	dietician	merchandise planner
carpenter	optician/optometrist	stock clerk
electrician	exercise physiologist	store keeper
engineer	occupational therapist	counselor
chef	art therapist	social worker
nurse	pharmacy technician	legal secretary
counselor	respiratory therapist	paralegal

## College majors

art	forestry	psychology
health occupations	geology	counseling
engineering	education	social work
physical education	business	vocational training
biology		

## INFJ

**INFJs** are idealistic, complex, compassionate, authentic, creative, and visionary. They have strong value systems and search for meaning and purpose to life. Because of their strong value systems, INFJs are natural leaders or at least follow those with similar ideas. They intuitively understand people and ideas and come up with new ideas to provide service to others. These types like to organize their time and be in control of their work.

## General occupations to consider

counseling	religious occupations	health care
education	creative occupations	social services
science	arts	business

## Specific job titles

career counselor	director of religious education	dental hygienist
psychologist	fine artist	speech pathologist
teacher (high school or college English, art, music, social sciences, drama, foreign languages, health)	playwright	nursing educator
librarian	novelist	medical secretary
home economist	poet	pharmacist
	designer	occupational therapist
	architect	human resources manager
	art director	marketer

social worker  
clergy

health care administrator  
physician  
biologist

employee assistance  
program  
merchandise planner  
environmental lawyer

### College majors

psychology  
counseling  
education  
art  
music

drama  
foreign languages  
English  
health occupations  
social work

architecture  
biology  
business  
law  
science

## INFP

**INFPs** are loyal, devoted, sensitive, creative, inspirational, flexible, easygoing, complex, and authentic. They are original and individualistic and prefer to work alone or with other caring and supportive individuals. These types are service-oriented and interested in personal growth. They develop deep relationships because they understand people and are genuinely interested in them. They dislike dealing with details and routine work. They prefer a flexible working environment with a minimum of rules and regulations.

### General occupations to consider

creative arts  
education

counseling  
religious occupations

health care  
organizational  
development

### Specific job titles

artist  
designer  
writer  
journalist  
entertainer  
architect  
actor  
editor  
reporter  
journalist  
musician  
graphic designer  
art director

photographer  
carpenter  
teacher (art, drama,  
music, English, foreign  
languages)  
psychologist  
counselor  
social worker  
librarian  
clergy  
religious educator  
missionary  
church worker

dietician  
psychiatrist  
physical therapist  
occupational therapist  
speech pathologist  
laboratory technologist  
public health nurse  
dental hygienist  
physician  
human resources  
specialist  
social scientist  
consultant

### College majors

art  
music  
graphic design  
journalism  
English

foreign languages  
architecture  
education  
religious studies  
psychology

medicine  
health occupations  
social work  
counseling  
business

## INTJ

**INTJs** are reserved, detached, analytical, logical, rational, original, independent, creative, ingenious, innovative, and resourceful. They prefer to work alone and work best alone. They can work with others if their ideas and competence are respected. They value knowledge and efficiency. They enjoy creative and intellectual challenges and understand complex theories. They create order and structure. They prefer to work with autonomy and control over their work. They dislike factual and routine kinds of work.

### General occupations to consider

business and finance	education	law
technical occupations	health care and medicine	creative occupations
science	architecture	engineering

### Specific job titles

management consultant	astronomer	dentist
human resources planner	computer programmer	biomedical engineer
economist	biomedical researcher	attorney
international banker	software developer	manager
financial planner	network integration specialist	judge
investment banker	teacher (university)	electrical engineer
scientist	school principal	writer
scientific researcher	mathematician	journalist
chemist	psychiatrist	artist
biologist	psychologist	inventor
computer systems analyst	neurologist	architect
electronic technician	physician	actor
design engineer		musician
architect		

### College majors

business	physics	journalism
finance	education	art
chemistry	mathematics	architecture
biology	medicine	drama
computers	psychology	music
engineering	law	vocational training
astronomy	English	

## INTP

**INTPs** are logical, analytical, independent, original, creative, and insightful. They are often brilliant and ingenious. They work best alone and need quiet time to concentrate. They focus their attention on ideas and are frequently detached from other people. They love theory and abstract ideas and value knowledge and competency. INTPs are creative thinkers who are not too interested in practical application. They dislike detail and routine and need freedom to develop, analyze, and critique new ideas. These types maintain high standards in their work.

### General occupations to consider

planning and development	technical professional	academic
health care		creative occupations

### Specific job titles

computer software designer	pharmacist	historian
computer programmer	engineer	philosopher
research and development	electrician	college teacher
systems analyst	dentist	researcher
financial planner	veterinarian	logician
investment banker	lawyer	photographer
physicist	economist	creative writer
plastic surgeon	psychologist	artist
psychiatrist	architect	actor
chemist	psychiatrist	entertainer
biologist	mathematician	musician
pharmaceutical researcher	archaeologist	inventor

### College majors

computers	philosophy	mathematics
business	music	archaeology
physics	art	history
chemistry	drama	English
biology	engineering	drama
astronomy	psychology	music
medicine	architecture	vocational training

## ESTP

**ESTPs** have great people skills and are action-oriented, fun, flexible, adaptable, and resourceful. They enjoy new experiences and dealing with people. They remember facts easily and have excellent powers of observation that they use to analyze other people. They are good problem solvers and can react quickly in an emergency. They like adventure and risk and are alert to new opportunities. They start new projects but do not necessarily follow through to completion. They prefer environments without too many rules and restrictions.

### General occupations to consider

sales	entertainment	technical
service	sports	trade
active careers	health care	business
finance		

### Specific job titles

marketing professional	insurance agent	dentist
firefighter	sportscaster	carpenter



police officer	news reporter	farmer
corrections officer	journalist	construction worker
paramedic	tour agent	electrician
detective	dancer	teacher (trade, industrial, technical)
pilot	bartender	chef
investigator	auctioneer	engineer
real estate agent	professional athlete or coach	surveyor
exercise physiologist	fitness instructor	radiologic technician
flight attendant	recreation leader	entrepreneur
sports merchandise sales	optometrist	land developer
stockbroker	pharmacist	retail sales
financial planner	critical care nurse	car sales
investor		

### College majors

business	vocational training	English
physical education	education	journalism
health occupations		

### ESTJ

**ESTJs** are loyal, hardworking, dependable, thorough, practical, realistic, and energetic. They value security and tradition. Because they enjoy working with people and are orderly and organized, these types like to take charge and be the leader. This personality type is often found in administrative and management positions. ESTJs work systematically and efficiently to get the job done. These types are fair, logical, and consistent. They prefer a stable and predictable environment filled with action and a variety of people.

### General occupations to consider

managerial	service	professional
sales	technical	military leaders
business	agriculture	

### Specific job titles

retail store manager	military officer or enlistee	physician
fire department manager	office manager	chemical engineer
small business manager	purchasing agent	auditor
restaurant manager	police officer	coach
financial or bank officer	factory supervisor	public relations worker
school principal	corrections	cook
sales manager	insurance agent	personnel or labor relations worker
top-level manager in city/ county/state	detective	teacher (trade, industrial, technical)
government	judge	mortgage banker
management consultant	accountant	
corporate executive	nursing administrator	
	mechanical engineer	

## College majors

business	small business	law
business management	management	education
accounting	engineering	vocational training
finance	agriculture	

## ESFP

**ESFPs** are practical, realistic, independent, fun, social, spontaneous, and flexible. They have great people skills and enjoy working in environments that are friendly, relaxed, and varied. They know how to have a good time and make an environment fun for others. ESFPs have a strong sense of aesthetics and are sometimes artistic and creative. They often have a special bond with people or animals. They dislike structure and routine. These types can handle many activities or projects at once.

## General occupations to consider

education	health care	business and sales
social service	entertainment	service
food preparation	child care	

## Specific job titles

child care worker	medical assistant	promoter
teacher (preschool, elementary school, foreign languages, mathematics)	critical care nurse	special events coordinator
athletic coach	dentist	editor or reporter
counselor	dental assistant	retail merchandiser
library assistant	exercise physiologist	fund raiser
police officer	dog obedience trainer	receptionist
public health nurse	veterinary assistant	real estate agent
respiratory therapist	travel or tour agent	insurance agent
physical therapist	recreation leader or amusement site worker	sporting equipment sales
physician	photographer	retail sales
emergency medical technician	designer	retail management
dental hygienist	film producer	waiter or waitress
chef	musician	cashier
	performer	cosmetologist
	actor	hairdresser
		religious worker

## College majors

education	health occupations	journalism
psychology	art	drama
foreign languages	design	music
mathematics	photography	business
physical education	English	vocational training
culinary arts	child development	

## ESFJ

**ESFJs** are friendly, organized, hardworking, productive, conscientious, loyal, dependable, and practical. These types value harmony, stability, and security. They enjoy interacting with people and receive satisfaction from giving to others. ESFJs enjoy working in a cooperative environment in which people get along well with each other. They create order, structure, and schedules and can be depended on to complete the task at hand. They prefer to organize and control their work.

### General occupations to consider

health care	social service	business
education	counseling	human resources
child care		

### Specific job titles

medical or dental assistant	coach	sales representative
nurse	administrator of	hairdresser
radiologic technician	elementary	cosmetologist
dental hygienist	or secondary school	restaurant worker
speech pathologist	administrator of student	recreation or amusement
occupational therapist	personnel	site worker
dentist	child care provider	receptionist
optometrist	home economist	office manager
dietician	social worker	cashier
pharmacist	administrator of social	bank employee
physician	services	bookkeeper
physical therapist	police officer	accountant
health education	counselor	sales
practitioner	community welfare	insurance agent
medical secretary	worker	credit counselor
teacher (grades 1–12,	religious educator	merchandise planner
foreign languages,	clergy	
reading)		

### College majors

health occupations	education	religious studies
biology	psychology	business
foreign languages	counseling	vocational training
English	sociology	child development

## ENFP

**ENFPs** are friendly, creative, energetic, enthusiastic, innovative, adventurous, and fun. They have great people skills and enjoy providing service to others. They are intuitive and perceptive about people. ENFPs are good at anything that interests them and can enter a variety of fields. These types dislike routine and detailed tasks and may have difficulty following through and completing tasks. They enjoy occupations in which they can be creative and interact with people. They like a friendly and relaxed environment in which they are free to follow their inspiration and participate in adventures.

### General occupations to consider

creative occupations	counseling	social service
marketing	health care	entrepreneurial business
education	religious services	arts
environmental science		

### Specific job titles

journalist	public relations	physical therapist
musician	counselor	consultant
actor	clergy	inventor
entertainer	psychologist	sales
fine artist	teacher (health, special	human resources
playwright	education, English, art,	manager
newscaster	drama, music)	conference planner
reporter	social worker	employment development
interior decorator	dental hygienist	specialist
cartoonist	nurse	restaurateur
graphic designer	dietician	merchandise planner
marketing	holistic health practitioner	environmental attorney
advertising	environmentalist	lawyer

### College majors

journalism	business (advertising,	religious studies
English	marketing, public	health occupations
drama	relations)	law
art	counseling	vocational training
graphic design	psychology	

## ENFJ

**ENFJs** are friendly, sociable, empathetic, loyal, creative, imaginative, and responsible. They have great people skills and are interested in working with people and providing service to them. They are good at building harmony and cooperation and respect other people's opinions. These types can find creative solutions to problems. They are natural leaders who can make good decisions. They prefer an environment that is organized and structured and enjoy working as part of a team with other creative and caring people.

### General occupations to consider

religious occupations	counseling	health care
creative occupations	education	business
communications	human services	administration

### Specific job titles

director of religious	newscaster	social worker
education	politician	home economist
minister	editor	nutritionist

clergy	crisis counselor	speech pathologist
public relations	school counselor	occupational therapist
marketing	vocational or career counselor	physical therapist
writer	psychologist	optometrist
librarian	alcohol and drug counselor	dental hygienist
journalist	teacher (health, art, drama, English, foreign languages)	family practice physician
fine artist	child care worker	psychiatrist
designer	college humanities professor	nursing educator
actor		pharmacist
musician or composer		human resources trainer
fundraiser		travel agent
recreational director		small business executive
TV producer		sales manager

### College majors

religious studies	music	counseling
business (public relations, marketing)	journalism	sociology
art	English	health occupations
graphic design	foreign languages	business
drama	humanities	vocational training
	psychology	

### ENTP

**ENTPs** are creative, ingenious, flexible, diverse, energetic, fun, motivating, logical, and outspoken. They have excellent people skills and are natural leaders, although they dislike controlling other people. They value knowledge and competence. They are lively and energetic and make good debaters and motivational speakers. They are logical and rational thinkers who can grasp complex ideas and theories. They dislike environments that are structured and rigid. These types prefer environments that allow them to engage in creative problem solving and the creation of new ideas.

### General occupations to consider

creative occupations	law	health care
politics	business	architecture
engineering	science	education

### Specific job titles

photographer	politician	computer professional
marketing professional	political manager	corrections officer
journalist	political analyst	sales manager
actor	social scientist	speech pathologist
writer	psychiatrist	health education practitioner
musician or composer	psychologist	respiratory therapist
editor	engineer	dental assistant
reporter	construction laborer	medical assistant
advertising director	research worker	critical care nurse
radio/TV talk show host	electrician	



producer	lawyer	counselor
art director	judge	human resources planner
new business developer	corporate executive	educator
architect		

### College majors

art	music	political science
photography	business (advertising,	psychology
journalism	marketing,	health occupations
drama	management,	computers
English	human resources)	vocational training
engineering	architecture	education
science		

## ENTJ

**ENTJs** are independent, original, visionary, logical, organized, ambitious, competitive, hardworking, and direct. They are natural leaders and organizers who identify problems and create solutions for organizations. ENTJs are often in management positions. They are good planners and accomplish goals in a timely manner. These types are logical thinkers who enjoy a structured work environment where they have opportunity for advancement. They enjoy a challenging, competitive, and exciting environment in which accomplishments are recognized.

### General occupations to consider

business	management	science
finance	health care	law

### Specific job titles

executive	manager in city/county/ state government	accountant
manager	management trainer	auditor
supervisor	school principal	financial manager
personnel manager	bank officer	real estate agent
sales manager	computer systems analyst	lawyer, judge
marketing manager	computer professional	consultant
human resources planner	credit investigator	engineer
corporate executive	mortgage broker	corrections, probation officer
college administrator	stockbroker	psychologist
health administrator	investment banker	physician
small business owner	economist	
retail store manager		

### College majors

business management	computers	engineering
finance	law	psychology
economics	medicine	vocational training

## Other Factors in Choosing a Major

Choosing your college major is one of the most difficult and important decisions you will make during your college years. After assessing their personality types, students often come up with many different options for a major and career. Future chapters will help you to think about your interests, values, and preferred lifestyle. This information will help you to narrow down your choices.

Once you have completed a thorough self-assessment, you may still have several majors to consider. At this point, it is important to do some research on the outlook for a selected career in the future and the pay you would receive. Sometimes students are disappointed after graduation when they find there are few job opportunities in their chosen career field. Sometimes students



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### Majors with Highest Earnings, 2014<sup>6\*</sup>

<i>College Major</i>	<i>Beginning Median Salary</i>	<i>Mid-Career Median Salary</i>
Petroleum Engineering	103,000	160,000
Actuarial Mathematics	58,700	120,000
Nuclear Engineering	67,600	117,000
Chemical Engineering	68,200	115,000
Aerospace Engineering	62,800	109,000
Electrical/Computer Engineering	64,300	106,000
Computer Science	59,800	102,000
Physics	53,100	101,000
Mechanical Engineering	60,900	99,700
Materials Science & Engineering	62,700	99,500
Software Engineering	62,500	99,300
Statistics	52,500	98,900
Government	43,200	97,100
Economics	50,100	96,700
Applied Mathematics	52,800	96,200
Industrial Engineering	61,100	94,400
Management Information Systems	53,800	92,200
Biomedical Engineering	59,000	91,700
Civil Engineering	54,300	91,100
Environmental Engineering	49,400	89,800
Construction Management	51,500	88,800
Mathematics	49,400	88,800
Information Systems	51,900	87,200
Finance	49,200	87,100
Chemistry	44,100	84,100

\*Includes bachelor's degrees only. Excludes medicine, law and careers requiring advanced degrees.

graduate and cannot find jobs with the salary they had hoped to earn. It is important to think about the opportunities you will have in the future. If you have several options for a career you would enjoy, you may want to consider seriously the career that has the best outlook and pay.

According to the Bureau of Labor Statistics, fields with the best outlook include health care, computers, and new “green jobs” related to preserving the environment. The top-paying careers all require math skills and include the science, engineering, computer science, health care, and business fields. Only four percent of college graduates choose the engineering and computer science fields. Since there are fewer students in these majors, the salaries are higher. If you have a talent or interest in math, you can develop this skill and use it in high-paying careers.

### Other Common Majors and Earnings, 2014<sup>7</sup>

<i>College Major</i>	<i>Beginning Median Salary</i>	<i>Mid-Career Median Salary</i>
Marketing and Communications	40,200	77,600
Political Science	41,700	77,000
Architecture	41,900	75,800
Accounting	45,300	74,900
Business Administration	43,500	71,000
History	39,700	71,000
Biology	40,200	70,800
Health Sciences	38,400	70,500
Forestry	40,000	69,400
Journalism	38,100	67,700
Geography	40,800	67,200
Public Administration	40,600	66,900
English	38,700	65,200
Humanities	37,900	61,800
Psychology	36,300	60,700
Liberal Arts	36,600	60,500
Fashion Merchandising	39,100	59,100
Art History	36,900	59,000
Sociology	37,400	58,800
Criminal Justice	35,300	58,400
Fine Arts	37,400	58,200
Religious Studies	34,900	57,900
Education	37,400	55,200
Music	35,700	51,400



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### Top 15 Majors That Change the World<sup>8\*</sup>

<i>College Major</i>	<i>Beginning Median Salary</i>	<i>Mid-Career Median Salary</i>
Nursing	55,400	71,700
Special Education	33,800	49,600
Medical Technology	48,900	60,500
Sports Medicine	39,300	57,400
Biomedical Engineering	59,000	91,700
Athletic Training	34,800	46,900
Social Work	33,000	46,600
Child and Family Studies	30,300	37,200
Biblical Studies	35,400	50,800
Dietetics	44,200	56,600
Molecular Biology	40,400	76,400
Health Care Administration	39,300	58,600
Elementary Education	32,200	45,300
Exercise Science	32,600	51,000
Public Health	35,900	56,500

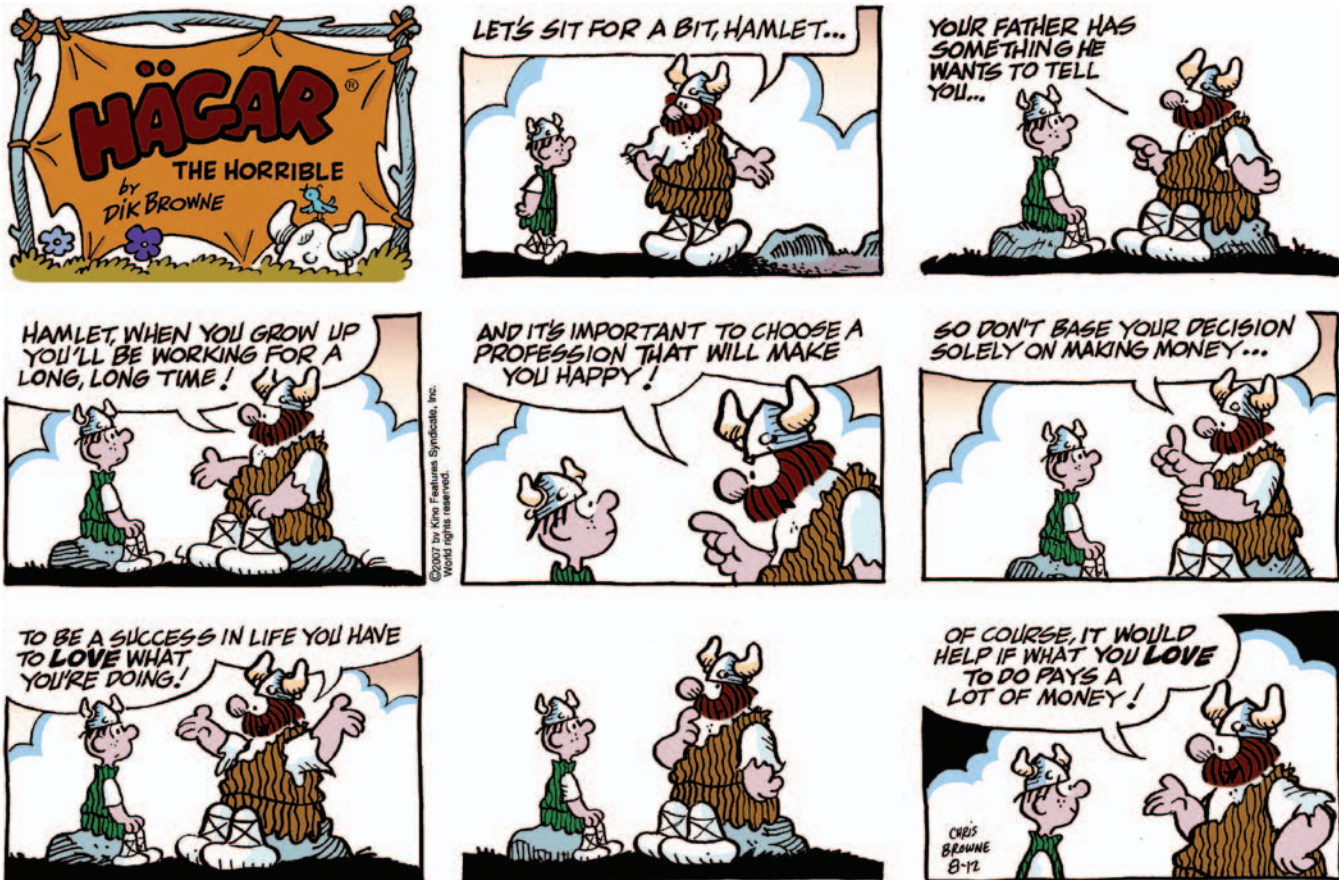
\*Based on an extensive survey by Payscale at [www.payscale.com](http://www.payscale.com) by asking college graduates, "Does your work make the world a better place to live?"

Every career counselor can tell stories about students who ask, "What is the career that makes the most money? That's the career I want!" However, if you choose a career based on money alone, you might find it difficult and uninteresting for a lifetime of work. You might even find yourself retraining later in life for a job that you really enjoy. Remember that the first step is to figure out who you are and what you like. Then look at career outlook and opportunity. If you find your passion in a career that is in demand and pays well, you will probably be very happy with your career choice. If you find your passion in a career that offers few jobs and does not pay well, you will have to use your ingenuity to find a job and make a living. Many students happily make this informed choice and find a way to make it work.

"We act as though comfort and luxury were the chief requirements of life, when all that we need to make us really happy is something to be enthusiastic about."

CHARLES KINGSLEY





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“Only passions, great passions, can elevate the soul to great things.”

DENIS DIDEROT

## Keys to Success

### Find Your Passion

Mark Twain said, “The secret of success is making your vocation your vacation.” Find what you like to do. Better yet, find your passion. If you can find your passion, it is easy to invest the time and effort necessary to be successful. Aviator Charles Lindbergh said, “It is the greatest shot of adrenaline to be doing what you’ve wanted to do so badly. You almost feel like you could fly without the plane.”<sup>9</sup> We may not be as excited about our careers as Charles Lindbergh, but we can find careers that match our personalities and talents and provide meaning to our lives.

How do you know when you have found your passion? You have found your passion when you are doing an activity and you do not notice that the time is passing. The great painter Picasso often talked about how quickly time passed while he was painting. He said, “When I work, I relax; doing nothing or entertaining visitors makes me tired.” Whether you are an artist, an athlete, a scientist, or a business entrepreneur, passion provides the energy needed to be successful. It helps you to grow and create. When you are using your talents to grow and create, you can find meaning and happiness in your life.



Psychologist Martin Seligman has written a book entitled *Authentic Happiness*, in which he writes about three types of work orientation: a job, a career, and a calling.<sup>10</sup> A job is what you do for the paycheck at the end of the week. Many college students have jobs to earn money for college. A career has deeper personal meaning. It involves achievement, prestige, and power. A calling is defined as “a passionate commitment to work for its own sake.”<sup>11</sup> When you have found your calling, the job itself is the reward. He notes that people who have found their calling are consistently happier than those who have a job or even a career. One of the ways that you know you have found your calling is when you are in the state of “flow.” The state of “flow” is defined as “complete absorption in an activity whose challenges mesh perfectly with your abilities.”<sup>12</sup> People who experience “flow” are happier and more productive. They do not spend their days looking forward to Friday. Understanding your personal strengths is the beginning step to finding your calling.

Seligman adds that any job can become a calling if you use your personal strengths to do the best possible job. He cited a study of hospital cleaners. Although some viewed their job as drudg-

ery, others viewed the job as a calling. They believed that they helped patients get better by working efficiently and anticipating the needs of doctors and nurses. They rearranged furniture and decorated walls to help patients feel better. They found their calling by applying their personal talents to their jobs. As a result, their jobs became a calling.

Sometimes we wait around for passion to find us. That probably won't happen. The first step in finding your passion is to know yourself. Then find an occupation in which you can use your talents. You may be able to find your passion by looking at your present job and finding a creative way to do it based on your special talents. It has been said that there are no dead-end jobs, just people who cannot see the possibilities. Begin your search for passion by looking at your personal strengths and how you can apply them in the job market. If the job that you have now is not your passion, see what you can learn from it and then use your skills to find a career where you are more likely to find your passion.

*“Success is not the key to happiness; happiness is the key to success. If you love what you are doing, you will be successful.”*

ANONYMOUS



## JOURNALS

### EXPLORING YOUR PERSONALITY AND MAJOR

Go to <http://www.collegesuccess1.com/JournalEntries.htm> for Word files of the Journal Entries.

## SUCCESS over the Internet

Visit the *College Success Website* at <http://www.collegesuccess1.com/>

The *College Success Website* is continually updated with new topics and links to the material presented in this chapter. Topics include:

- Personality profiles
- Online personality assessments
- Personality types of famous people in history
- Personality types and relationships
- Personality types and marriage
- Personality and careers
- Personality and communication
- Choosing your major
- Topics just for fun

Contact your instructor if you have any problems in accessing *the College Success Website*.

## Notes

1. Judith Provost and Scott Anchors, eds., *Applications of the Myers-Briggs Type Indicator in Higher Education* (Palo Alto, CA: Consulting Psychologists Press, 1991), 51.
2. *Ibid.*, 49.
3. Otto Kroeger and Janet Thuesen, *Type Talk: The 16 Personality Types That Determine How We Live, Love and Work* (New York: Dell, 1989), 204.
4. *Ibid.*
5. Allen L. Hammer and Gerald P. Macdavid, *MBTI Career Report Manual* (CA: Consulting Psychologist Press, 1998), 57–89.
6. PayScale, “2013–14 College Salary Report,” accessed September 2013, [www.payscale.com/college-salary-report-2014/](http://www.payscale.com/college-salary-report-2014/)
7. *Ibid.*
8. *Ibid.*
9. Quoted in Rob Gilbert, ed., *Bits and Pieces*, December 2, 1999.
10. Martin Seligman, *Authentic Happiness* (Free Press, 2002).
11. Martin Seligman, as reported by Geoffrey Cowley, “The Science of Happiness,” *Newsweek*, September 16, 2002, 49.
12. *Ibid.*

## PERSONALITY PREFERENCES

Use the textbook and personality assessment to think about your personality type. Place an X on the scale to show your degree of preference for each dimension of personality.

Introvert _____		_____ Extravert
Sensing _____		_____ INTuitive
Thinking _____		_____ Feeling
Judging _____		_____ Perceptive

Write a key word or phrase to describe each preference.

Introvert

Extravert

Sensing

INTuitive

Thinking

Feeling

Judging

Perceptive

What careers are suggested by your personality assessment?

Was the personality assessment accurate and useful to you?



## PERSONALITY SCENARIOS

Read the chapter on personality before commenting on these scenarios. Keep in mind the theory that we are all born with certain personality types and there are no good or bad types. Each type has gifts and talents that can be used to be a successful and happy person. Relate your comments to the concepts in this chapter. Your instructor may have you do this exercise as a group activity in class.

**Scenario 1** (Sensing vs. Intuitive): Julie is a preschool teacher. She assigns her class to draw a picture of a bicycle. Students share their pictures with the class. One of the students has drawn a bicycle with wings. Another student laughs at the drawing and says, "Bicycles don't have wings!" How should the teacher handle this situation?

**Scenario 2** (Thinking vs. Feeling): John has the almost perfect girlfriend. She is beautiful, intelligent, and fun to be with. She only has one flaw: John thinks that she is too emotional and wishes she could be a little more rational. When his girlfriend tries to talk to him about emotional issues, he analyzes her problems and proposes a logical solution. His girlfriend doesn't like the solutions that John proposes. Should John find a new girlfriend?



**Scenario 3** (Introvert vs. Extrovert): Mary is the mother of two children, ages five (daughter) and eight (son). The five-year-old is very social and especially enjoys birthday parties. At the last party, she invited 24 girls and they all showed up at the party. Everyone had a great time. The eight-year-old is very quiet and spends his time reading, doing artwork, building models, and hanging out with his one best friend. Mary is concerned that her son does not have very many friends. She decides to have a birthday party for her son also. The only problem is that he cannot come up with a list of children to invite to the party. What should Mary do?

**Scenario 4** (Judging vs. Perceptive): Jerry and Jennifer have just been married, and they love each other very much. Jennifer likes to keep the house neat and orderly and likes to plan out activities so that there are no surprises. Jerry likes creative disorder. He leaves his things all over the house. He often comes up with creative ideas for having fun. How can Jerry and Jennifer keep their good relationship going?