

# Exploring Your Personality and Major

## Learning Objectives

Read to answer these key questions:

- What is my personality type?
- How is personality type related to choice of a major and career?
- What careers and majors should I consider based on my personality type?
- What are some other factors in choosing a major?
- What is my preferred work environment?
- How does my personality type affect decision making, time management, money management, learning, and meeting the professor's expectations?
- What are my passions in life?

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

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

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.

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.)



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## 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.

Personality type 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 highlight or 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

#### 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)

\_\_\_\_\_ **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 #1

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.

## 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 highlight or 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

### 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

### 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)

- 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 #2

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.

## 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 highlight or 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

### 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



### 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)

- \_\_\_\_\_ 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 #3

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.

## 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 highlight or 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.

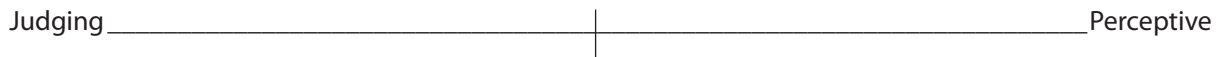
**Judging (J)**

- 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.



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 #4**

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.

"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.



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## 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

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

## Personality and Career Choice

While it is not possible to predict exactly your career and college major by knowing your personality type, it can help provide opportunities for exploration. The Do What You Are personality assessment links your personality type with suggested matching careers in the O\*Net career database continually updated by the U.S. Department of Labor. You can find additional information at the College Success 1 website: <http://www.collegesuccess1.com/careers.html>. This page includes a description of each type, general occupations to consider, specific job titles, and suggested college majors.



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## 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.

## More on Personality Type

### 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



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

Arthur Ashe



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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.



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### 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>

## Personality and Learning Strategies

Knowing about your personality type can help you to choose learning strategies that work for you.



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- **Extraverts** enjoy interactions with others and like to get to know other people. They learn best by discussing what they have learned with others. Form a study group. Be careful that excess socialization does not distract you from getting your studying done.
- **Introverts** are more quiet and reserved. They enjoy spending time alone to think about what they are studying. Study in the library. Be careful about missing out on the opportunities to share ideas with others.
- **Sensing** types focus on the senses (what they can see, hear, taste, touch, and smell.) These types are good at mastering the facts and details. Improve learning by first focusing on the big picture or broad outline and then the details will be easier to remember.
- **Intuitive** types focus on the big picture and may miss the details. Ask yourself, “What is the main point?” To improve learning, begin by looking at the big picture or broader outline and then organize the facts and details under the main ideas so you can recall them.
- **Thinking** types are good at logic. Make a personal connection with the material by asking yourself, “What do I think of these ideas?” Discuss or debate your ideas with others while remembering to respect their ideas.
- **Feeling** types are motivated by finding personal meaning in their studies. Ask yourself, “How is this material related to my life and what is important to me?” Look for a supportive environment or study group.
- **Judging** types are good at organizing the material to be learned and working steadily to accomplish their goals. Organize the material to be learned into manageable chunks to aid in recall.
- **Perceptive** types are spontaneous, flexible, adaptable, and open to new information. Pay attention to organizing your work and meeting deadlines to improve success in college and on the job. Be careful not to overextend yourself by working on too many projects at once.

## Understanding Your Professor's Personality



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Different personality types have different expectations of teachers.

- Extraverts want faculty who encourage class discussion.
- Introverts want faculty who give clear lectures.
- Sensing types want faculty who give clear and specific assignments.
- Intuitive types want faculty who encourage independent thinking.
- Thinking types want faculty who make logical presentations.
- Feeling types want faculty who establish personal rapport with students.
- Judging types want faculty to be organized.
- Perceptive types want faculty to be entertaining and inspiring.

College students and faculty often have different personality types. In summary,

College faculty tend to be	College students tend to be
Introverted	Extraverted
Intuitive	Sensing
Judging	Perceptive

Of course, the above is not always true, but there is a good probability that you will have college professors who are very different from you. What can you do if you and your professor have different personality types? First, try to understand the professor's personality. This has been called "psyching out the professor." You can usually tell the professor's personality type on the first day of class by examining class materials and observing his or her manner of presentation. If you understand the professor's personality type, you will know what to expect. Next, try to appreciate what the professor has to offer. You may need to adapt your expectations to be successful. For example, if you are an introvert, make an effort to participate in class discussions. If you are a perceptive type, be careful to meet the due dates of your assignments.

## Journal Entry #5

Write a paragraph about how your personality type influences any of the following: preferred work environment, decision making, time management, money management, learning, and meeting the expectations of your professor.

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

## 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 personality type, students often come up with many different options for a major and career. The next chapter will help you think about your multiple intelligences, interests, values, and preferred lifestyle. This information will help 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 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 the 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 4% 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.



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## Majors with the Highest Earnings for Bachelor's Degrees 2015\*<sup>5</sup>

College Major	Beginning Median Salary	Mid-Career Median Salary
Petroleum Engineering	103,000	160,000
Chemical Engineering	69,600	116,700
Nuclear Engineering	67,000	118,800
Computer Science	66,700	112,600
Electrical and Computer Engineering	66,500	113,000
Electrical Engineering	65,900	107,900
Materials Science and Engineering	64,000	99,700
Mechanical Engineering	62,100	101,600
Industrial Engineering	61,900	97,200
Software Engineering	1,700	99,800
Biomedical Engineering	9,600	92,200
Physics	57,200	105,100
Architectural Engineering	57,000	90,400
Business and Information Technology	56,900	99,100
Nursing	56,900	73,600
Civil Engineering	55,100	93,400
Statistics	54,900	103,100
Applied Mathematics	54,300	96,500
Construction Management	54,000	89,600
Information Security	53,400	85,800
Economics	51,400	97,700
Finance	50,900	89,300

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

## Other Common Majors and Earnings for Bachelor's Degrees 2015\*<sup>6</sup>

College Major	Beginning Median Salary	Mid-Career Median Salary
Marketing and Communications	41,000	81,100
Political Science	42,800	78,500
Architecture	42,600	77,000
Accounting	46,500	76,300
Business Administration	45,500	73,100
History	40,500	72,300
Biology	40,000	72,000
Health Sciences	38,300	71,200
Forestry	40,700	70,900
Journalism	39,000	71,300
Geography	41,500	70,200
Public Administration	40,000	68,500

(continued)

English	39,300	64,600
Humanities	39,700	61,100
Psychology	37,300	61,800
Liberal Arts	37,000	59,400
Fashion Merchandising	40,000	60,100
Art History	39,100	64,800
Criminal Justice	35,900	58,800
Fine Arts	38,500	57,600
Education	38,100	54,600
Music	37,500	55,400
Hotel Management	42,500	73,200

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



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### Top Majors That Change the World\*<sup>7</sup>

College Major	Beginning Median Salary	Mid-Career Median Salary
Pastoral Ministry	36,300	46,000
Nursing	56,900	73,600
Clinical Lab Science	48,000	59,900
Child Development	32,200	36,400
Athletic Training	35,000	45,900
Early Childhood Education	32,300	40,400
Sports Medicine	37,300	62,700
Medical Technology	47,800	60,200
Special Education	34,500	46,800
Therapeutic Recreation	34,500	46,900
Biblical Studies	34,900	48,500
Human Services	33,800	41,300

Social Work	38,600	60,300
Theology	36,800	51,600
Elementary Education	33,600	45,500
Child and Family Studies	31,200	38,600
Dietetics	44,000	59,100
Exercise Science	34,400	53,400

\*Based on an extensive survey by Payscale.com asking college graduates with a bachelor's degree, "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

"Only passions, great passions, can elevate the soul to great things."  
 Denis Diderot



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## KEYS TO SUCCESS



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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.

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>8</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>9</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>10</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 drudgery, 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





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## College Success 1

The College Success 1 website is continually updated with supplementary material for each chapter including Word documents of the journal entries, classroom activities, handouts, videos, links to related materials, and much more. See <http://www.collegesuccess1.com/>.

### 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. 2. Payscale, “2014–15 College Salary Report,” from <http://www.payscale.com/college-salary-report/majors-that-pay-you-back/bachelors>, accessed July 2015.
6. Ibid.
7. Ibid.
8. Martin Seligman, *Authentic Happiness* (Free Press, 2002).
9. Martin Seligman, as reported by Geoffrey Cowley, “The Science of Happiness,” *Newsweek*, September 16, 2002, 49.
10. Ibid.



# Personality Preferences

Name \_\_\_\_\_ Date \_\_\_\_\_

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?

# Talkers and Listeners




Name \_\_\_\_\_ Date \_\_\_\_\_

In the classroom, talkers (extroverts) volunteer to speak and do so frequently. Listeners (introverts) are people who prefer to stay quiet and rarely join in on the discussions. Even though you may prefer talking or listening, it is best to develop both of these skills. Decide whether you are generally a talker or a listener and answer the following questions. Your instructor may want to do this as a group activity in the classroom.

## Talkers

1. What made me a talker?
2. How can I develop my listening skills?
3. How can I help listeners talk more?

## Listeners

1. ~~What made me a talker?~~ 
2. ~~How can I develop my listening skills?~~ 
3. ~~How can I help listeners talk more?~~ 

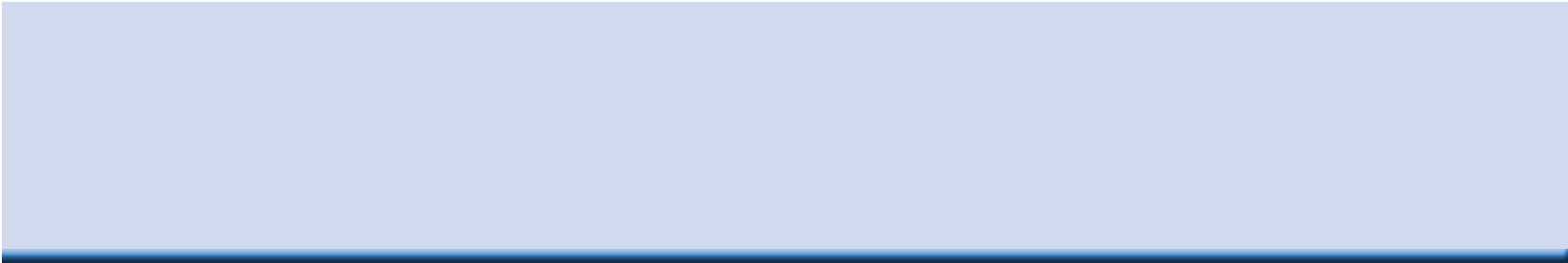
## Personality Scenarios

Name \_\_\_\_\_ Date \_\_\_\_\_

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. Extravert): 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?