



Career Match-making: Personality and Your Career



**UNIVERSITY OF
WATERLOO**



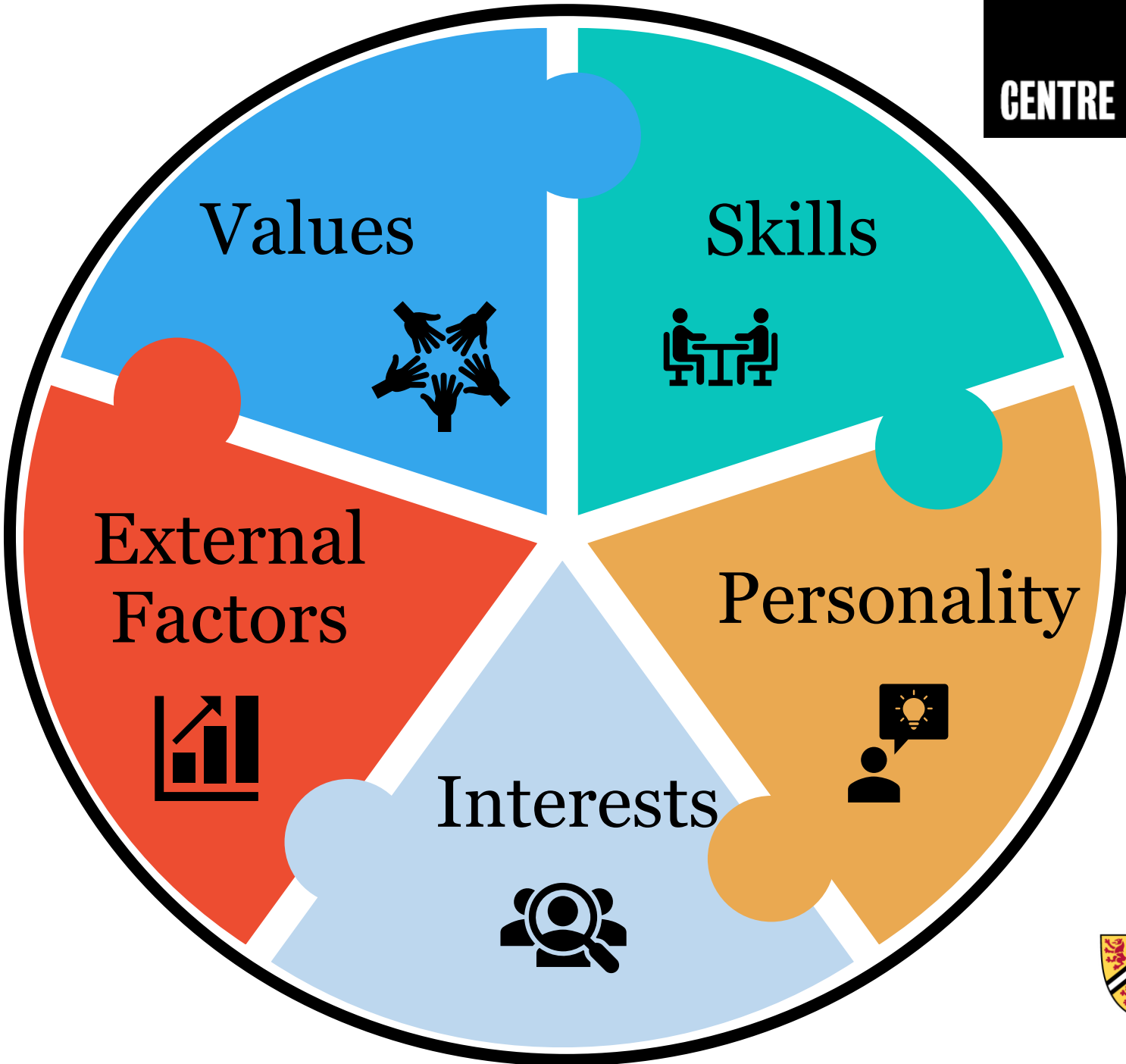
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Centre for Career Action

I respectfully acknowledge that I live and work on the traditional territory of the Attawandaron (Neutral), Anishnaabeg, and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to Six Nations, which includes ten kilometres on each side of the Grand River.



Learning outcomes

- Discover your personality preferences
- Apply these to your Career Decision Making



What is personality?

- Sum total of beliefs, perceptions, emotions, attitudes, and behaviour
- Enduring dispositional qualities/traits
- Fairly stable and consistent

Why learn about personality?

- » What situations will energize or drain us
- » Careers and tasks that will suit us
- » Challenges some careers will offer us
- » How to communicate and understand others more effectively
- » How to work best as a team

What is TypeFocus?

- » One method of determining personality type
- » There are four scales; each represents two opposite preferences for a total of 16 types
- » The Indicator is based on Jung's theory of psychological types

Key points of Jung's Theory

- » Variation in human behaviour is **not random** and can be classified into **predictable patterns**
- » Personality types reflect **preferences** for taking in information and making decisions
- » Preferences are **innate**, but environmental factors can foster development or discourage it

Handwriting Exercise ...

What is Type?

- » A positive framework, not a negative stereotype
- » Preferences/ tendencies, not abilities
- » General, not specific
- » Each individual's specific gifts, not right or wrong
- » ...and it's **one** way to understand yourself

Type preferences

- » Everyone uses all preferences in *all* scales.
- » All types have strengths and challenges; there is no “best” type.

The four dimensions of type

EXTRAVERSION

INTROVERSION

Where do you get your energy from?

SENSING

INTUITION

What kind of information do you prefer to use?

THINKING

FEELING

What process do you use to make decisions?

JUDGING

PERCEIVING

How do you deal with the world around you?



Verifying your Type preferences



Two kinds of energy: Extraversion and Introversion

Extraversion

- » Energized by interacting with the outer world of people & objects
- » Focus is on breadth & variety of worldly experiences
- » Prefer to communicate by speaking
- » Action-oriented
- » Tend to think out loud; may talk over others

At work, prefer

- Lots of social interaction
- Fast pace, multi-tasking
- Think through tasks by discussion with others
- May lose energy when there is little interaction in meetings



Introversions

- » Energized by interacting with inner experiences, ideas
- » Focus is on depth & intensity of private thoughts & reflections
- » Think before speaking/acting (wait for others to speak)
- » Reflective

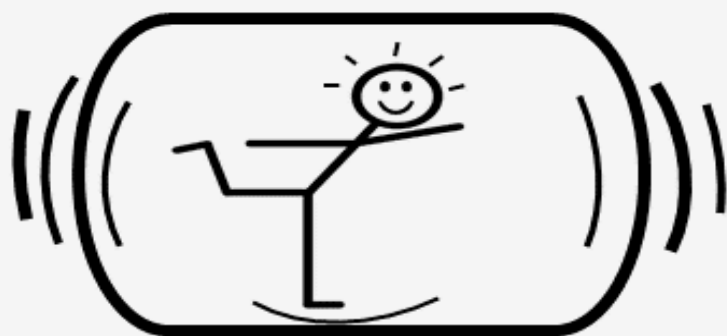
At work prefer:

- Lots of reflective time
- Slower pace, ability to work on one task at a time
- Interaction mainly one to one
- Quiet, private space to concentrate
- May lose energy when there is little space for reflection in meetings

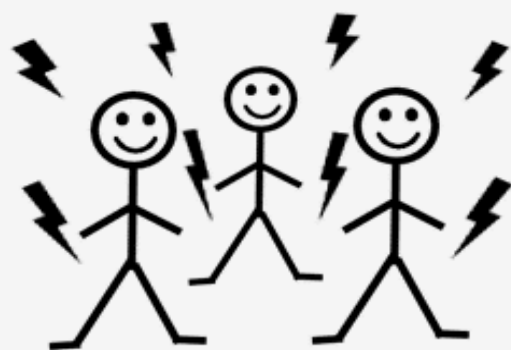


Extraversion

Tendencies/
Characteristics



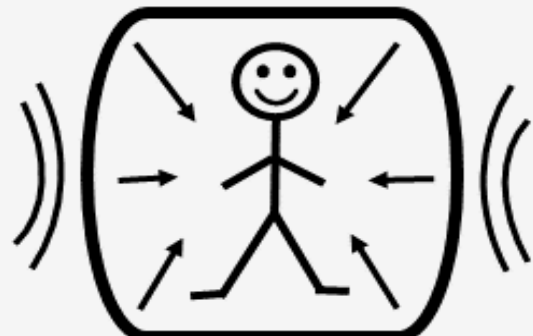
Feels **pulled outwards** by external claims and conditions



Energized by other people, external experiences

Introversion

Tendencies/
Characteristics



Feels **pulled inwards** by external claims and intrusions



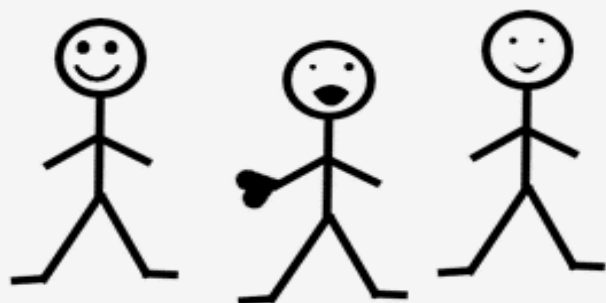
Energized by inner resources, internal experiences

Extraversion

Tendencies/
Characteristics



Expresses emotions



Needs **relationships**

Introversion

Tendencies/
Characteristics



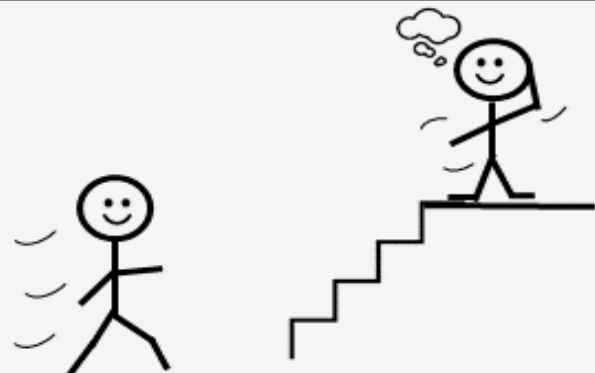
Expresses emotions with those
they know and trust



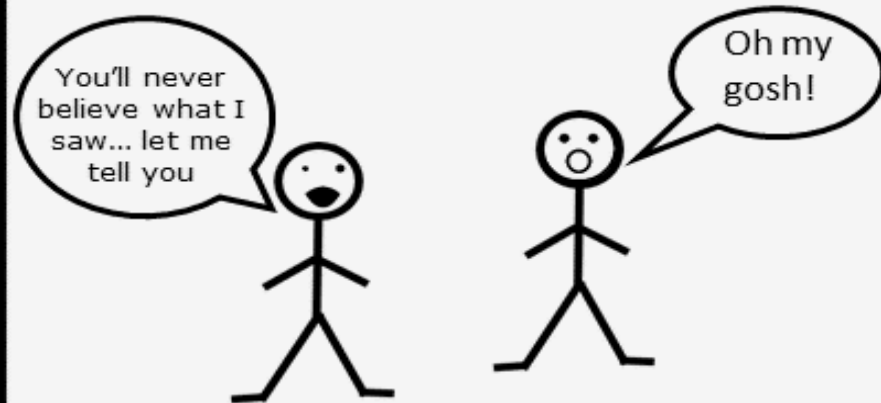
Needs **privacy**

Extraversion

Tendencies/
Characteristics



Acts, then (maybe) reflects



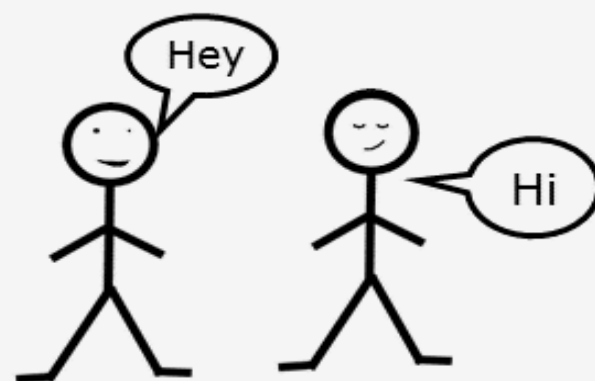
Is often friendly, talkative, **easy** to know

Introversion

Tendencies/
Characteristics



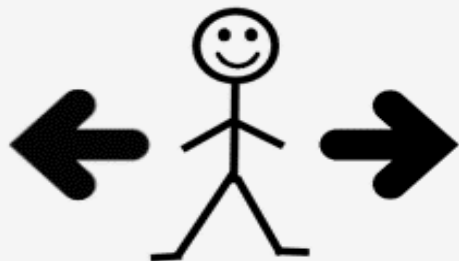
Reflects, then (maybe) acts



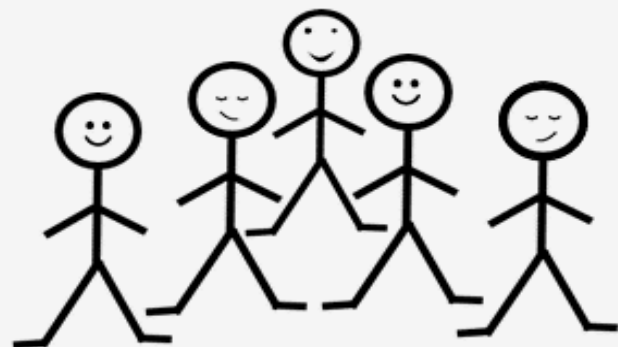
Is often reserved quiet, **hard** to know

Extraversion

Tendencies/
Characteristics



Gives **breadth** to life



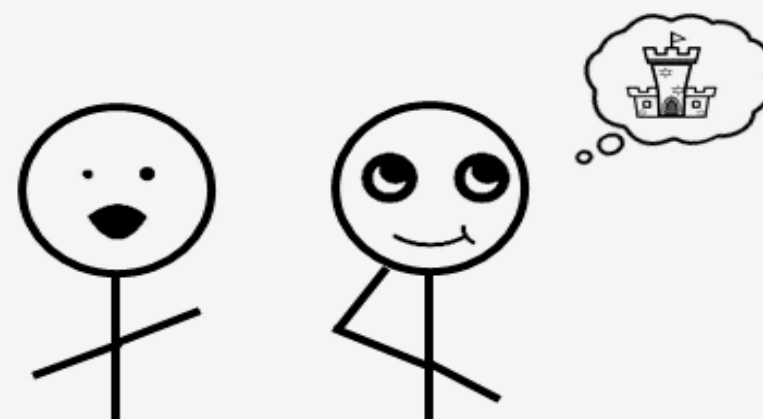
E's may seem **shallow** to I's

Introversion

Tendencies/
Characteristics



Gives **depth** to life



I's may seem **withdrawn** to E's

Exercise to help clarify the Introvert - Extravert dichotomy

- » You have signed up for a Networking session.
You arrive at the event not knowing anyone
- » How do you **experience** this event?

Extraverts use both **E** and **I**, but prefer **E**.

Introverts use both **E** and **I**, but prefer **I**.

How clear is *YOUR* preference???



clear – moderate – slight slight – moderate – clear

Introversion and Extraversion

- » What implications do these preferences have on career choice?

Two kinds of perception: Sensing and iNtuition

Sensing

- » Attending to specifics presented by the senses
- » Want to know facts and specifics of present experience
- » Collect observations
- » Adopt a realistic approach
- » Ensure things work in practice

At work, prefer

- Follow standard procedures
- Practical applications
- Details & facts first
- Step by step approach to projects/assignments
- Want clear and accurate instructions

Intuition

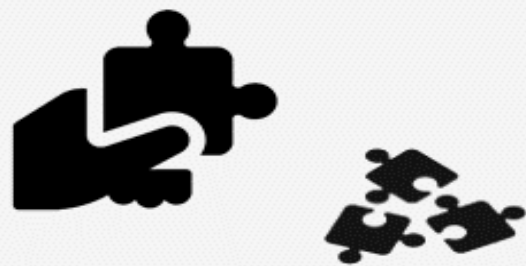
- » Attend to the meanings and patterns presented by memory and association
- » Awareness of possibilities and imaginings by way of hunches or insight
- » Look at the big picture
- » Adopt an imaginative approach
- » Ensure things work in theory
- » Use conceptual frameworks
- » May not notice inaccuracies and are comfortable with ambiguity

At work, prefer

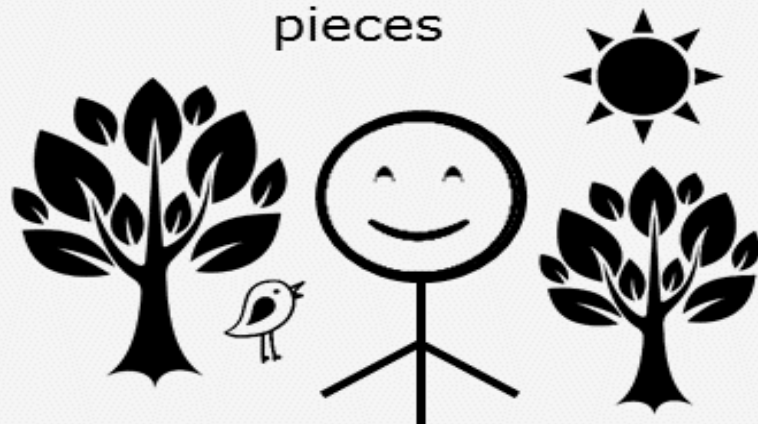
- Solve new, complex problems
- Do new and different things: change and variety
- Overview first
- Prefer to be given the overall purpose and work it out by themselves

Sensing

Tendencies/
Characteristics



Looks at **specific parts** and pieces



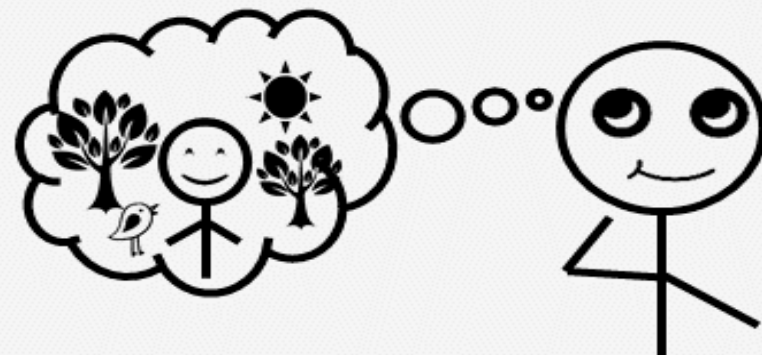
Lives in the **present**, enjoying what's there

Intuition

Tendencies/
Characteristics



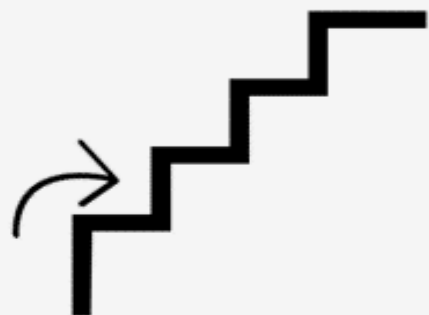
Looks at **patterns** and relationships



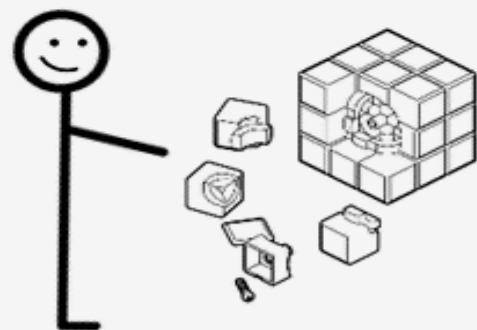
Lives towards the **future** anticipating what might be

Sensing

Tendencies/
Characteristics



Starts at the beginning,
takes **a step at a time**



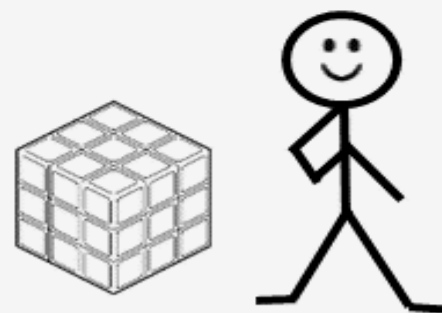
Works **hands-on** with the parts to
see the overall design

Intuition

Tendencies/
Characteristics



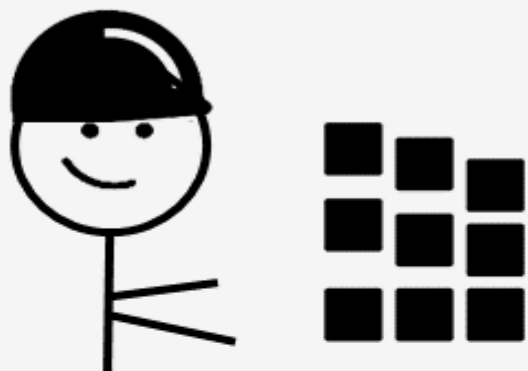
Jumps in anywhere, leaps over
steps



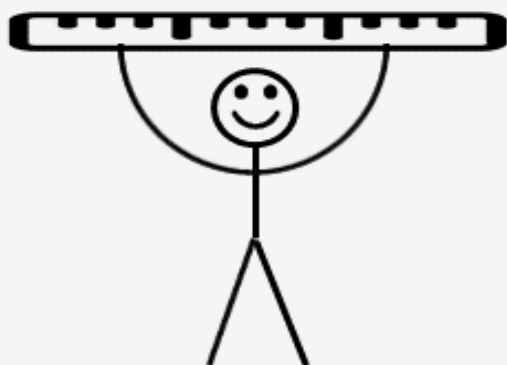
Studies the **overall design** to see
how the parts fit together

Sensing

Tendencies/
Characteristics



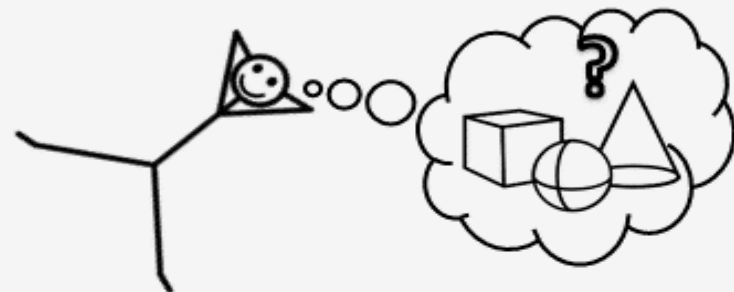
Prefers handling **practical** matters



Likes things that are **definite** **measurable**

Intuition

Tendencies/
Characteristics



Prefers imagining **possibilities**



Likes opportunities for being **inventive**

Sensing

Tendencies/
Characteristics



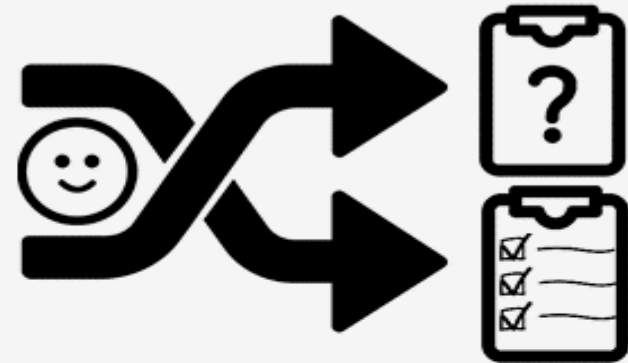
Likes set procedures,
established **routines**



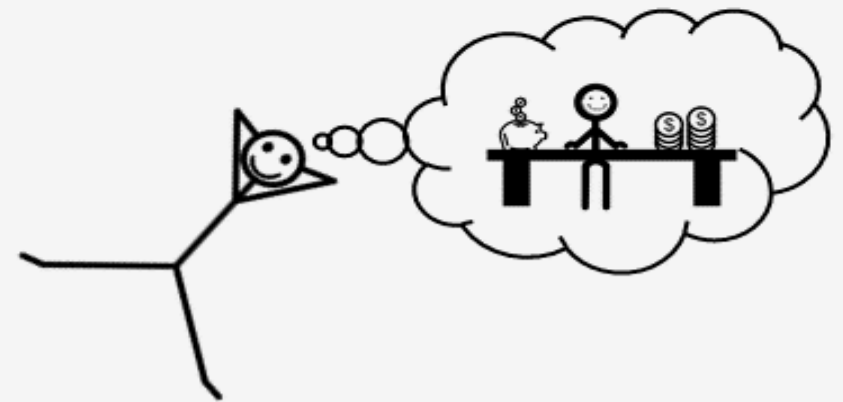
S's may seem materialistic and
literal-minded to **N's**

Intuition

Tendencies/
Characteristics

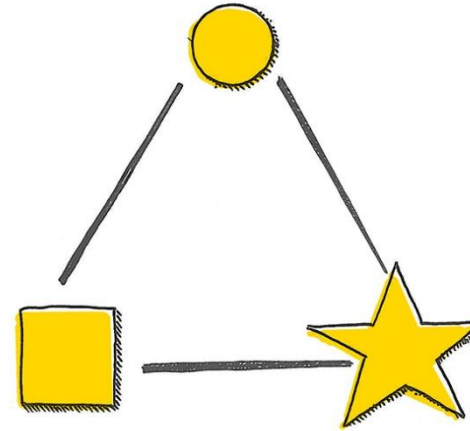
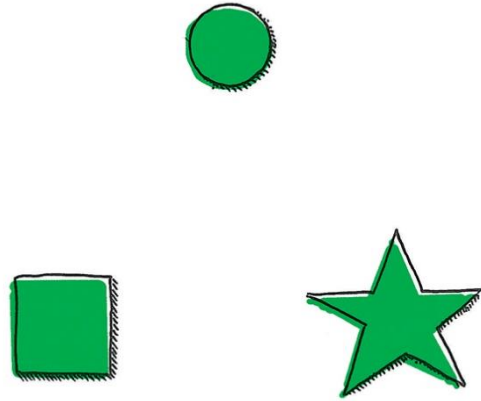


Likes change and **variety**



N's may seem fickle, **impractical**
dreamers to **S's**

Exercise to help clarify the Sensing-iNtuition dichotomy



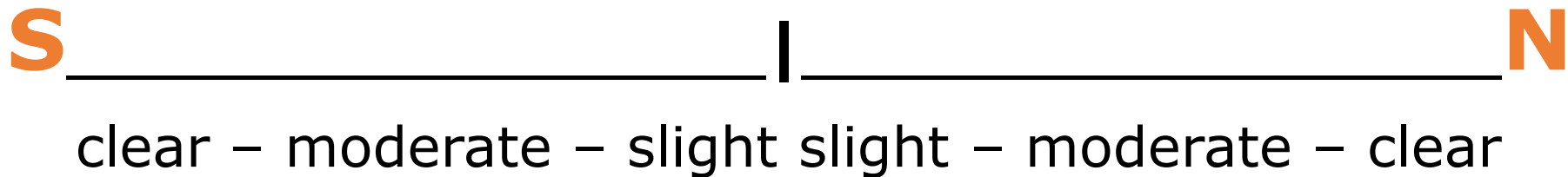


What did you see?

Sensing Types use both **S** and **N**, but prefer **S**.

iNtuition Types use both **N** and **S**, but prefer **N**.

How clear is *YOUR* preference???



Sensing-Intuition

PEER ACTION

I'll need to see more data.



This looks like a great opportunity.



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Two kinds of judgement: Thinking and Feeling

Thinking

- » Principal concern for objective truth and logical consequences
- » Reliance on logic and analysis in decisions
- » Use cause and effect analysis
- » Decide using impersonal criteria
- » Want to help by fixing the problem

At work prefer

- Logical analysis
- Focus on task
- Firm, critical
- Want recognition when task is done

Feeling

- » Conclusions based on underlying personal, subjective values
- » Understand others' viewpoints
- » Feel rewarded when people's needs are met
- » Decide by personal circumstances
- » Focus on relationship
- » Want to help by showing empathy and support

At work, prefer

- Use values to reach conclusions
- Focus on relationships
- Sympathetic, friendly
- Want appreciation during process

Thinking

Tendencies/
Characteristics



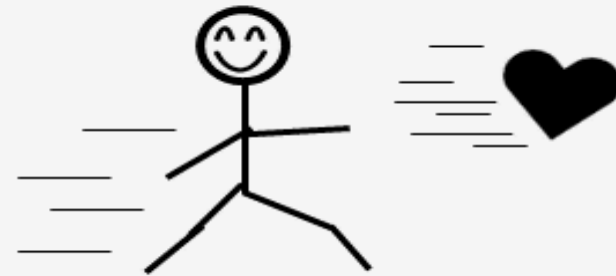
Decides with the **head**



Goes by **logic**

Feeling

Tendencies/
Characteristics



Decides with the **heart**



Goes by **personal** convictions

Thinking

Tendencies/
Characteristics

Feeling

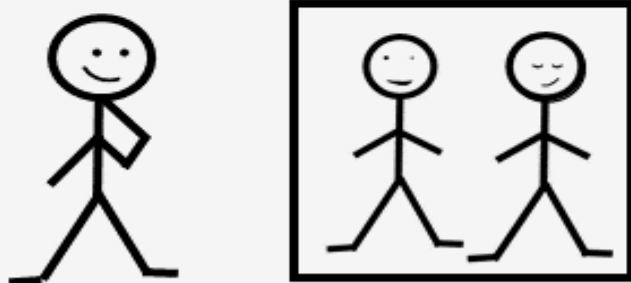
Tendencies/
Characteristics



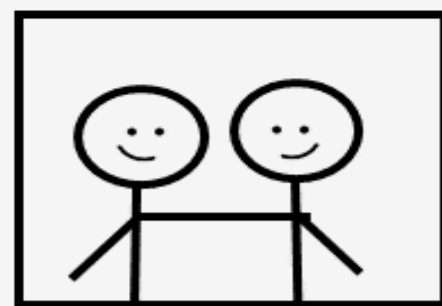
Concerned for truth, **justice**



Concerned for relationships, **harmony**



Sees things as **on-looker** from **outside** a situation



Sees things as a **participant** from **within** a situation

Thinking

Tendencies/
Characteristics



Takes a **Long** View



Spontaneously finds flaws,
criticizes

Feeling

Tendencies/
Characteristics



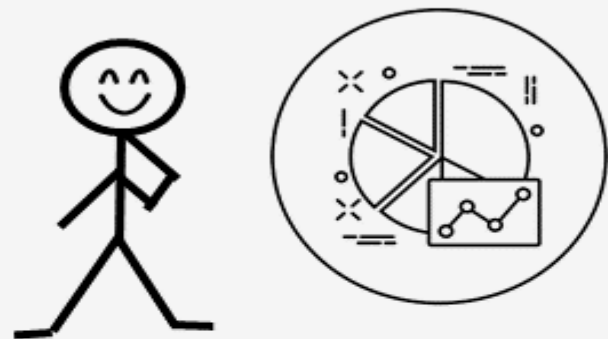
Takes an **immediate** and personal
view



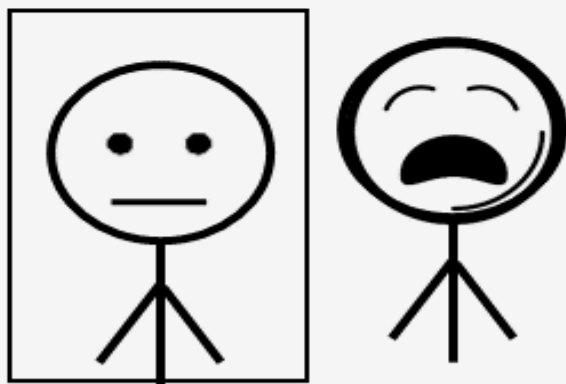
Spontaneously **appreciates**

Thinking

Tendencies/
Characteristics



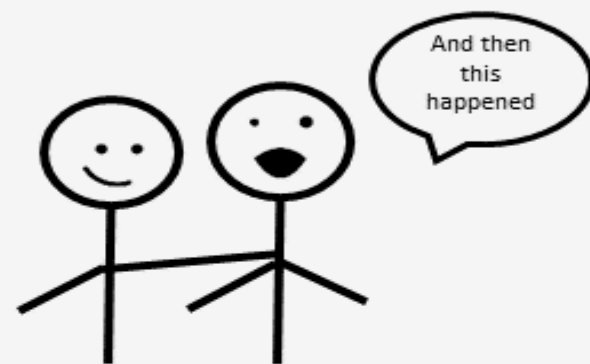
Prefers analyzing plans



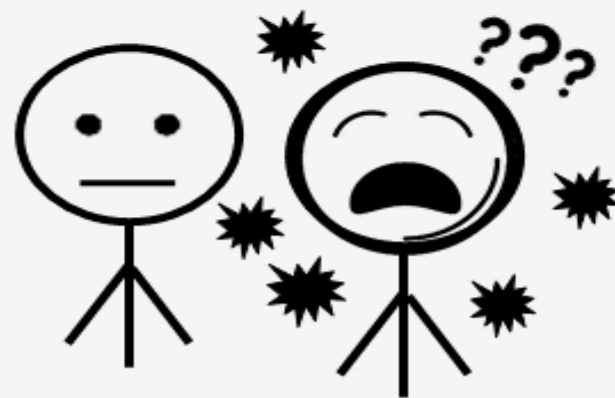
T's may seem cold and
condescending to F's

Feeling

Tendencies/
Characteristics



Prefers understanding people



F's may seem fuzzy minded and
emotional to T's

Activity...

“See things through my eyes”

	Give support to my colleague		Get the project back on track	
	Concern		Annoyance	
	Submitting sub-standard work and isn't meeting targets		Struggling and negatively impacting the morale of the team	
	Want to be a friend but sometimes come across as too willing to accommodate people		Want to solve the problem but sometimes come across as uncaring and tough	
	Ask how they are doing, try to understand the position they're in, and then ask how their work is progressing.		See how their work is progressing, objectively list my concerns, and then ask how they are feeling.	
	Competence		Well-being	
	I start identifying possible solutions		I begin to understand my colleague's situation	



“See things through my eyes”

F	Give support to my colleague		Get the project back on track	T
F	Concern		Annoyance	T
T	Submitting sub-standard work and isn't meeting targets		Struggling and negatively impacting the morale of the team	F
F	Want to be a friend but sometimes come across as too willing to accommodate people		Want to solve the problem but sometimes come across as uncaring and tough	T
F	Ask how they are doing, try to understand the position they are in, and then ask how their work is progressing.		See how their work is progressing, objectively list my concerns, and then ask how they are feeling.	T
T	Competence		Well-being	F
T	I start identifying possible solutions		I begin to understand my colleague's situation	F



T-F EXERCISE: Who gets to go where

- » Your group project has been selected for presentation at a national conference
- » There are 5 members in your group; the University will pay for only 3 to go to this conference
- » You must decide which 3 will go. How will you decide this?



Thinking (T)
"Is this logical."

Feeling (F)
"Will anyone be hurt."



Thinking Types use both **T** and **F**, but prefer **T**.

Feeling Types use both **F** and **T**, but prefer **F**.

How clear is *YOUR* preference???

T _____ | _____ **F**
clear – moderate – slight slight – moderate – clear

Type and career choice

- » ST, SF, NF, NT: influence career choice and preferred activities the most

Two orientations to the world: Judging and Perceiving

Judging

- » Approach to the outer world is to come to conclusions
- » Focus is on closure, predictability, planning, organization and control
- » A judging lifestyle is decisive, planned and orderly

At work, prefer

- Plan and follow it
- Organizing and finishing tasks
- Like things decided
- Structure & schedules

Perceiving

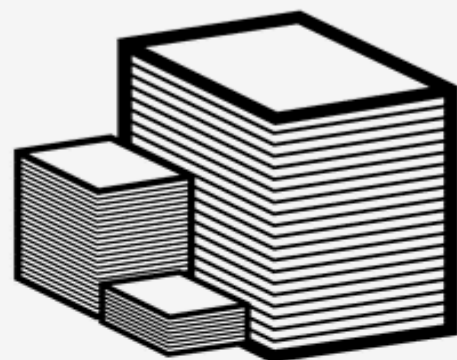
- » Approach to the outer world is to gather information
- » Focus is on adaptability, spontaneity and openness to new information
- » A perceptive lifestyle is flexible, adaptable and spontaneous

At work, prefer

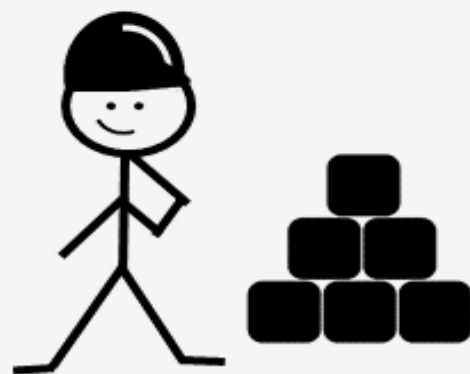
- Seek flexibility
- Many tasks started and left open for change
- Postpone decisions, stay open to new options
- Plunge in first, work out what's needed along the way

Judgement

Tendencies/
Characteristics



Prefers an **organized** lifestyle



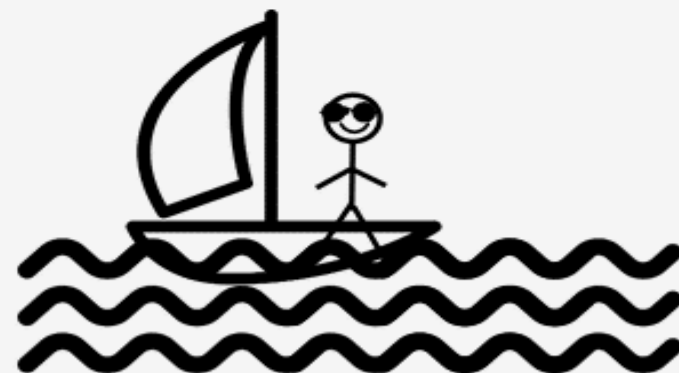
Likes definite order and **structure**

Perception

Tendencies/
Characteristics



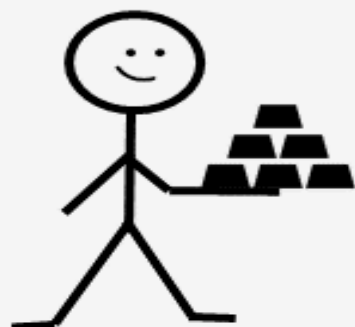
Prefers a **flexible** lifestyle



Likes going with the **flow**

Judgement

Tendencies/
Characteristics



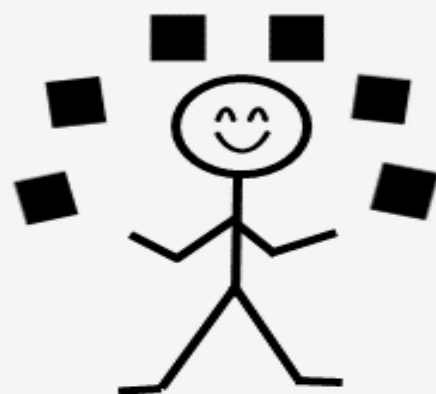
Likes to have life **under control**



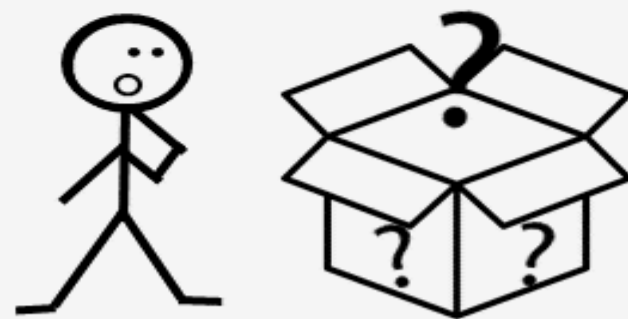
Enjoys being **decisive**

Perception

Tendencies/
Characteristics



Prefers to experience life **as it happens**



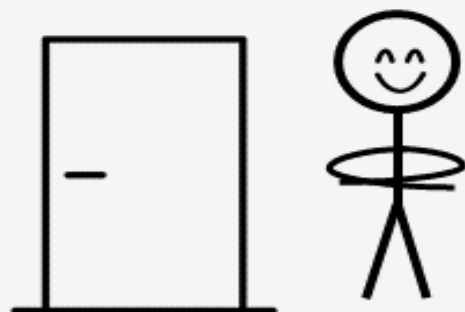
Enjoys being **curious**, discovering surprises

Judgement

Tendencies/
Characteristics



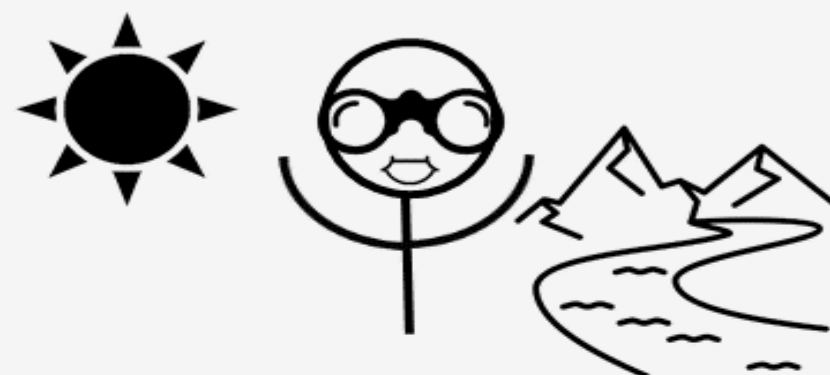
Likes **clear limits** and
categories



Feels comfortable establishing
closure

Perception

Tendencies/
Characteristics



Likes **freedom to explore** without
limits



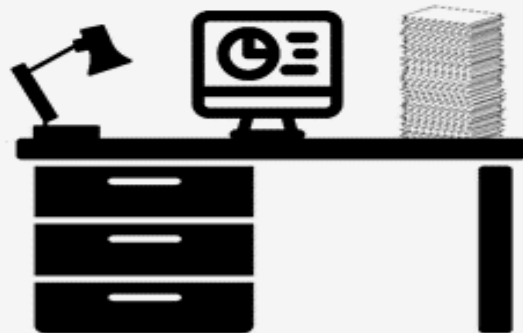
Feels comfortable maintaining
openness

Judgement

Tendencies/
Characteristics



Handles Deadlines, plans **in advance**



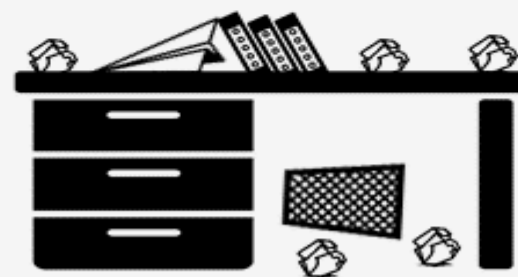
J's may seem **demanding, rigid, uptight** to P's

Perception

Tendencies/
Characteristics



Meets deadlines by **last minute rush**



P's may seem **disorganized, messy, irresponsible** to J's

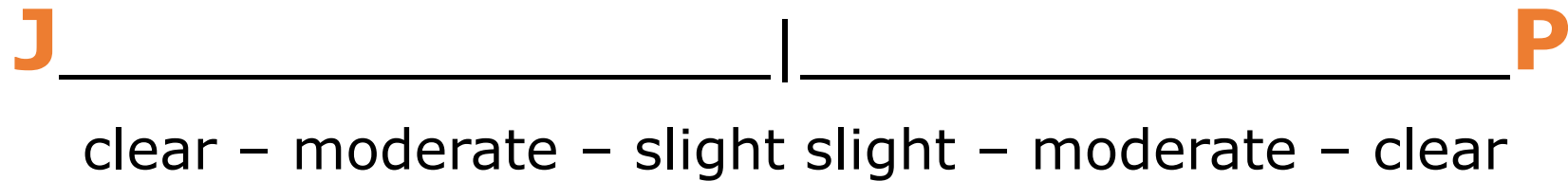
Exercise to help define the Judging – Perceiving dichotomy

- » Scenario: you and a friend are planning a special birthday party for a mutual friend
- » How do you go about making this event happen?

Judging Types use both **J** and **P**, but prefer **J**.

Perceiving Types use both **J** and **P**, but prefer **P**.

How clear is *YOUR* preference???



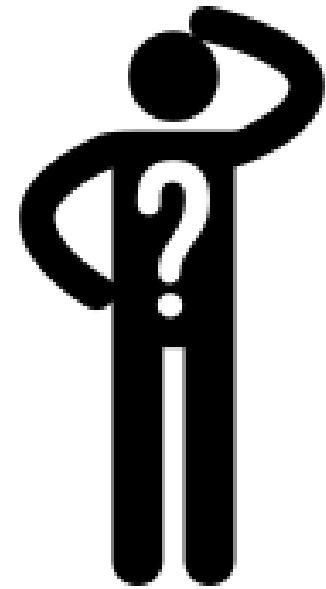
Judging and Perceiving

- » What implications do these preferences have on career choice?

What's your Type?

Based on:

Your reaction to this presentation
+
Results from the TypeFocus assessment
=
Your “Best-Fit” Type



A word about clarity

- » Your preference clarity category shows how consistently you chose one preference over the other.
- » High points indicate a clear preference; low points mean a preference is less clear.
- » Note that the preference clarity category does NOT measure the strength of a preference.

Preference Clarity Category – Raw Point Ranges			
Slight 11 - 15	Moderate 14 - 20	Clear 17 - 24	Very clear 20 - 26

Difficulty deciding?

- » You may still be developing your preferences (this is especially true of young people).
- » You may have completed the TypeFocus questionnaire based on expectations or preferences of your parents, family, or friends.
- » You may have based your answers on what you feel is required by your work or current situation rather than what you actually prefer.
- » You may not be acting typically because of stress or a crisis.
- » You may be reacting to cultural pressure to have certain preferences (for example, planning ahead or being outgoing).

Pulling together your best-fit type

- » This is the whole type YOU think fits you best.
- » If you are unsure on any preference pair, consider whether there are demands on you to operate differently from your natural preference.
- » Have a look at the short descriptions of the possible alternatives for you. Which one resonates best for you?
- » Remember, you know yourself best!
- » Don't worry if you are still unsure – you have time to reflect before you decide.



Additional resources

- » <http://personalityplaybook.com/2014/09/21/mbti-step-ii-the-40-facets-of-the-16-types/>
- » <http://www.personalitypage.com/html/portraits.html>



Career supports



Check out our Live Chat or CareerHub for additional support, offered exclusively to Waterloo students.

QUESTIONS?



**We want to hear
from you!**

Please complete our survey!



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HOW DID WE DO?

We are always looking for ways to improve and your feedback is important. Complete the feedback survey delivered to your inbox at the end of this week.

Our mission is to educate and motivate all members of the University of Waterloo community to develop and take action to achieve current and future career goals.