

Step 4 Personality

Aim of Step 4: Is to Identify Main Personality Traits

Introduction to Personality

While there are many definitions of personality, we can describe it as a combination of traits or characteristics that form our unique character.

Your personality strongly influences your thoughts and actions and therefore affects every aspect of your life, including your career.

Understanding your personality is an important part of your career development, as is indeed awareness of the differing personalities of those who you are involved with in your career.

Personality has a part to play in

- How you like to work
- What motivates you
- How you interact with others
- Your strengths

The better you are able to understand your own personality, the better you will be able to identify careers that suit you.

It is also helpful to have some understanding of your career relationships due to your interaction with other personalities.

Aim of Step 4: To identify your main personality traits.

Objectives:

At the end of this step you should;

- Have identified your primary, secondary personality traits.
- Have identified occupations that suit your personality.
- Be able to identify your personal development needs.
- Know your personality strengths.
- Transfer primary and second personality traits to your Career Development Plan.

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Personality Tool:

This **Personality tool** is designed to help you uncover your personality.



Instructions:

1. Follow the web link and complete the personality assessment. Note: you will be required to register with ***Finding Potential*** and give them your email address.
2. On completing the assessment your report will be forwarded to your email account.
3. The report can be printed and/or saved to your Career Progression files.
4. Read your report. It will give you many valuable insights into your personality.
5. In the report you will find the 'Big 5 Personality Profile'. Of the 5 personality areas, which area scores furthest from the centre regardless of whether this is a high or a low score? (The areas are scored from 1 to 10 therefore the centre is between 5 and 6).
6. The area with the score furthest from the centre is your primary personality trait. The area second furthest from the centre is your secondary personality trait, and so on. Note your primary (main), and your secondary trait. It may be that you in some areas your score is the same. If this is so, then choose which one you feel is more important.
- 7. Rank your traits in order and transfer them to your career development plan.**
8. Read the In-Depth section of Big 5. Note the main features of the work preferences described, as they correspond to your primary and secondary traits.
- 9. Transfer these main features of your work preferences to your career development plan, under the appropriate headings.**
10. What does the report reveal that you may consider an area that can be improved on or developed?
- 11. Transfer what you consider to be the most important areas for your own personal development to your career development plan.**
12. What does the report tell you about your strengths of personality?
- 13. Transfer your main personality strengths to your career development plan.**
14. The report gives a list of occupations that may generally suit your primary and secondary traits.
15. Go to the Possible Occupations List in your career development plan.
16. Be especially mindful (mark) any that are common to the report and to your current list.
- 17. Add any new career options suggested in the report to your current list.**
18. What does the report say to you about your personality strengths, and areas that may be improved or developed?
- 19. Add these personal development needs and strengths to your career development**

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