

Career Headlines

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How Personality Affects Career Success

Your relationships with your boss, coworkers, family, and friends will depend to a large extent on your personality!

There are many inventories you can take—some people call them tests—to help you understand your personality. You can use what you learn about yourself to form better relationships.

One of these devices, called the Myers-Briggs Type Inventory, is widely used in business to identify the personality strengths and weaknesses of employees. An example of how the MBTI works is shown below. Choose the statement in each two-statement group that describes you best and circle its letter. Then write your four-letter combination—ISTJ, for example.

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|--|---|
| Working with others gives me more energy. | E |
| Working with others is more tiring to me than working alone. | I |
| I don't believe something unless I see, hear, taste, smell, or touch it first. | S |
| I use my gut, or intuition, to help me understand what's going on around me. | N |
| I use logic to form conclusions or make decisions. | T |
| I allow my personal feelings to influence my decisions. | F |
| I like my life to be organized and structured. I like to plan ahead. | J |
| I like to be spontaneous and flexible. I take things as they come. | P |



The four letters you choose give a broad view of your personality. Here is a short look at their meaning:

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|-----------------|---|
| E - Extroverted | You like to talk about things with others before acting. |
| I - Introverted | You like private time to analyze information before acting. |
| S - Sensing | You like to focus on what is needed now, not in the future. |
| N - Intuitive | You think of what might be in the future and how to change things for the better. |
| T- Thinking | You want facts and figures before making a decision. |
| F - Feeling | You are interested in how actions will affect people. |
| J - Judging | You prefer a planned, orderly way of life, with things settled and controlled. |
| P - Perceiving | You like to keep your options open and flexible, discovering life as it occurs. |

Action: Analyze how your personality will affect your career. For an additional examination of your personality, go to <http://www.humanmetrics.com/cgi-win/JTypes2.asp>.

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