

Personality Tests

In addition to exploring your learning style, it is also useful to discover your personality type. There are many different kinds of personality tests and self-assessment tools. Researchers have identified four major personality types: Rationalist, Idealist, Guardian, Artisan. Take a look at the following personality types and see what fits you best.

Rationalists are	Idealists are
<ul style="list-style-type: none"> ❑ Visionaries, futurists ❑ 'Big picture' people ❑ Theoretical, philosophical ❑ Analytical thinkers ❑ Perfectionists ❑ Systematic ❑ Inquisitive ❑ Independent ❑ Persistent ❑ Competent and complex ❑ Serious ❑ Knowledge seekers 	<ul style="list-style-type: none"> ❑ Persuasive ❑ Enthusiastic ❑ Team and group people ❑ People oriented ❑ Optimistic ❑ Sensitive to others ❑ Seekers of harmony ❑ Encouraging ❑ Expressive ❑ Imaginative ❑ Motivating ❑ Growth oriented
Guardians are	Artisans are
<ul style="list-style-type: none"> ❑ Organized and orderly ❑ Predictable ❑ Consistent ❑ Specialized ❑ Dependable and reliable ❑ Perfectionist ❑ Loyal and service-oriented ❑ More comfortable with the status-quo ❑ Detail-oriented ❑ Structured ❑ Conservative and stable ❑ Security conscious ❑ Respectful of authority 	<ul style="list-style-type: none"> ❑ Self confident ❑ Decision makers ❑ Challengers ❑ Results-focused ❑ Problem solvers ❑ Competitive ❑ Independent ❑ Practical ❑ Creative ❑ Humorous ❑ In need of visibility ❑ Action-oriented

Tips for Idealists and Artisans

- Manage your time
- Make schedules and lists
- Prioritize
- Use flow charts
- Deal with the details
- Finish products that you start
- Analyze situations

- Reason logically
 - Use objective measurements
 - List advantages and disadvantages and give them weighted value
 - Make outlines, draw diagrams and pictures, use mind maps to clarify and break the whole into parts
 - Use sequences when you think and speak
- Visualize patterns, pictures, situations
 - Use symbols and picture mind maps, rather than words
 - Talk about your feelings and emotions
 - Write songs, poems, verse with colourful images and no rhyme or rhythm
 - Participate in non-competitive activities
 - Use stories, symbols and metaphors when you talk
 - Practice coping with ambiguities
 - Try role-playing situations, to understand the 'big picture' or the context

Tips for Guardians and Rationalists

- Brainstorm ideas
- Listen to your gut feelings, instincts and intuition

Source: Douhgan, Catherine and Dr. Ron Dougan (1998). College Smarts: The Survival and Success Guide for Canadian Students. Calgary: RedStone Publishing.



Myers-Briggs Type Indicator ® (MBTI®)

Myers-Briggs is another assessment tool for identifying personality type. The MBTI® instrument can be administered and interpreted only by a trained professional. This can be done on campus at Career Services, University Centre Level 3. To get an initial idea of where you think you may fit, check out the following preference pairs and think about the way you naturally prefer to work.

Which is your most natural energy orientation?	
Extroverted Characteristics <ul style="list-style-type: none"> Act first, think/reflect later Feel deprived when cut off from interaction with the outside world Usually open to and motivated by outside world of people and things Enjoy wide variety and change in people relationships 	Introverted Characteristics <ul style="list-style-type: none"> Think/reflect first, then Act Regularly require an amount of "private time" to recharge batteries Motivated internally, mind is sometimes so active it is "closed" to outside world Prefer one-to-one communication and relationships
Choose which one best fits: Extroverted <input type="checkbox"/> Introverted <input type="checkbox"/>	
Which way of Perceiving or understanding is most "automatic" or natural?	
Sensing Characteristics <ul style="list-style-type: none"> Mentally live in Present Being practical and using common sense solutions is automatic-instinctual. Memory recall is rich in detail of facts and past events Best improvise from past experience Like clear and concrete information; dislike guessing when facts are "fuzzy" 	Intuitive Characteristics <ul style="list-style-type: none"> Mentally live in the Future Using imagination and creating/inventing new possibilities is automatic-instinctual. Memory recall emphasizes patterns, contexts, and connections Best improvise from theoretical understanding Comfortable with ambiguous, fuzzy data and with guessing its meaning.
Choose which one best fits: Sensing <input type="checkbox"/> Intuitive <input type="checkbox"/>	
Which way of forming Judgments and making choices is most natural?	
Thinking Characteristics <ul style="list-style-type: none"> Instinctively search for facts and logic in a decision situation Focus on tasks and work to be accomplished Easily able to provide an objective and critical analysis Accept conflict as a natural, normal part of relationships with people. 	Feeling Characteristics <ul style="list-style-type: none"> Instinctively employ personal feelings and impact on people in decision situations Being sensitive to people needs and reactions is a prime consideration. Naturally seek consensus and popular opinions Unsettled by conflict; have almost a toxic reaction to disharmony.
Choose which one best fits: Thinking <input type="checkbox"/> Feeling <input type="checkbox"/>	
What is your action orientation towards the outside world?	
Judging Characteristics <ul style="list-style-type: none"> Plan many of the details in advance before moving into action. Focus on task-related action; complete meaningful segments before moving on. Work best and avoid stress when keep ahead of deadlines. Naturally use targets, dates and standard routines to manage life. 	Perceiving Characteristics <ul style="list-style-type: none"> Comfortable moving into action without a plan; plan on-the-go. Like to multitask, have variety, mix work and play. Naturally tolerant of time pressure; work best close to the deadlines. Instinctively avoid commitments which interfere with flexibility, freedom and variety
Choose which one best fits: Judging <input type="checkbox"/> Perceiving <input type="checkbox"/>	

Source: Personality Pathways (2004, March 26). What is your Myers-Briggs Personality Type? Retrieved July 20, 2004 from Personality Pathways on the World Wide Web: www.personalitypathways.com/type_inventory.html

Check out some of the following websites to get a snapshot of what your MBTI® type means. For a full analysis, and to take the full assessment contact Career Services, UC Level 3, ext. 52214 or www.careerservices.uoguelph.ca.

www.personalitypathways.com/type_inventory.html; www.typelogic.com/