Personality Exploration

This document has a series of quizzes to help you find out more about your own personality. Go through the exercises with the handout “Personality Exploration Summary” next to you, and you’ll end up with a summary of your political leanings, working style, learning style, and helping style.

Quiz #1 – Personality Type

Read over each statement. If the statement applies to you, then place a check (√) under the appropriate personality type on the Personality Exploration Summary handout.

|  |  |
| --- | --- |
| Personality Type | Statements |
| I’m aDOER | * I enjoy working at a steady pace.
 |
| I like to be prepared before I start something. |
| I prefer to follow a set of instructions. |
| * I enjoy finishing one project before I start another.
 |
| I like a task even if it takes a long time to finish. |
| I say: “Just give it to me and it’ll get done.” |
| I’m aORGANIZER | * I like to make decisions.
 |
| * I like to take responsibility for things.
 |
| I enjoy organizing and managing events. |
| I like to lead group projects. |
| I like assigning work to others. |
| I say: “Let’s do it this way.” |
| I’m aHELPER | * I like to explain things to other people.
 |
| I enjoy helping my friends solve their problems. |
| * I like to work with others as part of a group.
 |
| * I like to encourage people to do things.
 |
| * I like to find out other people’s opinions.
 |
| I say: “How can I help?” |
| I’m aTHINKER | * I prefer to work on my own.
 |
| I like to solve problems and puzzles. |
| * I like to explain things to people.
 |
| * I enjoy being challenged by the unexpected.
 |
| * I like to do things differently.
 |
| * I say: “I wonder why...”
 |
| I’m aCREATOR | * I like to try new things.
 |
| * I enjoy using my imagination to solve problems.
 |
| * I prefer to use my own ideas.
 |
| * I enjoy being challenged by the unexpected.
 |
| * I like to do things differently.
 |
| * I say: “I have an idea.”
 |
| I’m aPERSUADER | I like to be the leader of a group. |
| * I enjoy debating and expressing my opinion.
 |
| * I like competition.
 |
| * I enjoy subjects that allow me to participate and be challenged.
 |
| I like to organize people and activities. |
| I say: “I have a good idea that we should carry out.” |

Quiz #2 - Learning Styles

There are three basic learning styles:



Auditory Visual Kinesthetic (Tactile)

Each of us learn best when we are taught in a particular learning style. However, we can be a combination of two or three learning styles. Read each statement, and record your rating for each statement below the corresponding number on your summary booklet with this scale:

often = 5 points sometimes = 3 points seldom = 1 point

1. Can remember more about a subject through listening than reading.
2. Follow written directions better than spoken directions.
3. Like to write things down to take notes for visual review.
4. Bear down extremely hard with pen or pencil when writing.
5. Require explanations of diagrams, graphs, or visual directions.
6. Enjoy working with tools.
7. Am skilful with and enjoy developing and making graphs and charts.
8. Can tell if sounds match when presented with pairs of sounds.
9. Remember best by writing things down several times.
10. Can understand and follow directions on a map.
11. Do better at academic subjects by listening to lectures.
12. Play with coins or keys.
13. Learn to spell better by repeating the letters out loud than by writing the word on paper.
14. Can better understand a news article by reading about it in the paper than by listening to the radio.
15. Chew gum, or snack during studies.
16. Feel the best way to remember is to picture it in your head.
17. Learn spelling by writing out the words.
18. Would rather listen to a good lecture or speech than read about the same material in a textbook.
19. Am good at working and solving jigsaw puzzles and mazes.
20. Grip objects in hands during learning period.
21. Prefer listening to the news on the radio rather than reading about it in a newspaper.
22. Obtain information on an interesting subject by reading relevant materials.
23. Feel very comfortable touching others, hugging, handshaking, etc.
24. Follow spoken directions better than written ones.

Add up the ratings/points under each heading to determine your dominant learning style(s).

Quiz #3 – Political Leaning Quiz

On the summary sheet, record how many things you agree with under each heading using the following scores. (There are ten possible points in each category):

**YES - Totally agree = 1 point MAYBE - agree a bit = ½ NO - disagree = 0**

**Left**

1. Citizens should pay higher taxes to ensure the poorest are cared for through social services.

2. If we’re going to freely trade and run businesses across all borders worldwide, it should be in order to benefit people (citizens) more than businesses.

3. Land shouldn’t be a commodity to be bought and sold; it should be available for everyone.

4. It shouldn’t be possible for people to make tons of money by moving money around (trading stocks and charging interest on other money - like stock brokers and bankers) without actually adding anything to society.

5. It’s a sad reflection on our society that something as basic as drinking water is now a bottled, branded consumer product.

6. Businesses should get in trouble if they lie to people (even if it’s done in a sneaky way that doesn’t officially count as lying). We need to close any loopholes they can use to get away with things like polluting and using sweatshops.

7. We should tax the rich at a higher rate to help reduce our debt.

8. Businesses like Monsanto should be stopped from taking over the ability of farmers to save and use seeds in agriculture by saying they’re conserving seeds themselves to guarantee food security in future.

9. Many people are poor because they had some hard breaks, not because they’re lazy or dumb.

10. Health care of the highest quality should be free for all people in the country.

**Right**

11. The more you work, the more money you deserve, so we should keep taxes low. Individuals who work hard for themselves shouldn’t have to support other people they don’t even know.

12. The government shouldn’t give money (from our taxes) to the arts (theatres, museums, CBC, TVO) to keep them running. Even businesses that help communities should only be around if they can support themselves with ticket sales.

13. Businesses should only care about making money for the people who invested in their business. They shouldn’t have to worry about the environment or their employees’ happiness at work. If people don’t like their business ethics, they won’t shop there.

14. Those with the ability to pay should have the right to higher standards of medical care.

15. What’s good for the most successful corporations is always, ultimately, good for all of us. Money will trickle down to the poorer people eventually.

16. Businesspeople and manufacturers are more important to society than writers and artists.

17. It’s better for people to help people by giving to charities of their choice than for the government to help them through welfare paid by our taxes (mandatory charity).

18. Mothers may have careers, but their first duty is to be homemakers.

19. Businesses are too highly taxed. We should lower corporate taxes to make sure businesses don’t move to another country where they can make more money.

20. We should reduce expensive social programs (welfare, pensions, arts) to help reduce our debt.

**Authoritarian**

21. The country’s security and safety are most important, so the ability for the government to have a lot of control over citizens is necessary.

22. There are international laws set up that determine what our military can do, but sometimes it’s okay to break these laws (like when the U.S. invaded Iraq). I’ll always support my country, no matter what.

23. Being a grown up means no longer arguing with authorities or protesting or rebelling, and the prime function of schooling should be to equip the future generation to find jobs.

24. These days openness about sex has gone too far. There are some things nobody should be allowed to do even if it’s between consenting adults.

25. Because corporations cannot be trusted to voluntarily protect the environment or labour rights, they require regulation. For example, some companies like to take over other smaller companies or run them out of business (by setting up a huge store right next to a little independent store) until they they have little (or no) competition. This government should be able to restricted harmful corporate practices.

26. If we only had one leader (no choices to vote for), it would make a better, more efficient government. We wouldn’t waste so much time and money on elections every few years, and all decisions could be made much faster.

27. Only criminals should worry about the government watching what we do online. Surveillance is for our safety.

28. Jail should be about making people sorry for what they did and scaring others away from doing those crimes. It’s unreasonable to think we can help to make these people better citizens, and the death penalty should be an option for the most serious crimes

29. News and humour are mixed together so much it’s hard to tell which is which. The government should control the media enough to ensure a clear division.

30. Good parents sometimes have to spank their children; the most important thing for children to learn is to accept discipline. And parents should have to have licenses to have children in the first place.

**Libertarian**

31. The government should have as little control over citizens as possible. All authority should be questioned.

32. What goes on in a private bedroom between consenting adults is no business of the state. Birth control and abortion should be legal and easily available, and pornography, depicting consenting adults, should be legal for the adult population.

33. The government should never be allowed to force anyone to go to war (conscription) no matter what the circumstances.

34. It’s better for society if businesses are allowed to do whatever they need to do to make money without any rules imposed on them by the government.

35. If you steal my iPod, I should be able to take your iPod. If you kill my mom, I should be able to kill your mom as punishment. Revenge is justifiable, and the court systems are often corrupt.

36. Possessing marijuana for personal use should not be a criminal offence. In fact, all drugs should be legalized. It’s up to the individual to make wise decisions for him/herself.

37. The prime function of schooling should be for students to find their passion, so schools should not make classroom attendance compulsory.

38. People in different countries who live differently and don’t have a lot of technology are no less than us, they’re just different. No one chooses his or her country of birth, so it’s foolish to be proud of it.

39. Our freedoms are being unreasonably denied because we’re worried about terrorists.

40. Same sex couple should be allowed to adopt children.

**Quiz #4 – Work Values**

Read each statement below, and record your rating for each statement beside the corresponding number on your summary handout. Use the following rating scale:

1 (not at all like me) 3 (a bit like me) 5 (definitely me)

1. It would be more important for my job to offer security rather than opportunity.
2. It would be hard for me to live with the feeling that others were passing me up in my occupation.
3. The kind of occupation I have wouldn’t be as important as earning enough money for a good living.
4. I want my occupation to provide me with the opportunity to acquire new skills and knowledge.
5. A very important part of my work would be the opportunity to make friends.
6. I want an occupation where I could look forward to a stable future.
7. It’s important for me to have an occupation which would provide me with a chance to get to the top.
8. I would judge my success in my job mainly by how much money I made.
9. I have the right to expect my work to be fun and exciting.
10. I would prefer an occupation with an opportunity to work with people rather than things.
11. It’s more important to me that I am able to count on having a job rather than to make a lot of money.
12. To me, success in my occupation is when I have respect and recognition from others.
13. Work is nothing more than a way of making a living.
14. It’s important for me to have an occupation that gives me a chance to develop my abilities.
15. It’s not right for me to lose friends just to get ahead at work.
16. The most important factor about my occupation is that I can depend upon it being there.
17. Getting recognition for my work and my occupation is very important to me.
18. My occupation has to provide me with the chance to make a great deal of money.
19. I want an occupation in which I can work with new ideas, be original, and be creative.
20. The main satisfaction I can get from work is helping my coworkers.
21. It’s important for me to be reasonably sure that my occupation is fairly permanent.
22. I should try to succeed at work, even if it interferes with other things in life.
23. To be successful in my occupation, I have to care about making money.
24. It’s important for me to have enough freedom and responsibility to use all my skills.
25. It’s important for me to have an occupation where I can work with congenial and friendly people.

After you calculate your score, read the descriptions below:

Security: Security is important for everyone. If you have a high security value, it means you prefer an occupation which is stable, predictable, and has some permanence rather than one which is risky, changeable, and subject to seasonal demands. Occupation security usually implies jobs with limited opportunity for advancement or excitement. Opportunities for growth, advancement, and high financial rewards require more than average risk-taking and a willingness to change or even relocate.

Status/Recognition: If you have a high status/recognition value, it means you would prefer occupations which are recognized as having higher social recognition. Status and recognition can come from a variety of sources: power, intelligence, money, social usefulness, and so forth. In most cases high status/recognition occupations also require post secondary degrees.

Financial Reward: If you have a high financial reward value, you prefer to work to make money. People with high financial reward values change jobs frequently seeking higher salaries. Very often, people with high financial reward values work very hard – more than the average person. Consequently, they often have difficulty relaxing because they might miss an opportunity to make money.

Self-Expression: If you have a high self-expression value, you prefer occupations in which you can use your abilities, talents, and creativity. The opportunity to work at something which is interesting is more important than salary or recognition. People with high self-expression values usually want jobs where there is the opportunity for continued growth, learning, and development.

Personal Relationships: If you have personal relationships as your high value, you prefer occupations in which you have a chance to develop meaningful friendships. While work is important to support yourself, its primary value is to develop a support network of friends. People with high personal relationship values often develop their social lives around the people with whom they work.

**Quiz #5 – Interests Inventory**

You can use your interests as a direction finder on your journey of exploration for jobs that interest you. Read each statement. Record your responses in your summary handout by circling the corresponding number of those statements that are like you.

1. I’d rather make something than read a book.
2. I enjoy problem-solving, games, and working at puzzles.
3. I like helping other people when they need it.
4. I enjoy learning about new topics by reading about them.
5. I like working with my hands.
6. I like being the leader in a group of people.
7. I prefer to know all the facts before I tackle a problem.
8. I like to take care of other people.
9. I enjoy designing, inventing, and creating things.
10. I enjoy expressing myself through art, music, or writing.
11. I would like a job where I could deal with people all day.
12. I like working with materials and equipment.
13. I enjoy learning new facts and ideas.
14. I find co-operating with others comes naturally to me.
15. I like finding out how things work by taking them apart.
16. I would rather work with machines and things rather than working with people.
17. I can usually persuade people to do things my way.
18. I enjoy building and repairing things.
19. I enjoy the research part of my projects.
20. I like interacting with people.
21. I enjoy thinking up different ideas and ways to do things.
22. I like hearing other people’s opinions.
23. I enjoy learning how to use different tools.
24. I find it easy to follow written instructions.

Add up the number of circles for each area of interest to determine your type.

# You are an information junkie

You enjoy:

-expressing yourself through writing, music, art

-doing experiments or researching

-solving puzzles or problems

-studying or reading

# People are your pastime

You enjoy:

-caring for or helping others

-persuading people or negotiating

-working as part of a team

-leading or supervising others

# Things are your thing

You enjoy:

-using tools and machines

-making objects with your hands

-maintaining or fixing equipment

-finding out how things work

# Occupations may be found in:

• Health Care • Education & Training • Social Work & Counselling • Religion •

# Occupations may be found in:

• Engineering • Product Manufacturing • Construction • Repair & Servicing • Transportation • Trades & Technology •

# Occupations may be found in:

• Arts & Entertainment • Business & Finance • Scientific Research • Sales & Services • Tourism • Law •

Quiz #6 – Myers-Briggs Type Inventory

Do this test online: http://similarminds.com/jung.html - then click on the learn more about this type button at the bottom.

Quiz #7 – Right-Brained or Left-Brained

1. Which is more true of you?

1. I’m tense about getting things right.

 b. I’m relaxed and let things happen. X

2. Which do you enjoy more about music?

 a. the beat X

 b. the melody

3. Which ways of learning do you like best?

 a. workshops and field trips X

 b. books and lectures

4. Which of these two subjects do you like more?

 a. art X

 b. math

5. When you buy something, do you make sure you have received the right change?

 a. Yes, I count. b. No. X

6. How do you figure things out?

 a. The answer comes to me all at once, like a light going on.

 b. A piece at a time, then I put it all together. X

7. Which would you rather do?

 a. read b. watch TV X

8. How are you at putting your feelings into words?

 a. Very good

 b. It takes me a while to think about it, if I can do it at all. X

9. If you practice an instrument or a sport, how do you do it?

 a. When I feel like it and have the time. X

 b. The same time each day for a certain amount of time.

10. You are riding your bike to a friend’s house. You have never been there before. Which method

 do you use to find your way?

 a. I ask for directions, then I look at a map.

 b. I ask for directions, then write down street names and landmarks. X

11. Which of these types of fabrics do you prefer?

 a. fabrics without much texture (cotton and denim) X

 b. fabrics with lots of texture (corduroy, suede, velvet)

12. Are you good at remembering faces?

 a. yes X b. no

13. Are you good at remembering names?

 a. yes X b. no

14. How do you feel about psychic claims (ESP, aliens, etc.)?

 a. Science cannot explain everything. These are worth looking into. X

 b. They are foolish and non-scientific.

Quiz #8 – Emotional Intelligence Quotient

1. You are on an airplane that suddenly hits extremely bad turbulence and begins rocking from side

 to side. What do you do?

 a. Continue to read your book or magazine, or watch the movie, paying little attention to the

 turbulence.

 b. Become vigilant for an emergency, carefully monitoring the flight attendants and reading

 the emergency instructions card.

 c. A little of both a and b.

2. You have taken a group of 4-year-olds to the park, and one of them starts crying because the

 others will not play with him. What do you do?

 a. Stay out of it – let the kids deal with it on their own.

 b. Talk to him and help him fugure out ways to get the other kids to play with him.

 c. Tell him in a kind voice not to cry.

 d. Try to distract the crying boy by showing him some other things he could play with.

3. Assume you are a college student who had hoped to get an A in a course, but you have just

 found out you got a C- on the midterm. What do you do?

 a. Sketch out a specific plan for ways to improve your grade and resolve to follow through on

 your plans.

 b. Resolve to do better in the future.

 c. Tell yourself it really doesn’t matter much how you do in the course, and concentrate

 instead on other classes where your grades are higher.

 d. Go to see the professor and try to talk her into giving you a better grade.

4. Imagine you are an insurance salesperson calling prospective clients. Fifteen people in a row

 have hung up on you, and you are getting discouraged. What do you do?

 a. Call it a day and hope you have better luck tomorrow.

 b. Assess qualities in yourself that may be undermining your ability to make a sale.

 c. Try something new in the next call, and keep plugging away.

 d. Consider another line of work.

5. You are a manager in an organization that is trying to encourage respect for racial and ethnic

 diversity. You overhear someone telling a racist joke. What do you do?

 a. Ignore it – it’s only a joke.

 b. Call the person into your office for a reprimand.

 c. Speak on the spot, saying that such jokes are inappropriate and will not be tolerated in

 your organization.

 d. Suggest to the person telling the joke he should go through a diversity-training program.

6. You are trying to calm down a friend who has worked herself up into a fury at a driver in another

 car who cut dangerously close in front of her. What do you do?

 a. Tell her to forget it – she’s okay now, and it’s no big deal.

 b. Put on one of her favourite tapes, and try to distract her.

 c. Join her in putting down the other driver as a show of support.

 d. Tell her about a time something like this happened to you and how you felt as mad as she

 does now, but then you found out the other driver was on the way to a hospital emergency.

7. You and your best friend have gotten into an argument that has escalated into a shouting match.

 You are both upset, and, in the heat of anger, make personal attacks you do not really mean.

 What is the best thing to do?

 a. Take a 20-minute break, and then continue the discussion.

 b. Just stop the argument – go silent no matter what your friend says.

 c. Say you’re sorry, and ask your friend to apologize too.

 d. Stop for a moment, collect your thoughts, then state your side of the case as precisely as

 you can.

8. You have been assigned to head a group that is trying to come up with a creative solution to a

 nagging problem at school. What is the first thing you do?

 a. Draw up an agenda and allot time for discussion of each item so you make the best use of

 you time together.

 b. Have people take the time to get to know one another better.

 c. Begin by asking each person for ideas about how to solve the problem, while the ideas are

 fresh.

 d. Start out with a brainstorming session, encouraging everyone to say whatever comes to

 mind, no matter how wild.

9. You 3-year-old sister is extremely timid, and has been fearful about new places and people

 virtually since she was born. What do you do?

 a. Accept that she has a shy temperament and thin of ways to shelter her from situations that

 would upset her.

 b. Suggest that a parent/guardian take her to a child psychiatrist for help.

 c. Purposely expose her to lots of new people and places so she can get over her fear.

 d. With a parent/guardian, engineer an on-going series of challenging but manageable

 experience that will teacher her she can handle new people and places.

10. You have been wanting to get back to learning to play a musical instrument you tried in

 childhood, and now, just for fun, you have finally gotten around to starting. You want to make

 the most effective use of your time. What do you do?

 a. Hold yourself to a strict practice time each day.

 b. Choose pieces that stretch your abilities a bit.

 c. Practice only when you are really in the mood.

 d. Pick pieces that are far beyond your ability but that you could master with diligence.

Quiz #9 – True Colours Personality Assessment

For each row (across), determine which colour best describes you. On the summary page, put a checkmark under the colour you choose each time. Then see which is your dominant colour.

|  |  |  |  |
| --- | --- | --- | --- |
| Blue  | Gold | Orange | Green |
| compassionate, idealistic, affectionate, empathetic, caring, nurturing, a communicator and valuing feelings | consistent, goal­oriented, traditional, realistic, prepared, dependable, loyal, responsible & having leadership ability  | flexible, easy­going, playful, clever, open to change, having many interests, courageous, assertive andindependent X  | confident, mentally strong, logical, inventive, having high expectations, knowledgeable and enjoy my own company |
| I flourish with encouraging rather than competition | I believe that work comes before play | I enjoy freedom and independence | For me, work is play X |
| In relationships, I seek harmony, warmth, and romance | In relationships, I am serious and tend to have traditional, conservative views of love and marriage. | In relationships, I thrive on physical contact and enjoy people who share my interests. X | In relationships, I am uneasy when my emotions get the best of me and want to establish relationships that allow me to focus my energy on my career |
| As a child, I was imaginative and creative. | As a child, I understood and respected authority and wanted to follow the rules. | As a child, I learned better by doing and experiencing rather than listening and reading. X | As a child, I constantly had questions and found it necessary to respect a teacher before I could learn from them. |

These words best describe me…

|  |  |  |  |
| --- | --- | --- | --- |
| authentic, harmonious, compassionate X | parental, traditional, responsible | active, opportunistic, spontaneous | versatile, inventive, competent |
| unique, empathetic, communicative X | practical, sensible, dependable | competitive, impetuous, impactful | curious, conceptual, knowledgeable |
| devoted, warm, poetic | loyal, conservative organized X | realistic, open-minded, adventuresome | theoretical, seeking, ingenious |
| tender, inspirational, dramatic X | concerned, procedural cooperative | daring, impulsive, fun | determined, complex, composed |
| vivacious, affectionate, sympathetic X | orderly, conventional, caring | exciting, courageous, skilful  | philosophical, principled, rational |

Quiz #10 – Changemaker

Take the quiz on-line here:

http://www.storyofstuff.org/movies-all/story-of-change/changemakers/

Then record which changemaker you fit best.

Quiz #11 – The Four Humours

This is one of the oldest personality test in the world created over 2,500 years ago to help diagnose medical problems – both physical and mental.

Which one is most similar to you?

Sanguine: Self-composed, not given to worry, liberal, tends to follow rather than lead, cordial, peaceable, talkative, not averse to change, adjusts easily, tends to prefer informality, aware of surroundings, impetuous, impulsive, lacking in perseverance, lacking in initiative, prone to carelessness, hedonism, flightiness, and lust

Choleric: Self-composed, not given to worry, persuasive, independent, rarely shows embarrassment, tends to lead rather than follow, persistent, insistent, decisive, dynamic, impetuous, impulsive, touchy, prone to hypocrisy, deceit, pride, and anger

Melancholic: Sensitive, intuitive, self-conscious, easily embarrassed, easily hurt, introspective, sentimental, moody, likes to be alone, empathetic, often artistic, often fussy and perfectionist, deep, prone to depression, avarice, and gluttony.

Phlegmatic: Peaceful, easy-going, deliberative, faithful, reliable, relatively unaffected by environment, reserved, distant, slow in movement, constant in mood, not prone to worry, prone to stagnation and sloth.

See this link for more descriptions: http://www.fisheaters.com/fourtemperaments.html

FINAL REFLECTION ASSIGNMENT

Take a moment to reflect upon your results from the various assessments. Please complete the following sections using complete sentences. Type this in a word document and send it to me.

1. This unit has been about developing self-awareness - an important step for your career development. Self-awareness is like looking into a mirror or a series of mirrors. It helps us better determine who we are.

With respect to your results, what **common** themes have you noticed as you have been working on the assessments in this unit? (reference specific assessment tools)

1. Given what you have discovered / rediscovered about yourself, what **types of work** would be appropriate for you? Include at least three types of work and justify each type by using specific results from the assessments completed in class.