



MODULE THREE:

PERSONALITY TYPE AND CAREER CHOICES

The Importance of Understanding Personality in Career Exploration

Understanding personality type is a very helpful starting point for considering the types of career areas a person may be best suited too. Considering the natural tendencies of different areas of personality and thinking through what this may mean in terms of an individual's likes and dislikes. The better a career match in terms of skills, talents, interests and personality fit, the more likely a person is to truly enjoy what they do and be successful at it.

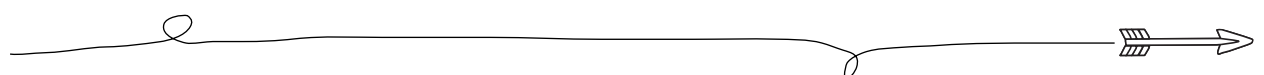
Your Personality Test Results:

Take a look at your results from the **Newcastle Personality Assessor (NPA)**. If you haven't completed it yet, what are you waiting for? Go do it!

Note the raw score and circle the appropriate range (low, low-medium, medium high, high) for each of the five dimensions in the table below:

Your Results

	Your Score	Low	Low-Medium	Medium-High	High
Extraversion		2-4	5-6	7-8	9-10
Emotional Stability		2-4	5-6	7-8	9-10
Conscientiousness		2-4	5-6	7-8	9-10
Agreeableness		3-10	11-12	13	14-15
Openness/Creativity		3-8	9-10	11-12	13-15



WHAT DOES IT ALL MEAN?

Extraversion

This part of the test looks at whether an individual is outgoing and enthusiastic versus quiet and more reserved. Highly extraverted people tend to be very gregarious, talkative and quite entertaining. Those who are less extraverted are often a bit shy, less outgoing socially and are good at working on their own.

From a career perspective highly extraverted people typically enjoy career paths that provide plenty of opportunity to interact with other people, entertain and engage. They can enjoy career paths which are quite high profile and attract attention, and where they can utilise their natural strengths in building rapport and conversing with others. Less extraverted individuals tend to prefer roles which provide at least some time working

alone, where there is opportunity for quiet time and thinking space. Less extraverted people may still enjoy the company of others but often prefer one-on-one or small group interactions; typically they will listen more than they talk.

High, low or in between? What does it mean for me?

Take a look at where your score on the **extraversion** scale sits and review the notes above. Whether your score is high, low, or somewhere in between have a think about the sort of jobs you may like or dislike based on your levels of **extraversion**.

Agreeableness

Agreeableness refers to the extent to which a person tends to be cooperative and trusting versus more sceptical and questioning of others. Highly agreeable people tend to be very warm, caring, socially sensitive and considerate, while being quite conflict-averse. Those who are low on agreeableness tend to be more factual and direct with a willingness to confront others and deal with conflict head on.

From a career perspective, agreeable people typically enjoy career paths that are focused on helping and supporting other people. They like and see the best in others and prefer collaborative and collegial environments. They will tend to avoid tension, disagreement and conflict wherever possible. Those lower on agreeableness focus on facts and tend to be

quite frank and forthcoming in their views and opinions. They are quite comfortable in career paths that require enforcing tough roles or regulations, and do not shy away from debate or disagreement. They are able to confront people directly and stand their ground.

High, low or in between? What does it mean for me?

Take a look at where your score on the **agreeableness** scale sits and review the notes above. Whether your score is high, low, or somewhere in between, have a think about the sort of jobs you may like or dislike based on your levels of **agreeableness**.



Conscientiousness

Conscientiousness refers to the degree to which an individual tends to be organised, systematic and controlled versus flexible and spontaneous. Highly conscientious people tend to be quite meticulous and orderly, they like things to be done well and on time and are often good with details. Those who are low on conscientiousness are less detail oriented and quite adaptable. They are often good at multi-tasking and changing direction quickly, but can be quite impulsive and unreliable.

From a career perspective, conscientious people tend to be attracted towards career paths that value a systematic and organised approach. They tend to have good organisational, administration and project

management skills and great attention to detail. Those lower on conscientiousness often prefer less structured environments and career paths where work tasks are less predictable and no two days are the same.

High, low or in between? What does it mean for me?

Take a look at where your score on the **conscientiousness** scale sits and review the notes above. Whether your score is high, low, or somewhere in between have a think about the sort of jobs you may like or dislike based on your levels of **conscientiousness**.

Openness

Openness focuses on the degree to which an individual is open to and interested in the new (for example, new experiences, work methods, technologies etc) versus those who prefer tried and true methods. People who are high on openness are usually quite imaginative, creative and curious. Those who are low on openness tend to be quite practical, realistic and conventional.

From a career perspective, those high on openness are often attracted to areas that are innovative and evolving (e.g. science, new technologies, design) where new ideas and methodologies can be developed and tested and original thinking and curiosity are valued.

Those lower on openness prefer more practical career paths and jobs that are more established and traditional (e.g. accountancy, administration).

High, low or in between? What does it mean for me?

Take a look at where your score on the **openness** scale sits and review the notes above. Whether your score is high, low, or somewhere in between have a think about the sort of jobs you may like or dislike based on your levels of **openness**.



Emotional stability

The emotional stability part of the test looks at how readily an individual experiences and expresses emotion and copes with pressure and stress. Those high on emotional stability tend to keep their emotions to themselves, they manage stress and pressure well but are not always sensitive to others' emotions. Those lower on emotional stability tend to express their emotions quite freely, they are typically quite self-aware, but also quite self-critical and sensitive. From a career perspective, those lower on emotional stability will probably prefer career paths where there is less stress and pressure overall and where they are not constantly

being critiqued as they will find this quite difficult. Those higher on emotional stability tend to cope better with high pressure environments and are more resilient to feedback and critique.

High, low or in between? What does it mean for me?

Take a look at where your score on the **emotional stability** scale sits and review the notes above. Whether your score is high, low, or somewhere in between have a think about the sort of jobs you may like or dislike based on your levels of **emotion**.

Activity

Activity is an 'extra dimension' (not assessed by the NPA) that recent research by Soto (2015) indicates is important when considering the personality of children and adolescents, with physical activity typically declining with age. While activity levels for us all will drop back over time, those who are highly active in their youth will likely still value a reasonable amount of activity and therefore may find occupations that are highly sedentary quite unappealing, while those less active in their youth will probably cope well with more sedentary career paths. High activity people may want to think about career paths which enable them to vary their day and move quite a lot.

High, low or in between? What does it mean for me?

Have a think about how **active** you are in your day to day life and review the notes above. Do you enjoy spending time on sports and other physical **activities**, or do you prefer reading, listening to music, screen time? Do you prefer a lot of variety and stimulation, or are you happy focusing in detail on one thing for a period of time? Have a think about the sort of jobs you may like or dislike based on your **activity** self-assessment.



Personality Resources

This digital resource provides a simplified perspective on personality assessment. It is intended as a guide to help young people develop an understanding of their natural behavioural tendencies and to initiate thinking around how personality type has a direct influence on the likelihood of them enjoying some career paths far more than others.

If you're interested in learning more about personality types and their application in the field of career research, some of the below resources may be of value to you.

Global Personality Assessments

There are numerous personality assessment tools available worldwide. I have listed some of the most well-known and well-regarded ones used in assessing 'normal personality' (as opposed to clinical tools). These are typically used in occupational and employment/recruitment settings.

California Personality Inventory (CPI)

The CPI was originally developed by Harrison Gough in 1957 (revised and updated in the late 80's). It is a leading non-clinical personality inventory test that evaluates the interpersonal behaviour and social interaction of normal individuals. The standard 434 question test is administered in 45 to 60 minutes in true-false format.

Occupational Personality Questionnaire (OPQ)

The OPQ is a personality assessment developed by Saville & Holdsworth. Launched in 1984 it was the first commercially available 'big five' instrument. It is one of the most widely used and respected measures of workplace behavioural style in the world. The normative version has 230 questions (covering 32 facets of personality) is administered in a 35-45 minute, 1-5 Likert scale format.

Hogan Personality Inventory (HPI)

The HPI is the first of a distinctive new generation of personality questionnaires shaped by job performance research developed by Drs Joyce and Robert Hogan. The HPI focuses on prediction of job performance. The standard 206 question test is administered in 15 to 20 minutes.

Reference

Soto, C. J. (2016).

**The Little Six personality dimensions from early childhood to early adulthood:
Mean-level age and gender differences in parents' reports.**

Journal of Personality, 84, 409-422.

