## **Chapter 1**

# Lesson 4 Exploring My Personality

Theme: Personality preferences

## **Lesson Objective:**

Students will become more aware of their personality traits and preferences and how these connect with careers. (See matrix for Arizona Academic/Adult Standards).

## Steps to Follow:

"If a man does not keep pace with his companions, perhaps it is because he hears a different drummer. Let him step to the music which he hears, however measured or far away." -- Henry David Thoreau

"Everything that irritates us about others can lead us to an understanding of ourselves." – Carl Jung

"I yam, what I yam." Popeye

- 1. Post one of the quotations, and discuss how it may apply to this lesson.
- 2. Ask: What is personality? What are personality preferences, personality traits? Do they change? Our personality characteristics have an impact on the types of work we would enjoy.
- 3. Ask:
  - Why do some situations seem to give you energy while others leave you feeling drained?
  - Do you enjoy working in larger groups with a variety of people?
  - Do you enjoy working alone or prefer to work with one or two other people?
- 4. Read *What Charges My Batteries? S1.* Using the information from the Lesson 3 Background, ask students to give a brief description of extraversion and introversion. Explain that by identifying their own preference style they can choose work settings that will be energizing and upon which they can focus naturally and easily.
- 5. Complete Communication Preference S2.
- 6. Complete Are You Right-brained or Left? S3.

- 7. Discuss the student's score with them. Compare their score with your impressions of their behavior in class. Remember, however, that some students may portray themselves or actually understand themselves in ways that are contradictory to what other people observe. The value of different points of view and observation should be pointed out in the discussion.
- 8. Ask: How can you use what you have learned about yourself in choosing a career that is a good fit for you?
- 9. Complete *It's Me S4*. Read and then refer to *Vocational Personality Types S5*. Complete *Match the Vocational Personality and the Vocation S6*.
- 10. Have students individually (or with a partner) research one of the careers that matched their preference for extraversion and introversion in the *Occupational Outlook Handbook*.
- 9. Remind students that no career is going to be a perfect fit with their interests, values, personality and skills. They are learning about themselves so that they can find work that fits as many parts as possible!

#### Materials:

What Charges My Batteries? S1
Communication Preference S2
Are You Right-brained or Left? S3
It's Me S4
Vocational Personality Types S5
Match the Vocational Personality and the Vocation S6

#### **Evaluation:**

Rubric

#### **Enrichment:**

www.myersbriggs.org; http://keirsey.com; www.personalitypage.com

Teaching the Introvert Student, Teaching the Extravert Student found on the website, www.gsu.edu/dschjb/wwwmbti.html

Careers and Personality Preferences: What Do You Think? EN4

Cup Stack EN2 or Gift Wrap Challenge EN3. Include in the discussion:

- The value diverse styles, preferences, talents, skills, strengths and weaknesses especially when working as a team.
- How personality preferences affect teamwork.
- The importance and challenge of communication among team members.

Demonstrate the concept of preference. Ask the student to write their name and address on a piece of paper. Next, ask them to put their pen or pencil in their other hand and again write their name and address.

After they have finished, process the experience by asking their reaction to the activity. Discuss the difficulty of each, quality of finished product, degree of concentration necessary and how they felt as they were writing each way. Include your observations as well as their comments as you process. Some reactions might be:

Preferred Hand Non-Preferred Hand

Easy Hard to do Looks good Messy No brainer Frustrating

Ask the student what he/she thinks would happen if they practiced writing with their non-preferred hand every day for three hours. Eventually what would happen? Explain that the purpose of this activity is to see what situations there are in which we do well and get energized naturally. Just as important, they can use this information to discover what they can work on so that they can be effective in other situations as well.

Directions: Define "preference"

A person's behavior and choices reflect their personality. In this lesson, you will have an opportunity to learn some interesting things about your personality. You will answer two important questions:

- 1. Where do I prefer to get energy--from others or from inside myself?
- 2. Where do I prefer to focus my attention—things going on in the outer world or what I'm thinking about inside my head?

This preference is not about shyness or being the life of the party! It's about how we get energized and where we naturally focus our attention. Just like the other aspects of personal awareness (interests, values, skills), this is one more piece of self-awareness to take into consideration in choosing a career.

Of course, the preference you will be exploring is not all there is to your personality. But it has a clear application to the workplace. Matching your preference to the type of work you choose will help you stay energized and feel competent.

You can be successful at any preference! Knowing your preference can help you know what you do well naturally as well as to know what things you need to pay attention to and practice. Knowing your personality preference gives you one more piece of the puzzle.

After you have determined your personality preference, you will have the chance to explore some career fields that match your preference.

**Directions:** There are no "right" or "wrong" answers to these questions. Read each question carefully and then circle either "A" or "B." Do not think too long about any question—your first reaction is the best one. Total your A's and B's to determine which is your preference.

- 1. Are you usually
  - A. A "good mixer"
  - B. Rather quiet and reserved
- 2. When you are with a group of people, would you usually rather
  - A. Join in the talk of the group
  - B. Talk with one person at a time
- 3. Do you think that the people close to you know how you feel?
  - A. About most things
  - B. Only when you have had some special reason to tell them
- 4. Among your friends are you
  - A. Full of news about everybody
  - B. Unlikely to be the first to tell about news of others
- 5. When you are at a party, do you like to
  - A. Help get things going
  - B. Let the others have fun in their own way
- 6. Do you
  - A. Talk easily to most people as long as you have to
  - B. Find a lot to say only to certain people or under certain circumstances
- 7. In a large group, do you more often
  - A. Introduce others
  - B. Get introduced
- 8. Which work appeals to you more?
  - A. Speak about something
  - B. Think about something
- 9. Are you
  - A. Easy to get to know
  - B. Someone who takes a while to get to know

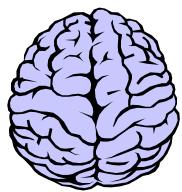
<ul><li>10. Which work appeals to you more?</li><li>A. Talkative</li><li>B. Quiet</li></ul>			
11. At parties, do you A. Always have fun B. Sometimes get bored			
<ul><li>12. Can the new people you meet tell what you are interested in?</li><li>A. Right away</li><li>B. Only after they have a chance to really get to know you</li></ul>			
13. Which word appeals to you more? A. Party B. Movie			
<ul><li>14. Do you tend to have?</li><li>A. Lots of friendships with many different people</li><li>B. Deep friendships with a very few people</li></ul>			
15. Which word appeal to you more A. Sociable B. Private			
# of A's: Extravert Score	# of B's: Introvert Score		

My preference is:

(Adapted from Psychology for Kids)

Did you know that your brain is made up of two halves?

The **left** side of your **brain controls the right side of your body**.



The **right** side of your brain **controls the left side of your body**. Draw a diagram to show this.

The two halves are connected by a system of fibers called the corpus callosum.

......

In 1940, some doctors cut the corpus callosum of patients with epilepsy. They wanted to see if this would "trap" patients' seizures on the one side of the brain so the other side could function normally. It seemed to work.

In 1960, a scientist named Roger Sperry studied patients who had been through this operation. He noticed some interesting things about them. His "split-brained" patients could hold an object in their right hand and name it. But when they held the same object in their left hand, they could describe it, but they couldn't name it.

**Sperry also found** that these patients could write with their right hands but not draw. They could draw with their left hands but not write.

Sperry's studies seemed to show that each half of the brain has different characteristics and abilities. The left is logical, analytical and used for verbal tasks. The right half sees things "whole" instead of in parts and is used for creative thinking.

Now people talk about being "right-brained" or "left-brained" The latest thinking and research puts focus on the "whole-brained." Still, thinking about how our brains function can tell us more about our personal style.

**Directions:** Read each question, then **circle A or B** for the answer you would most likely choose.

- 1. Which is truer for you?
  - A. I am tense about getting things done right
  - B. I am relaxed and let things happen.
- 2. Do you often feel sad and down?
  - A. No
  - B. Yes
- 3. Which do you enjoy more about music?
  - A. The beat
  - B. The melody
- 4. Which way of learning do you like best/
  - A. Books and lecture
  - B. Workshops and field trips
- 5. Which of these two subjects do you like more?
  - A. Math
  - B. Art
- 6. Which of these two games do you prefer?
  - A. Scrabble
  - B. Checkers
- 7. How do you usually buy something?
  - A. I think about its value and how I will use it
  - B. I just buy it
- 8. When you buy something, do you make sure to get the correct change back?
  - A. Yes, I count it
  - B. No
- 9. How do you figure things out?
  - A. A piece at a time, then put it together
  - B. The answer comes to me all at once, like a light goes on

- 10. Which of these two types of puzzles do you prefer?
  - A. Crosswords
  - B. Jigsaw puzzles
- 11. How often do you have a hunch?
  - A. Never or almost never
  - B. Often
- 12. Which would you rather do?
  - A. Read
  - B. Watch TV
- 13. How are you at putting your feelings into words?
  - A. Very good
  - B. It is hard for me
- 14. If you practice a sport or musical instrument, how do you do it?
  - A. The same time each day, for a certain amount of time
  - B. When I feel like it and have the time
- 15. You're riding to your friend's house. You've never been there before. Which method do you use to find your way?
  - A. I ask for directions, then write down the street names and landmarks
  - B. I ask for the address, then look at a map
- 16. Which of these types of fabrics do you prefer?
  - A. Fabric without much texture (cotton denim)
  - B. Fabrics with lots of texture (corduroy, suede, velvet)
- 17. Are you good at remembering faces?
  - A. No
  - B. Yes
- 18. Are you good at remembering names?
  - A. Yes
  - B. No
- 19. How do you feel about psychic claims that there is such a thing as ESP, for example?
  - A. They are foolish and not scientific
  - B. They're worth looking into

20. Are you a better athlete than you are a student?

A. No

B. Yes

Total you're A and B answers

Total A

Total B

A's are left-brained

B's are right-brained

- 17 or more A's or B's mean a strong preference for that side of the brain
- 15 A's or B's means you have some preference for that side of the brain
- 10 or 11 of each means you use both sides of your brain equally.

If you're right-brained, does that mean you're *never* logical? If you're left-brained, does that mean you're never creative? Of course not. It means you prefer one or the other.

You probably know many people who are both creative and logical! Most good thinkers and problem solvers are.

\*\*\*\*\*Find out more -Test your family and friends

- Which hand do you normally use writing? Put that hand in your pocket or in your lap, and keep it there for 15 minutes, or so. Meanwhile, try doing simple tasks with your other hand – opening a book, using the computer mouse, opening a door, writing, drawing.
- Fold your arms. Which arm is on the top?
- Cross your legs. Which leg is on the top? \_\_\_\_\_\_\_\_

## Are You Right-brained or Left? (Page 5)

**S**3

- Make a circle with your fingers. Look through the circle. Which hand did you use? \_\_\_\_\_ Which eye did you use? \_\_\_\_\_
- If you kick a ball, which foot do you use? \_\_\_\_\_\_\_

What side of your brain is in control?

It's Me S4

**Directions:** Circle the numbers of statements that clearly sound like something you might say, do, or think—something that feels like you. Place a check mark beside items that you aren't sure of to see how they change your score.

- 1. It's important for me to have a strong body.
- I need to understand things completely.
- 3. Music, color, beauty of any kind can really affect my mood.
- 4. People enrich my life and give it meaning.
- 5. I have confidence in myself that I can make things happen.
- 6. I need clear directions so I can do things right.
- 7. I can usually carry, build, and fix things myself.
- 8. I can get absorbed for hours thinking something out.
- 9. I appreciate beautiful surroundings; color and design mean a lot to me.
- 10. I'll spend time finding ways to help people through personal crises and problems.
- 11. I enjoy competing.
- 12. I'll spend time getting carefully organized before I start a project.
- 13. I enjoy making things with my hands.
- 14. It's satisfying to explore new ideas.
- 15. I always seem to be looking for new ways to be creative.
- 16. I value being able to share personal concerns with people.
- 17. Being a key person in a group is very satisfying to me.
- 18. I take pride in being very careful about all the details of my work.
- 19. I don't mind getting my hands dirty.

- 20. I see education as a lifelong process of developing and sharpening my mind.
- 21. I love to dress in unusual ways—to try new colors and styles.
- 22.1 can often sense when a person needs to talk to someone.
- 23. I enjoy getting people organized and on the move.
- 24. I'd rather be safe than adventurous in making decisions.
- 25. I like to buy sensible things that I can make or work on myself.
- 26. Sometimes I can sit for long periods of time and work on puzzles or read or just think about life.
- 27. I have a great imagination.
- 28. I like to help people develop their talents and abilities.
- 29. I like to have people rely on me to get the job done.
- 30. I usually prepare carefully ahead of time if I have to handle a new situation.
- 31. I'd rather be on my own doing practical, hands-on activities.
- 32. I'm eager to read about any subject that arouses my curiosity.
- 33. I love to try creative new ideas.
- 34. If I have a problem with someone, I'll keep trying to resolve it peacefully.
- 35. To be successful, it's important to aim high.
- 36. I don't like to be responsible for big decisions.
- 37. I say what's on my mind and don't beat around the bush.
- 38. I need to analyze a problem pretty thoroughly before I act on it.
- 39.1 like to rearrange my surroundings to make them unique and different.
- 40. I often solve my personal problems by talking them out with someone.

- 41. I get projects started and let others take care of the details.
- 42. Being on time is very important to me.
- 43. I love doing things outdoors.
- 44.1 keep asking "Why?"
- 45. I like my work to be an expression of my moods and feelings.
- 46. I like to find ways to care more for each other.
- 47. It's exciting to take part in important decisions.
- 48. I usually have the things around me in order.
- 49. I like my surroundings to be plain and practical.
- 50. I need to stay with a problem until I figure out an answer.
- 51. The beauty of nature touches something deep inside me.
- 52. Close personal relationships are important to me.
- 53. Promotion and advancement are important to me.
- 54. I feel more secure when my day is well planned.
- 55. A strong system of law is important to prevent chaos.
- 56. Thought provoking books always broaden my perspective.
- 57. I like artwork, plays, and good movies.
- 58. I can deal with and understand people who express strong feeling.
- 59. It's exciting to influence people.
- 60. When I say I'll do it, I follow through on every detail.
- 61. Good, hard physical work never hurt anyone.
- 62. I'd like to learn all there is to know about subjects that interest me.

- 63. I don't want to be like everyone else; I like to do things differently.
- 64. When people have a problem, I go out of my way to be flexible and caring.
- 65. I'm willing to take some risks to get ahead.
- 66. I feel more secure when I follow rules.
- 67. The first thing I look for in a car is a well-built engine.
- 68. I like a conversation to be intellectually stimulating.
- 69. When I'm creating, I tend to let everything else go.
- 70. I feel concerned that so many people in our society need help.
- 71. It's fun to get ideas across to people.
- 72. I'm very good about checking details.
- 73. I usually know how to take care of things in an emergency.
- 74. Just reading about those new discoveries is exciting.
- 75. I like to create happenings.
- 76. I often go out of my way to pay attention to people who seem lonely and friendless.
- 77. I love to bargain.
- 78. I like to be very careful about spending money.
- 79. Sports are important in building strong bodies.
- 80. I've always been curious about the way nature works.
- 81. It's fun to be in a mood to try or do something unusual.
- 82. I am a good listener when people talk about personal problems.

- 83. If I don't make it the first time, I usually bounce back with energy and enthusiasm.
- 84. I need to know exactly what people expect of me.
- 85. I like to take things apart to see if I can fix them.
- 86. Don't get excited. We can think it out and plan the right move logically.
- 87. It would be hard to imagine my life without beauty around me.
- 88. People often seem to tell me their problems.
- 89. I can usually connect with people who get me in touch with a network of resources.
- 90. It's very satisfying to do a task carefully and completely.

## **Scoring Your Answers**

To score, circle the numbers that you circled on the interest inventory.

R	1	Α	S	Е	С
1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30
31	32	33	34	35	36
37	38	39	40	41	42
43	44	45	46	47	48
49	50	51	52	53	54
55	56	57	58	59	60
61	62	63	64	65	66
67	68	69	70	71	72
73	74	75	76	77	78
79	80	81	82	83	84
85	86	87	88	89	90
R	1	Α	S	E	С
total	total	total	total	total	total

List the letters R,I,A,S,E,C, according to your scores, from highest to lowest:

1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>

Realistic: "R"

"R" people are independent, practical, and physically strong. They use their hands/eyes to explore things and achieve. They require physical coordination, strength, agility, and logic. They enjoy risk, excitement, being outdoors, solving specific problems and using tools and machinery. They like to solve problems by doing.

#### "R" People:

Like mechanical activities

Like activities that let them see the result of their work

Like work that involves using machines, tools, and equipment

Like to develop manual, mechanical, agricultural, or electrical skills

Prefer occupations that might involve building or repairing things

Tend to be down-to-earth and matter-of-fact

Like to work out-of-doors

May prefer to work with things or objects more than people

Investigative: "I"

"I" people are independent, curious, intellectual, introspective, often unconventional. They enjoy challenge, variety, and complicated, abstract problems. They solve problems by thinking, using written information and instruments to solve problems. I people like mathematical or scientific activities.

#### "I" People:

Think through a problem before acting on it
Tend to be curious, studious, and independent
Like mathematical or scientific activities
Like activities that involve learning about a new subject area
Like to use their knowledge to find their own solutions to problems
Get so involved in an activity that they lose track of time
Search through many possible solutions for a problem
Like to solve complex problems

Artistic: "A"

"A" people are creative, independent, sensitive, and expressive. They use their hand/eyes/mind to create new things, writings, or ways of doing things. They enjoy beauty, unstructured activity, variety, interesting and unusual sights, sounds, textures, and people. They solve problems by creating.

#### "A" people:

Prefer to make their own plans for a project rather than being given plans

Like activities that allow them to be creative

Like to be independent

Like activities that allow them to use their imagination to do original work

Like activities that let them work according to their own rules

Like to express himself or herself through drama, art, music, or writing

Like to feel free from scheduled routine so that time can be used for creative activities

Like privacy when they are creating

Social: "S"

"S" people are people lovers. They are concerned, sensitive, and supportive. They enjoy activities that allow them to use their skills and talents to interact effectively with others. They are generally less interested in performing mechanical activities or tasks. They like activities that involve working with and helping others. They enjoy closeness, sharing, groups, unstructured activity and being in charge. They enjoy teaching, developing, or helping others.

#### "S" people:

Tend to be friendly and helpful

Like activities that involve working with others rather than alone

Like activities that involve informing, training, teaching, understanding, and helping others

Think most people are easy to get along with

Usually feel good about expressing themselves verbally

Meet new people and make friends easily

Like helping people solve their problems

Like being asked to take a leadership role

### **Enterprising: "E"**

"E" people are energetic, independent, enthusiastic, confident, and often dominant. They're good with words and enjoy organizing, persuading, leading, managing, excitement variety, and status. Economic goals are important. They like activities where they can take a leadership role or speak in front of groups. They may be less interested in performing scientific tasks. They like fast-paced activities and ones that require taking on a lot of responsibility. They often solve problems by taking risks.

#### "E" people:

Have little problem explaining their ideas

Like being in charge of activities

Like speaking in front of groups

Like activities that are fast-paced

Like activities that require them to take on responsibility

Like activities that permit leading or influencing others

Like activities involving sales or management of people and things

Like to try something that hasn't been done before

#### Conventional: "C"

"C" people feel most comfortable doing structured tasks. They like activities that require attention to detail and accuracy. They enjoy order, certainty, and security. They may be less interested in artistic tasks. They're efficient, practical and orderly in the way they go about things. They are generally reasonable, reliable, and calm.

#### "C" People:

Like to know exactly what is expected of them in a new situation

Tend to be responsible and dependable

Usually keep their cool and don't lose their temper in times of stress

Like activities that allow them to use their organizational skills

Like activities that require attention to detail

Like activities that require attention to accuracy

Like activities involving preparing records, filing papers, typing letters and/or operating computers

Directions: Listed below are several occupational fields or career pathways. Use the Vocational Personality types. Write the Vocational Personality type you think would be most compatible with each career field. Write letter (R, I, A, S, E, or C). There may be more than one answer, so be prepared to support your opinion..

✓	Career Pathway	
	Executive, Administrative, and Managerial Occupations	
	Professional and Technical Occupations	
	Marketing and Sales Occupations	
	Administrative Support Occupations, including Clerical	
	Service Occupations	
	Mechanics, Installers, and Repairers	
	Construction Trades Occupations	
	Production Occupations	
	Transportation and Material Moving Occupations	
	Handlers, Equipment Cleaners, Helpers, and Laborers	
	Job Opportunities in the Armed Forces	

✓ Put a check mark in front of the occupational fields that interest you most. Do they match your Vocational Personality Type?

## Careers and Personality Preference What do you think?

EN4

After reading the following list of careers, decide whether each would be a better fit for a person with a preference for extraversion or introversion. Think about it and place an "I" or an "E" in the space to indicate your opinion. Decide which type would be energized by the job. If you're not sure put a "?"

		Computer technician		Carpenter	
		Forest ranger		Waiter	
		Restaurant manager		TV technician	
		Accountant		Counselor	
		Firefighter		Web page designer	
		Environmental researcher		Emergency room nurse	
		Computer salesperson		Long distance truck driver	
Choose at least one of the careers that match your preference for extraversion or introversion. Individually, or with a partner, research the career in the <u>Occupationa Outlook Handbook</u> . Write a paragraph giving three specific aspects of the job duties that fit your preference. Write a second paragraph telling how it fits with your interests and values.					
Paragraph 1 I have researched the career of This job fits my preference because					
Paragraph 2 How does this career fit with your interests and values?					

Remember! You can be successful at any career with any preference! Knowing your preference can help you know what you do well naturally as well as to know what things you need to pay attention to and practice. Knowing your personality preference gives you one more piece of the puzzle.

(From the book Activities That Build)

Objective: Work together to accomplish a task.

#### Steps:

- 1. Group size, 3 or more (ideal to have 4-6 groups)
- 2. Materials for each group:
  - a. 10 paper cups of equal size
  - b. One rubber band (must fit around the cup)
  - c. 6 pieces of string (two three feet long each)
- Tie each piece of string to a rubber band as evenly spaced as possible so you
  finish with a rubber band with six pieces of string attached to it (it should look like
  a sunshine with six sun rays going out in all directions). Make one of these for
  every six people.
- 4. Divide your group into smaller groups of six.
- 5. Give each group a stack of 10 paper cups on the table, spread out and upside down.
- 6. Challenge the group to build a pyramid out of the paper cups (four on the bottom, three in the next row, then two, and finally one on the top.)
- 7. Group members may not touch the cups with their hands, or any part of their bodies, even if a cup falls on the floor.
- 8. Each person should hold onto one of the strings that are attached to the rubber band and the group then uses this device to pick up the cups and place them on top of each other. (By pulling the rubber band apart and then bringing it back together over the cups.
- 9. If there are at least six people on any given team, some team members may have to hold more than one string (but this does make it a bit easier).

## Gift Wrap Challenge

EN<sub>3</sub>

(From the book, The WRECking yard of Games and Activities)

Objective: Teamwork to accomplish a task

#### Steps:

- 1. Group size 2 or more
- 2. Materials for every two people:
  - a. Empty box to wrap
  - b. Wrapping paper
  - c. Tape, scissors
  - d. 2 cloth strips or bandanas
- 3. Divide group into pairs.
- 4. Have each pair face each other and hold out their arms towards each other.
- 5. Tie each pair together with the cloth or bandanas so both writs are tied.
- 6. The right wrist of one person is tied to the left wrist of the other person.
- 7. Give them their supplies for the activity.
- 8. Tell group that they must wrap their package as neatly as they can.
- 9. Once everyone is finished, show the finished products.
- 10. An alternative is to tie only one set of hands and leave the other set free.

#### **Discussion prompts**

What skills did you and your partner use to wrap the package?
Were you both frustrated? How did you overcome this? What did you say? Do?
Think? Feel?

Merging Two Worlds 2003 Chapter 1 Lesson 4