

Explore your personality

Understanding your personality and its effect on your behaviour and learning style can be helpful in many ways. These can include helping you to choose a career and work environment that suits your preferred way of working, and being able to present yourself convincingly to an employer in applications and interview. This information sheet summarises some of the resources you can use to explore your personality.

The Myers Briggs Type Indicator (MBTI®)

The MBTI® is one of the best known and most widely used personality questionnaires. It can help you to gain a better understanding of yourself and your preferences, such as how you make decisions, how you engage with others, your leadership style and how you approach tasks. This knowledge can be useful when weighing up the appeal of different career options.

MBTI® also helps you learn to appreciate important differences between people and understand how different types can work together in a complementary way. You can then apply this knowledge to improve your skills in areas such as communication, team work, problem solving and leadership.

Although we do not offer the official MBTI® questionnaire there are a number of websites that offer personality questionnaires and resources based on the MBTI® and these tend to give similar results (see below).

Profiling for Success online

This is an online questionnaire on the Careers and Placements website which is very similar to the MBTI®. After completing the questions you will receive an emailed report which summarises your preferences and applies this to the work environment, work styles and management styles, with some suggestions of careers which are popular with people of your preference type. To access the questionnaire (York students only) go to www.york.ac.uk/careers/tests. Click on the *Profiling for Success* link. This will take you to two log-in pages and then to a choice of three different questionnaires – select the *Type Dynamics Indicator*.

There are several other useful websites, which have questionnaires and resources based on the MBTI® resource

- www.teamtechnology.co.uk
- www.personalitypathways.com
- www.16personalities.com

Once you have obtained your personality type you can read through the MBTI® reference resources in the Information room and 'self-assess' yourself. If you don't agree with your suggested type you may be able to

Identify one which seems more like you. If you wish to discuss your results you can also book a careers advice appointment through Careers Gateway: www.york.ac.uk/careers/gateway

Information room in Careers

The *Getting Started* section includes a number of guides to personality type including:

- **Introduction to type (OPP)**
- **Introduction to type and careers (OPP)**
- **Introduction to type in organizations (OPP)**

The following reference books are also available:

- **Work Types**, JM Kummerow et al
- **Understanding your Personality**, P Hedges
- **Please Understand Me**, D Keirsey
- **People Types & Tiger Stripes**, Gordon Lawrence
- **Square Pegs & Round holes**, Lee Elston.

Other personality questionnaires

There are many online personality questionnaires and tests on the web. Some will charge you to complete a questionnaire or receive a full report, but others allow access to introductory questionnaires and summary reports, which you can then research further. Some of the most useful free websites are:

- **Keirsey Temperament Sorter** www.keirsey.com. Keirsey sorts people into one of 4 temperaments, which are linked to MBTI preference types. You will receive a brief report summarizing your temperament and making connections to work environment.
- **16SPQ questionnaire** www.psychometrictest.org.uk/16spq/ The 16PF questionnaire measures personality in your work and personal life and looks at your behaviours, thoughts, and emotions.
- **Riso-Hudson Enneagram Type Indicator (RHETI)** www.9types.com. The Enneagram emphasises psychological motivation and is mainly a diagnostic tool of one's emotional outlook on life. You will receive a table outlining your scores across 9 personality types, with a summary of each type.
- **Synthetic Aperture Personality Assessment** <https://sapa-project.org> After answering 100 questions on a 6 point scale (including verbal and diagrammatic reasoning questions), you will receive a summary report of your scores against 6 factors: Extraversion, Openness, Agreeableness, Integrity, Emotional Stability and Conscientiousness. This questionnaire could take 15-20 minutes to complete.
- **IPIP Big 5 Factor Markers** www.personality-testing.info/tests/IPIP-BFFM After answering 50 questions on a 5 point scale you will receive a summary of your scores against 5 factors: Extraversion, Emotional Stability, Agreeableness, Conscientiousness and Intellect/Imagination

- **SHL Direct** www.cebglobal.com/shldirect/en/practice-tests (select Personality Questionnaires). You will receive a report that analyses your strengths in 8 key competencies, helps you to understand what these competencies are and how you could answer interview questions relating to them.
- **Finding Potential** www.findingpotential.com. On completing the self-assessment questionnaire you will receive a report that summarises your responses under 15 different scales which make up the broader categories known as 'The Big Five of Personality'. These are Extraversion, Openness, Agreeableness, Conscientiousness and Resilience. These are then linked to possible work preferences and jobs.
- **Abstract Image Test** quick, fun quiz to determine your dominant personality.

Card Sorts

There are two self-assessment card sorts in the Careers Information Room:

- **Pack Types.** This exercise involves using a card sort to identify key words that best describe you. Using the accompanying guides you can then reflect on your personality preferences, behavior and communication style - for example are you a risk taker, results/action oriented, detail focused or more attuned to people and emotions? These can be useful considerations when researching career options.
- **Strengths cards.** This activity involves using a card sort to identify your strengths – those activities at which you perform well, are energised by, and you enjoy doing. See our information sheet, *Discover your strengths* www.york.ac.uk/careers/infosheets (click on the *Planning* tab) and use the card sort in the Careers Information Room.

Remember that any descriptions of your personality are only based on your responses to the questions asked and may not reflect how you see yourself. However, they should give you an insight into your behaviour and preferences which you can then use to assist you in your career planning

Please note: The websites listed here are not intended to represent a comprehensive list. Careers and Placements cannot be held responsible for the content of external websites.

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