



PERSONALITY & CAREER

Self-Directed Search

Have you ever thought about the kind of work you enjoy or the type of activities you most like to do? People who like their jobs generally get to do things they enjoy while they're at work. Their careers fit their personalities. Their job descriptions are consistent with their personal interests and values. Effective decision-making and career planning seek to match your unique personality with specific job characteristics.

John Holland's Self-Directed Search is an effective assessment tool for helping individuals understand their personality type. The SDS is an interest inventory (not an aptitude test) that measures personality type for the purpose of exploring vocational preference. Consider the six different personality types, and their descriptions, and try to determine which one is the most like you: Realistic, Investigative, Artistic, Social, Enterprising, Conventional.



[R] Realistic

Rustic | Reliable | Rugged | Results-Oriented

Realistic people are independent, stable, persistent, genuine, practical, and thrifty. They prefer to deal with things rather than ideas or people. They enjoy rugged activities and hands-on tasks. They are doers. They are no-nonsense, down-to-earth individuals. They excel at tasks that are tactile, physical, athletic, or mechanical. They value things that are natural, literal, pragmatic, concrete, and tangible. They like being outdoors, using tools, operating machines, interacting with animals, and working with their hands. They like to fix and repair things. They are fighters, defenders, rescuers, builders, and protectors.



[I] Investigative

Intellectual | Introspective | Inquisitive | Insightful

Investigative people are curious and ask a lot of questions. They are methodical, rational, analytical, and logical. They like to engage their mental capacities. They excel at tasks that are scholarly, scientific, technical, or medical. They enjoy activities that involve thought, observation, investigation, exploration, and discovery. They are avid readers. They like to solve problems, perform experiments, and conduct research.



[A] Artistic

Articulate | Aesthetic | Adaptable | Abstract

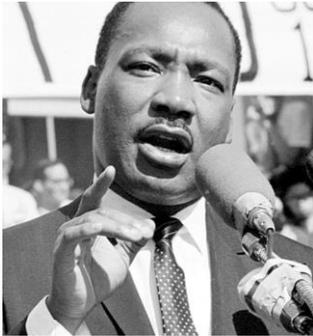
Artistic people are creative, intuitive, perceptive, and expressive. They are unstructured, original, non-conforming, and innovative. They rely on feelings, imagination, and inspiration. They like to work with ideas, abstractions, and concepts. They are communicators. They are flexible and spontaneous. They tend to be liberal and open-minded. They excel at tasks that are literary, verbal, and visual. They like art, music, writing, design, and language.



[S] Social

Supportive | Sympathetic | Sensitive | Serving

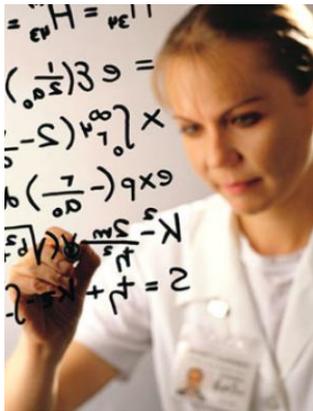
Social people are altruistic, kind-hearted, and generous. They are cooperative, compassionate, and patient. They are caring, helpful, responsive, empathetic, and friendly. They are diplomatic and tactful. They seek to understand and connect with others. They excel at socializing, helping others, building rapport, and teaching. They like tasks that involve teamwork, social interaction, relationship building, and the improvement of society. They value activities that contribute to the welfare, betterment, and development of others and their situation. They enjoy activities that are public, humanitarian, educational, philanthropic, interpersonal, and service-oriented.



[E] Enterprising

Energetic | Enthusiastic | Encouraging | Engaging

Enterprising people are adventurous, ambitious, and assertive. They easily accept responsibility, display initiative, and make the first move. They are forceful, confident, and optimistic. They are dominant, persuasive, and competitive. They seek to have an impact on others. They are promoters, publicists, and preachers. They tend to be charismatic. They excel at leadership, business, politics, public speaking, and salesmanship. They possess an entrepreneurial spirit. They like motivating, influencing and convincing others. They enjoy being in charge, running the show, taking risks, and debating.



[C] Conventional

Conscientious | Concrete | Consistent | Computing

Conventional people are logical, efficient, orderly, and organized. They are tidy, thorough, and detail-oriented. They value precision, accuracy, and correctness. They are excellent planners. They like to work with data and facts. They enjoy practical tasks, quantitative measurements, and structured environments. They like to regulate, monitor, and control things. They enjoy collecting and organizing things. They understand money, finance, and budgeting. They follow and enforce rules, they adhere to standards, and they ensure quality. They tend to be conservative-minded. They excel at accounting, statistics, computers, and clerical tasks. They like mathematics, numerical activities, and office settings.