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Introverts and Extraverts

The list below describes some qualities of introverts and extraverts. For each pair of items, quickly choose the phrase that describes you best and highlight or place a checkmark next to it. Remember that one type is not better than another. You may also find that you are a combination type and act like an introvert in some situations and an extravert in others. Each type has gifts and talents that can be used in choosing the best major and career for you. To get an estimate of your preference, notice which column has the most checkmarks.

Introvert (I)	Extravert (E)
Energized by having quiet time alone	Energized by social interaction
Tend to think first and talk later	Tend to talk first and think later
Tend to think things through quietly	Tend to think out loud
Tend to respond slowly, after thinking	Tend to respond quickly, before thinking
/ Avoid being the center of attention	Like to be the center of attention
Diffcult to get to know, private —I—	Easy to get to know, outgoing
Have a few close friends	Have many friends, know lots of people
Prefer quiet for concentration	Can read or talk with background noise
Listen more than talk	Talk more than listen
View telephone calls as a distraction	View telephone calls as a welcome break
Talk to a few people at parties	Talk to many different people at parties
Share special occasions with one or a few people	Share special occasions with large groups
Prefer to study alone	Prefer to study with others in a group
Prefer the library to be quiet	Talk with others in the library
Described as quiet or reserved —L	Described as talkative or friendly
Work systematically /	Work through trial and error

Here are some qualities that describe the ideal work environment. Again, as you read through each pair of items, place a checkmark next to the work environment that you prefer.

Introvert (I)	Extravert (E)
Work alone or with individuals	Much public contact
Quiet for concentration	High-energy environment
Communication one-on-one	Present ideas to a group
Work in small groups	Work as part of a team
Focus on one project until complete	Variety and action

Work without interruption

Total (from both charts above)

Talk to others

Total (from both charts above)

4
0

or

Do these results agree with your personality assessment on the AchieveWORKS Personality assessment? If your results are the same, this is a good indication that your results are useful and accurate. Are there some differences with the results obtained from your personality assessment? If your esults aredifferent, this provides an opportunity for further reflection about your personality type. Here are a couple of reasons why your results may be different.

1. You may be a combination type with varying degrees of preference for each type.
2. You may have chosen your personality type on the AchieveWORKS Personality assessment based on what you think is best rather than what you truly are. Students sometimes do this because of the myth that there are good and bad personality types. It is important to remember that each personality type has strengths and weaknesses. By identifying strengths, you can build on them by choosing the right major and career. By being aware of weaknesses, you can come up with strategies to compensate for them to be successful.

Look at the total number of checkmarks for extravert and introvert on the two above charts. Do you lean toward being an introvert or an extravert? Remember that one type is not better than the other and each has unique gifts and talents. On the chart below, place an X on the line to indicate how much you prefer introversion or extraversion. If you selected most of the introvert traits, place your X somewhere on the left side. If you selected most of the extravert traits, place your X somewhere on the right side. If you are equally introverted and extraverted, place your X in the middle.

Introvert
Extravert

Do you generally prefer introversion or extraversion? In the box below, write I for introversion or E for extraversion. If there is a tie between E and I, write I.

Notice that it is possible to be a combination type. At times you might prefer to act like an introvert, and at other times you might prefer to act like an extravert. It is beneficial to be able to balance these traits. However, for combination types, it is more difficult to select specific occupations that match this type

Journal Entry-#1

Look at the results from AchieveWORKS Personality assessment and your own self-assessment above. Are you an introvert or an extravert or a combination of these two types? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

Sensing Intuition

The dimension of sensing or intuition describes how we take in information. In the school population, 70 percent of students are usually sensing types and 30 percc, intuitive types.

Sensing (S) Persons prefer to use the senses to take in information (what they see, he taste, touch, smell). They focus on "what is" and frust infomation that is concrete observable. They learn through experienæ.

Intuitive (N) Persons rely on instincts and focus on "what could be. " While we use our five senses to peræive the world, intuitive people are interested in relationships, possibilities, meanings, and implications. They value inspiration and trust their "sixth sense" or hunches. (Intuitive is designated as N so it is not confused with Ifor Introvert.)

We all use both of these modes in our daily lives, but we usually have a preferencs one mode or the other. Again, there is no best preference. Each type has special skills can be applied to the job market. For example, you would probably want your tax pr to be a sensing type who focuses on concrete information and fills out your tax form rectly. An inventor or artist would probably be an intuitive type.

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Sensing and Intuitive

Here are some qualities of sensing and intuitive persons. As you read through each pair of items, quickly highlight or place a checkmark next to the item that usually describes yourself.

Sensing (S)	INtuitive (N)
—I— Trust what is certain and concrete	Trust inspiration and inference
—L Prefer specific answers to questions	Prefer general answers that leave room for interpretation
Like new ideas if they have practical applications (if you can use them)	Like new ideas for their own sake (you don't need a practical use for them)
Value realism and common sense	Value imagination and innovation
Think about things one at a time and step by step	Think about many ideas at once as they come to you
—L— Like to improve and use skills learned using before	Like to learn new skills and get bored the same skills
—L More focused on the present	More focused on the future
—L Concentrate on what you are doing	Wonder what is next Do something Think about doing something
See tangible results	Focus on possibilities
—L If it isn't broken, don't fix it	There is always a better way to do it

Sensing (S) INtuitive (N)

_____ Prefer working with facts and figures —L Prefer working witNdeas and theories

—L— Focus on reality Use fantasy

_____ Seeing is believing Anything is possible

Tend to be specific and literal (say what Tend to be general and figurative (use you mean) comparisons and analogies)

See what is here and now See the big picture

Here are some qualities that describe the ideal work environment. Again, as you read through each pair of items, place a checkmark next to the work environment that you prefer.

Sensing (S) INtuitive (N)

Use and practice skills Learn new skills Work with known facts

Explore new ideas and approaches

See measurable results Work with theories

Focus on practical benefits Use imagination and be original

Learn through experience Freedom to follow your inspiration

Pleasant environment Challenging environment

—e Use standard procedures Invent new products and procedures

Work step-by-step Work in bursts of energy

Do accurate work Find creative solutions

Total (from both charts above) Total (from both charts above)

Look at the two charts above and see whether you tend to be more sensing or intuitive. One preference is nbt better than another: it is just different. On the chart below, place an X on the line to indicate your preference for sensing or intuitive. Again, notice that it is possible to be a combination type with both sensing and intuitive preferences.

Sensing Intuitive

Do you generally prefer sensing or intuition? In the box below, write S for sensing or N for intuitive. If there is a tie between S and N, write N.

Journal Entry #2

Look at the results from AchieveWORKS Personality assessment and your own self-assessment above. Are you a sensing, intuitive, or combination type? Can you give examples of how it affects your social life, school,

or work? Write a paragraph about this preference.

or
Thinking Feeling

The dimension of thinking or feeling defines how we prefer to make decisions. In the gen- era] school population, 60 percent of males are thinking types and 40 percent are feeling types. For females, 60 percent are feeling types and 40 percent are thinking types. Thinking (T) individuals make decisions based on logic. They are objective and analyäcal. They look at all the evidence and reach an impersonal conclusion. They are concemed with what they think is light.

Feeling (F) individuals make decisions based on what is important to them and matches theirPersonal values. They are conærned about what they feel is right.

We all use logic and have feelings and emotions that play a part in decision making. However, the thinking person prefers to make decisions based on logic, and the feeling person prefers to make decisions according to what is important to self and others. This is one category in which men and women often differ. Most women are feeling types, and most men are logical types. When men and women are arguing, you might hear the following:

Man: "I think that. . . "
Woman: "Ifeel that. . . "

By understanding these differences, it is possible to improve communication and understanding. Be careful with generalizations, since 40 percent of men and women would not fit this pattern.

When thinking about careers, a thinking type would make a good judge or computer programmer. A feeling type would probably make a good social worker or kindergarten teacher.

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Thinking and Feeling

The following chart shows some qualities of thinking and feeling types. As you **read through each pair of items**, quickly highlight or place a checkmark next to the items that usually describe yourself.

Thinking (T)	Feeling (F)
____ Apply impersonal analysis to problems	__/__ Consider the effect on others
__/__ Value logic and justice	____ Value empathy and harmony
__/__ Fairness is important	____ There are exceptions to every rule
__/__ Truth is more important than tact	____ Tact is more important than truth
__/__ Motivated by achievement and accomplishment	____ Motivated by being appreciated by others
__/__ Feelings are valid if they are logical	____ Feelings are valid whether they make sense or not
____ Good decisions are logical	__/__ Good decisions take others' feelings into account

3, -

or

Thinking (T) Feeling (F)

_____ Described as cool, calm, and objective Described as carlog and emotional

Love can b___lyzed Love cannot be analyzed

Firm-mind___ntle-hearted

More ___tant to be right _____ More important to be liked

Remember numbers and figures _____ Remember faces and names

_____ Prefer clarity —L— Prefer harmony

_____ Find flaws and critique —L— Look for the good and compliment

_____ Prefer firmness Prefer persuasion

Here are some qualities that describe the ideal work environment. As you read through each pair of items, place a checkmark next to the items that usually describe the work environment that you prefer.

Thinking (T) Feeling (F)

Maintain business environment —L— Maintain close personal relationships

Work with people I respect Work in a friendly, relaxed environment

Be treated fairly Be able to express personal values

Fair evaluations Appreciation for good work

Solve problems _____ Make a personal contribution

Challenging work _____ Harmonious work situation

Use logic and analysis Help others

Total (from both charts above) (a Total (from both charts above)

While we all use thinking and feeling, what is your preferred type? Look at the charts above and notice whether you are more the thinking or feeling type. One is not better than the other. On the chart below, place an X on the line to indicate how much you prefer thinking or feeling.

Thinking ——————————|—————————— Feeling

Do you generally prefer thinking or feeling? In the box below, write T for thinking or F for feeling. If there is a tie between T and F, write F.

Journal Entry #3

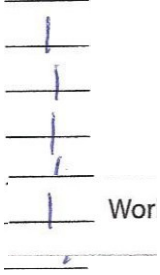
Look at the results from AchieveWORKS Personality assessment and your own self-assessment above. Are you a thinking, feeling, or combination type? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

Judgiug Perceiving

.The dimension of judging or perceiving refers to how we deal with the external world. In other words, do we prefer the world to be structured or unstructured? In the general school population, the percentage of each of these Wpes is apbroximately equal.

Judging (J) types like to live in a sfructured, orderly, andPlanned way. They are happy when their lives are stuctured and matters are settled. They like to have control over their lives. Judging does not mean tojudge others. Think ofthis type as being orderly and organized.

Perceptive (P) types like to live in a spontaneous and flexible way. They are happy when their lives are open to possibilities. They try to understand life rather than control it. Think of this type as spontaneous•andflexible.



or

Since these types have very opposite ways of looking at the world, there is a great deal of potential for conflict between them unless there is an appreciation for the gifts and talents of both. In any situation, we can benefit from people who represent these very different points ofview. For example, in a business situation, the judging type would be good at managing the money, while the perceptive

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As you read through generally describe

Judging (J)

Happy when and finished

Work first, play

It is important

Time flies

Feel comfortable

Generally keep

Set goals and

Emphasize

Like to finish

Meet deadlines

Like to know

I Relax when

Follow a routine

Focused

Work steadily

Judging and Perceptive

each pair of items, quickly highlight or place a checkmark next to the items that yourself.

Perceptive (P)

the decisions are made _____ Happy when the options are left open; something better may come along later _____ Play first, do the work later to be on time _____ Time is relative

_____ Time is elastic with routine Dislike routine things in order Prefer creative disorder work toward them Change goals as new opportunities arise completing the task Emphasize how the task is done projects Like to start projects _____ What deadline?

what I am getting into _____ Like new possibilities and situations things are organized _____ Relax when necessary

Explore the unknown

Easily distracted

_____ Work in spurts of energy

Here are some qualities that describe the ideal work environment. Again, as you read through each pair of items, place a checkmark next to the work environment that you prefer.

Judging (J)	Perceptive (P)
Follow a schedule	Be spontaneous
Clear directions	Minimal rules and structure
Organized work	—L Flexibility
Logical order	—e—Many changes
Control my job	Respond to emergencies
Stability and security	Take risks and be adventurous
Work on one project until done	Juggle many projects
Steady work	Variety and action
Satisfying work	Fun and excitement
Like having high responsibility	—L Like having interesting work
Accomplish goals on time	Work at my own pace
Clear and concrete assignments	L Minimal supervision
Total (from both charts above)	Total (from both charts above)

Look at the charts above and notice whether you are more the judging type (orderly and orga nized) or the perceptive type (spontaneous and flexible). We need the qualities of both types to be successful and deal with the rapid changes in today's world. On the chart below, place an X on the line to indicate how much you prefer judging or perceiving.

Judging Perceptive

Do you generally havejudging or perceptive traits? In the box below, write J forjudging or P for perceptive. If there is a tie between J and P, write P.

Journal Entry #4

Look at the results from AchieveWORKS Personality assessment and your own self-assessment above. Are you a judging, perceptive, or combination type? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

type would be good at helping the business to adapt to a marketplace. It is good to be open to all the possibilities and to be flexü)le, as well as to have some structure and organization.

jit

or

"Knowing thyself is the height of wisdom."

Socrates

Chapter 2

ACTIVITY

Summarize Your Results

Look at your results above and summarize them on this composite chart. Notice that we are all unique, according to where the Xs fall on the scale.

Extravert (E) Introvert (I) 5

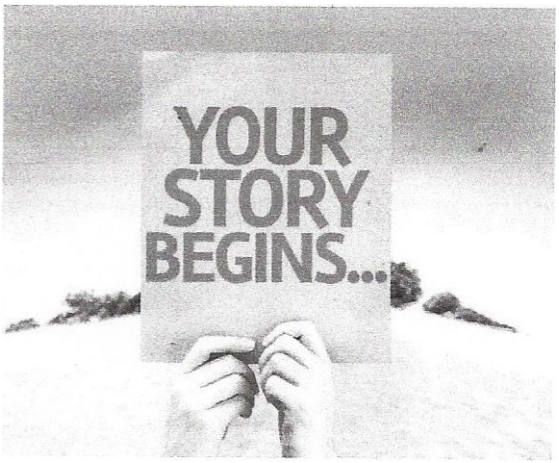
Sensing (S)Intuitive (N)

Thinking (T) Feeling (F)

Judging (J)Perceptive (P)

Write the letters representing each of your preferences:LSE_x

The above letters represent your estimated personality type based on your understanding and knowledge ofself. It is a good idea to confirm that this type is correct for you by completing the online AchieveWORKS Personality assessment.



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