



DO WHAT YOU ARE™

Leading the World's Most Effective Career Assessment

Personality Type Handbook

A Guide for Counselors, Administrators, Personality Type
TPO Consultants, and Counsel Students

Introduction

This handbook has been written specifically for *you* – the high school counselor who uses *Do What You Are™*. It will ensure that you and your students both get the maximum benefit from this program.

In this guide you will find the following:

- A brief history and introduction to Personality Type
- A description of the Program
- Why Personality Type is such a good predictor of career satisfaction
- A description of the key assessment instruments

History of Personality Types

Personality types have been used for centuries to describe human behavior. The most well-known system is the Myers-Briggs Type Indicator (MBTI), which is based on the work of Carl Jung. The MBTI is a self-report questionnaire that measures four dimensions of personality: extroversion vs. introversion, sensing vs. intuition, thinking vs. feeling, and judging vs. perceiving. The MBTI is used by many organizations to help individuals understand their own personality and how it affects their work and relationships.

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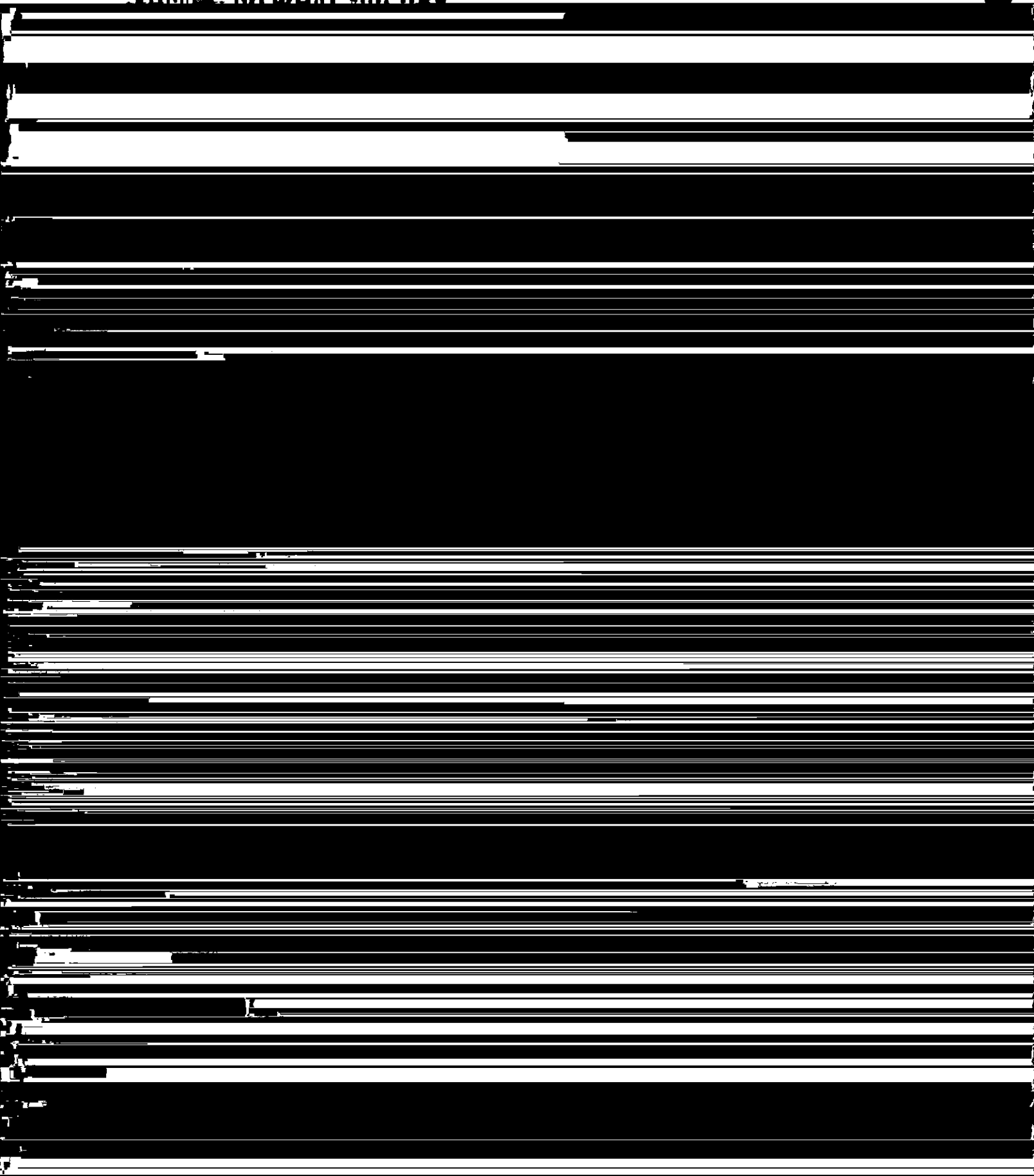
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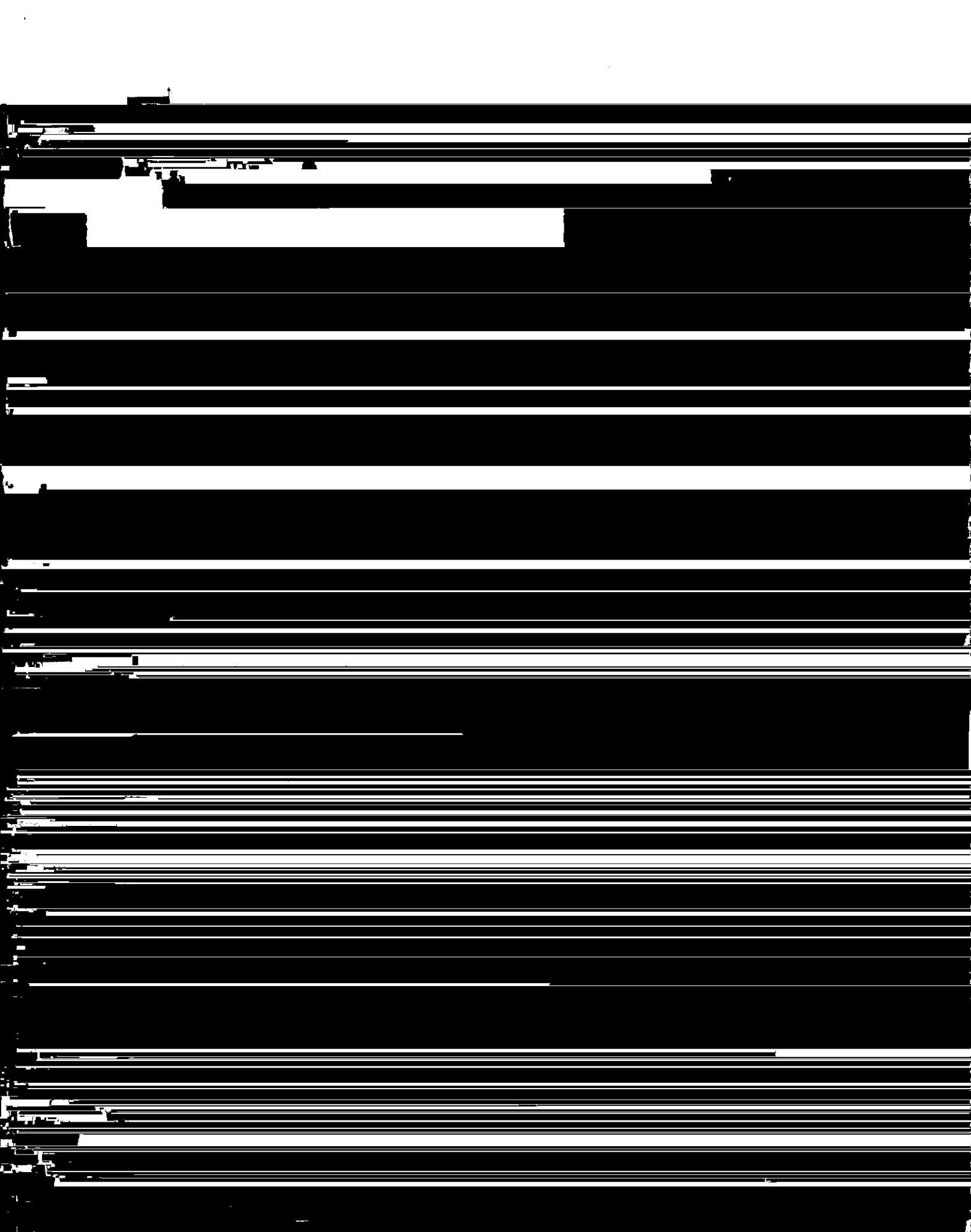
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Everyone's personality falls onto one side or the other of the midpoint on each of these four scales. The opposite sides of the scales are called preferences. If you fall on the extraverted side then we say you have a preference for Extraversion. If you fall on the introverted side, we say your preference is



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Sensing (S) - Intuition (N)

is about:

What kind of information we naturally notice and remember



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Judging (J) - Perceiving (P)
is about:
the way we like to live our lives,
more structured (*making decisions*) or more spontaneous (*taking in information*)

JUDGERS

- * Enjoy work that allows them to make decisions
- * Prefer a predictable work pattern and environment
- * Work towards completing their responsibilities before relaxing
- * Like to maintain control of their projects

PERCEIVERS

- * Enjoy flexible and changing work situations
- * Like to be able to respond to problems as they arise
- * Are more satisfied with fewer rules and procedures
- * Need to have fun in their work

A "type" is really more than just a four letter code that describes different "preferences". Each type preference tells us something important about the individual. But no one is "just" an Introvert. A

INTJ - 1958 - one of nine other Introverted types. In other words, while all Introverts



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Working with different types of students

Using this program will help you understand and communicate better with all your students. However, you will inevitably experience challenges working with some students that can both be explained, and helped by, understanding their type preferences. Some typical challenges you may experience while working with:

Extraverts: to get them to slow down enough to really think things through before taking action

Introverts: to provide you with enough information to help them, and to get them to move from the thinking stage to the action stage

Intuitives: to help them see possibilities that don't yet exist and to focus on the big

Intuitives: to help them realistically evaluate career options and plans, and pay

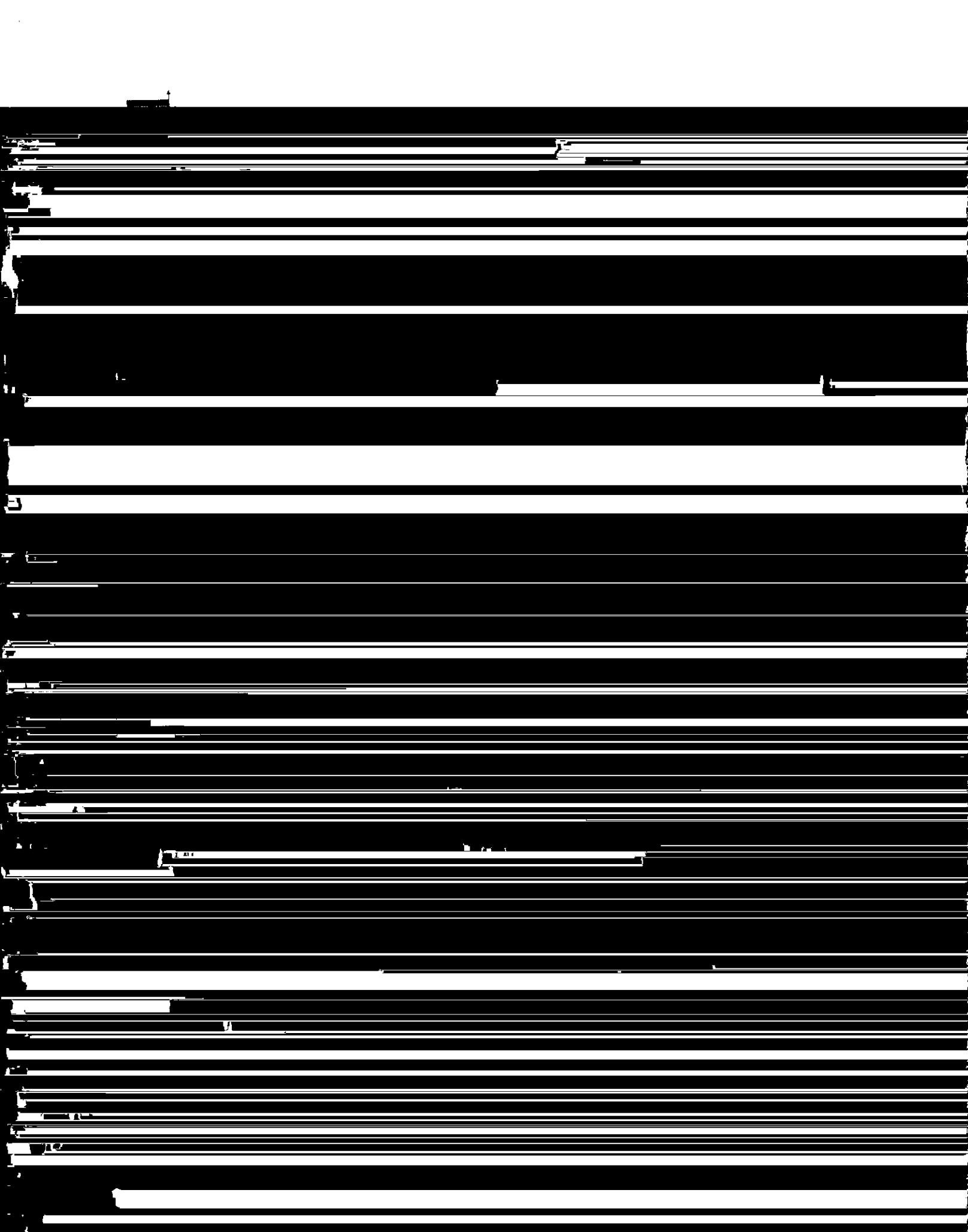


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Additional challenges for "What are you?"

A student is not sure if he/she has identified his/her type correctly?

No Type assessment will identify every person's type accurately 100% of the time. But built into this program is a method for helping students "verify" their types – increasing the odds they've determined their "right" type by reviewing and comparing profiles of one or more





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PERSONALITY TYPE AND CAREER MANAGEMENT



Appendix 1
Resource Material for learning more about Personality Type

Web sites

Listed below are several web sites that provide additional information about Personality Type and career management.

The Association for Psychological Type
www.aptcontrol.org

www.aptcontrol.org

Books

There have been many books, and thousands of articles and dissertations written about Personality Type and career management, though very little has been written specifically for counselors of high school students. The most comprehensive source of *general* career information is the



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Articles

Angstl, P. A. & Merks, C. (1999). Correlations between the Strong, Cassell, and Myers-Bates



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Myers-Briggs Type Indicator

Articles (continued)

Ingram, J. (Speaker). (1989, June). Using the Myers-Briggs Type Indicator® in career counseling with vocational-technical college students. Applications of Type in Community and Technical Colleges. Panel/Workshop presented at APT-VIII, the Eighth Biennial International Conference of the Psychological Type, Boulder, CO. (Cassette Recording No. B215-59AB, 2 tapes).



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Appendix 2: Profiles of all Sixteen Personality Types

ENFJ

Extravert, Intuitive, Feeling Judging type

People like you are usually very warm, outgoing, and talkative. You make friends easily and are often
enjoyed and well-liked.

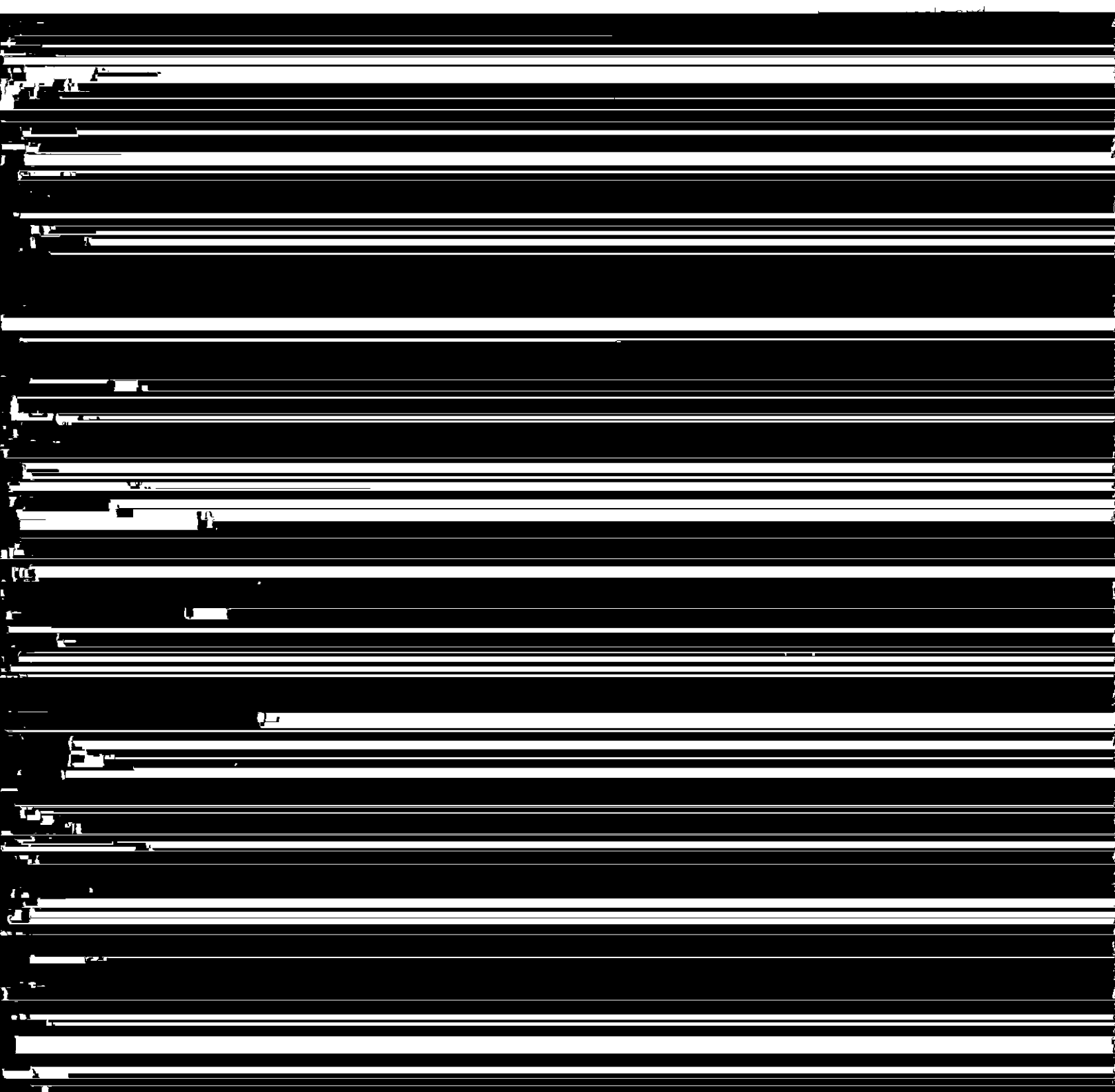


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DISCOVER YOUR PERSONALITY TYPE

ENFP

Extravert, Intuitive, Feeling, Perceiving type





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ENTJ

People like you are energetic, confident, and assertive. You almost always seem to be sure of



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ENTP

Extravert, intuitive, Thinking, Perceiving type

People like you are friendly, creative, and confident. Since you love to talk and tell engaging stories, you have lots of friends and acquaintances and are pretty easy to get to know. You love being in the center of the action. You have a quick, clever wit and unusual sense of humor.



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ESTJ

Extravert, Sensing, Thinking, Judging type

People like you are outgoing, responsible, and quite strong willed. You like to be around other people and are talkative, friendly, and confident. You prefer to be in charge of any situation and are usually



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Discover your natural talents

ESFJ

Extravert, Sensing, Feeling, Judging type

People like you are warm, friendly, and talkative. You are an enthusiastic and energetic person who loves to be surrounded by people and activity. Expressive and affectionate with your friends and family, you are usually quite comfortable letting others know just how you feel. Since you are so friendly like to help others and are often the first person to volunteer.



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ESTP

Extroverted, Spontaneous, Thinking, Perceptive, Judging



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PERSONALITY TYPE TEST

ESFP

Extravert, Sensing, Feeling, Perceiving type

People like you are easygoing, friendly, and happy go lucky. You are curious and outgoing so you meet new friends wherever you go. Active, talkative, and uninhibited, you have fun at whatever you're doing. You bring energy and life to any situation. Naturally down-to-earth and unpretentious.