







Temperament

- A genetic predisposition to behave in a certain way.
- How we view and interact with the world.

- Let's identify some temperamental preferences.



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Temperament

I am energized by being with other people	I am energized by spending time alone
Extrovert	Introvert



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Temperament

I tend to be specific and literal, giving detailed descriptions	I tend to be general and figurative, using metaphors and analogies
I am oriented towards the present	I am oriented towards the future
Sensor	Intuitior



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Temperament

I value logic, justice and fairness; there is one standard

I value empathy and harmony, often seeing the exception to the rule

I am motivated by a desire for achievement and accomplishment

I am motivated by a desire to be appreciated

Thinker

Feeler



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Temperament

I place emphasis on completing a task

I place emphasis on how a task is completed

I derive satisfaction from finishing projects

I derive satisfaction from starting projects

Judger

Perceiver



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Extraverts

Introverts

Are energized by being with other people	Are energized by spending time alone
Like being the center of attention	Avoid being the center of attention
Act, then think	Think, then act
Are easier to "read" and know; share personal information freely	Are more private; prefer to share personal information with a select few
Talk more than listen	Listen more than talk
Communicate with enthusiasm	Keep their enthusiasm to themselves
Respond quickly; enjoy a fast pace	Respond after taking the time to think things through; enjoy a slower pace
Prefer breadth to depth	Prefer depth to breadth



Feyer and Barron-Feyer, 2001

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Sensors	Intuitives
Trust what is certain and concrete	Trust inspiration and inference
Like new ideas only if they have practical applications	Like new ideas and concepts for their own sake
Value realism and common sense	Value imagination and innovation
Like to use and hone established skills	Like to learn new skills; gets bored easily after mastering skills
Tend to be specific and literal; give detailed descriptions	Tend to be general and figurative; use metaphors and analogies
Present information in a step-by-step manner	Present information through leaps, in a roundabout manner
Are oriented to the present	Are oriented toward the future

9/16/2018 *Feyer and Barron-Feyer, 2001* 10

Thinkers	Feelers
Step back; apply impersonal analysis to problems	Step forward; consider effect of actions on others
Value logic, justice, and fairness; one standard for all	Value empathy and harmony; see the exception to the rule
Naturally see flaws and tend to be critical	Naturally like to please others; show appreciation easily
May be seen as heartless, insensitive, and uncaring	May be seen as overemotional, illogical, and weak
Consider it more important to be truthful than tactful	Consider it important to be tactful as well as truthful
Believe feelings are valid only if they are logical	Believe any feeling is valid, whether it makes sense or not
Are motivated by a desire for achievement and accomplishment	Are motivated by a desire to be appreciated

 *Feyer and Barron-Feyer, 2001* 11

Judgers	Perceivers
Are happiest after decisions have been made	Are happiest leaving their options open
Have a "work ethic": work first, play later (if there's time)	Have a "play ethic": enjoy now, finish the job later (if there's time)
Set goals and work toward achieving them on time	Change goals as new information becomes available
Prefer knowing what they are getting into	Like adapting to new situations
Are product oriented (emphasis is on completing the task)	Are process oriented (emphasis is on how the task is completed)
Derive satisfaction from finishing projects	Derive satisfaction from starting projects
See time as a finite resource and take deadlines seriously	See time as a renewable resource and see deadlines as elastic

 *Feyer and Barron-Feyer, 2001* 12

Temperamental Scales

- Extraverts _____ Introverts
- Sensors _____ Intuitives
- Thinkers _____ Feelers
- Judgers _____ Perceivers

- The strength of the preference is just as important as the preference.
- No temperamental preference is universally advantageous.



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Temperamental Sorter

◦ SJ – Guardians

- Serious about duties and responsibilities
- Prefer to be useful
- Prefer to get things done by following clear rules and guidelines
- Dependable
- Loyal
- Place high value on tradition
- As an S:
 - Practical
 - Respect for facts and common sense
- As a J:
 - Good organizational skills
 - Enjoy setting up procedures to improve operations



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Temperamental Sorter

◦ SP – Artisans

- Realistic
- Focused on what's happening here and now
- Value freedom, action, and spontaneity
- Good at responding quickly to both crisis situations and opportunities
- As an S:
 - Prefer working with hands-on, practical applications rather than theories
 - Will do whatever it takes to get things done
- As a P:
 - Prefer to work independent of instruction



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Temperamental Sorter

o NT – Rationals

- o Knowledge and competence are important
- o Enjoy demonstrating their expertise
- o Enjoy coming up with new solutions to difficult problems
- o As an N:
 - o Future-oriented
 - o Good understanding of systems and their underlying principles
- o As a T:
 - o Logical
 - o Skeptical
 - o Pragmatic
 - o Focused on achieving objectives



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Temperamental Sorter

o NF – Idealists

- o Place high value on ethics and authenticity
- o Value meaning and personal growth for self and others
- o As an N:
 - o Trust intuition
 - o Interested in imagining possibilities for people
- o As an F:
 - o Important that your work is in line with your personal values
 - o Enjoy supporting and encouraging others



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Questions to Ask

- o Are you in a career that would provide you satisfaction based on your temperamental strengths?
- o What kind of career would best play to your temperamental strengths?



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Personality Descriptions

Choose the two personality descriptions that best fit.

- | | |
|--|------------------|
| 1. Curious, independent, likes to solve problems | 1. Investigative |
| 2. Social, good listener, likes to help people | 2. Social |
| 3. Original, imaginative, sometimes impulsive | 3. Artistic |
| 4. Outgoing, persuasive, often the leader | 4. Enterprising |
| 5. Practical, self-reliant, enjoys work with hands | 5. Realistic |
| 6. Organized, efficient, enjoys work with details | 6. Conventional |



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Questions to Ask

Using the temperamental sorter on the handouts, find the career paths listed under the personality descriptors you chose.

If a career path is listed under both personality descriptors, it should be considered more strongly.



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Non-Emotional Factors in Career Building

What other factors should we consider as we continue the journey?



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Work Importance Locators

- o Choose the top five work-importance locators
 - _ Opportunity for advancement
 - _ Staying busy
 - _ Working alone
 - _ Treated fairly
 - _ Good supervisor
 - _ Try own ideas
 - _ Do something different each day
 - _ Make decisions
 - _ Good working conditions
 - _ Using my abilities
 - _ Comparable salary
 - _ Feeling of accomplishment
 - _ Give instructions to others
 - _ Recognition
 - _ Do things for others
 - _ Plan my own work
 - _ Stability
 - _ Ethical employer



Transferable Skills

- o What transferable skills do you prefer to use *most of the time*?
 - o People
 - o Focus on serving, taking instructions, helping, supervising, mentoring, instructing, and speaking.
 - o Information
 - o Focus on data, including the ability to compare, compile, analyze, coordinate, and synthesize.
 - o Things
 - o Focus on handling, operating, controlling, setting up, and precision.



Other Characteristics

- o Work-level needs
 - o Boss
 - o Manager
 - o Partner
- o Salary needs
 - o Minimum to get by
 - o Desired lifestyle
- o Family needs
 - o Location
 - o Hours
 - o Stability





Identify Career Building Resources



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- What resources do I need to begin, or continue, my journey towards a fulfilling career?
- What resources do I have?
- How can I fill the gaps?
- Education
- Money
- Support
- Time
- Motivation
- Other...



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Create the Plan

What are the steps that must be completed? What is the first step?



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The Map to Success

- List the steps that must be completed to construct a new career. Include the following:
 - What is the first step?
 - How will I maintain momentum after I start?



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