



Personality types

Practical types think of themselves as: practical, conventional in attitudes, stable, responsible, concrete, assertive, physically active, frank & conforming. They tend to:

- Enjoy creating things with their hands
- Like to work outdoors
- Be physically strong and practical
- Prefer work with tools or large machines rather than with ideas or people.

Investigative/technical types think of themselves as precise, cautious, methodical, task-orientated, introspective, systematic, rational and intellectual. They would generally rather:

- Work alone than with others
- Have questioning minds
- Do not like highly structured rule bound roles
- Are frequently original and creative, especially in scientific areas.

Artistic types see themselves as: original, independent, complicated, non-conforming, idealistic, self-sufficient, avoiding structure, liberal in attitude. Artistic types are often described as:

- Creatively inclined
- Preferring work which requires them to be alone and thoughtful
- Not liking situations which require the use of physical strength.

Social types tend to see themselves as trustworthy, helpful, friendly, persuasive, idealistic, and expressive of feelings, caring, kind, sociable, understanding and skillful in terms of leadership ability. They are often seen as:

- Able to express themselves well with words
- Getting along well with people
- Understanding and skillful when dealing with people
- Having an interest in solving problems through discussion or by re-organising relationships between others.

Enterprising types tend to perceive themselves as energetic, sociable assertive, persuasive, materialistic, challenge-seeking, self-confident, adventurous, progressive and risk-taking. They also see themselves as verbally skilful in leading others. They are usually seen as good at:

- Leading and convincing people
- Thinking up new ways of doing things
- Work which requires energy and a sense of adventure
- Work which offers them an opportunity to lead and direct others
- Work which requires them to think up new ways of doing things.

Enterprising types are generally bad at work involving details, long periods of intellectual effort, long periods of concentration. They also like to work in situations where they have some power/status/material wealth.



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Administrative types perceive themselves to be neat, conscientious, non-flexible, shy, practical, self-controlled, conforming and effective in well-structured activities. They tend to like jobs where:

- They know exactly what is expected of them
- The emphasis is on numeracy and verbal skills
- Order and structure is important.

