

Self-Assessment Skills

Getting to Know You

II. Cracking the Code

There is a theory that people who work in an environment that most closely matches their personality type are most likely to be satisfied and successful in their job.

Task 1

Answer the Yes/No to the questions for each of the six personality types found on pages 2 to 4. Make sure to keep a tally of each as this will have to be recorded.

Task 2

Enter in the summary information on your worksheet under CRACKING THE CODE on the last page of your printed assignment.

Are You a Doer?

Respond **Yes** or **No** to each of the following statements, making sure to keep track of the number of 'YES' responses:

- 1. You like to learn by doing, and you enjoy working with your hands**
- 2. You enjoy physical activity, sports and the outdoors**
- 3. You are good at building, repairing and taking things apart**
- 4. You tell people straight out what you are thinking or what you want to do**
- 5. You like to grow and nurture things (e.g. plants, animals)**
- 6. You like to examine a situation and make a decision**
- 7. You like to work independently or as part of a team as long as the people are motivated to get the job done**
- 8. You would like to work in a setting that involves the outdoors or physically doing the job – landscaper, chef, architect, outdoor guide**



People in Doer occupations often are interested in work that involves tools, mechanical drawings, machines, plants and animals. They enjoy the outdoors, athletic activity and hands-on learning.



Here are some examples of Doer activities:

- Assembling a stereo system
- Repairing a broken VCR
- Working on a car engine
- Landscaping a garden
- Reading a blueprint
- Training for a marathon
- Working with carpentry tools

Here are some examples of Doer occupations:

- Aerospace Engineer
- Air-Traffic Controller
- Animal Caretaker
- Chef
- Construction Manager
- Diesel Engine Mechanic
- Electrician
- Furniture Upholsterer
- Landscape Architect
- Radar Equipment Repairer
- Software Technician
- Surveyor
- Tool and Die Maker
- Veterinary Technician

Are You a Thinker?

Respond **Yes** or **No** to each of the following statements, making sure to keep track of the number of 'YES' responses:

- 1. You prefer to work on your own**
- 2. You like to solve problem and puzzles**
- 3. You would enjoy taking your CD player apart to find out how it works**
- 4. You like to explain things to people**
- 5. You enjoy subjects like math, science and technology**
- 6. You like the challenge of learning and exploring the unknown**
- 7. You like science fiction novels, movies and shows like *The X-Files* an the Discovery Channel**
- 8. You would like to work in a research environment focusing on science, history, medicine or technology**



People in Thinker occupations often are interested in work that involves science and mathematics, and enjoy developing creative methods for solving problems. They like to be precise and they enjoy learning, investigating, evaluating and analyzing things.

Here are some examples of Thinker activities:

- Conducting an experiment
- Investigating solar power
- Solving a math problem
- Writing a computer program

Here are some examples of Thinker occupations:

- Archaeologist
- Chemical Engineer Technician
- Chiropractor
- Computer Network Specialist
- Dental Lab Technician
- Developmental Psychologist
- Geologist
- Marine Biologist
- Market Research Analyst
- Pharmacist
- Photographic Darkroom Technician
- Urban Planner

Are You a Creator?

Respond **Yes** or **No** to each of the following statements, making sure to keep track of the number of 'YES' responses:

- 1. You prefer to work with other people and/or as part of a small team**
- 2. You like to be creative and express your ideas and emotions**
- 3. You would like to influence the way things are done**
- 4. You like to work in an unstructured environment and avoid routine**
- 5. You enjoy subjects like drama, art, music and English class**
- 6. You like to try new things and use your imagination**
- 7. You enjoy plays, movies, novels and shows about interesting people**
- 8. You would like to work in an expressive, artistic and creative atmosphere that encourages change**



People in Creator occupations often are interested in work that is related to the creative arts, drama, music and all things imaginative. They have artistic abilities and like to work in unstructured situations.

Here are some examples of Creator activities:

- Designing Web-ready graphics
- Directing a play
- Spinning records
- Writing a song
- Writing a children's book
- Analyzing a poem or song

Here are some examples of Creator occupations:

- Actor
- Art Therapist
- Biographer
- Costume Designer
- Dancer
- Disk Jockey
- Editorial Writer
- Florist
- Graphic Designer
- Interior Designer
- Landscape Architect
- Magazine Writer
- Movie Reviewer
- Musician
- Photographer
- Radio & Television Announcer
- Special-effects Technician

Are You a Helper?

Respond **Yes** or **No** to each of the following statements, making sure to keep track of the number of 'YES' responses:

- 1. You prefer to work in supportive group environment**
- 2. You value other people's opinions, and you are sensitive to their feelings**
- 3. You need to be understood and express your feelings and emotions in a positive environment**
- 4. You enjoy feeling needed and accepted, and work well with others**
- 5. You like to look for the "bright" side in every situation**
- 6. You communicate well with people, and you are a good listener**
- 7. You enjoy helping people solve problems and learn**
- 8. You would like to work in a setting that would allow you to help people – e.g. a school, community centre, day care or health care institution**



People in Helper occupations often enjoy working with and helping people. They are helpful, friendly and trustworthy. They like to have a positive effect in their work by teaching, counselling or curing people, and by helping them to access information.

Here are some examples of Helper activities:

- Administering first aid
- Listening to a friend
- Participating in a Big Brother/Big Sister program
- Teaching English as a Second Language
- Working with abused children
- Working with seniors

Here are some examples of Helper occupations:

- Addictions Counsellor
- Child/Youth Worker
- Dental Hygienist
- Elementary School Teacher
- Event Planner
- Human Resources Manager
- Librarian
- Nurse
- Physical Therapy Assistant
- Respiratory Assistant
- School Psychologist
- Social Worker
- Sports Instructor

Are You a Persuader?

Respond **Yes** or **No** to each of the following statements, making sure to keep track of the number of 'YES' responses:

- 1. You like to be the leader of a group**
- 2. You enjoy debating and expressing your opinion on issues you feel strongly about**
- 3. You like competition**
- 4. You like the challenge of setting goals for yourself and take the responsibility to achieve them**
- 5. You like to organize people and activities**
- 6. You are highly energetic and ambitious, and you like to generate new ideas**
- 7. You enjoy subjects that allow you to participate and be challenged**
- 8. You would like a work setting where you can take control and make things happen – e.g. running your own business, or working in financial, legal or protective services**



People in Persuader occupations often are interested in situations involving sales, management and public speaking. They value success in business and politics and usually enjoy being in positions of influence and leadership. They are ambitious, social and energetic.

Here are some examples of Persuader activities:

- Participating on a debating team
- Running for Student Council
- Developing marketing plans
- Speaking in front of groups of people
- Managing a political campaign
- Playing the stock market

Here are some examples of Persuader occupations:

- Accountant
- Antiques Dealer/Appraiser
- Banker/Financial Planner
- Construction Manager
- Curator
- Customs Inspector
- Foreign Service Officer
- Funeral Services Director
- Judge
- Lawyer
- Manager, Retail Store
- Politician
- Public Relations Representative
- Recreation Leader
- Retail Buyer

Are You an Organizer?

Respond **Yes** or **No** to each of the following statements, making sure to keep track of the number of 'YES' responses:

- 1. You like to know the expectations of each member of the group**
- 2. You thrive on structure and routine**
- 3. You take your tasks, and your commitment and loyalty to people, seriously**
- 4. You like to work first and play later**
- 5. You are dependable and reliable, and you like to be in control of your own situation**
- 6. You like the feeling of accomplishment when you set and achieve a goal for yourself**
- 7. You like to study subjects that have clear expectations and outcomes**
- 8. You would like a work setting that would allow you to examine all sides of a situation and make decisions about what needs to be done**



People in Organizer occupations often enjoy detail-oriented work in a structured setting. They value success in business and like working with details and data using their numerical and clerical abilities.

Here are some examples of Organizer activities:

- Following a manual
- Creating a spreadsheet for budgeting purposes
- Keeping and filing tax records
- Developing filing systems
- Creating a travel itinerary

Here are some examples of Organizer occupations:

- Accountant
- Administrative Assistant
- Auditor
- Bank Teller
- Budget Analyst
- Building Inspector
- Computer Operator
- Court Reporter
- Data Entry Clerk
- Elementary School Teacher
- Engineering Manager
- Insurance Claims Adjuster
- Legal Secretary
- Police/Fire/Ambulance Dispatcher
- Travel Agent