**Your Personality/Temperament**

**Personality/temperament is to do with:**

1. *How you come across to other people and interact or deal with them.*
2. *How you approach and deal with tasks.*
3. *How you react and feel comfortable or otherwise in different situations.*

The more you can become aware of your personalitytemperament, the sounder the assessment you can make of job possibilities both in terms of meeting the demands of the job, and finding it satisfying.

**Think about yourself.**

Look through the adjectives below and rate them.

 1. That’s me!

 2. Close!

 3. Don’t know/not sure

 4. Certainly not!

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Assertive |  | Reliable |  | Independent |
|  | Consistent |  | Resilient |  | Gentle |
|  | Outgoing |  | Methodical |  | Objective |
|  | Organised |  | Cheerful |  | Co-operative |
|  | Imaginative |  | Reserved |  | Excitable |
|  | Meticulous |  | Sensitive to Others |  | Introspective |
|  | Energetic |  | Decisive |  | Adaptable |
|  | Competitive |  | Cautious |  | Adventurous |
|  | Tactful |  | Relaxed |  | Changeable |
|  | Confident |  | Warm |  | Persistent |

Go through again starring **“key” characteristics** that are most descriptive of you. Be honest with yourself. Remember **there is nothing intrinsically good or bad about these characteristics**, but some relate better to particular jobs.

Write down in the space below these key characteristics together with a note of situations or incidents where you have demonstrated them. This ‘evidence’ will help to confirm your assessment and could be useful in application forms.

|  |  |
| --- | --- |
| **Characteristics** | **Situation or incident** |
|  |  |

**Looking at these situations or incidents**

1. Which have been the most enjoyable, and why?
2. Which have you found hard to cope with, and why?
3. How did you come across to other people?
4. Think about the role you play amongst your friends and colleagues - are you the leader, the nurse, the fixer, the conscience, the clown, the teacher or someone else?

**Does a pattern emerge?** Does it show where you fit in best or feel most natural? You may find it helpful to discuss this with your family and friends to get their insights and check out your ideas.

**Jot down your thoughts here:**

|  |
| --- |
|  |

**Effect on career choice**

*Personality/temperament can affect how comfortable you are with what you do and your success. Imagine someone managing a retail store - what sort of person would be happiest and most successful there using the adjectives above to describe them? Assertive, outgoing, organised, energetic, resilient, decisive maybe? You could draw up idealised lists of characteristics for jobs that interest you (from job descriptions) and compare with your own. Are there any significant differences? Beware trying to match too closely. There’s scope for variety in most jobs.*

**Can I change?** Note that, although personality/temperament is thought to be fairly stable, you can adjust or develop its components. Think how you might achieve changes you want, eg. Attending an assertiveness course