

# Overview: Personality Quiz



## About

The topic aims at providing an understanding of the LaunchMyCareer Personality Quiz, the personality-type theories behind the quiz, and its component. It will assist in understanding how the personality on an individual is important in career selection. The career selection further helps in choosing the right universities, colleges and courses.



## Objectives

- Understand the theories behind the personality quiz
- Deep dive into the evolution of the personality-type theory
- Know the concept of the 3H's - The Head, Hand and Heart
- Know how understanding one's personality is important from the career perspective

# Table of Content: Personality Quiz

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

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# Introduction: Personality Quiz



**David Hodgson**  
British Psychological Society  
Creator of Personality Animals

## Introduction

The **Personality Quiz** was developed by David Hodgson, A former career adviser, he has done extensive work to explore personality-type theories with young people.

The Personality Quiz has been formed on the following theories.

- Carl Jung's Theory
- Myer-Briggs Type Indicator (MBTI)
- The Big Five factors of Personality
- Neuro Linguistic Programming

The Personality Quiz has been found to have better response from young people and teachers than any of the other models. Backed by extensive research, more people around the world are using it extensively because it draws experiences of working with various types of people around the world.

The Personality Quiz helps the student understand their personality preferences, what careers are they naturally good at and how to build upon their strengths.

# The Theories behind the Personality Quiz

## Jung's Theory of Personality Types

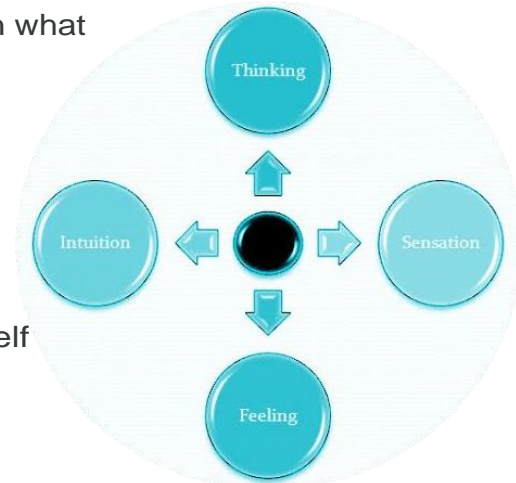
Jung's theory focuses on four basic psychological functions:

- **Sensation** - when person takes in information from the external world
- **Intuition** - when a person takes in information from internal or imaginative world
- **Thinking** - when a person makes a decision mainly through logic
- **Feeling** - when a person makes a decision based on emotions, i.e. based on what they feel they should do

Note:-Thinking and Feeling represents how a person processes information.

In addition, he distinguishes between two fundamental life attitudes:

- **Introversion** - when a person finds satisfaction from one's own mental self
- **Extraversion** - when a person finds satisfaction from the outside oneself



# The Theories behind the Personality Quiz

## Myers-Briggs Type Indicator

Carl Jung's theory later led to the development of the famous **16 Myer-Briggs Type Indicator**

- It indicates personality preferences in four dimensions:
  - Where you focus your attention – **Extraversion (E)** or **Introversion (I)**
  - The way you take in information – **Sensing (S)** or **Intuition (N)**
  - How you make decisions – **Thinking (T)** or **Feeling (F)**
  - How you deal with the world – **Judging (J)** or **Perceiving (P)**
- The four letters that make up your personality-type can help you to understand yourself, career and course choices.

## The Big Five Factors

The big five factors of personality describe the underlying personality factors and helps to predict and explain behavioral choices. Its link with the personality-type helps to enhance the advice process for the counselor.

Animals are added to help students remember their preferences, as associating with their animals is retained far longer than their individual types.

# LaunchMyCareer Personality Quiz

The Personality Quiz has been developed by David Hodgson, over a period of 30 years involving research and practice. The quiz gives an insight into how to make the most of an individual's potential by understanding their personality-type.

The quiz uses four sets of questions around different factors of their personality. Each set has five questions each.

## **Set 1: Where do you gain your energy from?**

Inside or Outside

Extrovert (E) or Introvert (I)

## **Set 2: How do you take in information?**

Do you look at the detail or the big picture Sensing (S) or Intuitive (N)

## **Set 3: How do you decide things?**

With your head or your heart

Thinking (T) or Feeling (F)

## **Set 4: What is your attitude to life?**

Planned or Spontaneous?

Judging (J) or Perceiving (P)



# The Personality Quiz: Characteristics of the eight letters



## Extroverts

Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.



## Sensors

Sensors are realistic people who like to focus on the facts and details. They apply common sense and past experience to find practical solutions to problems.



## Thinkers

Thinkers tend to make their decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.



## Judgers

Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.



## Introverts

Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.



## Intuitives

Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.



## Feelers

Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.



## Perceivers

Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

# The Four Letter Code and Personality Type

The eight letters are used in combination to form 16 four letter codes.

The 16 combinations define the different personality-type described through a corresponding animal type.

MBTI	ANIMAL NAME
ENFJ	Dolphin
ENFP	Clownfish
ENTJ	Eagle
ENTP	Falcon
ESFJ	Panda
ESFP	Lion
ESTJ	Black bear
ESTP	Panther

MBTI	ANIMAL NAME
INFJ	Sea turtles
INFP	Seal
INTJ	Barn Owl
INTP	Tawny Owl
ISFJ	Koala bear
ISFP	Cat
ISTJ	Polar bear
ISTP	Tiger



# The Personality Quiz: Four Letter Code and Personality Type

The personality quiz has four sets of questions; on answering them the student gets a combination of four letter code. Listed below are the characteristics of the four letter codes.

## ISTJ

Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

## ISFJ

Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

## INFJ

Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

## INTJ

Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

## ISTP

Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

## ISFP

Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

## INFP

Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

## INTP

Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

# The Personality Quiz: Four Letter Code and Personality Type

## ESTJ

Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

## ESFJ

Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

## ENFJ

Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

## ENTJ

Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.

## ESTP

Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

## ESFP

Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

## ENFP

Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

## ENTP

Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

# Workstyle Orientation: the 3 H's - Head, Heart and Hand

## Head

- People who are ruled by their heads prefer to think before acting and are driven more by logic than by emotion.
- They prefer rational ideas and learn by thinking.
- When something happens that they did not expect, they are surprised and immediately start to work out what happened.
- They use logical language and expect the world around them to be rational and behave in predictable ways.



## Hands

- People who are driven by the hands prefer to do things and get into action. They find out practically what works and what does not work.
- They believe in understanding things through direct experience. Rather than think-try-think, they will try-think-try.
- They use physical language and expect the world to behave sensibly.



## Hearts

- People who are ruled by hearts think first about their feelings and of other people.
- They learn by experiencing and seeing how they feel about their experiences. Before acting, they may internally think about how their actions may affect the feelings of other people.
- They use appropriate language and expect people to be considerate with one another.

# The Personality Quiz and the Career Connect

## What is the LMC Personality Quiz?

The LMC Personality Quiz has been developed by David Hodgson. It gives an insight into how to make the most of their potential by understanding their personality types. The questions are based on the Myers-Briggs Type Indicator. This in turn is based on Carl G Jung's theory of psychological type.



## How does the theory help in career guidance?

The animal type helps the student become more aware of their natural strengths, offers a starting point for thinking about careers. It helps in understanding the preferred career roles, job skills, degree-course ideas as vocational courses.

## Where do the animals come in?

It's easier to remember an animal than a four-letter code and it adds a bit more fun to the process. Also, the four animal groups share characteristics which help in explaining to students in schools and universities.

# The Personality Quiz: Quick Notes

## How it works?

Depending on their results for each of these sets of questions, the user will be assigned an animal to symbolize their personality type. Animals have been used because it's easier for people to remember what their animal is, than a code or word about their personality.

Apart from their personality animal, the student will be given career recommendations based on their personality, interests, skills and the 3H's - Head, heart and hand. This can also be used as a learning tool to identify personalities and preferences as well as helping children find out more about themselves.

# The Personality Quiz: Quick Notes

## Features

- The quiz has a gamified approach
- Questions are common and self introspective, making it a fun experience
- The quiz takes 5 minutes and retains the attention of the user

## Benefits

- A simple and fun way to start thinking about personality
- Promotes self-awareness
- The results can help in making better career decisions
- Students are not nervous while attempting the personality quiz
- Personality quiz is not scary and lengthy
- They feel motivated to take the quiz because of its gamified approach
- Students feel happy in sharing the result of personality quiz with peers and parents
- Parents are not required to push their children for this quiz like they need to for other psychometric analysis

