

TypeFocus™ Careers



Projects, Discussion Sheets and Self-Score Quizzes

Career and Personal Planning Program

Empowerment Through Self-awareness

PROJECTS, DISCUSSION SHEETS AND SELF-SCORE QUIZZES

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The spirit of the TypeFocus Careers program is to honor all personality types. Throughout the TypeFocus Careers curriculum, there has been a conscious effort to respect each type preference’s strengths.

Extraverts enjoy class discussion and exercises that encourage talking.

Introverts appreciate the “pass privilege” and “personal reflection” sections.

Sensing types value their detailed reports, sequential series of lessons and practical applications.

Intuitives have enough theory and conceptual information to encourage their “big picture” way of learning.

Thinking types appreciate the research-based facts and figures and logical analyses.

Feeling types value harmony that is congruent with the positive nature of personality type theory.

Judging types derive comfort from organized reports that provide clear guidelines for learning objectives.

Perceiving types like the flexibility to follow their own paths of interest.

When it comes to evaluating students, **group projects** offer an excellent way to honor all types; students should be organized into mixed-type groups.

Small Group Project

Select a topic and write a research report. Follow these guidelines.

This is a team project and should involve everyone.
Take care to encourage each other's personality type strengths.

Possible Topics:

A. Career Center Project

Analyze the career center and write a report with recommendations for improvement.

B. TypeFocus Careers Project

Evaluate the TypeFocus Careers program and write a report with recommendations for improvement.

C. Student Survey Project

Survey any topic (e.g., student morale) and write a report with recommendations for improvement.

Title Page:

Title, sub-title, list of authors.

Introduction:

Why was this topic chosen? What was interesting about it? What background information existed on the topic? The last sentence of the Introduction should state the reason this report was done. For example: "This project was undertaken to evaluate the effectiveness of our Career Center."

Methodology:

What approach was taken to gather information about the topic? What tools were used to collect and record data?

Results:

This section is restricted to the results. There is no discussion about what the results mean.

Discussion:

The results are related to the introduction, e.g., how effective was the career center? Theoretical or conceptual ideas are raised in this section.

Conclusion and Recommendations:

A final conclusion with recommendations is made.

Group Dynamics:

Explain how your group functioned using type terminology. It is expected that examples of reframing and type flexing will be detailed.

Bibliography:

Books, periodicals, personal communications.

Self-score Quiz#1- Personality Type Theory

Correct answers on bottom of page

1. Sensing types:
 - a) focus on what is happening through their five senses
 - b) are sensitive
 - c) are quick to understand a situation
2. Intuitives:
 - a) have mysterious powers
 - b) are very intelligent
 - c) are often creative
3. Thinking types:
 - a) are very intelligent
 - b) make decisions based on logic
 - c) cannot express emotions
4. Feeling types:
 - a) make emotional decisions
 - b) are not as intelligent as thinking types
 - c) make decisions based on values
5. Judging types:
 - a) prefer to decide rather than wait for more information
 - b) are judgmental
 - c) wait till the last moment to decide
6. Perceiving types:
 - a) like to postpone decisions
 - b) are very cautious
 - c) have well developed senses
7. A low preference score means:
 - a) one is immature
 - b) that one's preference for a type preference is unclear
 - c) one should not bother with that type preference
8. A strong preference score means:
 - a) a clear preference for that type preference
 - b) other preferences would be ignored
 - c) one would need to balance it with two or more other preferences
9. Usually, one's mental preferences:
 - a) are largely unconscious
 - b) influence many aspects of one's life
 - c) both of the above
10. A clear preference for one type preference means:
 - a) the opposite type preference is weak and underdeveloped
 - b) one would choose it more frequently given a choice
 - c) choosing it would make one successful

Correct Answers: 1a, 2c, 3b, 4c, 5a, 6a, 7b, 8a, 9c, 10b

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Self-score Quiz#2- Personality Type Theory

Correct answers on bottom of page

Match the personality characteristic with the type preference

Extravert = E; Introvert = I; Sensing = S; Intuition = N; Thinking = T; Feeling = F; Judging = J; Perceiving = P

1. Notices the whole picture - _____
2. Attracted to many different things - _____
3. Quick to give support - _____
4. Likes to think, sometimes without talking - _____
5. Decides quickly - _____
6. Appreciates analysis - _____
7. Notices details - _____
8. Postpones decisions - sometimes procrastinates - _____
9. Methodical - makes a plan, uses it - _____
10. Appreciates sensitivity - _____
11. Likes to talk, sometimes without thinking - _____
12. Spontaneous - goes with the flow - _____
13. Practical - likes to have results - _____
14. Creative - likes to experiment - _____
15. Focuses energies inwards - _____
16. Businesslike - _____
17. Imaginative - _____
18. Outgoing - _____
19. Organized - _____
20. Friendly - _____

Correct Answers: 1N, 2E, 3F, 4I, 5J, 6T, 7S, 8P, 9J, 10F, 11E, 12P, 13S, 14N, 15I, 16T, 17N, 18E, 19J, 20F

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Self-score Quiz#3 - Interpersonal Relationships

Correct answers on bottom of page

1. Reframing means you:
 - a) overlook a person's bad qualities
 - b) acknowledge a person's type strengths
 - c) pretend interpersonal differences do not matter
2. Each type preference has a:
 - a) complementary opposite
 - b) strength
 - c) both of the above
3. When a thinking type interacts with a feeling type:
 - a) the thinking type has difficulty appreciating the feeling type
 - b) the thinking type often believes the feeling type is better
 - c) it does not matter
4. Most often, when a sensing type interacts with an intuitive:
 - a) the sensing type appreciates the intuitive's creativity
 - b) the sensing type appreciates their own practicality
 - c) the sensing type thinks the intuitive is unrealistic
5. How would you reframe someone who was bossy?
 - a) spontaneous
 - b) careful
 - c) organized
6. An extravert who was type-flexing to an introvert, might:
 - a) listen carefully and not interrupt
 - b) introduce his introverted friend to many different people
 - c) both of the above
7. A sensing type who was type-flexing to an intuitive, might:
 - a) ask a lot of detailed questions
 - b) compliment the intuitive for his creative ideas
 - c) help the intuitive to be more practical
8. A judging type who was type-flexing to a perceptive type, might:
 - a) just "wing it" this once
 - b) develop a schedule that had "blank spots" in it where nothing was planned
 - c) both of the above
9. Where are two people likely to have the most trouble in communicating:
 - a) when their type preferences are both strong and opposite
 - b) when their type preferences are both strong and similar
 - c) ease of communication doesn't have anything to do with type preferences
10. The two most critical preferences that employers are looking for are:
 - a) good school grades and citizenship
 - b) leadership and self-esteem
 - c) team work and interpersonal skills

Correct answers: 1B, 2C, 3A, 4C, 5C, 6A, 7B, 8C, 9A, 10C.

Self-score Quiz#4 - Interpersonal Relationships

Correct answers on bottom of page

How do type preferences often see their opposites? Match the type preference on the left with the perception on the right.

- | | |
|--|------------------|
| 1. Extraverts often see introverts as _____ | a. unfriendly |
| 2. Introverts often see extraverts as _____ | b. unorganized |
| 3. Sensing types often see intuitives as _____ | c. impractical |
| 4. Intuitives often see sensing types as _____ | d. closed-off |
| 5. Thinking types often see feeling types as _____ | e. rigid |
| 6. Feeling types often see thinking types as _____ | f. shallow |
| 7. Judging types often see perceptive types as _____ | g. illogical |
| 8. Perceptives often see judging types as _____ | h. unimaginative |

Correct answers: 1D, 2F, 3C, 4H, 5G, 6A, 7B, 8E

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Self-score Quiz#5 - Lifelong Learning

In the following questions, select the one response that **DOES NOT FIT**.

Correct answers on bottom of page

1. Extraverts learn best when they:
 - a) study with others
 - b) talk about projects before starting them
 - c) go deeply into a topic rather than broadly
2. Introverts learn best when they:
 - a) don't think about assignments too much . . . just start them
 - b) plan the assignment and create an outline
 - c) find a quiet place to study where no one will bother them
3. Sensing types learn best when they:
 - a) write essays starting with the facts
 - b) schedule their work
 - c) are creative in completing assignments
4. Intuitives learn best when they:
 - a) widely read in areas related to their classes
 - b) do not reinvent the wheel - use a previously successful approach
 - c) ask a lot of "why" questions
5. Thinking types learn best when they:
 - a) can personally relate to the study material
 - b) can use critical analysis
 - c) seek additional reference material based on objective facts
6. Feeling types learn best when they:
 - a) use the teacher's marking criteria as a guideline for completing assignments
 - b) work with friends on a project
 - c) tap into their personal sensitivity for ideas and inspiration
7. Judging types learn best when they:
 - a) complete one project before starting another one
 - b) energize themselves by completing assignments just before the deadline
 - c) plan their work so assignments do not "bunch up"
8. Perceptive types learn best when they:
 - a) accept that clutter is OK and work within it
 - b) pursue topics as the interest grows
 - c) take time to plan one's study approach for the whole term.
9. Extraverts develop learning partnerships by:
 - a) volunteering to do the background research for group projects
 - b) volunteering to develop a skit illustrating the lesson plan
 - c) suggesting a class field trip with discussion
10. Introverts develop learning partnerships by:
 - a) volunteering to do the background research for group projects
 - b) asking to be tested orally
 - c) asking one's instructor not to call on them without warning so they can prepare their thoughts

Correct answers: 1C, 2A, 3C, 4B, 5A, 6A, 7B, 8C, 9A, 10B

Self-score Quiz#6 - Career Choice

Correct answers on bottom of page

1. What percentage of new jobs are considered to be unskilled:
 - a) 35%
 - b) 25%
 - c) 15%
2. How many jobs are currently in the service sector?
 - a) 35%
 - b) 70%
 - c) 85%
3. How many emerging jobs are in the service sector?
 - a) 45%
 - b) 75%
 - c) 90%
4. What is important to note about service jobs:
 - a) many are part-time
 - b) many do not have job security
 - c) both of the above
5. Technology has greatly increased lately. How many industrial robots now exist?
 - a) 10,000,000
 - b) 20,000,000
 - c) 100,000,000
6. What area of ability is now considered a basic skill?
 - a) higher math
 - b) computer literacy
 - c) both of the above
7. If one's personality type were different from the majority of people in a career, what would be good advice for that person who wanted to go into that career anyway?
 - a) go ahead but be aware that you will have to rely on your non-preferred skills
 - b) do not go into that career - you will surely fail
 - c) do not worry, as long as you really want to go into that career, all will be fine
8. Career niches:
 - a) can be found by focusing on what you are really passionate about
 - b) can be found by examining your type strengths and taking advantage of them
 - c) both of the above
9. Someone who unknowingly chooses a career that few of his type enter:
 - a) may be puzzled that few share his values
 - b) might blame himself for not being able to "fit in"
 - c) both the above
10. How often will the average person change jobs:
 - a) every 3 years
 - b) every 6 years
 - c) every 8 years

Correct answers: 1C, 2B, 3C, 4C, 5B, 6B, 7A, 8C, 9C, 10A

Self-score Quiz#7 - Career Choice

Correct answers on bottom of page

Extravert = E; Introvert = I; Sensing = S; Intuition = N; Thinking = T; Feeling = F; Judging = J; Perceiving = P

Fill in the blank with the correct type preference.

1. _____ have a natural preference to work with people and things rather than ideas and concepts. Research shows the following types of employment appeal to this type preference: sales, management of food services, restaurant work, office management, entertainment, and consulting.
2. _____ are naturally good at theory and abstract reasoning. They will be attracted to occupations that reward these skills. Research shows the following types of employment appeal to this type: social science, psychology, art and theatre work, entertainment, counselling, and writing.
3. _____ like work organized and directed toward a goal. Research shows that many of this type work in the following areas: engineering, management and administration, and technical/industrial teaching.
4. _____ prefer work that is personable and sensitive to individuals. They appreciate work that will put you in touch with people because you are naturally attracted to helping others. Research shows the following types of employment appeal to this type: teaching (especially for younger children), religious work, nursing, counselling, and food services.
5. _____ will enjoy work that will honor their preference for curiosity and spontaneity. They are inquisitive, independent and in touch with the needs of the moment. Research shows the following types of employment appeal to this type: writing, restaurant work, social science, and acting.
6. _____ natural preference is to work with ideas and concepts. Research shows the following types of employment appeal to this type: library work, physical science, and computer specialties.
7. _____ enjoy working with details and practical applications. Research shows the following areas of employment appeal to this type: electrical work and mechanical work, plumbing, bookkeeping, police and military, dental assistance, and clerical work.
8. _____ prefer work that is logical and businesslike. They appreciate work that follows a step-by-step strategy, where they decide what they want to do and can stick to their plan. Research shows that many of this type work in the following areas: management, computer specialties, physical science, and financial work.

Correct answers: 1E, 2N, 3J, 4F, 5P, 6I, 7S, 8T

Small Group Discussion #1 - Career Choice

Correct answers and explanations on following page.

Discuss the following questions. Be prepared to defend your answer.

1. Most Sales and Marketing types prefer: Extraversion or Introversion. Why?
2. Most Scientists prefer: Sensing or Intuition. Why?
3. Most clerical positions in offices prefer: Thinking or Feeling. Why?
4. Most managers prefer: Judgment or Perception. Why?
5. It's better if school teachers are extraverts. True or False. Why?
6. There are more than twice as many thinking types as feeling types in police work. Therefore, it would not be wise for a feeling type to want to be a police officer. True or False. Why?
7. There are almost three times as many ENFPs in the entertainment industry as there are ISTJs. This means that if you're an ISTJ, you had better not try to get into this industry. True or False. Why?
8. Introvert types are often unfriendly. True or False. Please explain.
9. Sensing types are usually "sensible." True or False. Please explain.
10. Counsellors are usually feeling types. True or False. Please explain.
11. Perceptive types are usually more organized than judging types. True or False. Why?

Small Group Discussion #1 - Career Choice - Continued

Answers and explanations:

- 1. EXTRAVERSION:** Extraverts put their energies into people and places outside themselves and therefore are energized by constantly meeting new people in sales situations.
- 2. INTUITION:** Scientists are often engaged in research and this means they are looking for answers to questions that are new; it requires them to go beyond what is currently known. When you go beyond the facts, you are using intuition. If the question had asked what technicians prefer, the answer would have been sensing because this group sticks to the facts and works on more practical problems.
- 3. FEELING:** Clerks work in a variety of occupational areas, but most of them are working to assist someone. It is this focus on helping others that attracts the feeling types.
- 4. JUDGMENT:** Managers are hired to accomplish goals, so they are attracted to occupations that reward their ability to organize, make decisions quickly and get things done. This describes the judging preference.
- 5. FALSE:** This is a tricky question because it isn't a matter of better or worse, right or wrong, but of being different . . . bringing different strengths to the classroom. Extraverts will tend to be more outgoing in their classes and introverts will tend to be more thoughtful. Both approaches are O.K. The ratio of extraverts to introverts in teaching is almost exactly 50/50.
- 6. FALSE:** This is a tricky question because it isn't a matter of being wise or stupid, but of being AWARE of two things:
 - a) most police work demands a very logical approach to the day-to-day work activities and
 - b) most of one's colleagues will be thinking types who may not understand or appreciate your compassion. While it wouldn't be wise for a feeling type to disregard this information, one can fine-tune one's career path to include one's strengths. In this case, a feeling type police officer would probably make a great community liaison officer or excel at youth work in a counseling role.
- 7. FALSE:** By now you're probably realizing that the answer to career choices are never black or white. While it is true that many entertainers are ENFPs, they still need someone to work with them to take care of the necessary details and help organize their world for them. ISTJs are just as needed in the entertainment world as ENFPs, however, their respective roles will differ. On the other hand, if an ISTJ wanted to become a stand-up comedian, he would need to be aware of the demands of the job and how it would feel . . . otherwise, he might be drained by the experience and either blame himself or the audiences..
- 8. FALSE:** Introverts are not more likely to be unfriendly than extraverts. It is true, however, that some extraverts INTERPRET an Introvert's quietness as unfriendliness.
- 9. TRUE:** Sensing types pay attention to their "senses," what they see, hear, feel, smell and taste. This means they pay attention to details, are practical, stick to the facts and therefore generally are considered "sensible."
- 10. TRUE:** Feeling types are good at "tuning in to people's feelings" and often work in professions where this strength is rewarded, such as counseling.
- 11. FALSE:** It's the judging types who are quick to make decisions and therefore are better organized.