

Personality Styles

Did you know that learning styles often correlate directly with an individual's personality? For the same reasons it is important to understand your learning styles, it is also important to have a grasp on how your personality works. If you would like to take an online personality indicator, you can log onto the Online Resource Center on the ARC website, or you may simply click [here](#).

According to the Myers-Briggs Type Indicator, there are four main areas that categorize our personality and its tendencies. The categories show how people are energized, how they process data, how they make decisions, and how they structure their lifestyles.

How are you **ENERGIZED??**

The first category deals with how people gain their energy. Some people like to be around other people in a social setting to feel energized; other people like to be in a quiet place where they can think by themselves. The two types in this category are Extroverted and Introverted. The table (below) will illustrate the differences between these two types. Be careful to note that these descriptions are simply tendencies of different personality types; by no means are they meant to stereotype individuals or place them in a "box."

Extroversion (E)	Introversion (I)
Thinks out loud	Thinks silently
Works interactively	Works alone
Prefers large groups	Prefers small groups
Talker	Pauses before responding
Action oriented	Slow to jump into things
Little tolerance for silence	Read before discussing
Uncomplicated	Wants time to reflect

A mind once stretched by a new idea never regains its original dimensions.

-Anonymous

How do you **PROCESS DATA**?

The second category deals with how people process data, which has a lot to do with the learning styles discussed earlier. People tend to be abstract or concrete thinkers; abstract thinkers like ideas, concepts, and theories. Concrete thinkers tend to like details, facts, and down-to-earth ideas. While many people are capable of both kinds of processing, we all tend to process one way more than the other. It is important to note when learning about personality types that all personalities are equal; every personality has strengths and weaknesses, so it is important to work together to ensure we utilize the strengths of these different personalities.

Sensing (S)	Intuition (N)
Focus – facts, details, and accuracy	Big picture – ball park accuracy
Practical, down-to-earth	Theoretical and conceptual
Tolerates routine	New – state of the art
Step-by-step, sequential	Innovative and inspirational
Learn by doing	Brainstorm
Present time oriented	Future time oriented

How do you **make decisions**?

The third category deals with how people make decisions and what they base decisions upon. Some people make decisions based on logic, consistency, and truth, while others base decisions on human values, friendships, and gut feelings.

Thinking (T)	Feeling (F)
Impersonal	Warm and Friendly
Decides on Logic (Pros/Cons)	Decides on Human Values
Analytical	People persons
Firm and Fair (self-perception)	Value harmony
Linear time orientation	Past time orientation

How do you **structure your lifestyle?**

The fourth category deals with how people structure their lifestyle and their time. Certain personalities tend to be quick decision makers who are confident in their decisions from the beginning, while others tend to put off decisions or leave them open-ended and flexible. As with all the other personality characteristics, this category is a good example of people making the right career choice. Some jobs require quick, concrete decisions from its employees, while other jobs require employees to remain spontaneous and open-ended about decisions. These are important things to remember when students are exploring their personalities and tendencies during these developmental years. Encourage them to pursue majors and careers that best suit their natural personality strengths.

Judging (J)	Perceiving (P)
Quick final decision maker	Can readily change decisions
Set in concrete	Flexible
Plan, schedule, and organize	Disorganized – “Time?”
Deliver “opinions”	Spontaneous – Risk taker
Wants closure	Keep options open
Likes making decisions	Prefer not making decisions
Uses “time” schedule	Uses “event” schedule

After reading over these traits, you might have an idea of what your personality is (and probably some of your friends and family too). The Myers-Briggs Type Indicator is an invaluable tool in helping people work together and can often shed some light in certain conflict areas.