

Personality + Assessment

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Definition

“Personality tests are designed to systematically elicit information about a person’s motivations, preferences, interests, emotional make-up, and style of interacting with people and situations.”

- interviews
- completing exercises
- observer decisions
- self-report questionnaires

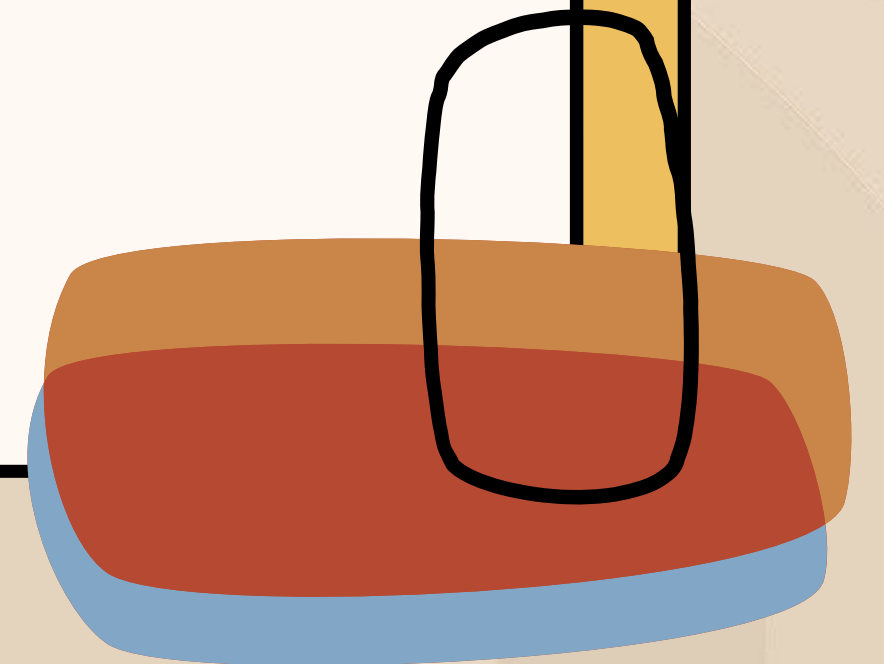
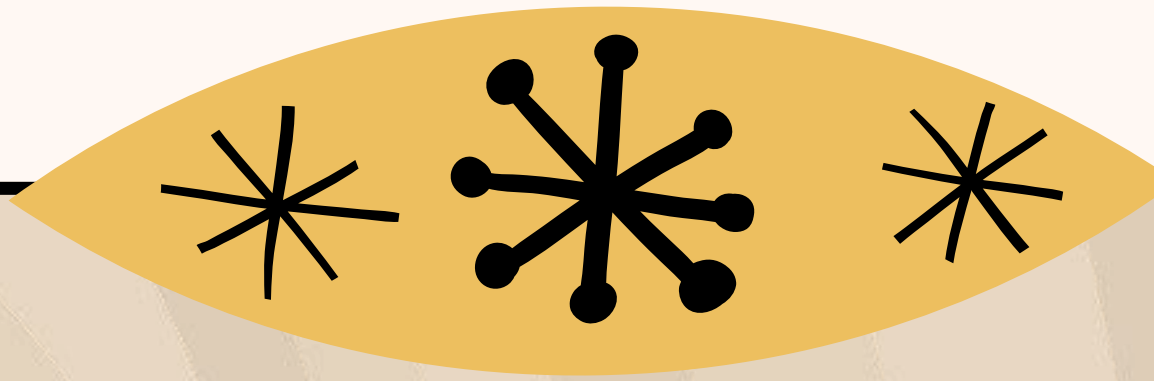
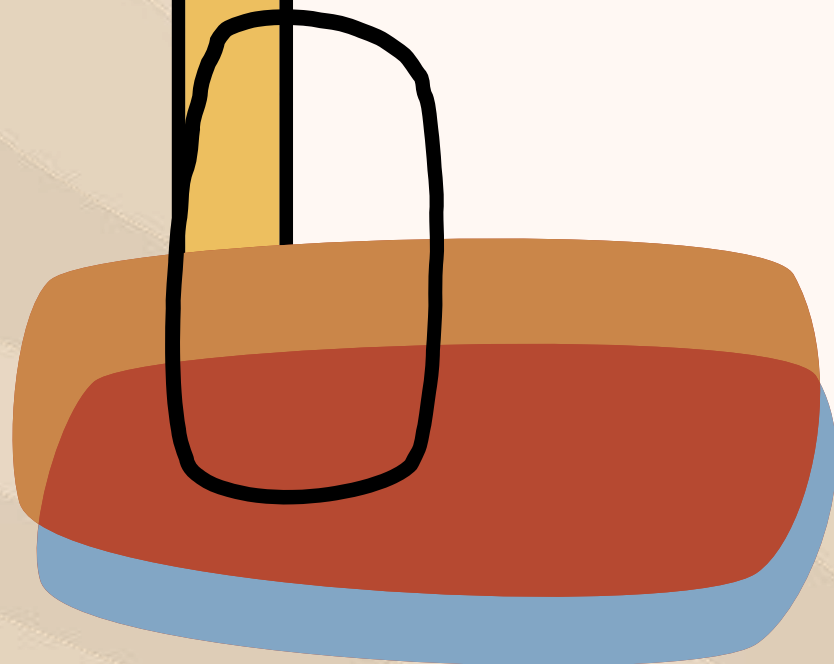
U.S. Office of Personnel Management



Examples



- TIPI
- 16Personalities
- DISC



Ten Item Personality Inventory

Purpose:
Better understand a person's
personality using adjectives.

Extraverted, enthusiastic.
Critical, quarrelsome.
Dependable, self-disciplined.
Anxious, easily upset.
Open to new experiences, complex.
Reserved, quiet.
Sympathetic, warm.
Disorganized, careless.
Calm, emotionally stable.
Conventional, uncreative.

16 Personalities

Our Results:

Andy- INTJ-A "Architect"	
<ul style="list-style-type: none">• imaginative• strategic• plan for everything	
	Trinity-ENFJ-T "Protagonist"
	<ul style="list-style-type: none">• optimistic• achievers• forthright

Purpose:

Understand personality and decisions based on the Myer-Briggs Type Indicator:

- Introversion vs. Extraversion
 - Sensing vs. Intuition
 - Thinking vs. Feeling
- Judging vs. Perceiving
- Assertive vs. Turbulent

DISC Assessment

Purpose:
To find out whether potential employees are:

- outgoing or reserved
- task or people oriented

helps predict what a work environment will be like and solving potential disputes

D- dominance
I- influence
S- steadiness
C- conscientiousness

Purpose of Personality Assessments

help identify career paths

help identify ideal work environments:

- work
- school
- personal relationships

help identify struggle areas

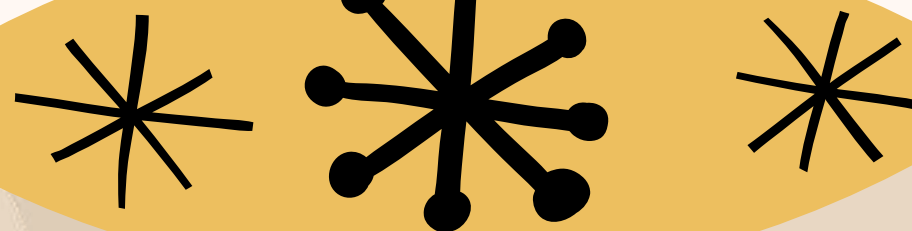
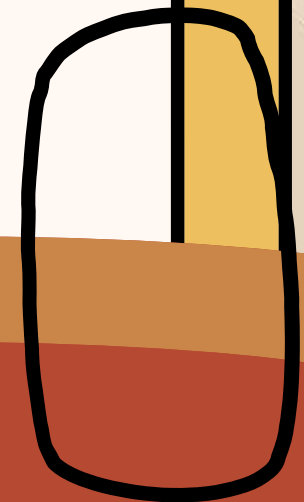


Conclusion



personality tests help individuals understand how they interact in environments with others and make decisions in their lives.

can help in career decisions, workplaces, personal relationships, and school



**Thank
You!**





Questions?