

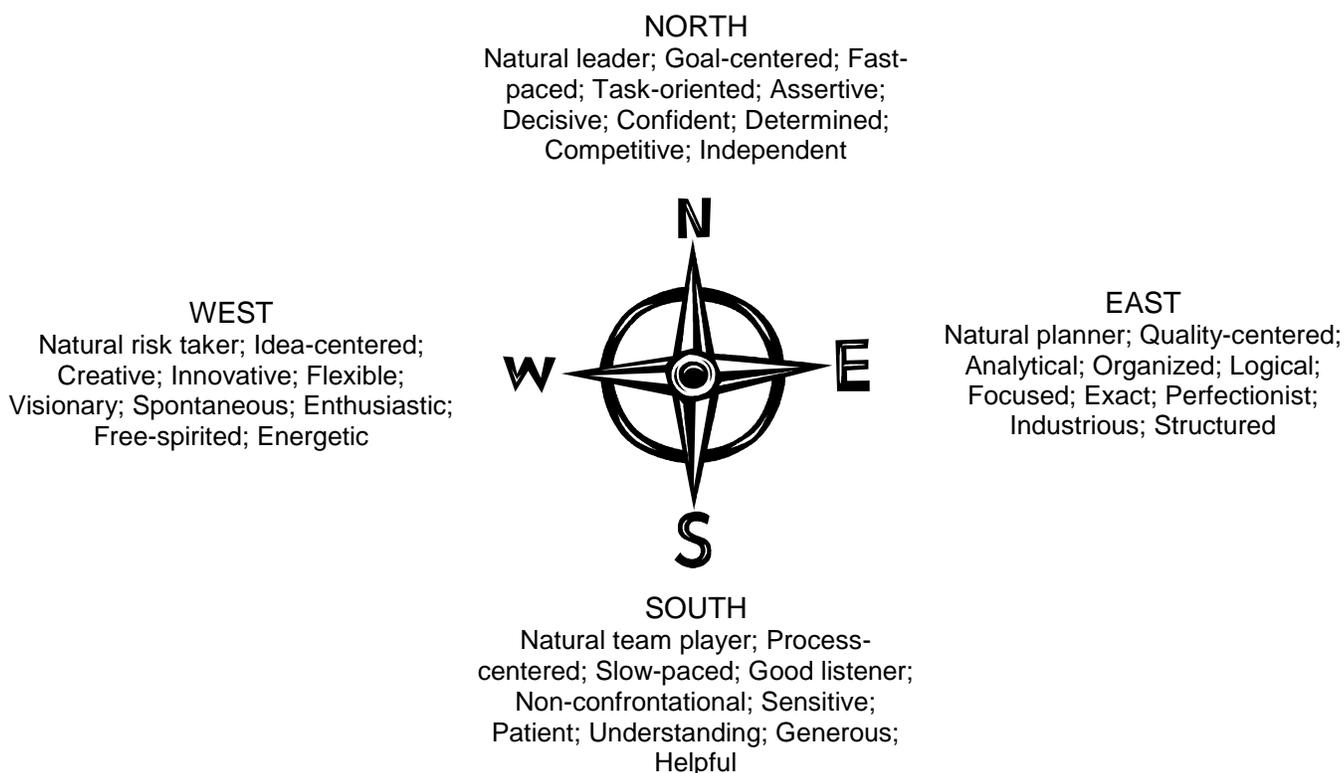


Big Brothers Big Sisters

## The Personality Compass – at a glance

Everyone has some characteristics from each of the four types, but one will capture the essence of your personality more accurately than the others. That is your dominant type.

No one type is better than another, they're all just different.



Which type are you? Does one immediately jump out as fitting your personality?

If you're not sure which one you are, an easy way to find out is to pick which type is LEAST like you. Find the one that has characteristics that:

- you don't like
- you tend to avoid
- makes you feel uncomfortable
- you don't do well
- you don't enjoy

Find it? Now look across the compass to the opposite side and that is your dominant type.

My dominant type is: \_\_\_\_\_

## Quick Tests to Identify your Type (1)

### Are you more North or South?

For each set of words, circle the word that describes you more often than the other one (even though you may have both characteristics at times)

- a. Confident
- b. Helpful

- a. Goal-centered
- b. People-centered

- a. Bold
- b. Supportive

- a. Self-reliant
- b. Understanding

- a. Initiator
- b. Listener

- a. Productive
- b. Faithful

- a. Fast-paced
- b. Easy-going

- a. Determined
- b. Unselfish

- a. Self-starter
- b. Volunteer

- a. Independent
- b. Team player

- a. Straightforward
- b. Patient

- a. Opinionated
- b. Sensitive

- a. Decisive
- b. Diplomatic

- a. Results-focused
- b. Relationship-focused

- a. Challenger
- b. Mediator

- a. Assertive
- b. Non-confrontational

- a. Hardworking
- b. Friendly

- a. Doer
- b. Communicator

- a. Competitive
- b. Cooperative

- a. In-charge
- b. Generous

- a. Deadline-driven
- b. Values-driven

- a. Leader
- b. Loyal

- a. Task-oriented
- b. Peace-oriented

- a. Achiever
- b. Caregiver

Total # of A's circled: \_\_\_\_\_ (if this number is higher, you're more North)

Total # of B's circled: \_\_\_\_\_ (if this number is higher, you're more South)

## Quick Tests to Identify your Type (2)

### Are you more East or West?

For each set of words, circle the word that describes you more often than the other one (even though you may have both characteristics at times)

c. Organized  
d. Creative

c. Factual  
d. Fun-loving

c. Cautious  
d. Open-minded

c. Structured  
d. Flexible

c. Analytical  
d. Cheerful

c. Finisher  
d. Motivator

c. Quality-centered  
d. Idea-centered

c. Consistent  
d. Versatile

c. Rule-follower  
d. Option-provider

c. Logical  
d. Visionary

c. Serious  
d. Humorous

c. Systematic  
d. Carefree

c. Reserved  
d. Innovative

c. Efficient  
d. Dreamer

c. Precise  
d. Inventive

c. Planner  
d. Spontaneous

c. Reliable  
d. Delegator

c. Persuasive  
d. Adventerous

c. Perfectionist  
d. Free-spirited

c. Industrious  
d. Improvising

c. Accurate  
d. Adaptable

c. Traditional  
d. Risk-taker

c. Persistent  
d. Imaginative

c. Protocol-focused  
d. Methods-focused

Total # of C's circled: \_\_\_\_\_ (if this number is higher, you're more East)

Total # of D's circled: \_\_\_\_\_ (if this number is higher, you're more West)

Now that you have a number for each of the four types (North, South, East, West)...

This type has the highest number \_\_\_\_\_ (this is your Dominant Type)

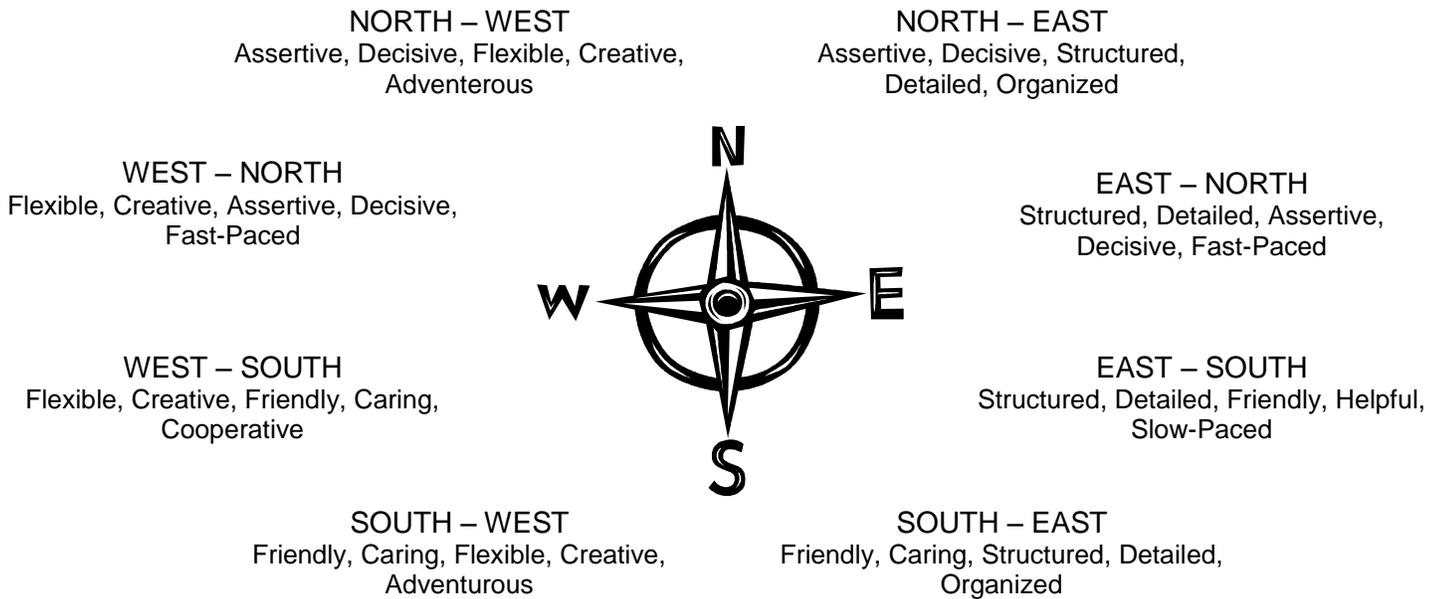
This type has the second highest number \_\_\_\_\_ (this is your Subdominant Type)

# The Personality Compass

## Dominant – Subdominant Type

Now see what the compass has to say about you based on your Dominant type combined with your Subdominant type.

Your Dominant type is the one listed first, your Subdominant is the second.



So, even two people who are both primarily NORTH, can still be very different if they have opposite subdominant types: WEST versus EAST.



Does your combined type seem to even more closely describe you than just your Dominant type?

## Jobs that Fit the Type

Each personality type has characteristics that naturally fit well with certain job descriptions. Here are some examples below. Do you think the jobs listed under your type fit you?

<p><b>NORTH</b></p> <p>North-East job examples:</p> <p>Military Officer – leader (N), structured regulations (E)            Negotiator – assertive (N), analytical (E)            Chairperson – authoritative (N), organized (E)            Maitre d’ – decisive (N), proper protocol (E)            Conductor – goal-centered (N), focused (E)</p> <p>North-West job examples:</p> <p>Chief Executive – in control (N), visionary (W)            Manager – hardworking (N), flexible (W)            Project Leader – fast-paced deadlines (N), innovative (W)            Police Officer – fearless (N), risk taker (W)            Coach – action-centered (N), adaptable (W)</p>	<p><b>SOUTH</b></p> <p>South-East job examples:</p> <p>Human Resources – people person (S), organized (E)            Nurse – caring (S), detailed (E)            Mediator – peace-loving (S), structured (E)            Receptionist – friendly (S), logical (E)            Assistant Coach – team player (S), strategist (E)</p> <p>South-West job examples:</p> <p>Salesperson – likable (S), flexible (W)            Diplomat – hospitable (S), adaptable (W)            Missionary – giving (S), adventurous (W)            Waiter – helpful (S), fast-paced (W)            Talk Show Host – good listener (S), sense of humor (W)</p>
<p><b>EAST</b></p> <p>East-North job examples:</p> <p>Judge – structured (E), decisive (N)            Attorney – detailed (E), assertive (N)            Surgeon – focused (E), confident (N)            Engineer – analytical (E), determined (N)            Quality Control – quality-centered (E), initiative (N)</p> <p>East-South job examples:</p> <p>Editor – detailed (E), patient (S)            City Planner – plans well (E), process-centered (S)            Car Sales Rep – punctual (E), friendly (S)            Secretary – proper protocol (E), helpful (S)            Museum Curator – responsible (E), slow-paced (S)</p>	<p><b>WEST</b></p> <p>West-North job examples:</p> <p>Project Coordinator – juggles many tasks (W), leader (N)            Advertiser – innovative (W), competitive (N)            Developer – visionary (W), self-starting (N)            Performer – multi-talented (W), confident (N)            Builder – dreamer (W), goal-centered (N)</p> <p>West-South job examples:</p> <p>Writer – free-thinking (W), sensitive (S)            Story-Boarder – idea-centered (W), communicator (S)            Liaison Officer – flexible (W), helpful (S)            Artist – creative (W), introspective (S)            Landscaper – sees options (W), people pleaser (S)</p>



From reading your personality description earlier, what other jobs do you think would be a good fit and why?

## Differences are Valuable

Each type is different. Each has different preferences, different strengths, different weaknesses, and different points of view. At times those differences can create difficulties and clashes, but if we understand the differences we can find ways to work together and that can become a great strength!

Understanding differences:

...In Image

NORTHS reflect Achievement

EASTS reflect Compassion

SOUTHS reflect Compassion

WESTS reflect Originality

...In Attitudes

NORTHS call a spade a spade

EASTS call a spade by its precise scientific name

SOUTHS call a spade whatever it wants to be called

WESTS don't want to limit a spade by assigning a name to it

...In Priorities

NORTHS – Goals

EASTS – Facts

SOUTHS – Values

WESTS – Methods

A perception is what we think about something. A perception can seem very true for you based on your preferences and that's ok. Just remember that someone else's perception can be very different, and that's ok too.

## Even when Different, there are Similarities

North & East	Work hard	Productive	Take responsibility	Serious	Finish tasks	Catch mistakes
--------------	-----------	------------	---------------------	---------	--------------	----------------

North & West	Move fast	Talkative	Enjoy action	Welcome change	Bold	Take risks
--------------	-----------	-----------	--------------	----------------	------	------------

South & East	Move slow	Listen well	Conservative	Avoid change	Cautious	Follow rules
--------------	-----------	-------------	--------------	--------------	----------	--------------

South & West	Motivate others	Sociable	Shun deadlines	Adaptable	Avoid pressure	Enjoy relaxation
--------------	-----------------	----------	----------------	-----------	----------------	------------------

## The Four Types – in Summary

	<b>NORTH</b>	<b>EAST</b>	<b>SOUTH</b>	<b>WEST</b>
<b>Motto</b>	Get the job done fast	Do it right the first time	Build the best team	Expand all horizons
<b>Great Strength</b>	Making quick decisions	Planning in detail	Cooperation	Innovative creativity
<b>Basic Weakness</b>	Impatience	Tunnel vision	Non-assertiveness	Disorganization
<b>Fundamental Aptitude</b>	Leadership	Logical analysis	Peace making	Seeing the big picture
<b>Priority</b>	Goals	Facts	Values	Methods
<b>Motivation</b>	Competition	Looking for errors	Helping	Freedom
<b>Pet Peeve</b>	Indecision	Inaccuracy	Conflict	Rules
<b>Work Style</b>	Independent	Serious	Group	Adaptable
<b>Main Work Competency</b>	Supervisory	Organization	Team building	Coordinating many tasks
<b>Pace</b>	Fast and determined	Slow and cautious	Slow and laid-back	Fast and flexible
<b>Image</b>	Achievement	Quality	Compassion	Originality