

PERSONAL PROFESSIONAL DEVELOPMENT PLAN



PAKPOOM SRIDICHAINANTA

**AN INDEPENT STUDY SUBMITTED IMPARTIAL FULLFILLMENT
OF THE REQUIREMENTS FOR THE GRADUATE SCHOOL
STAMFORD INTERNATIONAL UNIVERSITY
MASTER OF BUSINESS ADMINISTRATION
ACADEMIC YEAR 2017**

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CONTENTS

List of figure	iv
CHAPTER 1 Introduction.....	1
1.1 Statements of the problems	1
1.2 PPDP Objectives	2
1.3 Scope	2
CHAPTER 2 Literature review.....	3
2.1 Personal professional development plan (PPDP) definitions.....	3
2.2 What is continuing development plan?	4
2.3 What is Personal assessment	5
2.4 What the PPDP is designed to do.....	5
2.5 PPDP content and structure.....	6
2.5.1 Stamford.....	6
2.5.2 Chartered management institute	7
2.5.3 Mind of a winner.....	7
2.5.4 Planet of success	8
CHAPTER 3 Methodology.....	12
3.1 Richardstep.....	12
3.2 Big five personality test from Personality-testing.....	13
3.3 Big five personality test from Truity.....	13
3.4 123 test	13
3.5 16 Personality	13
3.6 Jung Typology Test.....	14
3.7 360 analysis	15
3.8 iPersonic	16
3.9 Keirsev temperament sorter	16

CONTENTS (Cont.)

CHAPTER 4 Research findings.....	18
4.1 Richardstep.....	18
4.2 Big Five Personality-testing.....	20
4.3 Big five personality test from Truity.....	21
4.4 123 test.....	21
4.5 16 personality.....	22
4.6 Jung typology test.....	23
4.7 360 analysis.....	25
4.8 iPersonic.....	28
4.9 Keirsey temperament sorter.....	29
4.10 Conclusion with SWOT analysis.....	29
CHAPTER 5 Development plan.....	32
5.1 Reflection.....	32
 Bibliography.....	 34
 Appendix.....	 36
Appendix A Richardstep.....	37
Appendix B Big five personality test from Personality-testing.....	42
Appendix C Big five personality test from Truity Appendix.....	45
Appendix D123 test.....	50
Appendix E 16 personality.....	53
Appendix F Jung typology.....	56
Appendix G 360 analysis.....	66
Appendix H iPersonic.....	71
Appendix K The Keirsey Temperament Sorter.....	74
Appendix L Biography.....	Error! Bookmark not defined.

LITS OF FIGURE

Figure 1 Core CPD cycle	5
Figure 2 Personal development cycle	7
Figure 3 Success Venn diagram.....	10
Figure 4 IPIP Big Five Factor Markers.....	20
Figure 5 16personality	22



CHAPTER 1

INTRODUCTION

1.1 Statements of the problems

In life you will always have to make many difficult decisions, as a grade 12 student, you will need to make your decision for what job you want to do so you can choose the university you want to be in. As an 18 years old I cannot really make the difficult choice of what I want to do or what I want to be and I am sure many other people have the same trouble. I once thought I might want to be a graphic designer. I studied in digital communication design course, I liked it for the first 2 years. In the third year I realize this is not what I want to be, but I continue on to complete my course. There are many people who do not have a good understanding about themselves and wish to find out more, then PPDP is a good way to find out that information.

There are many choices I can choose in the IS option but I do not want to be a business owner so I am not doing business plan like many other people. Also you will need access to a business information and control, which I do not want to use my family business either.

In this period people are changing jobs often especially the younger generation, younger people tend to change jobs more often. A shocking research from Linked in said “80% OF PEOPLE ON LINKEDIN DON'T ENJOY OR HATE THEIR JOB” (Thomas, 2016). Many research have shown that most people do not enjoy their jobs. Which is why I am doing this PPDP, so I can find my true purpose and work towards that goal and be the 20% of people who actually enjoy their job.

Work are not hobbies most people have to work even if they like it or not because money is an important factor for our wellbeing. There are some philosopher that talks about love your job and you will never work, but the real problem is how do I know what work I will love? Next problem is, will I be able to get that job? Certain jobs which are well paid and have a good working environment are usually wanted by many people.

Doing a personal professional development plan (PPDP) will help solving the said problem above. By doing the PPDP it will help me identify my strength, weakness, opportunity and threats (SWOT). With that I can list down the choices that I have to write a future plan.

PPDP Objectives

- To understand the process, purpose, and requirements of a PPDP
- To understand my SWOT by using various tools
- To choose my career path through the PPDP
- To plan my future and goals
- To improve on my strength and weaknesses
- To improve my written skills
- To understand what other people think of me
- To understand myself better
- To find out whether change is necessary

Scope

The first three chapters are the preproduction, which helps guide the reader into the PPDP, then the production stage. Basically starts off with personal analysis, then we can make any plans for the future, any business or person will need to ask the question “where are we now?” Once we know that we will know “where we are going”. Then lastly “how are we going to get there” that is the rough idea of the PPDP processes.

This chapter has covered the introduction which explains why I am doing a PPDP and why doing a PPDP is important, understanding the general problems that most people have. What I will receive from doing this PPDP.

In the following chapter I will cover comprehensive literature reviews and related studies. The literature review helps me understand the various kinds of doing a PPDP which will help me in doing my own PPDP. Chapter 3 will be about methodology, which will include data collection and analysis of the tools that I have used.

Chapter 4 I will talk about the research I found and conclude the results that I found. Discussing what the results says and how it relate to my experiences. Ending the chapter using a SWOT

analysis. Chapter 5 I will make plans for myself using Gantt chart based on the findings that I have made.

CHAPTER 2

LITERATURE REVIEW

In this chapter I will explore the definition of PPDP from a different perspective so that we truly understand what a PPDP is. I will explore what the PPDP is designed to do from different perspective. I will talk about the content and structure of the PPDP in a different perspective. I will be talking about the various psychological tools that I will use. The literature will include the definitions, what the PPDP do, will explain the content and structure of the PPDP and how each objective will be met. For each tool that I will use I will explain the purpose of each tools. In addition, I will be explaining about various psychological theories which will help will PPDP.

2.1 Personal professional development plan (PPDP) definitions

There are many definitions of the PDP, personal development plan but thankfully they are very similar. According to Lu “A personal development plan is a process that consists of defining what is important to you, what you want to achieve, what strengths you already have that help to achieve your goals, and what you need to improve and develop with time.” (lu, 2015) Lu definition is pretty simple to understand and similar to many others.

Personal professional development plan (PPDP) is a “research based tool to help you to better understand who you really are” (Stamford, n.d.) The PPDP is a just a tool which will help me better understand myself. With information about my current situation, I can use it to plan for the future.

“Personal development is a continuous lifelong process of nurturing, shaping and improving skills and knowledge to ensure maximum effectiveness and ongoing employability. Basically creating an action plan based on the research done in the process of the PPDP.” (CMI,

n.d.) Not only just for a short time but a PPDP according to CMI, is a life-long process of improving skills. “PPDP is a key part of continuing professional development (CPD)” (Stamford, n.d.) It has a similar definition and views on PPDP, but saying that PPDP is just a part of CPD which means that PPDP is short term but CPD is long term. The PPDP is just a smaller part of CPD.

According to university of Bath Personal Development Planning (PDP) means “reflecting on your own learning, performance and achievements; planning your all-round personal, educational and career development; recording your achievements.” (Bath, n.d.) Similar to other definitions. Firstly defining your own performance and then make plans and lastly record your achievements. The last part about recording was a little different definition than others but it is a good idea to record your achievements so you can see your own improvements.

2.2 What is continuing development plan?

According to CIPD “Continuing Professional Development (CPD) is a combination of approaches, ideas and techniques that will help you manage your own learning and growth.” (CIPD, n.d.). From jobs.ac.uk state “It refers to the process of tracking and documenting the skills, knowledge and experience that you gain both formally and informally as you work, beyond any initial training.” (What is Continuing Professional Development (CPD)?, n.d.). From these definitions, it is more about learning and growth and not about finding out the strength and weakness.

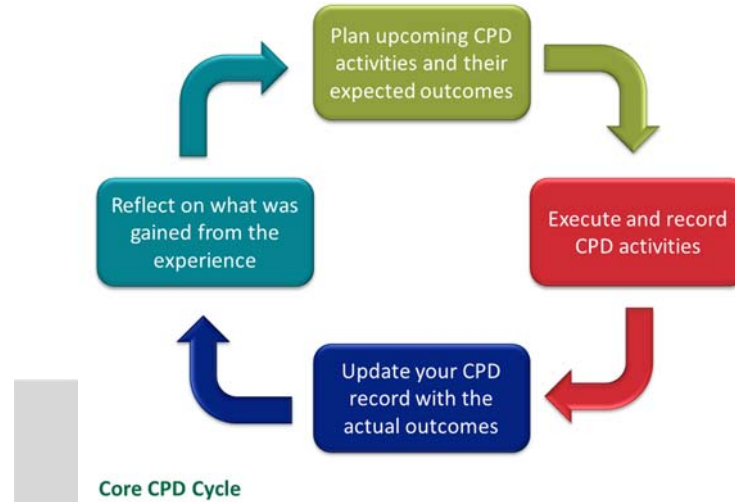


Figure 1 Core CPD cycle

According to the BCS, the chartered institute for IT, The process starts with planning, execute, record, and reflect. The planning process should consider SMART. Recording activities and goals using their BCS personal development plan method. Which I do not have access to the further information to what is the BCS PDP method. Execute the plan and record. Looking back into what you have done and reflect on it.

2.3 What is Personal assessment

According to The Balance, “It is a way to learn about yourself by gathering data that includes information about your work-related values, interests, personality type, and aptitudes.” (McKay, 2017) Personality assessment is a part of doing a PPDP from what I understand. For affective personal assessment McKay said to consider these factors into the equation individual's work-related values, interests, personality type, and aptitudes. I will find out my personality type and aptitudes in the following chapter using various tools.

2.4 What the PPDP is designed to do

The PPDP is a key part in continuing professional development within many professions and organizations. The PPDP is designed to help me to better understand myself. The PPDP is designed

“to document a process of self-analysis, personal reflection and honest appraisal of your strengths and weaknesses.” (collegiovolta, collegiovolta, n.d.)

According to Collegiovolta “The aim of creating a personal development plan is to document a process of self-analysis, personal reflection and honest appraisal of your strengths and weaknesses.” (collegiovolta, collegiovolta, 2016) That is not all you will have to use the found information to plan for future development.

The PPDP is good for people who are not so sure about themselves and want to know more. The PPDP will help me find out about myself basically knowing the SWOT. Essentially the PPDP is divided into 3 steps. First step is to analyze the current position, then listing down my options in life and lastly write a plan about how I will get there. “What needs to be done to get there” (Stamford, n.d.) Which is the final part of the PPDP.

2.5 PPDP content and structure

There are many books and website that explain the process of Personal Development Plan, I will go through some of them. Most of them are quite similar but there are differences which will be the main focus, however in the end, I will do my PPDP using the Stamford structure. In the following part I will write literature review from many sources to see how other people structure their PPDP.

2.1.1 Stamford

Stamford’s definition of the PPDP is essentially divided into two parts, part A is the personal assessment, part B which is the development plan. Part A is where I will be using various self-analysis tools and explaining each outcome. Analyze each data collected from each tools collected to form a SWOT analysis.

Part B is the development plan which will draw from the information found in part A, I will have to write an objective and the objective should be SMART. SMART is simply an acronym of specific, measurable, attainable, realistic, and time based. Doing a development plan will require a Gantt chart which is going to help break down each step and it also shows the time it takes to complete a project. The Gantt chart shows what needs to be done and the schedule of each task.

2.1.2 Chartered management institute

The table below shows the personal development cycle by CMI.

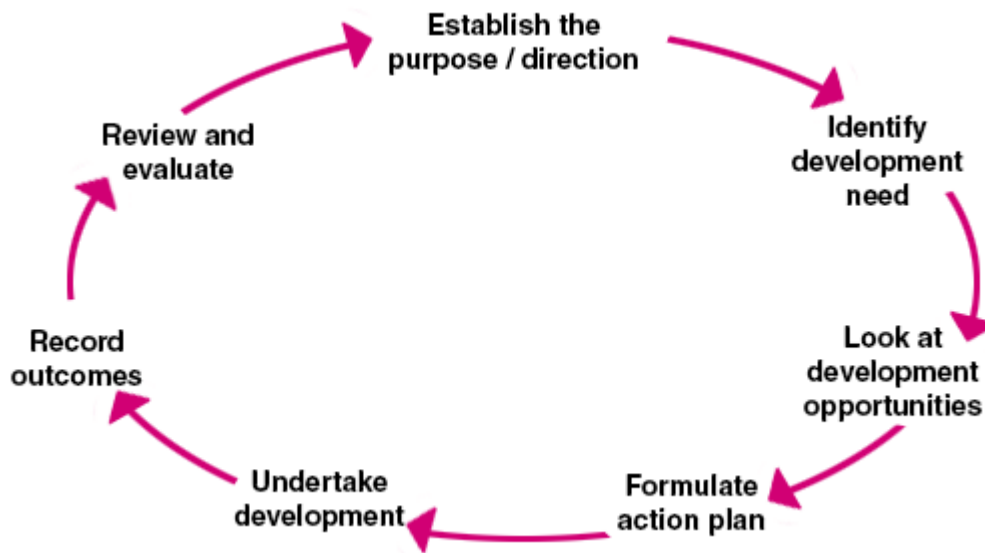


Figure 2 Personal development cycle

CMI said the first step is to establish purpose/direction, but I disagree, I think the step identifying development need and look for development opportunities should come first shown in the table above. Without knowing the need to do development there will not be any reason to establish the purpose. It is like saying where are we going, before asking where we are now. After that it looks fine to me, formulate an action plan is the how do we get there.

Then undertake development is taking action towards the goal. Record outcomes is something I have never done, if I get into a university or get a job I want I do not need to record it I will remember something as simple as that, so I do not know what is the point of recording. Evaluate and review in case the outcome did not come out as planned, next time I can do it better by making better plans or change the ways I do things.

2.1.3 Mind of a winner

These are 9 steps template of PDP from Lu (lu, 2015)

1. Define your goals

Defining goals is the process of writing down what you really want in life, Lu does not mention using psychological tools. The process makes you write down any goals you want to achieve from one to ten.

2. Prioritize

Next step is prioritize, choosing one out of the list you have written down in goals. Then set a deadline, the deadline needs to be realistic.

3. Set a deadline

The deadline is important for setting goals, without deadline, it will takes a really long time or never happened. The tips in finding your own strength is if you do not know you should ask your family and friends.

4. Understand your strengths

Honestly I think this step should be number one, understanding your strength should be the first step and it is needed before you can define your goals.

5. Recognize opportunities and threats

It is like doing a PESTLE, list all external factors that could affect you with your plan as well as make a plan b and c incase risk or opportunity arise.

6. Develop new skills

If your goal is to develop new skills, sure do the development.

7. Take action

This process is redundant, we are already taking action.

8. Get support

In case things did not work out well, or it looks like it is not going well, you better get support from experts.

9. Measure progress

This progress helps you see your progress but it is not very necessary.

2.1.4 Planet of success

According to planetofsuccess.com (mueller, 2017) the elements of personal development plan include.

1. Taking an inventory

Taking inventory is the analysis of your current situation, which will help me identify the areas to work on in the future. This is probably the most important steps to take in all of these. This process is not just to think about your current situation, but will be using a few tools, the first tools are to brainstorm. “Technique no. 1 – The Brainstorming Approach

1. Take a piece of paper – preferable a big one that can evolve to a mind map
 2. Write your question down like: “What is the true purpose in my life?”
 3. Write down whatever pop’s into your mind
 4. Write down related, similar or other thoughts and start to evolve these
 5. Start to formulate topics for similar and related thoughts
 6. Once you have a lot of topics you can start to formulate purposes for everyone
 7. Repeat no. 3-6 until you have really no idea what to write anymore
 8. Summarize all your purposes and let them become your true purpose in life.”
- (mueller, 2017)

I do not think we should try to do everything written in the brain storm, I would write down the order of importance and choose the ones I cannot live without to be my true purpose or my goal.

“Technique no. 2 - One year left

1. Once again, you can take out a piece of paper and write at top of it in big letters: “What would I do if I only had one year to live?”
2. Find answers to your question.
3. Summarize your answers and let them become your true purpose in life.” (mueller, 2017)

Honestly, I don’t agree with this at all, if I only have one year left, I would spend all my money in the bank account and do everything that I have not tried out. Those are not really passion, but more like spending money and everyone loves spending money. So for me if I have one year left I would not be doing the same thing if I know I have a long life to live. For example, I would

not really care about my health or life if I were to die in a year. I might try out a cigarette, or do something dangerous like sky diving and driving fast.

What I consider to be the most important part in deciding what becomes your next job is this Venn diagram below. The most important part in the Venn diagram is the market demand, if your passion and talent does not intersect with the market demand then you can forget about doing work that you love. Like the saying from Confucius “choose a job you love and you will never have to work a single day in your life.” But from research most people ended getting a job they do not love. All because the passion and talent circle does not intersect with the market demand.



Figure 3 Success Venn diagram

2. Writing a mission statement

The mission statement is a summary of the aims and values of the individual. The mission statement will help people evaluate the purpose of their actions and activities. The mission statement is like writing goals.

3. Short and long-term planning

The planning is how we are going to achieve the goal. The planning will consider the mission statement and how to achieve the statement making action plans. What will be in this plan? There are so many things that can help achieve the goal, such as course, workshop, reading, networking, mentoring, shadowing, outreach, and change job.

4. Reassessing your plan

Plans can change all the time, in a response to recent events. It should not only be in step 4, reassessing the plan can be done after step 5 too. Sometimes things do not go as planned so we need a plan B.

5. Committing and taking action

Take action right away, even a small step towards the goal is good.

The difference in Mueller's personal development plan is quite huge on the surface, but when we actually look into it deeply it is quite similar. The first step is where are we now? Then where are we going? How are we going to get there? These three important questions are all present here, just written in a different wording. The differences are usually found in the first step, where are we now. Mueller said we use mind map or ask the question "What would I do if I only had one year to live?"

CHAPTER 3

METHODOLOGY

This chapter is designed to help readers understand how each tool and tests carried out. The reader will understand what each tool does.

Now that we have identified the PPDP and see the different variations of the PPDP we will continue by choosing appropriate tools which will help me analyze myself. I took a thorough consideration on choosing which tools I will be using. With several online tools available, I choose the ones that are free and looks trustworthy. The results of the tools will assist me in deciding my career goals.

The tools I will be using to help me find out more about myself are Richardstep, Big five, 123test, 16personality, Jung typology, 360 analysis, iPersonic, Kiersey temperament sorter and SWOT. Why I chose these tools? Mostly I choose the tools that are free, gets good reputation or recommended by other websites, and gives a lot of information. Which sometimes I do not know how much information I will get until I do the test.

3.1 Richardstep

“The RichardStep Strengths and Weaknesses Aptitude Test (RSWAT) is a tool to help you get a better look at who you really are and how much you could grow.” (richardstep, n.d.) Richardstep is a RSWAT helps me find my strengths and weakness by doing simple questions asking questions and saying how much I agree with the statement. What will I get from doing this? I will find out my strength and weakness.

How the questions was carried out? The question is more like a statement and I have to choose wheather I agree with it or not, from disagree strongly to agree strongly which there are 5 levels to it.

4. Big five personality test from Personality-testing

Just to make sure the result is accurate I took big five test from 2 website. This first one is from personality-testing website.

“Big Five personality assessments divide people into five personality traits: openness, conscientiousness, extraversion, agreeableness and neuroticism. The assessment identifies a preference out of the five and can help you identify learning styles as well as work preferences.” (Conlan, n.d.)

The big five personality traits are commonly accepted by psychologists. The test has got fifty items to rate how I feel, on the scale of one to five, one being disagree, three is neutral and five is agreed.

5. Big five personality test from Truity

As to how I did the test, similar to the one from personality-testing. It has got 50 questions, taking me about 10 minutes to complete. Similar to the Big five from Personality-testing the questions got 5 levels, but instead of disagree and agree it change into inaccurate and accurate.

6. 123 test

“Take this free personality test and find out more about who you are and your strengths. This is valuable information for choosing a career. This personality test measures the Big Five personality factors that were developed over three or four decades by several independent sets of researchers.” (123test, n.d.)

The test is free, fast, and reliable. The test is commonly used by psychologists, career counselors and other professionals for personality assessment. This test can accurately calculate my personality score within ten minutes. For each statement I will have 5 levels from strongly disagree, disagree, neutral, agree, and strongly agree. There are 120 questions which took about ten minutes to complete.

7. 16 Personality

Why I chose to do this test? Given that 16 personality is absolutely free and give so much information. The questions are also sound very reasonable, unlike asking do you like math or art. If I say I like math, they can just recommend jobs that has to do with math and that is not useful at

all because those are information I can find easily. Instead 16 personality ask a question almost like a scenario and ask me to agree or disagree on a scale of 1-7.

“This personality assessment starts with Myers-Briggs dichotomies and adds archetypes from Jungian theory as well as some from the Big Five. Which is psychobabbly way of saying you’ll learn whether you’re an introvert or extrovert” (Conlan, n.d.)

In this website they provide free test “Take our Personality Test and get a 'freakishly accurate' description of who you are and why you do things the way you do.” (Personality, n.d.) It also uses four letters acronym similar to Myers briggs, but this one is free.

What I will learn from 16 personalities

1. Introduction
2. Strengths & Weaknesses
3. Friendships
4. Parenthood
5. Career Paths
6. Workplace Habits
7. Conclusion

8. Jung Typology Test

This one is another one which is similar to Myers Briggs, but it gives a different result to the one above. From the free version, I can find out my communication skills, learning style, and career choices. I will be able to understand my communication and learning styles of my types. I will be able to see any famous people who share the same personality as me. There are sixty four questions writing a statement about a verb, which I have to choose on a scale of YES, yes, uncertain, no, NO. There are 64 question which takes about 5 minutes for me to complete.

Why I choose this tool? Similar reason to 16 personality, and this tool is free, and give a lot of information which are really helpful. Not only has that but the results seemed to be more accurate too. Both inspired by Carl Jung and Mayer Briggs 16 personality and Jung typology test give different results.

9. 360 analysis

The way I do this 360 analysis is by collecting a qualitative data first. I ask my family what are my strengths and weakness by giving them a blank sheet of paper divide each side with strength and weakness. Which I have 2 sisters and my mom and dad to answer my questions. The results are a bit painful to read, but I got to read them all. Obviously they do not know what I am like when I am outside in class so their only perspective is myself at home.

As for how I do the other quantitative survey, my questions are listed below. I used the Google form to conduct my survey.

Question 1 – 18 are simple quantitative questions which will have answers from on a scale of 1 to 5. 5 being very true, 1 is not true. I got eight people to do this survey, they are all people who has worked together with me in a same group.

1. Hard worker
2. Humor
3. Leadership
4. Good team member
5. Rational in debate
6. Knowledgeable
7. Convincing
8. Reliable in group
9. Creative
10. Attention to detail
11. Responsible
12. Good presenter
13. Optimistic
14. Flexible
15. Good communicator
16. Sociable and friendly
17. Good decision maker

Question 18 to the end are qualitative questions which most people answer quite differently.

18. 2 strengths which will be valuable for my future?
19. What you like most when working/spending time with him?
20. What you DON'T like most when working/spending time with him?
21. What you think is the most important area for him to improve on?

10.iPersonic

“iPersonic has been recommended as a career advice tool by numerous organizations and institutes worldwide, such as the Bavarian State Ministry of Labour (Germany), the National Health Service (United Kingdom), Enactus (Canada) and the YMCA (USA).” (iPersonic, n.d.) Made by Felicitas Heyne, a well-known psychologist and book-author.

It takes only 3 minutes to complete and it will give me an overview of my personality and career, but that is what it advertise it did not say anything about career choices. The 4 batch of questions took me more than 10 minutes to complete. The batch of questions gives me difficult time answering the questions because sometimes it's true on both sides in different questions, so I have to write down which sides have more points. The questions are a batch of statements that leaves no neutral for answering, so it is like black and white. Please refer to the appendix to see what the questions looks like.

11.Keirsey temperament sorter

“The Keirsey Temperament Sorter®-II (KTS®-II) is the most widely used personality instrument in the world. It is a powerful 70 question personality instrument that helps individuals discover their personality type. The KTS-II is based on Keirsey Temperament Theory™, published in the best-selling books, Please Understand Me® and Please Understand Me II, by Dr. David Keirsey.” (Keirsey.com, n.d.) The reason I did this test was because it was recommended in a website saying how Keirsey is a good “free” tool to use, but in fact I only know little information about it, the rest of the information is not free.

12.3.10 Self-analysis

The way I did the self-analysis can be divide into two parts, first part is the strength and weakness. The other part is doing my own quantitative questions. The strengths and weakness part is simple I wrote it on a blank page of paper divide each side with strengths and weakness. The quantitative part, I did my own questions which can be found in part 3.7 360 analysis.



CHAPTER 4

RESEACH FINDING

In this part I will summarize and analyze the research finding of each tool that I have used more detail on the result of the research finding can be found on the appendix at the end. Firstly the result might be different from what I am right now because the way I answer the question is what I “think” I would do, or agree or not. I might choose the answer that does not represent myself right now, but what I am trying to be in the future.

I do not really mind the difference sometimes though, because I also believe the “fake it till you make it” statement. If I think I am cool and a social able then I will become more of a social person that is why sometimes it does not really reflect my personalities but what I want to become. There are also mood factors doing the same test in different times of the days or on a different day also gives different result. Many tests are not exactly free as advertised, but I will collect any information I can and compare them.

4.1 Richardstep

In Richardstep risk taking and faith score the highest with 94% as my strength. Richardstep does not define what the strengths means, but it just gives advice on what to do to improve my life. These advices are here. The full report will be found in the appendix section.

Risk Taking (94%):

In the risk taking area these are all good advice, actually I am doing most of them already but just to not be a glass full of water I will try to improve on my strengths even more. Looking at risk and try to overcome them is what I am already doing.

Faith (94%):

Yes making efforts to discover my true passion that is why I am doing this PPDP. I will not compromise my values instead I will look for organization that align with my values. Respect everyone in every culture and background and treat them equally. I am a firm believer of equality, male or female, young or old I think we should all be equal.

Curiosity (88%):

It recommends me to take active roles on a fast moving field, remind me of any technology based or business field. Always look for a better learning environment to keep me energized. Keep track of my learning progress and reward myself along the way. Work with people who makes me learn more. Teach others will also remind me of the study material.

Teamwork (88%):

Learning about people's goal will help me bond with them to a deeper level. Be the person people can come to when they need. Build genuine relationships with the people I want to be around with. Keep up my generosity to those people around and they will notice.

Ambition (81%):

Try to work on the strength and do not take too long focusing on the weakness. Avoid jobs that does not energize with my strength, even if it gives more money. Help in designing a program for measuring and celebrating employee productivity.

“Your Remaining Results Are:

Self Motivation (81%):

Problem Solving (81%):

Optimism (75%):

Strategic Thinking (75%):

Adaptability (75%):

Leadership (75%):

Integrity (75%):

Innovation (69%):

Balance (63%):

Determination (63%):

Salesmanship (63%):

Resourcefulness (56%):

Purpose (56%):

Visionary (50%):






Focus (50%):

Your Bottom 1 Weakness Is:

Communication (50%):” (richardstep, n.d.)

I am confused why communication, visionary is my worst skills, I cannot believe the validity of this test but focus is something I lack sometimes. Often I just could not focus on the task for a long period of time.

5 Big Five Personality-testing

Factor	Factor label	Raw score	Score percentile
I	Extroversion		74
II	Emotional stability		91
III	Agreeableness		40
IV	Conscientiousness		41
V	Intellect/Imagination		28

Big five personality trait scores calculated by openpsychometrics.org

Figure 4 IPIP Big Five Factor Markers

I took this test twice to get the result into the appendix part as well. The result on the second test was quite similar to the first one but the scores are distributing a bit more evenly so I chose the first one since it looks more exaggerate.

Since I score high on extroversion and emotional stability these are the results according to (Personality testing, 1992). “Individuals who score high on extroversion one are outgoing and social.” For emotional stability there is not much explanation, but I now know that I am emotionally stable most of the time. The Big Five does not tell me what careers suits me or give me other information. Low score in agreeable ness is critical and aggressive.

Low score in conscientiousness is impulsive and disorganized. “Factor V is labeled as Intellect/Imagination. This factor is also often called Openness to Experience. People who score low tend to be traditional and conventional.” (Personality testing, 1992) I feel like this is not really true, because I like to try new things and kind of break the rules.

Scoring high on emotional stability is quite true and I do agree on the result and the second highest score is the extroversion which, I have only recently develop a better social skills. Intellect and imagination is so low at only 28 score percentile. It is not a measure of intelligence or imagination but it is an openness to experience.

6 Big five personality test from Truity

Totally different from the findings I get from Personality-testing as I expected. This one says I am moderately open for new experience at 65%. Low in conscientiousness, meaning ability to exercise self-discipline. There are only one thing that I have a really high self-discipline for which is for my health. If it is something to do with my health which includes eating healthy and exercise. My highest score at 70%, agreeableness which means “describes a person’s tendency to put others’ needs ahead of their own, and to cooperate rather than compete with others.” (Truity, n.d.) I think that is not true at all, I do not put others needs ahead of my own that are coming from someone else.

In a group work environment I am quite flexible since we all have same goals, some people might have different methods to reach that goals, and I am open to new ideas. Usually I put my needs above others since I feel it is natural to love yourself more than others.

The lowest score I got is at 33% Neuroticism “describes a person’s tendency to experience negative emotions, including fear, sadness, anxiety, guilt, and shame.” (Truity, n.d.) Yeah so that means I am optimistic and less likely to face mental illness, despite having low score it is actually a good thing to be on the lower end. Scoring low in neuroticism is actually a good thing. I think I can manage my emotions well and stay healthy mentally which is also backed up by the previous Big five test. I might be answering, it to “fake it till you make it”. When a person is happy they smile but the opposite can happen as well when a person smiles they feel happy.

7 123 test

According to the results it explains that I am Traditionalist, down-to-earth, practical, and conservative. I am Hard-headed, skeptical, competitive, proud. I am not easily upset in stressful situations, relaxed.

I am middle in work ethics, from being organized and flexible. I am both introverts and extrovert just like my results I found using the Jung typology test. I think the Jung typology test is the most accurate information. The first point about how I am practical and down to earth and conservative is not really true. I am also quite imaginative and open mind and experimental too.

8 16 personality



Figure 5 16personality

16 personality is based on the Mayer briggs personality's types. I really like this tool because it gives a lot of information and I took the test twice with almost 2months in-between the first time I got ENFJ which stand for extraverted, Intuitive, feeling and judging. Now that I do the test again I got ESFJ, which I have to say it is not much different because right now I am only 53% on the observant side. With a really long list of information let me summarize the information.

“People who share the Consul personality type are, for lack of a better word, popular – which makes sense, given that it is also a very common personality type, making up twelve percent of the population.” (Personality, n.d.) Reading this statement made me think, I never actually feel popular or maybe I am popular but I did not know about it, most people are ESFJ anyways.

The strengths are strong practical skills, strong sense of duty, very loyal, sensitive and warm, good at connecting with others and the weakness are worried about their social status, inflexible, reluctant to innovate, vulnerable to criticism, often too needy and too selfless. After reading the weakness I think there are a few things that are not accurate. Those are inflexible, vulnerable to criticism and selfless. Those I think that are not accurate makes me question the accuracy of this test. Actually I am quite flexible, I can adapt myself into new social group pretty quickly. About the vulnerable to criticism, I think I can just smile to the people giving me criticism. The selfless are not true as well as my 360 analysis, my family rated me self-center.

Now let's take a look at possible career jobs. This is what the 16 personalities says “*Purely analytical careers are often too dull for Consuls though – they need human interaction and emotional feedback to be truly satisfied in their line of work. Good listeners and enthusiastic team*

*members, people with the Consul personality type are excellent providers of **medical care and social work. Teaching** is another great option, as Consuls are comfortable with authority, but are supportive and friendly enough to keep that authority from feeling overbearing.”* (Personality, n.d.)

While I do not fully agree with the statement, I think having human interaction in the job is important. While it is very similar I like this statement more “Protagonists are able to express themselves both creatively and honestly, allowing them to approach positions as **sales representatives** and **advertising consultants** from a certain idealistic perspective, intuitively picking up on the needs and wants of their customers, and working to make them happier.” (Personality, n.d.) With the ENFJ, the N is intuitive, meaning open-minded and curious.

In conclusion of 16 personality I do not quite agree with the results, maybe the questions are not good enough. However I really like the layout of the website, which attract me to use it. It has got pretty pictures, it’s free and it gives a lot of information. Since I am not quite happy with the results I explore the INTJ personality which I found in the Jung typology test below, in 16 personality to see if it is the same. Looking through the INTJ, it really focused on the first I, introvert which I am more in between. When I checked the results for ENTJ, I think the definition of the ENTJ suits me better than ESFJ. The definition is below.

“However, Commanders are also characterized by an often ruthless level of rationality, using their drive, determination and sharp minds to achieve whatever end they’ve set for themselves.” (Personality, n.d.) This quote is from the ENTJ personality type, which classified as commander. Steve jobs is considered to be an ENTJ, I like a good challenge and battle of wits. That is what I get from playing online multi-player games. Competing against players in a battle of wits always excite me.

9 Jung typology test

To analyze this I will have to compare with my previous tests I made in 16 personality, they both use similar 4 letters to Mayer Briggs and both are inspired by Carl Jung. The interesting part is that I got different results doing test in these websites. In the 16 personality I got ESFJ. In this test I got INTJ, the I is for introvert is only 3% so actually I am more in between. A famous person who also got INTJ is Elon Musk.

The list below are the percent of each trait more than half so if we are going to compare apples to apples, we can plus introvert by 50% so it is now 53% and do the same to the rest. We can see that I score high on thinking which is totally different from 16 personality. The thinking in this case means that I process information through logic. But in 16 personality I got F for feeling, why is it like this? In 16 personality it explains that the person with higher score on feeling “are sensitive and emotionally expressive. They are more empathic and less competitive than Thinking types, and focus on social harmony and cooperation.” (Personality, n.d.)

“Introvert(3%) iNtuitive(9%) Thinking(25%) Judging(16%)

You have marginal or no preference of Introversion over Extraversion (3%)

You have slight preference of Intuition over Sensing (9%)

You have moderate preference of Thinking over Feeling (25%)

You have slight preference of Judging over Perceiving (16%)”

Which one is true? Personally, I think I am more of a thinking type and not a feeling type, I like to make a decision based on logic than emotion, but I might be wrong as someone who is interested in psychology I know that when trying to persuade someone it is mostly their emotions and no amount of reason can. I really like the description they give the INTJ type, they say the INTJ’s are people view the world differently than most people, we view the world as why not, while other people view what is and why? The INTJ question’s other possibilities and can find a different approach to the same problem. INTJ are the types of people who can creatively solve problems logically.

Sometimes INTJ’s sweat the minor detail or just ignore them to focus on their mission. Which is completely true, if I made up my mind to do something I will do it with determination. Other people can try to change my mind, but they better have a believable reason why I should.

Choosing job as an INTJ “Generally, INTJs have successful careers in areas requiring intensive intellectual efforts, presenting an intellectual challenge, and creative approach. Most successful INTJs are found in **technological companies**, particularly in **research and development**, and also found among **corporate lawyers**, high- and mid-rank managers in **technology** companies and **financial institutions**.” (Humanmetrics, n.d.)

I highlight the important word in bold, so Humanmetrics recommend me to choose jobs on those field. As I am currently studying in the financial fields so I do not have to change anything

at all, just keep doing what I am doing. It does not mention anything to do with art, I guess an artist person would need to have more points into feelings than thinking.

“In INTJs, interest in learning a subject revolves around finding the answer to the question, “Why is this so?” The clearer and deeper the answer this type receives during the learning process, the greater their interest in the topic, and the greater their desire to delve deeper into the subject.” (Humanmetrics, n.d.)

As an INTJ I need to understand everything that I study, and why it happens. Understanding the theory behind the concepts will allow me to remember things much longer.

“INTJs are comfortable carrying out a conversation. They are neither arrogant nor are they formal, but might refrain from becoming quick acquaintances. They can come up against difficulties in situations requiring finer soft skills when communicating, such as being very tactful or particularly patient. On the whole, INTJs respect the established rules of communications although at times they may see them as a formality or a relic of tradition.” (Humanmetrics, n.d.)

As an INTJ I have no problem making conversation or even starting a conversation with strangers but since I am a thinker and not a feeler some finer skills in communication might be lacking. INTJ always very straight forward and direct.

10 360 analysis

Based on my qualitative data that I collected. My strengths are mostly about how I have discipline of taking care of my health. It is said that you do not know how important something is until you lose it, as I was growing up I had to go see doctors so many times in my life. I am still going to see doctors not because I am sick, but to stay healthy. I value my health first than any other things so the food and exercise are important. Other strengths about me is how I don't drink, smoke, lie or steal. Basically how I make my decision is based on my core values. There are some overlapping strengths and weakness too. It is said that I am very determined on what I plan to do, but on the other hand says I am not flexible. On my weakness mostly got addicted to games, low knowledge and no sympathy.

My strength and weakness list from the qualitative data

- Clean
- Discipline in exercise and eating

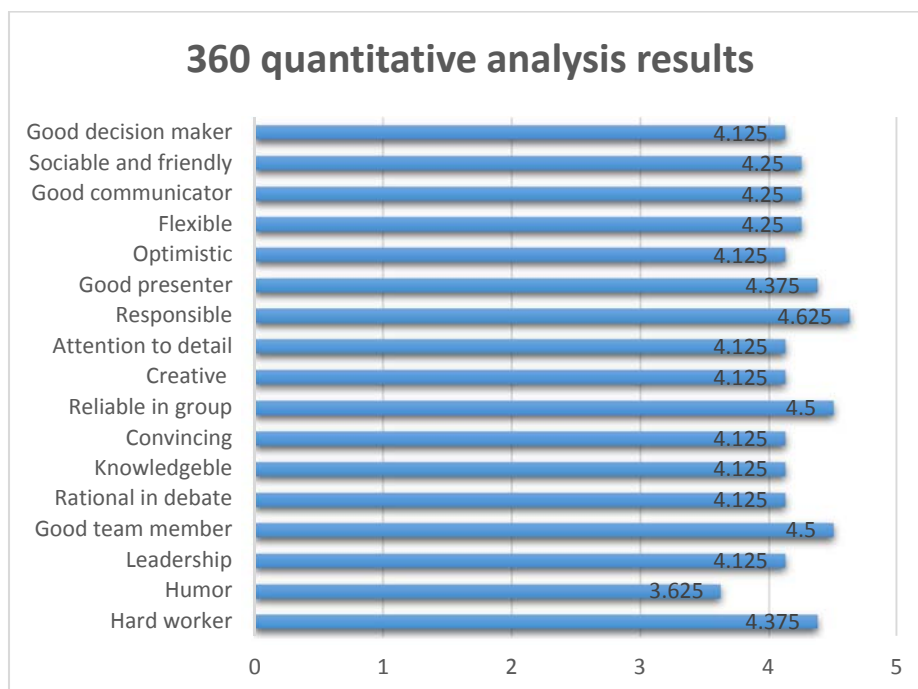
- Ambitious
- Don't drink, smoke, lie, gamble or steal
- English
- Math
- Drawing
- Responsible on the task given
- Creative
- Brave
- Confident
- Calm

My weakness

- Addicted to games
- Don't listen to others
- No sympathy
- Don't like reading
- Low knowledge
- Rush to finish job
- Self-center
- Low choice
- No goal
- No love for nature

What I have found in this qualitative data is that it does not really help me choose the job I want at all because I did not ask them about work related strengths and weakness but overall strengths and weakness. There are overlapping strengths and weakness like being determined and not listen to others. I will do what I think is right unless anyone got a good reason for me to believe.

For my quantitative data these are the average score of what I get for each question. I will list them from my strongest to my weakest point. The way I score them is to average the answers from the eight respondents.



Looking these results I guess I am not as humorous as I had thought. Other people do not see me very good at leadership, rational in debate, knowledgeable, convincing, creative, attention to detail, and good decision maker. It shows that my strength is in responsible, reliable, and good team member. Following that is a good presenter and hard worker.

Analyzing the qualitative questions. These are the questions.

18. 2 strengths which will be valuable for my future?

19. What you like most when working/spending time with him?

20. What you DON'T like most when working/spending time with him?

21. What you think is the most important area for him to improve on?

It is really hard to quantify the answers because all the answers are different. For question number 22 these are the answers I got.

- Responsible and leadership
- Hard work/optimistic
- Further exercise and practice on presentation skills and application of research.
- Research and analytical skill, negotiation

- Good communicator ,Responsible
- Fast learner

On questions 23 there are some similar answers. Friendly, corroborative and humor are similar. Corroborative, idea sharing and leadership, are quite important factors for working in groups. In some cases I can be a good leader, my style is to talk about my ideas and ask if anyone got a better idea, I am usually quite open to other methods if it can yield better results.

On question 24 what people do not like when working/ spending time with me. A common one is impatient, making decision too quickly. One person does not like my humor.

Last question 25 skills that people think are important, surprisingly, it is my presentation skills. I believe I am quite good with presenting, I am quite confident in presentation, but I guess I could do it better.

11 iPersonic

This award winning personality test made me disappointed. The test questions are a batch of smaller questions group together. It does not even the possibilities that a person could be in between, like introvert and extrovert. They called my type a reliable realist, so as the name suggests I am a reliable and I am realistic.

“Their strong points are thoroughness, a marked sense of justice, doggedness bordering on pigheadedness and a pragmatic, vigorous and purposeful manner. Reliable Realists do not dither about if something has to be done. They do what is necessary without wasting words.” (iPersonic, n.d.) Yeah do what is necessary to be done, but in a group project or any group responsibilities I will not stand any unfair work load. It said that I am often aloof, which means to be not friendly. Which I think is not true, I do think social life is important too. My ability to concentrate is high ONLY it is something I am passionate about like my hobby, but not work.

“Therefore, it is important to you to be in an environment providing **smooth working conditions** where you receive **consistent** and **predictable feedback** about your efforts. **Clear and definite objectives**, and the assurance that the **necessary resources** for your activities will be **available**, are a must.” (iPersonic, n.d.) This part is probably the most important points I will get but it will not help me choose a job because how would I know if the company has a smooth working condition. In the end it did not help me much in this test.

12 Keirsey temperament sorter

I am disappointed that the information they give is very lacking and the full results can only be seen by paying money. The Keirsey Temperament also uses similar 4 letters to categorize each type of people. They only give the second letter and the last letter which is S and J. The S is for Observant, and the J is for Judging. The S I am not sure about this, but for the J it must be true because my other tests agree with this. Looking through the results I feel the S for Observant does not suit me so let's move on to the next one.

13 Conclusion with SWOT analysis

To summarize all this with a SWOT analysis. The main analysis tools I will be following is Jung typology. Other than that the results from Big five are quite good too. Why Jung typology test? This test gives accurate information I feel and it also gives a lot of information as well as recommend a career job and it does all of this for free. Other tools that says free, but require money for full information are not considered free as advertised. I will also be using the 360 analysis I got from my friends and family.

There are no correct ways to conclude all those information into one nice SWOT but I am trying my best to put all information as best as possible. Since the Jung typology also does not talk much about the strength and weakness I had a look at my type INTJ or ENTJ in 16 personality as well. The Opportunity will be about jobs opportunity, but there will not. The threats should be the same as in weakness as in doing too much of the weakness is a threat for me.

Strength

- Self confidence
- Direct
- Rational
- Reliable
- Creative
- Strategic thinker
- Open mind
- Emotional stability

- Risk taking
- Justice

Weakness

- Lacking empathy
- Self-center
- Addicted to games
- Rush to finish jobs
- Wait for last moment
- Impatient
- Stubborn
- Cold
- Judgmental

Opportunity

- Technological
- Research and development
- Lawyers
- Financial
- Intellectual challenge jobs
- Consulting
- Make efforts to discover your true passion and tie it to your work, no matter what you do.
- Align, but don't compromise, your values to that of your organization.
- Learn to recognize, act on, and leverage risks based on your own abilities.
- Look at risks that are uncomfortable and find ways to overcome them.
- Stay alert to all opportunities but focus on those currently available to you.

Technological companies, particularly in **research and development**, and also found among **corporate lawyers**, high- and mid-rank managers in **technology** companies and **financial institutions**.” (Humanmetrics, n.d.)

14 Self-analysis

Why I don't really like to do self-analysis? It is mostly because I think highly of myself and it will be biased and not true to other people's eyes. I keep telling myself good qualities, to brainwash myself, but when I think about it every research I do could be biased. If I were to do list down a strengths and weakness for myself these would be the results.

Strengths

- Math
- Music
- Leader
- Presenting
- English

Weakness

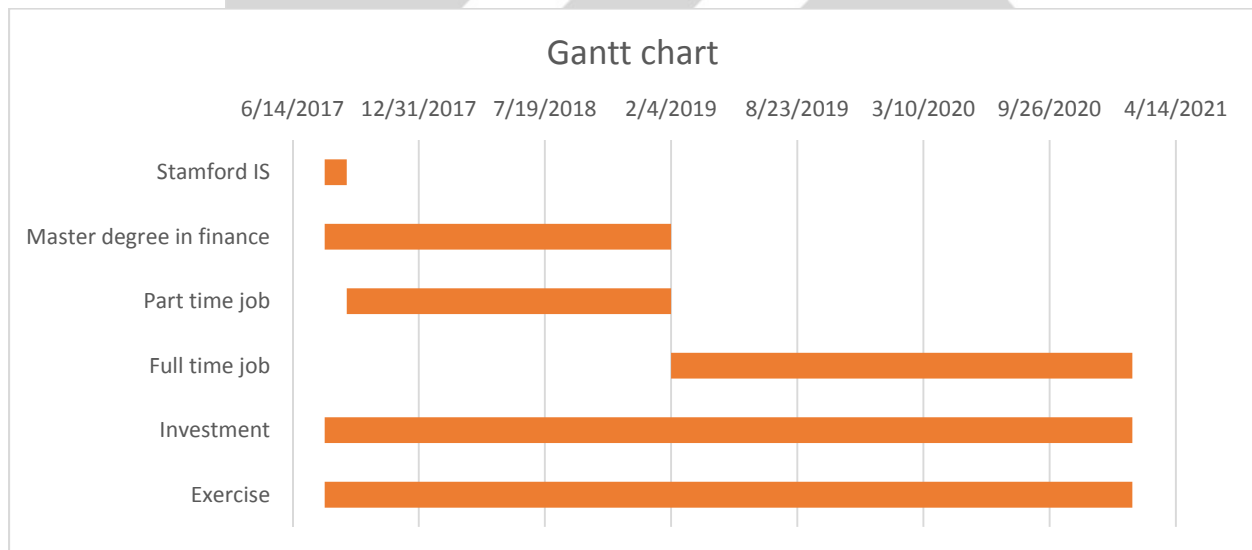
- Inconsiderate
- Lazy
- Game addict
- Allergy

If I were to do my own 360 analysis, I would rate hard work the lowest at 2 points, sociable and friendly, and good communicator are both 5 at the highest. The rest is going to be at 4 points.

CHAPTER 5

DEVELOPMENT PLAN

I will finish my IS then I will look for a part time job. When my master degree in finance is finished I will look for full time job. While keeping investing and exercise all the time. There are also other factors that could change my future which is still unknown, such as military. I do not know if I will pick red card or black so I am not sure yet if I will have to do military or not, but in this Gantt chart I just assume I did not end up in the military. If happened to do military everything will get pushed back for a year for military.



The part time job I am looking for is to be an investment consultant and relationship manager. For the full time job my job of choices will be fund manager, financial advisor, and assistant manager fundamental research.

5.1 Reflection

Originally when I was looking through the IS options I found this option to be very interesting compared to the rest, I can see some clear differences. I chose to do the PPDP because I do not want to be a business owner and I am not sure what else to choose. Since I am not sure what to choose, I picked this option.

Doing the PPDP has given me a chance to take a look at my strengths and weakness from using different tools. There was a problem in the process of doing various tools, the more tools, or testing I did, the more confuse I am because the results from different websites are different. So I stop doing more test and try to conclude them all together in a SWOT. So after doing this PPDP there are a few directions I can take, and I chose to continue doing what I am trying to do because the results matches my goal.



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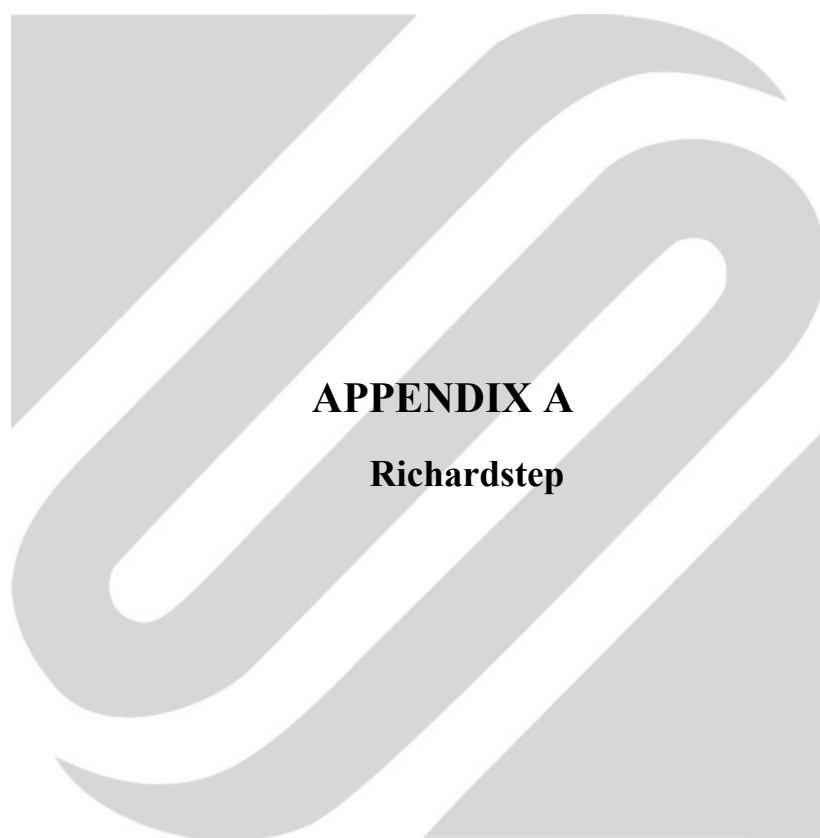
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APPENDIX

In this part I will show some example of how the tests looks like and the full results of the test.

In this part I will show some example of how the tests looks like and the full results of the test.



APPENDIX A
Richardstep

Questions:

01:

-

-

Disagree Strongly

Disagree

Undecided

Agree

Agree Strongly

03:

-

You are not usually afraid of challenging opinions

04:

-

You prefer time with people you know instead of new people

05:

-

Results

Your Top 5 Strengths Are:

Risk Taking (94%):

- * Learn to recognize, act on, and leverage risks based on your own abilities.
- * Look at risks that are uncomfortable and find ways to overcome them.
- * Stay alert to all opportunities but focus on those currently available to you.
- * Try something new each day without worrying about the journey or outcomes.
- * Learn to overcome the instinctive responses to fear.

Faith (94%):

- * Make efforts to discover your true passion and tie it to your work, no matter what you do.
- * Align, but don't compromise, your values to that of your organization.
- * You respect others for learning about your family and community - give them the opportunity.
 - * You give more value to greater levels of service than more money - let others know this.

* People may not share your beliefs, but you feel they need to understand & respect - let them.

Curiosity (88%):

- * Actively take on roles that require you to stay current in a fast moving field.
- * Always stay hunting for a richer learning environment - the process keeps you energized.
- * Track your learning progress and celebrate milestones along the way.
- * Challenge yourself to be a resident expert or master of trade on a subject.
- * Request to work beside someone who will continuously push you to learn more.
- * Learn by teaching others - do discussion groups and presentations at work and in your community.
- * Set aside money to support continued education, training, seminars, and e-learning.

Teamwork (88%):

- * You organize your life around your close relationships and should keep them in planning exercises.
- * Don't move around too much - you enjoy close, strong, genuine bonds and could be shaken up otherwise.
- * Knowing people's goals helps you bond with them - seek to find out more about the people you meet.
- * You are loyal, place a high value on trust, and will not betray people - be the person people can come to.
- * Build genuine trusting relationships with critical people you want around.
- * Generosity is a strength - be aware, get noticed, and keep it up.

Ambition (81%):

- * Maintain your focus on improving working things and not fixing the broken things.
- * Avoid roles that require continual problem solving.
- * You get frustrated focusing on your weaknesses for too long - try to minimize this.

* You dislike career paths that trade money for veering off your strengths path - avoid them.

* Seek to lead a task force to investigate company best practices.

* Participate in or design a program for measuring and celebrating employee productivity.

Your Remaining Results Are:

Self-Motivation (81%):

Problem Solving (81%):

Optimism (75%):

Strategic Thinking (75%):

Adaptability (75%):

Leadership (75%):

Integrity (75%):

Innovation (69%):

Balance (63%):

Determination (63%):

Salesmanship (63%):

Resourcefulness (56%):

Purpose (56%):

Visionary (50%):

Focus (50%):

Your Bottom 1 Weakness Is:

Communication (50%):

* Schedule some real time to develop communication strengths and skills - take a training class / read books!

* Try to attend events where prospects or customers are to be entertained.

* Seek to capture and learn company folklore and stories - be the company culture point of contact.

* Plan and take time to hear about the life and experiences of others.

* Plan to participate, organize, and encourage company social events.

- * Volunteer to help others make more engaging presentations.
- * Take advanced public speaking training; the novice classes will upset you.










APPENDIX B

Big five personality test from Personality-testing

	Disagree	Neutral	Agree
I am the life of the party.	○	○	○
I feel little concern for others.	○	○	○
I am always prepared.	○	○	○
I get stressed out easily.	○	○	○
I have a rich vocabulary.	○	○	○
I don't talk a lot.	○	○	○
I am interested in people.	○	○	○
I leave my belongings around.	○	○	○
I am relaxed most of the time.	○	○	○
I have difficulty understanding abstract ideas.	○	○	○
I feel comfortable around people.	○	○	○
I insult people.	○	○	○
I pay attention to details.	○	○	○
I worry about things.	○	○	○
I have a vivid imagination.	○	○	○
I keep in the background.	○	○	○
I sympathize with others' feelings.	○	○	○
I make a mess of things.	○	○	○
I seldom feel blue.	○	○	○
I am not interested in abstract ideas.	○	○	○
I start conversations.	○	○	○
I am not interested in other people's problems.	○	○	○
I get chores done right away.	○	○	○
I am easily disturbed.	○	○	○

Factor	Factor label	Raw score	Score percentile
I	Extroversion		74
II	Emotional stability		91
III	Agreeableness		40
IV	Conscientiousness		41
V	Intellect/Imagination		28

Big five personality trait scores calculated by openpsychometrics.org

Factor I was labelled as Extroversion by the developers of the IPIP-BFFM. Factor I is sometimes given other names, such as Surgency or Positive Emotionality.

Individuals who score high on Factor I one are outgoing and social. Individuals who score low tend to be shut ins.

Factor II is labeled as Emotional Stability. Factor II is often referred to by other names, such as Neuroticism or Negative Emotionality (in these two cases interpretations are inverted, as Neuroticism and Negative Emotionality can be thought of as the opposite of Emotional Stability).

Factor III is labeled as Agreeableness. A person high in agreeableness is friendly and optimistic. Low scorers are critical and aggressive.

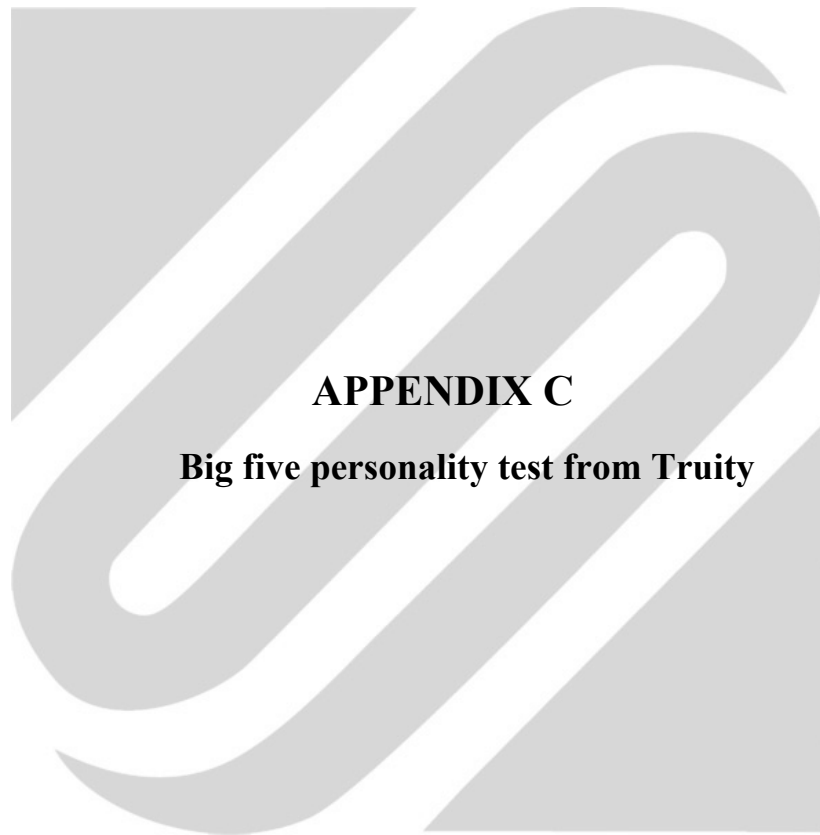
Factor IV is labeled as Conscientiousness. Individuals who score high on this factor are careful and diligent. Low scorers are impulsive and disorganized.

Factor V is labeled as Intellect/Imagination. This factor is also often called Openness to Experience.

People who score low tend to be traditional and conventional.

Big five from





APPENDIX C

Big five personality test from Truity

ABOUT THIS TEST →

Rate each statement according to how well it describes you. Base your ratings on how you really are, not how you would like to be.

	INACCURATE		NEUTRAL		ACCURATE
I often feel blue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel comfortable around people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe in the importance of art.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have a good word for everyone.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am often down in the dumps.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make friends easily.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tend to vote for liberal political candidates.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that others have good intentions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

You Are Moderately Open to Experience

Your score for openness was 65%. This is in the moderate range.

Openness describes a person's tendency to think in abstract, complex ways. High scorers tend to be creative, adventurous, and intellectual. They enjoy playing with ideas and discovering novel experiences. Low scorers tend to be practical, conventional, and focused on the concrete. They tend to avoid the unknown and follow traditional ways.

Openness is strongly related to a person's interest in art and culture. People who are high in openness tend to enjoy the arts and seek out unusual, complex forms of self-expression. People who are low in openness are often suspicious of the arts and prefer to focus on more practical pursuits.

Because your score is in the midrange, it is likely that you do not stand out as either a particularly imaginative, nor a particularly conservative person. You probably do not consider yourself to be particularly creative or unconventional. You probably also do not appear especially conservative or narrow in your interests.

You Are Low in Conscientiousness

Your score for conscientiousness was low, at 50%.

Conscientiousness describes a person's ability to exercise self-discipline and control in order to pursue their goals. High scorers are organized and determined, and are able to forego immediate gratification for the sake of long-term achievement. Low scorers are impulsive and easily sidetracked.

People who are low in Conscientiousness are usually:

Impulsive
Disorganized
Spontaneous
Carefree

People who are low in Conscientiousness are more likely to develop addictions of all kinds, as they have trouble resisting the impulse to engage in pleasurable activities. They also have more disorganized homes and offices. On the other hand, they tend to be more flexible and spontaneous, and do well in unpredictable environments where they must respond to constantly changing circumstances.

You Are Moderately Extraverted

Your score for Extraversion was moderate, at 63%.

Extraversion describes a person's inclination to seek stimulation from the outside world, especially in the form of attention from other people. Extraverts engage actively with others to earn friendship, admiration, power, status, excitement, and romance. Introverts, on the other hand, conserve their energy, and do not work as hard to earn these social rewards.

Extraversion seems to be related to the emotional payoff that a person gets from achieving a goal. While everyone experiences victories in life, it seems that extroverts are especially thrilled by these

victories, especially when they earn the attention of others. Getting a promotion, finding a new romance, or winning an award are all likely to bring an extrovert great joy.

In contrast, introverts do not experience as much of a “high” from social achievements. Thus, they don’t make as much effort to seek them out. Introverts tend to be more content with simple, quiet lives, and rarely seek attention from others.

Your mid-range score on this dimension indicates that you are fairly average in your motivation to seek out social rewards. You probably have some desire for admiration, influence, and prestige, but you can also be content when you’re not winning recognition from others.

You Are Moderate in Agreeableness

Your score for Agreeableness was moderate, at 70%.

Agreeableness describes a person’s tendency to put others’ needs ahead of their own, and to cooperate rather than compete with others. People who are high in Agreeableness experience a great deal of empathy and tend to get pleasure out of serving and taking care of others. They are usually trusting and forgiving.

People who are low in Agreeableness tend to experience less empathy and put their own concerns ahead of others. Low scorers are often described as hostile, competitive, and antagonistic. They tend to have more conflictual relationships and often fall out with people.

Your moderate score in Agreeableness indicates that you are fairly typical in the degree to which you balance your own interests with the interests of others. You are probably willing to sacrifice yourself for others some of the time, but you also watch out for yourself quite a bit.

You Are Low in Neuroticism

Your score for neuroticism was low, at 33%.

Neuroticism describes a person's tendency to experience negative emotions, including fear, sadness, anxiety, guilt, and shame. While everyone experiences these emotions from time to time, people low in Neuroticism seem especially resistant to them.

People who are low in Neuroticism are typically:

Carefree

Optimistic

Relaxed

Self-Confident

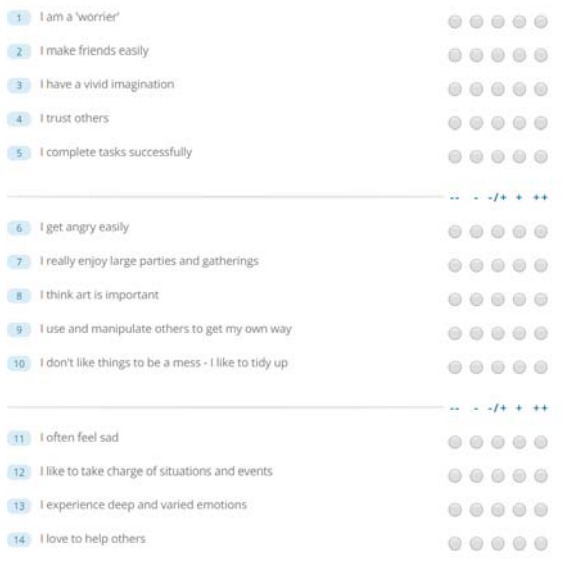
Calm

Low Neuroticism scorers are less likely to get divorced or to suffer mental illness. They tend to handle stress well and take unfortunate events in stride. Major stressors like losing a job or getting a divorce are less likely to cause depression or anxiety in people who have low levels of Neuroticism. In general, low Neuroticism scorers report solid self-esteem and a positive outlook on life.



APPENDIX D

123 test



Visual summary of your results

Openness to experience 30

Conscientiousness 39

Extraversion 66

Agreeableness 12

Natural reactions 8

Textual summary of your report

The Big Five Factors Describing a low range scoring person...

Percentile Range

Describing a high range scoring person...

Openness to experience

Traditionalist • down-to-earth • practical • conservative 30 Low Imaginative • open-minded • experimental

Conscientiousness (Work Ethic)

Spontaneous • disorganised • prefers flexible plans 39 Middle Conscientious • disciplined • efficient • well organised

Extraversion

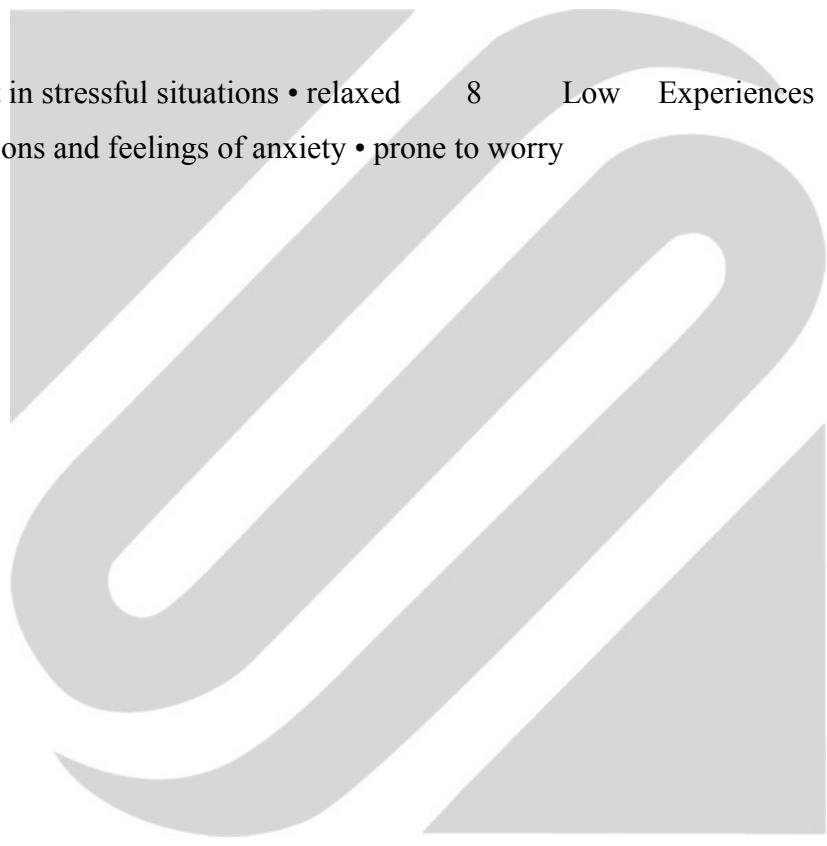
Reserved • formal • serious • quiet 66 MiddleOutgoing • friendly • assertive • likes working with others

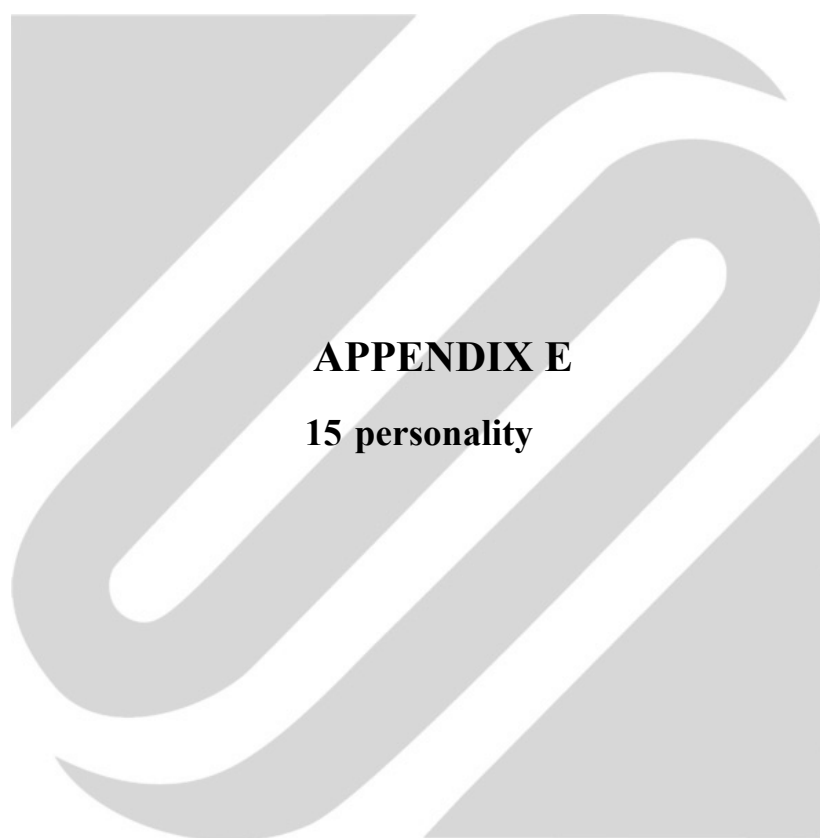
Agreeableness

Hard-headed • sceptical • competitive • proud 12 Low Compassionate • eager to please • good natured

Natural reactions

Not easily upset in stressful situations • relaxed 8 Low Experiences negative emotional reactions and feelings of anxiety • prone to worry





APPENDIX E

15 personality

You find it difficult to introduce yourself to other people.
 AGREE DISAGREE

You often get so lost in thoughts that you ignore or forget your surroundings.
 AGREE DISAGREE

You try to respond to your e-mails as soon as possible and cannot stand a messy inbox.
 AGREE DISAGREE

You find it easy to stay relaxed and focused even when there is some pressure.
 AGREE DISAGREE

You do not usually initiate conversations.
 AGREE DISAGREE

Results

This is not all of the results there are even more than this, this is only the introduction.
<https://www.16personalities.com/esfj-personality>

People who share the Consul personality type are, for lack of a better word, popular – which makes sense, given that it is also a very common personality type, making up twelve percent of the population. In high school, Consuls are the cheerleaders and the quarterbacks, setting the tone, taking the spotlight and leading their teams forward to victory and fame. Later in life, Consuls continue to enjoy supporting their friends and loved ones, organizing social gatherings and doing their best to make sure everyone is happy.

At their hearts, Consul personalities are social creatures, and thrive on staying up to date with what their friends are doing.

Consul (ESFJ) personality

Discussing scientific theories or debating European politics isn't likely to capture Consuls' interest for too long. Consuls are more concerned with fashion and their appearance, their social status and the standings of other people. Practical matters and gossip are their bread and butter, but Consuls do their best to use their powers for good.

Respecting the Wisdom of Leadership

Consuls are altruists, and they take seriously their responsibility to help and to do the right thing. Unlike their Diplomat relatives however, people with the Consul personality type will base their moral compass on established traditions and laws, upholding authority and rules, rather than drawing their morality from philosophy or mysticism. It's important for Consuls to remember though, that people come from many backgrounds and perspectives, and what may seem right to them isn't always an absolute truth.

Consuls love to be of service, enjoying any role that allows them to participate in a meaningful way, so long as they know that they are valued and appreciated. This is especially apparent at

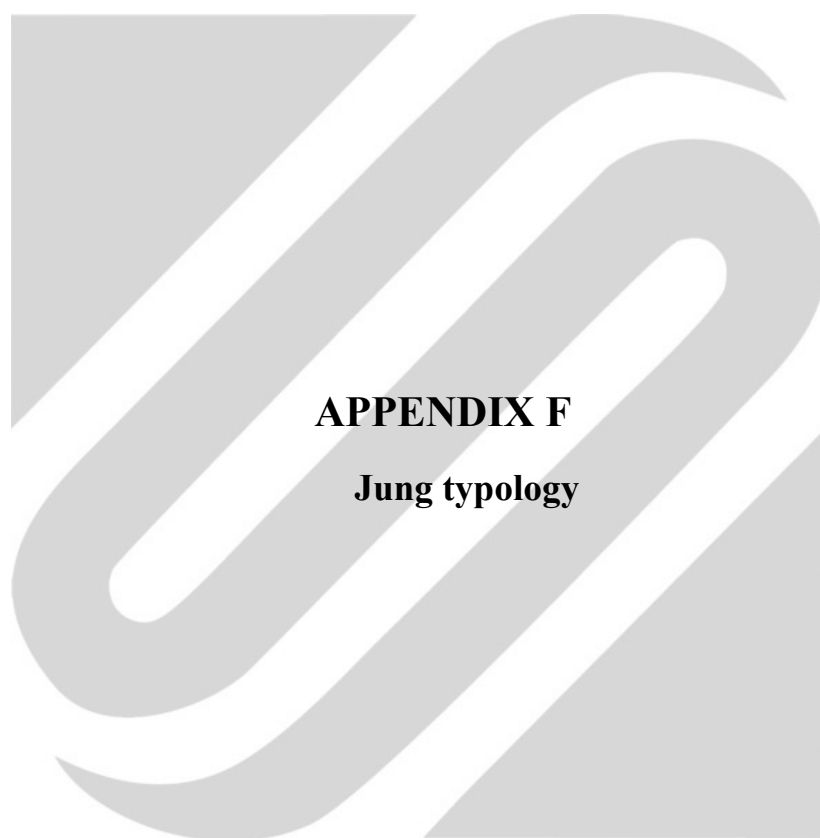
home, and Consuls make loyal and devoted partners and parents. Consul personalities respect hierarchy, and do their best to position themselves with some authority, at home and at work, which allows them to keep things clear, stable and organized for everyone.

Play Dates Aren't Just for the Kids!

Supportive and outgoing, Consuls can always be spotted at a party – they're the ones finding time to chat and laugh with everyone! But their devotion goes further than just breezing through because they have to. Consuls truly enjoy hearing about their friends' relationships and activities, remembering little details and always standing ready to talk things out with warmth and sensitivity. If things aren't going right, or there's tension in the room, Consuls pick up on it and to try to restore harmony and stability to the group.

Being pretty conflict-averse, Consuls spend a lot of their energy establishing social order, and prefer plans and organized events to open-ended activities or spontaneous get-togethers. People with this personality type put a lot of effort into the activities they've arranged, and it's easy for Consuls' feelings to be hurt if their ideas are rejected, or if people just aren't interested. Again, it's important for Consuls to remember that everyone is coming from a different place, and that disinterest isn't a comment about them or the activity they've organized – it's just not their thing.

Coming to terms with their sensitivity is Consuls' biggest challenge – people are going to disagree and they're going to criticize, and while it hurts, it's just a part of life. The best thing for Consuls to do is to do what they do best: be a role model, take care of what they have the power to take care of, and enjoy that so many people do appreciate the efforts they make.



APPENDIX F

Jung typology

1. You are almost never late for your appointments
 YES yes uncertain no NO

2. You like to be engaged in an active and fast-paced job
 YES yes uncertain no NO

3. You enjoy having a wide circle of acquaintances
 YES yes uncertain no NO

4. You feel involved when watching TV soaps
 YES yes uncertain no NO

5. You are usually the first to react to a sudden event: the telephone ringing or unexpected question
 YES yes uncertain no NO

6. You feel that the world is founded on compassion
 YES yes uncertain no NO

7. You think that everything in the world is relative
 YES yes uncertain no NO

8. Strict observance of the established rules is likely to prevent attaining a good outcome
 YES yes uncertain no NO

9. It is difficult to get you excited
 YES yes uncertain no NO

10. When making a decision, you rely more on your feelings than on analysis of the situation
 YES yes uncertain no NO

11. You often think about humankind and its destiny

INTJ

Introvert(3%) iNtuitive(9%) Thinking(25%) Judging(16%)

You have marginal or no preference of Introversion over Extraversion (3%)

You have slight preference of Intuition over Sensing (9%)

You have moderate preference of Thinking over Feeling (25%)

You have slight preference of Judging over Perceiving (16%)

INTJ Type Description

INTJs are known as the "Systems Builders" of the types, perhaps because they possess the unusual trait combination of...

INTJ

Introverted iNtuitive Thinking Judging

To outsiders, INTJs may appear to project an aura of "definiteness", of self-confidence. This self-confidence, sometimes mistaken for simple arrogance by the less decisive, is actually of a very specific rather than a general nature; its source lies in the specialized knowledge systems that most INTJs start building at an early age. When it comes to their own areas of expertise -- and INTJs can have several -- they will be able to tell you almost immediately whether or not they can

help you, and if so, how. INTJs know what they know, and perhaps still more importantly, they know what they don't know.

INTJs are perfectionists, with a seemingly endless capacity for improving upon anything that takes their interest. What prevents them from becoming chronically bogged down in this pursuit of perfection is the pragmatism so characteristic of the type: INTJs apply (often ruthlessly) the criterion "Does it work?" to everything from their own research efforts to the prevailing social norms. This in turn produces an unusual independence of mind, freeing the INTJ from the constraints of authority, convention, or sentiment for its own sake.

INTJs are known as the "Systems Builders" of the types, perhaps in part because they possess the unusual trait combination of imagination and reliability. Whatever system an INTJ happens to be working on is for them the equivalent of a moral cause to an INFJ; both perfectionism and disregard for authority may come into play, as INTJs can be unsparing of both themselves and the others on the project. Anyone considered to be "slacking," including superiors, will lose their respect -- and will generally be made aware of this; INTJs have also been known to take it upon themselves to implement critical decisions without consulting their supervisors or co-workers. On the other hand, they do tend to be scrupulous and even-handed about recognizing the individual contributions that have gone into a project, and have a gift for seizing opportunities which others might not even notice.

In the broadest terms, what INTJs "do" tends to be what they "know". Typical INTJ career choices are in the sciences and engineering, but they can be found wherever a combination of intellect and incisiveness are required (e.g., law, some areas of academia). INTJs can rise to management positions when they are willing to invest time in marketing their abilities as well as enhancing them, and (whether for the sake of ambition or the desire for privacy) many also find it useful to learn to simulate some degree of surface conformism in order to mask their inherent unconventionality.

Personal relationships, particularly romantic ones, can be the INTJ's Achilles heel. While they are capable of caring deeply for others (usually a select few), and are willing to spend a great deal of time and effort on a relationship, the knowledge and self-confidence that make them so successful in other areas can suddenly abandon or mislead them in interpersonal situations.

This happens in part because many INTJs do not readily grasp the social rituals; for instance, they tend to have little patience and less understanding of such things as small talk and flirtation (which most types consider half the fun of a relationship). To complicate matters, INTJs are usually extremely private people, and can often be naturally impassive as well, which makes them easy to misread and misunderstand. Perhaps the most fundamental problem, however, is that INTJs really want people to make sense. :-) This sometimes results in a peculiar naivete', paralleling that of many Fs -- only instead of expecting inexhaustible affection and empathy from a romantic relationship, the INTJ will expect inexhaustible reasonability and directness.

Probably the strongest INTJ assets in the interpersonal area are their intuitive abilities and their willingness to "work at" a relationship. Although as Ts they do not always have the kind of natural empathy that many Fs do, the Intuitive function can often act as a good substitute by synthesizing the probable meanings behind such things as tone of voice, turn of phrase, and facial expression. This ability can then be honed and directed by consistent, repeated efforts to understand and support those they care about, and those relationships which ultimately do become established with an INTJ tend to be characterized by their robustness, stability, and good communications.

(INTJ stands for Introvert, iNtuitive, Thinking, Judging and represents individual's preferences in four dimensions characterising personality type, according to Jung's and Briggs Myers' theories of personality type.)

Your Type Preferences

Introvert(3%) iNtuitive(9%) Thinking(25%) Judging(16%)

Because you appear to have marginal or no (3%) preference of Introversion over Extraversion, characteristics of more than one personality type may apply to you:

INTJ and ENTJ.

ADVERTISEMENT

Functional Analysis Of The INTJ

Based on Jung's framework of cognitive functions

Introverted iNtuition

INTJs are idea people. Anything is possible; everything is negotiable. Whatever the outer circumstances, INTJs are ever perceiving inner pattern-forms and using real-world materials to operationalize them. Others may see what is and wonder why; INTJs see what might be and say "Why not?!" Paradoxes, antinomies, and other contradictory phenomena aptly express these intuitors' amusement at those whom they feel may be taking a particular view of reality too seriously. INTJs enjoy developing unique solutions to complex problems.

Extraverted Thinking

Thinking in this auxiliary role is a workhorse. Closure is the payoff for efforts expended. Evaluation begs diagnosis; product drives process. As they come to light, Thinking tends, protects, affirms and directs iNtuition's offspring, fully equipping them for fulfilling and useful lives. A faithful pedagogue, Thinking argues not so much on its own behalf, but in defense of its charges. And through this process these impressionable ideas take on the likeness of their master.

Introverted Feeling

Feeling has a modest inner room, two doors down from the Most Imminent iNtuition. It doesn't get out much, but lends its influence on behalf of causes which are Good and Worthy and Humane. We may catch a glimpse of it in the unspoken attitude of good will, or the gracious smile or nod. Some question the existence of Feeling in this type, yet its unseen balance to Thinking is a cardinal dimension in the full measure of the INTJ's soul.

Extraverted Sensing

Sensing serves with a good will, or not at all. As other inferior functions, it has only a rudimentary awareness of context, amount or degree. Thus INTJs sweat the details or, at times, omit them. "I've made up my mind, don't confuse me with the facts" could well have been said by an INTJ on a mission. Sensing's extraverted attitude is evident in this type's bent to savor sensations rather than to merely categorize them. Indiscretions of indulgence are likely an expression of the unconscious vengeance of the inferior.

INTJ Career Choices

Introvert(3%) iNtuitive(9%) Thinking(25%) Judging(16%)

Generally, INTJs have successful careers in areas requiring intensive intellectual efforts, presenting intellectual challenge, and creative approach. Due to the characteristics mentioned above, successful INTJs are found in technological companies, particularly in research and development, and also found among corporate lawyers, high- and mid-rank managers in technology companies and financial institutions.

INTJ Communication Skills

INTJs try to figure out how the world around them is structured and what can be changed in it. They feel the best when they have figured something out and know how to improve it.

INTJs are comfortable carrying out a conversation. They are neither arrogant nor are they formal, but might refrain from becoming quick acquaintances. They can come up against difficulties in situations requiring finer soft skills when communicating, such as being very tactful or particularly patient. On the whole, INTJs respect the established rules of communications although at times they may see them as a formality or a relic of tradition.

INTJs may find it difficult to express themselves about the finer feelings of the soul: the topics of love or lyric poetry can fail to elicit a strong emotional response in them.

In communication INTJs usually come across as well thought out and to the point. Despite their introversive attitude, when they have something they find profoundly interesting, like an idea or project of some sort, their enthusiasm about it may become quite “contagious” and can spread to those around them.

At times, INTJs seem somewhat closed and distant in communication. But it is during this time that they are revising their views and conceptions, and/or are involved in forming new ones. Those who can guess the reasons for their apparent detachedness can easily engage INTJs in conversation by making some critical comment regarding the concepts INTJs have deduced. In these situations INTJs can quite often become wordy and very talkative.

An INTJ's social contacts are, as a rule, low in number and mostly limited to his or her circle of relatives, friends, colleagues and others of a like mind.

That being said, INTJs can have quite a few business contacts, because many people find it interesting or important to get an INTJ's in-depth expert opinion, which they can offer on many serious issues. Their business communication usually includes exchange of points of view, ideas, discussing organizational methods and solutions.

INTJ Learning Style

How INTJs acquire, memorize and recollect information

In INTJs, interest in learning a subject revolves around finding the answer to the question, "Why is this so?" The clearer and deeper the answer this type receives during the learning process, the greater their interest in the topic, and the greater their desire to delve deeper into the subject.

Their desire to study something is driven by a search for ideas that can answer not only fundamental questions, but also practical questions of popular interest.

INTJs are easily receptive to difficult material when it is presented in conceptual form and new information follows logically from that given before. A moderate pace is best when delivering material, because INTJs spend time forming and retaining theoretical connections between different pieces of information.

INTJs connect the information they receive to a unifying theoretical basis. They can retain knowledge remembered in this way for decades. INTJs are also capable of mechanical memorization, although the amount thus retained is substantially lower than from memory based on a generalized understanding of the material. Repeatedly presenting the same material helps INTJs remember it, but presenting it from different points of view and using various examples is even more effective.

INTJ's are able to accurately reproduce received information, especially if it is mentally organized in a conceptual way. Mechanical reproduction is substantially less accurate, which is usually linked to this type's relative weakness when it comes to remembering material with poor logical flow. On top of this, they are capable of highly accurate recollection of visual information that lacks logical flow, if it was received under intensely focused attention. For example, INTJs can reproduce many details of the rapidly changing scenery when driving in a car. This seems to be related to the fact that they are shutting off the reflection process when taking in the information.

INTJs learn best when teaching is systematic (e.g., an organized degree or certification program) and intensive. However, they are also able to learn material from sources not unified by a single formal learning process (e.g., individual courses or readings). Independent work with the material being studied is valuable to their learning. The difficulty of the material only increases an INTJ's drive to understand it, and INTJs are capable of learning material on their own. Visual aids help them learn, but are not very important for their overall assimilation of a topic.

INTJs are good at actively working with material they understand and receive great satisfaction from it. They are able to apply it in concrete tasks or develop it and expand on it in an assigned direction.

INTJs have a high tolerance to high levels of learning related stress. However, they prefer to evenly distribute their efforts when learning new material, rather than resorting to last-minute cramming.

Famous INTJs

Introverted iNtuitive Thinking Judging

Susan B. Anthony

Lance Armstrong

Arthur Ashe, tennis champion

Augustus Caesar (Gaius Julius Caesar Octavianus)

Jane Austen (Pride and Prejudice)

Dan Aykroyd (The Blues Brothers)

William J. Bennett, "drug czar"

William F. Buckley, Jr.

Raymond Burr (Perry Mason, Ironsides)

Chevy Chase (Cornelius Crane) (Fletch)

Katie Couric

Phil Donahue

Michael Dukakis, governor of Mass., 1988 U.S. Dem. pres. candidate
Richard Gere (Pretty Woman)

Rudy Giuliani, former New York City mayor

Greg Gumbel, television sportscaster

Hannibal, Carthaginian military leader
Emily Bronte, author of Wuthering Heights
Angela Lansbury (Murder, She Wrote)
Orel Leonard Hersher, IV
Peter Jennings
Charles Everett Koop
Ivan Lendl
C. S. Lewis (The Chronicles of Narnia)
Joan Lunden
Edwin Moses, U.S. olympian (hurdles)
Martina Navratilova
Michelle Obama
General Colin Powell, former US Secretary of State
Charles Rangel, US Representative, D-N.Y.
Pernell Roberts (Bonanza)
Donald Rumsfeld, former US Secretary of Defense
Hillary Clinton, US Secretary of State
Arnold Schwarzenegger, Governor of California
Josephine Tey (Elizabeth Mackintosh), mystery writer (Brat Farrar)
U.S. Presidents:
Chester A. Arthur
Calvin Coolidge
Thomas Jefferson
John F. Kennedy
James K. Polk
Woodrow Wilson
Fictional INTJs:

Cassius (Julius Caesar)

Mr. Darcy (Pride and Prejudice)

Gandalf the Grey (J. R. R. Tolkein's Middle Earth books)

Hannibal Lecter (Silence of the Lambs)

Professor Moriarty, Sherlock Holmes' nemesis

Horatio Hornblower

Ensign Ro (Star Trek--the Next Generation)

Rosencrantz and Guildenstern (Hamlet)

George Smiley, John le Carre's master spy

Clarice Starling (Silence of the Lambs)

Typology of Westeros: personality types of the characters from A Song of Ice and Fire fantasy novel series (you may have seen its Game of Thrones TV adaptation).

ENTJ





APPENDIX G
360 analysis

360 feedback questionnaire for Poom

5 very accurate, 1 not true

Hard worker

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Humor

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

As for how I do the other quantitative survey, my questions are listed below. I used the Google form to conduct my survey.

Question 1 – 18 are simple quantitative questions which will have answer from on a scale of 1 to 5. 5 being very true, 1 is not true.

1. Hard worker
2. Humor
3. Leadership
4. Good team member
5. Rational in debate
6. Knowledgeable
7. Convincing
8. Reliable in group
9. Creative
10. Attention to detail
11. Responsible
12. Good presenter
13. Optimistic
14. Flexible
15. Good communicator
16. Sociable and friendly
17. Good decision maker

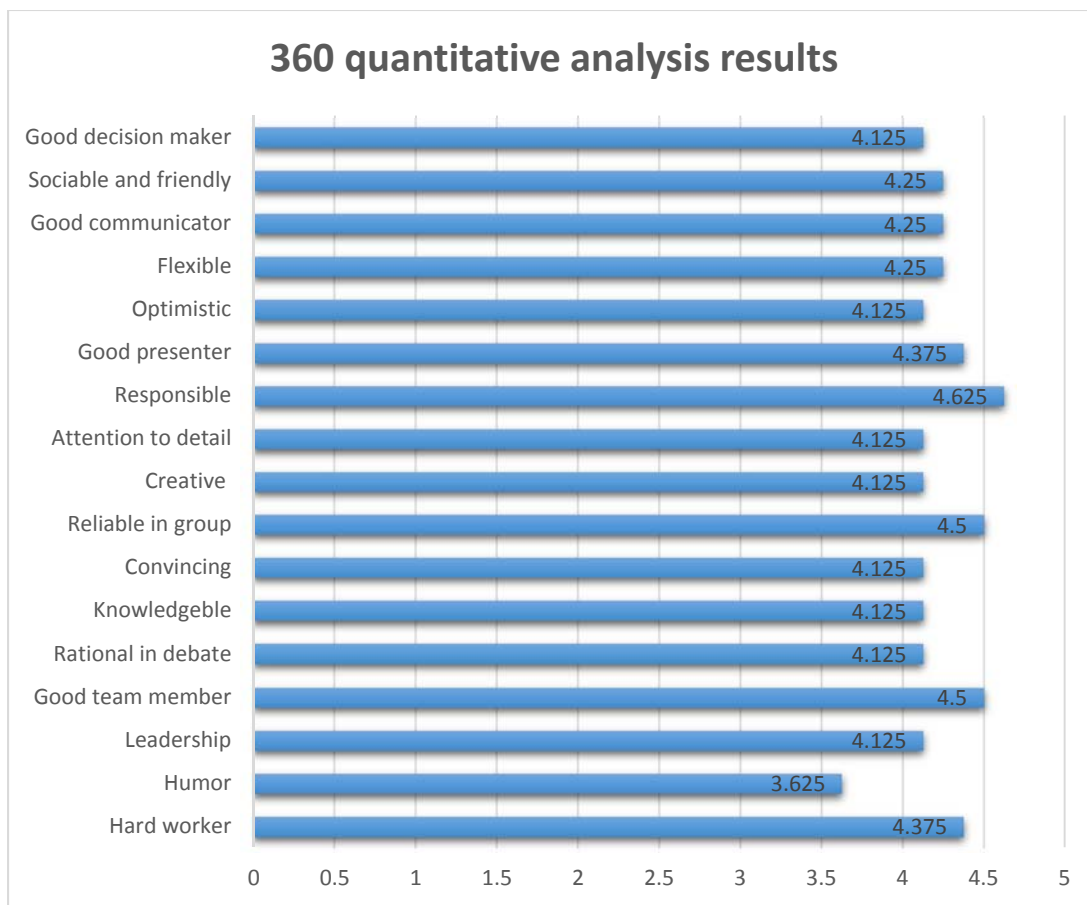
Question 18 to the end are qualitative questions which most people answer quite differently.

18. 2 strengths which will be valuable for my future?

19. What you like most when working/spending time with him?

20. What you DON'T like most when working/spending time with him?

21. What you think is the most important area for him to improve on?



22.

Results for the quantitative questions

Question 18

- Responsible and leadership
- Hardwork/optimistic
- -
- Further exercise and practice on presentation skills and application of research.

- Research and analytical skill, negotiation
- Good communicator ,Responsible
- Fast learner

Question 19

- Friendly and good partner
- Humor
- -
- We worked together few times. I liked your leadership quality the most when you lead our marketing group. I liked how you had control over the group. You were amazing in providing us clear direction. The whole group was motivated.
- Collaborative
- Responsible
- Idea sharing

Question 20

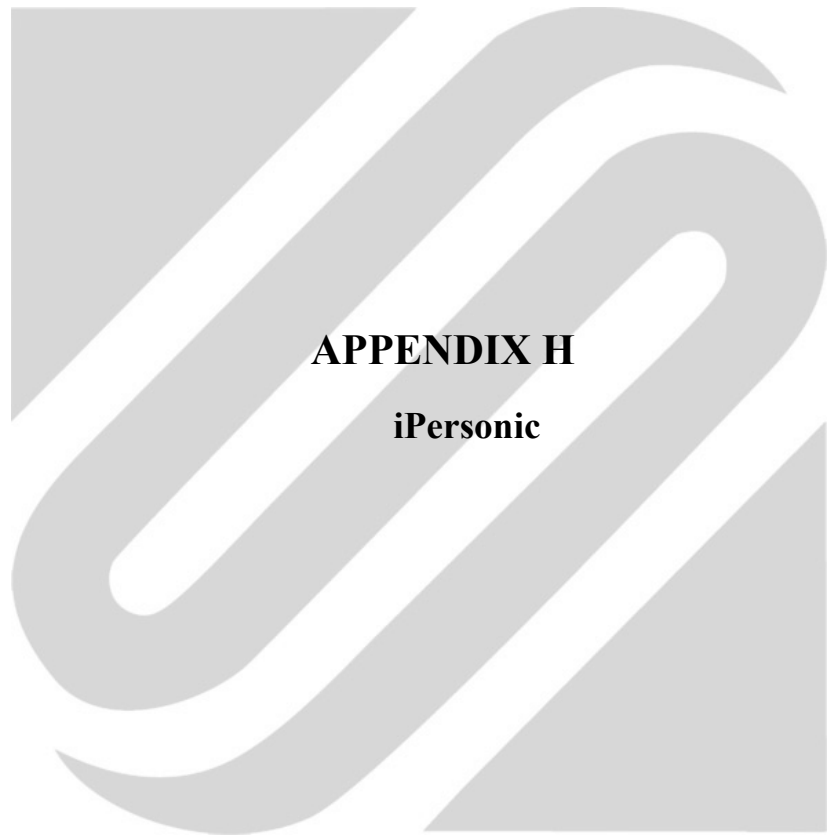
- Some time quick decision making
- Impatient
- -
- There is nothing that I disliked as you have a good character to go with your skills
- Wanna do it all
- Humor
- Making disicion too fast with out thinking carefully.

Question 21

- To improve skills and creativity
- Improve his patience
- -

- As stated if you can improve presentation skills with more practice. You have great skills and analytical mind. You need to polish your presentation skills to optimize your talent and justify your skills.
- Presentation skill
- Leadership
- Cultural diversify, need to learn to adjust in to the different cultural to make it easy to work with because you're not listen to other sometimes.





APPENDIX H

iPersonic

iPersonic® Career Test My Type ▾ Shop Blog Help English

The following statements apply more to me:

- I like to take things as they come.
- I have no problem doing several things at the same time.
- I find it difficult being on time, I am often late.
- I work in order to live and not the other way round.
- My motto is "genius controls the chaos".
- I often have trouble with making decisions because I like to keep all possibilities open.
- Spontaneity and flexibility are more important than rules and regulations.
- It often happens that I do not get things done until the last minute.
- I have no idea what will be going on next weekend - but something will certainly turn up.
- I have a terrible habit of putting things off - especially unpleasant things.

[This applies more to me ▶](#)

The following statements apply more to me:

- I prefer to plan everything in advance.
- One thing after the other.
- I am normally punctual and reliable - I do not like it when others are unpunctual.
- First work then pleasure.
- I prefer everything to be in its right place.
- I like to make quick, clear decisions and expect the same of others.
- I need order and structure and it gets on my nerves if people do not stick to arrangements.
- I plan my work carefully so that there is no hectic rush at the end.
- I already know exactly what I will be doing next weekend.
- I mostly do things I do not like doing first so that I have them behind me.

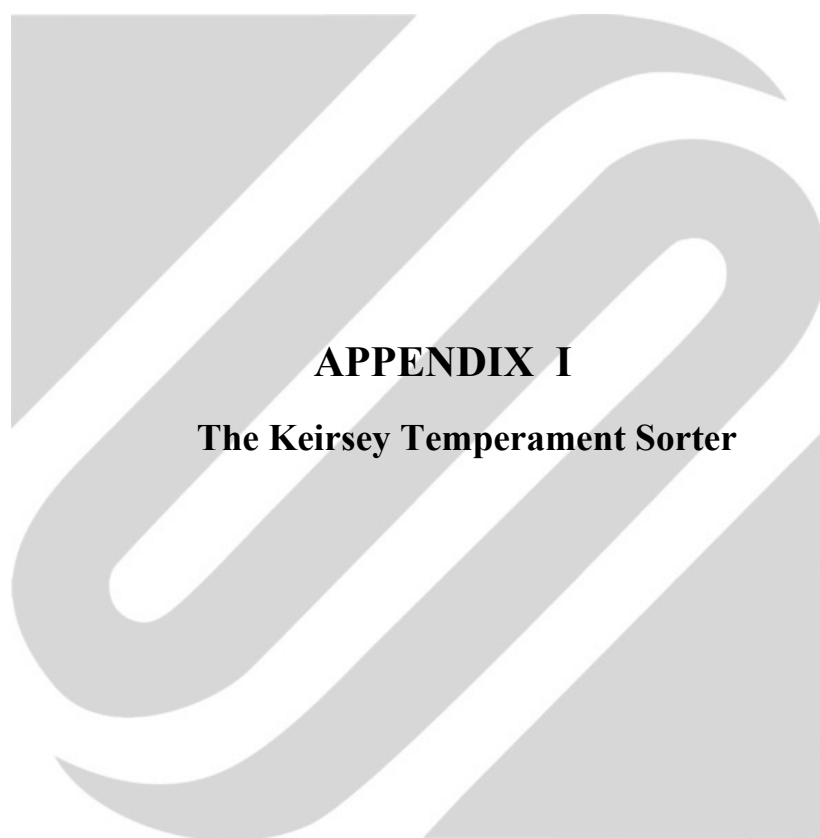
[This applies more to me ▶](#)

- A. Reliable Realists are down-to-earth and responsible-minded. They are precise, reserved and demanding. Their most prominent quality is reliability and they will always make every effort to keep any promise given. Reliable Realists are more quiet and serious persons, they do not talk a lot but they are good listeners. They sometimes seem reserved and distant to outsiders although they often have a great deal of wit and esprit.
- B. Their strong points are thoroughness, a marked sense of justice, doggedness bordering on pigheadedness and a pragmatic, vigorous and purposeful manner. Reliable Realists do not dither about if something has to be done. They do what is necessary without wasting words. As a Reliable Realist you belong to the introverted personality types. You don't appreciate too much commotion around you preferring to work relatively independently of others. You need to give yourself plenty of time to work in peace and deal with your projects thoroughly and intensely. Your ability to concentrate is exceptionally high and if you are interested in something you can truly immerse yourself forgetting everything around you. Very strongly team-oriented professional fields, or employment where your concentration is continuously disturbed, or your work is disrupted, are not really for you. It is just too important to you to complete your projects really well.

One or two colleagues who are on your wavelength or possibly a small group of like-

minded colleagues are the most you need. Too many people are stressful to you because the emotionality and irrationality that comes with interpersonal relationships tends to disturb you. You are reserved when revealing yourself, and often have the effect of being aloof. Sometimes, and although it may not be your intention, you even convey the impression of being dismissive to the people around you. The continuous locker room and water cooler banter enervate you more than anything else. For you, work is work, and you feel that private matters don't really belong there. When you choose your profession, watch out that you are not made to adjust to and interact with others around the clock.

Reliability is your middle name. Whoever hands you a project can rest assured that it will be handled diligently and delivered on time. The thought not to keep a promise or a commitment on time is total horror to you. Therefore, it is important to you to be in an environment providing smooth working conditions where you receive consistent and predictable feedback about your efforts. Clear and definite objectives, and the assurance that the necessary resources for your activities will be available, are a must.



APPENDIX I

The Keirsey Temperament Sorter

We offer the KTS II in several languages. You may select the language in which you take the Sorter below. At this time, all temperament reports are delivered in English.

English ▾

1. **At a party, do you**
 - interact with many, even strangers
 - interact with a few friends
2. **Do you think of yourself as**
 - a private person
 - an outgoing person
3. **Do you consider yourself**
 - a good conversationalist
 - a good listener
4. **Is it worse to**
 - be in a rut
 - have your head in the clouds
5. **Do you tend to be more**
 - factual than speculative
 - speculative than factual
6. **Do you find visionaries and theorists**
 - somewhat annoying
 - rather fascinating

Your Keirsey Temperament Sorter Results indicates that your personality type is that of the

GUARDIAN™

Guardians (SJ's) are the cornerstone of society, for they are the temperament given to serving and preserving our most important social institutions. Guardians have natural talent in managing goods and services--from supervision to maintenance and supply -- and they use all their skills to keep things running smoothly in their families, communities, schools, churches, hospitals, and businesses.

Guardians can have a lot of fun with their friends, but they are quite serious about their duties and responsibilities. Guardians take pride in being dependable and trustworthy; if there's a job to be done, they can be counted on to put their shoulder to the wheel. Guardians also believe in law and order, and sometimes worry that respect for authority, even a fundamental sense of right and wrong, is being lost. Perhaps this is why Guardians honor customs and traditions so strongly -- they are familiar patterns that help bring stability to our modern, fast-paced world.

Practical and down-to-earth, Guardians believe in following the rules and cooperating with others. They are not very comfortable winging it or blazing new trails; working steadily within the system is the Guardian way, for in the long run loyalty, discipline, and teamwork get the job done right. Guardians are meticulous about schedules and have a sharp eye for proper procedures. They are cautious about change, even though they know that change can be healthy for an institution. Better to go slowly, they say, and look before you leap.

Guardians make up as much as 40 to 45 percent of the population, and a good thing, because they usually end up doing all the indispensable but thankless jobs everyone else takes for granted.

You are most comfortable when your life is structured. As a result you usually prefer a workplace that lets you create a routine you can settle into. Because you are dependable and exacting, your colleagues and customers rely on your work. Your ideal job offers you a clear chain of command, and lets you progress through a hierarchy based on your meeting expectations.



BIOGRAPHY

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