

RUBRIC FOR “FIND MY SPARK” PERSONALITY ASSESSMENT ON GUIDED PATH

“**Find My Spark**” is a personality inventory designed by C. Claire Law, M.S. for Guided Path. It’s useful to educational consultants to help students better understand their personality strengths and learning style. Colleges also have their own flavor and style that can be examined from the perspective of personality type. Students who are aware of their personality preferences and learning style also become more aware of others. They become better equipped to choose majors and careers when they become aware of personality preferences associated with specific professions.

A bit of history: Catherine Briggs and Isabel Briggs Myers added to theories proposed by Carl Jung’s theory of Psychological Type. This says that all life begins when we notice something and take in data, information and experiences from the world around us. Jung’s theory explains that there are two ways of taking in information and learning: we learn through our senses, which he calls “**Sensing**” and through our thoughts and ideas, or “**iNtuition**”. Though we use both these functions, the theory asserts that we have a pre-wired preference for one or the other. It’s similar to saying that some people are either right or left handed, or right or left brain dominant.

<p>Sensing S Present Focus Here and now , Specifics Details, Literal, Actual Relies on 5 Senses to learn</p>	<p>iNtuition N Future focus, Possibilities Generalizations, Patterns Figurative, Theoretical 6th sense or “hunch” better developed</p>
<p>What does Sensing contribute? S Attentive to and energized by experiencing first-hand, immediate experiences Tend to be history-aware, data-rich and informed Curious about what has happened and what is going on <i>in the here and now</i> Brings realism and detail to problem-solving People preferring Sensing tend to be literal and specific when they speak</p>	<p>What does iNtuition contribute? N Vision – unencumbered by current constraints or past failures Tend to generate concepts, trends and patterns Curious about the future and possibilities Brings imagination and multiple theories forward to solve problems – Creates a structure to catalog info People preferring iNtuition tend to be general and figurative when they speak.</p>

Sensing and iNtuition are the most important variables to note when advising students, because they can explain how students prefer to take in information and learn. If we understand students’ learning style, we can then examine what colleges teach and how they do it. For example, some colleges teach to creative students who are comfortable entertaining theory and abstraction; others teach best to students who learn facts and reliably and consistently deliver on time.

LEARNING STYLES BY ‘HEART OF TYPE’ (2 MIDDLE LETTERS)

<p>ST Learner cares about gaining knowledge and skills</p> <ul style="list-style-type: none"> • Learn about facts • Need clear step-by-step directions. Learn by adding detail upon detail to get to the big pictures; examining trees before seeing the forest. ST learners add up the details into the concrete whole, such as happens in essay exams where they can use their <i>inductive</i> reasoning. • ST (J) enjoy the PRODUCT much more than the process. • Need immediate feedback • Opportunities to do and see tangible results. • Typically prefer professions like business, law enforcement, engineering, skilled trades.
<p>NT Learner cares about critical thinking and concept formation</p> <ul style="list-style-type: none"> • learn about theoretical models, constructs and ideas • need intellectually stimulating ideas • NT need diversity of thought • need opportunity to analyze and critique • needs to see the big picture before any detail. They see the forest rather than the trees. They separate the whole into its component parts by creating categories. NT tend to do better on multiple choice tests, fill in the blanks, where they can use their <i>deductive</i> reasoning. They ask why and how more than who, what, where, when. Synthesis is reached in a divergent manner. NT is willing to explore alternatives beyond the obvious. They enjoy Socratic debate e.g. Harkness table
<p>NF Learner – Creative Expression & Moral Development</p> <ul style="list-style-type: none"> • Learn about anything they value • Need to share inspirations • Need flexible and innovative environment • Opportunity to synthesize • Typically more satisfied in careers where they can help others, such as counseling, human services, art & music, education, writing, journalism, behavioral science, research.
<p>SF learner <u>Self Concept & Socialization</u></p> <ul style="list-style-type: none"> • SF learn about things that directly affect people. • Need reassurance and approval • Need warm, friendly, supportive environment • Opportunities for interaction • SF are typically more satisfied in careers where they can be helpful to people, in a variety of settings.

The 16 types Descriptions of the 16 types and Dominants			
<p>ISTJ</p> <p>Like to be accurate and they usually are. Gather facts carefully before deciding. Masters of detail. Learn best sequentially, while mastering facts, get to generalizations. They collect facts, achieve thru endurance, hard work, perspiration over inspiration. Learn best when following a plan. May devise their own, Study best alone, one project at a time. Excellent time managers</p>	<p>ISFJ</p> <p>Accept responsibilities beyond the call of duty. Prefer to research options carefully before deciding. Prefer stable and secure environment. Like everything clearly stated by profs. Great at remembering and using facts, Must be sure that their facts are accurate. Prefer practical applications and like learning through human example. Thorough and painstaking workers, prefer to study alone.</p>	<p>INFJ</p> <p>Quiet very creative types but very well prepared. Trust inner vision to make big decisions. Want to quietly aid personal development of peers. Focus on theory, underlying meaning. Independent, will challenge professors, need quiet to best study (I). Prefer to express creative ideas in writing after much careful analysis. Want professors to show enthusiasm Need to have freedom of expression valued.</p>	<p>INTJ</p> <p>Independent, Original thinkers, analytical, skeptical. Prefer autonomy and little or no routine. Seek underlying principal behind everything. Learn by challenging authority and popular belief. Want learning to relate to some larger purpose, Love to conceptualize new models, study best alone, task oriented, high achievers. Like lectures, drama and music for fun</p>
<p>ISTP Detached and curious on lookers, like to investigate options as long as possible and question their decision. Like stability, security. Learn by making logical categories for new subjects, find underlying principles to catalog their own data banks. Prefer objective material that is presented clearly. Prefer to study alone. Naturally witty, like technical material to solve problems. Put out effort only when necessary</p>	<p>ISFP</p> <p>Friendly and Quiet, prefer not to lead, loyal followers. Prefer to keep options open, express love of nature, hand work and serving others, Like profs to be flexible and clear. Prefer to show learning through quiet action rather than words. Learning is about acquiring a basic general education. Enjoying the moment and not wanting to spoil it with extra effort. Take what is & make the best of it</p>	<p>INFP</p> <p>Deeply invested, quiet and warm Seek to have personal impact. Contribute to a purpose beyond paycheck. Like general concepts and complex material. Seek patterns when none appear or are unrelated. Value artistic expression and written word. Want instructors to show enthusiasm. Write best from inner inspiration, need to be quiet in study, always dreaming of new possibilities.</p>	<p>INTP Quiet but also naturally skeptical. Interested in ideas and very uninterested in social world. Must understand everything and hard to focus on one major. Need freedom to use their abilities. Extremely curious, global and abstract learners. Understand principles and underlying theory quickly, can get very absorbed in learning. Enjoy mastering the complexities. Don't go for casual socializing</p>

<p>ESTP</p> <p>Good natured problem solvers, choose major by trial and error, prefer firsthand experience and dealing with the real world. Do not prefer to write. Impatient with theory and ideas that can't be proved. Like their facts straight. Study in groups and benefit from intramural sports. Learning is about getting the gist of it, giving an answer, then moving on</p>	<p>ESFP</p> <p>Good natured, very curious about what they sense first hand. Try alternatives, remain open, can remember a great number of facts, prefer firsthand experience rather than books, learn by trial and error, prefer to study with others, bored by too much theory in the classroom, not inclined to carefully evaluate options.</p>	<p>ENFP</p> <p>Inspire and energize people coming up with original insights, declare one enthusiasm after the other, education must stimulate their imagination; enjoy complexity and abstractions, excellent at verbal expression like variety in classes and subjects. Dislike routine, will test the limits of college rules. They use impulsive energy for production</p>	<p>ENTP</p> <p>Like change, enjoy debating, interested in many things. Creative and original, liking intellectual challenges. Prefer autonomy to find their own answers. Learn best through active dialog, critique and debate. They build conceptual models and learn by doing so. Prefer to study in groups. Dislike routine and very sure of their own inspirations.</p>
<p>ESTJ</p> <p>Prefer tradition in getting things done. Choose their major early and don't question it later. Only logic back by solid facts impresses them. Profs must present clearly and logically, step by step. Prefer to study with others as long as it's organized and stays on track. Need to know where they stand in the classroom. Like immediate tangible results connected to learning.</p>	<p>ESFJ</p> <p>People working together to overcome any problem. Conscientious in serving others. Think best when talking. Choose major early. Want abstractions illustrated with people concerns. Must have harmony to be at ease and learn best. Paying attention to the smallest detail in the environment. Want learning to serve others.</p>	<p>ENFJ</p> <p>Guided by an idealistic vision for people. Enthusiastic in their approach. Decide on a major early and stick to it. An important goal of education is for all to learn how to get along with diversity. Tolerant of theory and like literature. Do best thinking out loud and bouncing ideas off others. Achieve through perseverance. Need harmony.</p>	<p>ENTJ</p> <p>Frank and knowledgeable, productivity is the name of their game. Like competition, want instructors to present material clearly, but also stimulated by complex material. See possibilities beyond the here and now. Read practical material to learn how to be more efficient. Organize study groups and keep students on task.</p>

Typical Fields of Study or Work by Preference Combination			
ST	SF	NF	NT
Management/business Accounting/banking Law enforcement Engineering Skilled Trades	Health care Teaching Religious service Office management Community service	Counseling/human services Art and music Writing/journalism Behavioral science Education	Law Physical science Computers Management Research

COLLEGE ENVIRONMENTS AND HOLLAND TYPOLOGY STYLE

Another way to help you assess college environments is to use John Holland’s RIASEC typology.

Holland Typology Codes: Realistic **R**, Investigative **I**, Artistic **A**, Social **S**, Enterprising **E** Conventional **C**

R = Realistic: enjoys working with their hands, tools, objects rather than ideas. Students are rugged, practical, enjoy the outdoors. Careers: forestry, agriculture, construction, skilled crafts – similar to Sensing S learner on MBTI.

I = Investigative: scientific research and activities. Can work alone (Introverts), idea oriented, creative, future oriented. Can be compared to Intuitive (**N**) on MBTI.

Artistic A: Unconventional, creative, independent, (lone wolf); need freedom to be original. Careers: Artists, photographers, musicians, interior decorators, reporters, (Most likely comparison is to Intuitive (**N**) Feeler (**F**) on MBTI.)

Social S: Popular, socially sophisticated, responsible, concern for others. Careers: Social work, guidance counselor, nurse, religious leader, recreational/sports coach. Most likely comparison is to Sensing-Feeler (**SF**) on MBTI.)

Enterprising E: Persuasive type, excellent in sales and marketing, tends to be impatient, dominant, enthusiastic, good at convincing others. Careers: Retail merchandising sales, political campaigning, TV/multi-media production. Most likely comparison is to Sensing-Thinker (**ST**) and possibly **NT**

Conventional C: like colleges, college majors and jobs with clear structure (e.g. military academies, Catholic and some religious colleges, conscientious, like to work with finite math, numbers and exact code words. Usually very detail oriented. Careers: air traffic controllers, accountants, auditors, actuaries, computer programmers. Most likely comparison is to Sensing-Thinker (**ST**)