

## PERSONALITY TYPES

### Realistic - DOERS

Hands-on people who enjoy exploring things, fixing things, making things with their hands.

Express themselves and achieve primarily through their bodies rather than through words, thoughts, feelings.

Usually independent, practical-minded, strong, well-coordinated, aggressive, conservative, rugged individualists.

Like the challenge of physical risk, being outdoors, using tools and machinery.

Prefer concrete problems rather than abstract ones.

Solve problems by doing something physical.

### Investigative

Persons who live very much "in their minds".

Unconventional and independent thinkers, intellectually curious, very insightful, logical, persistent.

Express themselves and achieve primarily through their minds rather than through association with people or involvement with things.

Like to explore ideas through reading, discussing.

Enjoy complex and abstract mental challenges.

Solve problems by thinking and analyzing.

### Artistic

Persons who are creative, sensitive, aesthetic, introspective, intuitive, visionary.

See new possibilities and want to express them in creative ways.

Especially attuned to perception of color, form, sound, texture, people.

Need fairly unstructured environment to provide opportunities for creative expression.

Solve problems by creating something new.

### Social - HELPERS

People persons who "live" primarily in their feelings.  
Sensitive to others, genuine, humanistic, supportive, responsible, tactful, perceptive.  
Focus on people and their concerns rather than on things or intellectual activity.  
Enjoy closeness with others, sharing feelings, being in groups and in unstructured setting that allow for flexibility and caring.  
Solve problems primarily by feeling and intuition, by helping others.

### Enterprising

Project persons who are thoroughly absorbed in their involvements.  
Energetic, enthusiastic, confident, dominant, political, verbal, assertive, quick, decision-makers.  
Self-motivated leaders who are talented at organizing, persuading, managing.  
Achieve primarily by using these skills in dealing with people and projects.  
Enjoy money, power, status, being in charge.  
Solve problems by taking risks.

### Conventional - DETAILERS

Persons who live primarily "in their orderliness".  
Quiet, careful, accurate, responsible, practical, persevering, well organized, task oriented.  
Have a strong need to feel secure and certain, get things finished, attend to every detail, follow a routine.  
Prefer to work for someone of power and status rather than be in such a position themselves.  
Solve problems by appealing to, and following, rules.