

Personnel Assessment Tools

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### Personality Type

My results from the Myers Briggs test resulted in I S T J. The test was fairly simplified, but I believe this assessment is accurate. I think my personality is more introverted than extroverted. In the sense, that I prefer one-to-one communications and building relationships rather than seeking a wide variety and a change in people / relationships. Although there are moments when I act first and ask questions later, I think I am more analytical in my decision making for the majority of situations. I most definitely enjoy some personal time and relaxation in my life; I could care less about having to attend work or social functions outside of getting the job done. The one thing that I tend to be dual sided about is that I am motivated both by internal and external events. Overall, I think I am introverted, even though it sounds strange to say.

As far as how I perceive things, I chose sensing. I do like to plan for the future by setting goals, objectives, etc. However, I am constantly focused on attending to present opportunities. I have no imagination. I am a common sense and practical solution thinker to the extreme. My memory recall is often full of facts and details, if I am able to remember something in the first place. Past experience is everything to me. I have lead a career that is based around lessons learned, and it has bled over into every aspect of my life. Clear and concrete information is essential for every decision I make. I can't process ambiguity. I believe my personality is very much based around sensing.

I chose thinking as how I make choices and form judgments. This section literally defines how I operate day to day. I always search out the facts, whether it's from a publication like an Air Force Instruction, or some other formal guidance or regulation. I do things by the book. I am constantly 2 steps ahead of every task at hand. I have always

been able to comprehend what tasks are required, and what work needs to be accomplished to complete an assignment. Providing objectives and coming up with a critical analysis is how I have been trained to do every task; this is a natural thing for me. In the military, you must have thick skin, and understand that in order to get the job done you will have to deal with moments of conflict. Thinking as a way to make choices is my personality to a "T".

Finally, I chose judging as my action orientation towards the outside world. However, I am truly a blend of both judging and perceiving. While I do plan a lot of details in advance, I am ok with, depending on the situation, to move into action without a complete plan based on experience levels. I'm a multi-tasker who can stay focused on each task as I am working on them interchangeably. I don't avoid stress, but I do try to keep ahead of deadlines. I also have no issue being under pressure to meet a deadline. I do like to have targets, dates, and standard routines to manage work and life. I think I am a mix of both judging and perceiving with a stronger lean towards judging.

### Interacting with Other Types

When I interact with other personality types I tend to try to dominate the other personality. When dealing with an extrovert who constantly wants to act first, I use critical thinking and sound judgment with references to back up my argument as to why his/her actions need to be re-evaluated. For instance, when a supervisor wants to make a reactive decision based on a comment from someone higher up the food chain, it most likely results in something negative. What I have done in the past is to present my supervisor with alternate courses of actions with detailed second and third order effects of

each. One thing I have learned is to never outright say your decision is wrong and then present no alternatives.

When dealing with those who perceive based on intuition I tend to discredit and ignore what they have to say. Personally, I can't relate to someone who lives only in the future, it is theoretical and ambiguous. I don't really have any personal examples of such interactions, and I'm not really sure I know anyone that would fit this description. I do think it is a great thing to have creative thinking in certain environments. We always encourage for people to think outside the box, and come up with multiple solutions to a single problem. I'm pretty sure the intuitive types play the same online video games as I do, but it is different interacting with them over the internet, as opposed to in person. In person, I think I would not have the same relationship I have with them in game.

Finally, I will discuss how I interact with those who make choices based on feelings. This is defiantly an issue for me. I tend to be insensitive at times, especially with people who are constantly making irrational decisions based on emotion and feelings. The other part that I have issues with are those who I confront, in a very forward and direct way, and they then fall apart or breakdown. It is very difficult to relate to this type of personality, and I have the most difficulty communicating with them. For example, some folks become so passionate about a project or job that they make decisions solely based around their emotions regardless of the results of that decision. A specific example would be, when a supervisor gets a "good idea", and becomes so excited about their idea they want it to be executed immediately without any planning or thought of what the cause and effect will be in the end. This might be a good deal for the people the supervisor is taking into consideration, but it could greatly impact the overall

mission. This happens more often than you would think in the military. I honestly believe that most people are a mix of all personality traits and conflict between personalities can be resolved the majority of the time, if everyone stays focused on the task and purpose at hand.

## References

Ross Reinhold & Reinhold Development (1997-2014) *Myers Briggs Test*. Retrieved from  
[http://www.personalitypathways.com/type\\_inventory.html](http://www.personalitypathways.com/type_inventory.html)