

DEVELOPING YOUR PERSONALITY TO GET A BETTER CAREER

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Abstract:

Sometimes to get a better career does not depend about your knowledge or about how smart you are. Most of young people have a big problem with the adaptability at a work place. That's why this paper wishes to show how someone can improve its personality and get a better career.

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What is Personality? The "personality" is the typical pattern of thinking, feeling, and behaviors that make a person unique.

When we say that someone has a "good personality" we mean that they are likeable, interesting and pleasant to be with.

Personality development has been a major topic of interest for some of the most prominent thinkers in psychology. Our personalities make us unique, but how does personality develop? How exactly do we become who we are today?

In order to answer this question, many prominent theorists developed theories to describe various steps and stages that occur on the road of personality development. The following theories focus on various aspects of personality development, including cognitive, social and moral development.

Jean Piaget's theory of cognitive development remains one of the most frequently cited in psychology, despite being subject to considerable criticism. While many aspects of his theory have not stood the test of time, the central idea remains important today: children think differently than adults. Learn more about Piaget's groundbreaking theory and the important contributions it made to our understanding of personality development.

In addition to being one of the best-known thinkers in the area of personality development, Sigmund Freud remains one of the most controversial. In his well-known stage theory of psychosexual development, Freud suggested that personality develops in stages that are related to specific erogenous zones. Failure to successfully complete these stages, he suggested, would lead to personality problems in adulthood.

Freud's concept of the id, ego and superego has gained prominence in popular culture, despite a lack of support and considerable skepticism from many researchers. According to Freud, three elements of personality, the id, the ego, and the superego, work together to create complex human behaviors.

Erik Erikson's eight-stage theory of human development is one of the best known theories in psychology. While the theory builds on Freud's stages of psychosexual development, Erikson chose to focus on how social relationships impact personality development. The theory also extends beyond childhood to look at development across the entire lifespan.

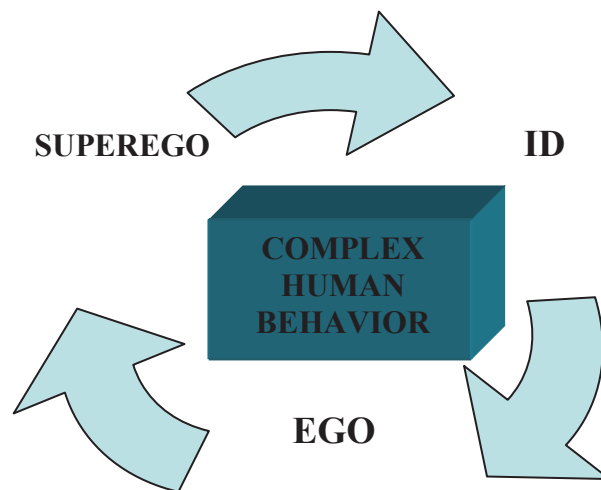


Figure no.1. The three elements that create the complex human behavior

Lawrence Kohlberg developed a theory of personality development that focused on the growth of moral thought. Building on a two-stage process proposed by Piaget, Kohlberg expanded the theory to include six different stages. While the theory has been criticized for a number of different reasons, including the possibility that it does not accommodate different genders and cultures equally, Kohlberg's theory remains important in our understanding of how personality develops.

"Why do some people constantly talk about their job (at the water cooler)?" "Why can't they just be quiet and concentrate on their work?" Or "Why a coworker prefers to go home after work to read a book instead of going to a large office party?" "Why some people always rely on facts and figures for their information? Or "Why some people "think out of the box" to access information by brain storming ideas?" "Why some people enjoy analyzing statistical reports all day?" Or "Why some people enjoy working with and assisting others on a daily basis?" "Why your office mate must organize her files each night before leaving?" Or "Why your colleague can never find important papers when she needs them?"

The answers to these questions may be found in understanding personality type differences.

Someone shares similarities with others but each one is really a unique individual with a unique personality and behavior patterns.

These patterns define someone's distinct personality traits which influence his job search behavior, his job choices, his work behavior, and his happiness on the job.

The type of work situation he prefers and even how his job search can be understood if he looks at them through the lens of personality type.

Being irritated by others' work behavior or an assignment may result in job dissatisfaction leading to stress, lack of productivity and even job loss.

Taking a personality style inventory can help you understand someone's preferred way of acting, thinking and feeling. Knowing who someone is can contribute to a more successful job search.

Personality assessment can help someone to answer himself:

Who am I? What do I enjoy? How do I like to work?

Some available personality assessments are the 16 PF and the Personality Research Form or PRF. The most commonly used is the Myers-Briggs Type Indicator (MBTI).

Developed by Katherine Briggs and Isabel Briggs Myers, based on the theories of psychologist, Carl Jung, the MBTI describes eight personality trait preferences, divided into four scales, containing two opposite preferences. (E-I; S-N; T-F; J-P).

Table no.1

The four scales and their preferences

Where you get your energy	<i>Extravert (E)</i>	Like to think out loud by talking
		Energized by being around others
	<i>Introvert (I)</i>	Like to think and reflect before talking
		Energized by reading and writing
How you gather information	<i>Sensing (S)</i>	Like to use facts and details
		Practical and realistic
	<i>Intuition (N)</i>	Look at the big picture
		Focus on experience and theory
How you make decisions	<i>Thinking (T)</i>	Using logic
		Analyzing
	<i>Feeling (F)</i>	Compassionate for others
		Personalizing
How you deal with the outer world	<i>Judging (J)</i>	Like structure and closure
		Decisive
	<i>Perceiving (P)</i>	Like variety and options
		Go with the flow

Remember one trait is not inherently better or worse than another they are just different.

When someone is searching for a job he may be happier and more successful if the job task closely matches his personality type.

Knowing someone's personality type can: help him understand himself and his job search to gain insight into types of work, situations he prefers; can give him an opportunity to critique, analyze and change a situation or strategy that may not be as productive or successful as he likes; and can help him value himself more highly, plan his career and set realistic career goals to achieve more successful work experiences.

Personality type does not explain everything in human behavior nor is it the only predictor of job success but it can prove a helpful resource to make better decisions about what you want to do.

Other sources of information helpful in someone's career exploration are: his abilities, interests, skills, values and specific job trend information.

Other assessments that can be administered and interpreted by a career counselor or coach include aptitude tests, which evaluate his potential in certain skill areas, values inventories, and skills and interest inventories such as the Strong Interest Inventory or the Campbell Interest Inventory.

It may be a good idea to take these assessments in one's senior year in high school to help determine career direction early. But if someone is looking for a job now it's never too late to consider assessment. He may discover interesting aspects of himself to help him in his career exploration.

How to improve someone his personality? Contrary to what someone may think, he can improve his personality.

Proposed jobs based on personality types

Personality type	Description	Proposed job
<i>An Extravert (E)</i>	he may want to look for a job that involves working with people	sales or customer service
<i>An Introvert (I)</i>	he may prefer a job working alone or with one other person	IT or computers
<i>A Sensor (S)</i>	he may prefer to work with facts and data	accountant
<i>An Intuitive (N)</i>	he may prefer opportunities to use his intuition and create new possibilities	creative arts
<i>A Thinker (T)</i>	he may prefer work focusing on logic and analysis	manager
<i>A Feeler (F)</i>	he may prefer to choose work that involves helping others	social services
<i>A Judger (J)</i>	he may want a job emphasizing organization and structure	project manager
<i>A Perceiver (P)</i>	he may prefer a job that offers opportunity to be spontaneous and flexible	public relations

Until quite recently it was believed that personality is permanent. In 1890 William James, the famous Harvard psychologist, wrote in his influential work *The Principles of Psychology*, that personality was "set in plaster" by early adulthood. This view prevailed for over a century; however, the idea that personality is more fluid has gained ground over time. We are now at the point where we realize that we have influence and control over which traits and characteristics we want to develop or refine.

Everyone wants to be attractive to others. To that end, having a good personality is vital - probably even more so than good looks. In fact, approximately 85 percent of someone's success and happiness will be a result of how well he interacts with others. Ultimately, it is his personality that determines whether people are attracted to, or shy away from him.

While someone can only enhance his looks to a certain extent, he has the ability to improve the personality as much as he wants. He can develop or integrate any trait he deems fitting and agreeable.

Here are some ways he can accomplish this:

➤ **To be a better listener**

Jacqueline Kennedy Onassis was considered one of the most charming women in the world because she cultivated the skill of being an exceptional listener. She was known for the way she would look a person in the eyes, hang on their every word, and make them feel important. There is nothing more appealing than having someone listen to you intently making you feel like you're the only person in the world.

➤ **To read more and expand his interests**

The more someone reads and cultivates new interests, the more interesting he is to others. When someone meets new people it gives him the opportunity to share what he knows and to exchange his views with them.

➤ **To be a good conversationalist**

This relates to how much he reads and knows. Once he has much to contribute, learn how to talk about it with others. No one can read about or know everything, so it's refreshing to learn from others those things he doesn't have the time to read about. If someone happens to be shy, he has to join a group like Toastmasters that encourages him to talk about what he knows.

➤ **To enjoy the article on The Art of Conversation!**

Have an Opinion. There is nothing more tiresome than trying to talk to someone who has no opinion on anything. A conversation has nowhere to go if he has nothing to expound on. If, however, he has an uncommon point of view or differing opinion, he is more interesting and stimulating to be with socially. A unique outlook expands everyone's perspective.

➤ **To meet new people**

Each one has to make the effort to meet new people especially those different than him. It not only exposes him to different cultures and alternative ways of doing things, but it broadens his horizons.

➤ **To be himself**

The next most tiresome thing after having no opinions is trying to be something he's not. Molding himself in order to fit in, or be accepted, usually backfires. Since each of us is unique, expressing that uniqueness is what makes us interesting. Attempting to be a carbon copy of someone else not only falls flat, but reveals a lack of authenticity.

➤ **To have a positive outlook and attitude**

Who wants to be around people that are negative, complain a lot, or have nothing good to say? In fact, most of us run when we see them coming. Instead, it's important to be the kind of upbeat person who lights up a room with his energy when he enters it. He has to do it by looking for the best in people and things. He has to smile warmly, spread good cheer, and enliven others with his presence.

➤ **To be fun and see the humorous side of life**

Everyone enjoys the company of someone who makes them laugh, or smile, so look for the humorous, quirky side in a situation - there always is one. Comic relief is a much welcome and needed diversion at times. When someone can add fun and lightheartedness to an otherwise dull or gloomy setting, others will naturally be attracted to him, not to mention grateful.

➤ **To be supportive of others**

Being supportive is probably the most endearing quality you can integrate into his personality. Just as he welcomes it, he has to be the support for others when they need it. We all love a cheerleader in our corner; someone who is encouraging, who believes in us and helps us pick up when we're down.

➤ **To have integrity and treat people with respect**

Being honest and true to his word will bring him the admiration, respect and gratitude of others. Nothing improves a person's personality more than integrity and respect - respect for others, as well as respect for him.

We humans have the power and ability to shape our personalities however we wish. When we develop ourselves to be all that we can be, we contribute to our own, as well as the happiness of others.

The ways we try to improve ourselves may range from minor external changes, such as a new suit or a new look, to more serious internal changes, as we try to improve our outlook on life or our ability to interact with other people.

Still, it's not unrealistic to try to improve your character and personality. Below are just a few other easy tips on how to improve someone's personality:

➤ **To find qualities in those around us**

Dorothy Jongeward and Muriel James, in their much talked about book “Born to Win,” talked about how each individual has been born to be a winner. However, in the course of development, from infancy to adulthood, negligence towards our own potentials took a toll on our progress, and as a result, we are no longer able to use our unique traits to their fullest.

The good news is that with personality development, we can do something about this. No matter how ordinary someone thinks he is, he can polish his traits and behaviors and shine through. He can transform his personality into one that aims to succeed in any aspect of his lives.

These are just some of the reasons why personality development is very important. In a nutshell, developing one’s own personality addresses the problems he faces both at home and at work, helping him become successful in every endeavor he engages in.

It is never too late to change. No matter how young or old he is, whatever level he may be in his career, he can still do something to achieve a better, more desirable personality.

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