



Career planning

Character assessment:
self-knowledge

“You must be the change
you wish to see in the world”
– Gandhi

Knowing your Character Design will assist you in many ways. You can use this information to help understand yourself, to help you find the type of work or business you are best suited to, and to point you in the right direction should you be looking for a hobby or sport to play.

Firstly, you need to be aware that self-knowledge is the most important knowledge you can gain. Through discovering your inner-self you uncover strengths and weaknesses, your motivators and de-motivators. These are the patterns of your behavior, your habitual way of responding to events that shape your life.

To live an empowered life you need to become aware of your ideal way of living, of what different things mean, and their relevance of importance to you, so that you can make decisions toward your desirable future — a future where you can experience all the joys and freedom that life has to offer.

Be aware that as you learn and grow your behavioral tendencies may change, sometimes remarkably, sometimes not at all. Accept both as natural and okay. Your changing tendencies will be reflected in your dissatisfaction with certain parts of your life and by your desire to change yourself and/or your situation. Accept this ‘changing you’ as a natural and normal part of life, because it is!

The important thing for you to do is to stay aware of your tendencies and preferences so that all your decisions lead you to having a fulfilling, enjoyable life and career.



Character questionnaire

When reading the statements below you will either agree or disagree with them. Answer honestly but without too much deep thought. Think of what you would do most of the time, in most situations.

Place a number from 1 to 5 in the scoring grid (page 3) as follows:

Strongly agree (5) | Mildly agree (4) | Neutral (3) | Mildly disagree (2) | Strongly disagree (1)

1 I like to oversee and manage projects, making sure every part runs efficiently.

2 I love music, drama, art and most forms of expression.

3 I enjoy working with my hands.

4 I enjoy finding out things for myself.

5 I am good with figures and numbers.

6 I enjoy working with people more than information or things.

7 I am self-motivated and enthusiastic towards work.

8 People look to me for creative inspiration.

9 I am fairly athletic and have good hand-eye coordination.

10 I spend lots of spare time in libraries and bookshops reading things of interest.

11 I prefer working with information rather than with people or things.

12 I can usually sense other people's needs and have a desire to help them.

13 I like to motivate and influence other people.

14 I have good intuition and insight that help me in most situations.

15 I prefer to see a job through from start to finish.

16 I always find the underlying cause of things to see what, how and why it is.

17 I prefer to follow instructions rather than being the one giving them.

18 I am a good listener.

19 People look to me for leadership.

20 I love change, particularly changes I initiate.

21 I prefer to work with objects, rather than with people or information.

22 I enjoy working with information from many sources.

23 I can concentrate for long periods of time.

24 People always look to me for support.

25 I always look for new opportunities and enjoy the process of capitalising on them.

26 I am very creative and enjoy using my imagination.

27 I like working outdoors most of the time.

28 I love to discover and investigate things.

29 Once I start a task I usually try to finish it in one go.

30 I usually share my things, ideas, time and energy with others.

31 I prefer to delegate work to get the job done.

32 I prefer to work unsupervised with no designated structure.

33 I am a follower, not a leader.

34 I enjoy solving problems and puzzles.

35 I enjoy taking care of the details.

36 I enjoy passing on my knowledge or special skills to others.

37 I am very competitive.

38 I always seek to improve things or do them a better way.

39 I prefer to work alone rather than in a team.

40 I enjoy searching for the truth, for the deeper meanings behind things.

41 People see me as a perfectionist.

42 I am compassionate towards other people.

43 I am at my best when put in a position of responsibility.

44 I am spontaneous.

45 To get the job done, I prefer to do it myself.

46 I enjoy learning by watching things happen, by observation

47 I don't enjoy telling people what to do.

48 I always try to make people feel better.

49 I enjoy promoting, selling and marketing.

50 I have a good sense of (athletic) timing and balance.

51 I prefer to look after myself rather than have people look after me.

52 I am methodical in my approach.

53 I enjoy crosswords puzzles, card games, chess, chequers etc.

54 I see myself as very personable and sensitive.

55 I like to make my own decisions and face the consequences accordingly.

56 I can get very passionate about things and usually express my relevant thoughts.

57 I always give a practical helping hand when needed.

58 I am always looking for the hidden meanings behind things.

59 I am good at recalling times and dates.

60 Relationships are more important to me than productivity.

Score grid

NOTE: Work across Q1-6 then move down to next row.



1		2		3		4		5		6	
7		8		9		10		11		12	
13		14		15		16		17		18	
19		20		21		22		23		24	
25		26		27		28		29		30	
31		32		33		34		35		36	
37		38		39		40		41		42	
43		44		45		46		47		48	
49		50		51		52		53		54	
55		56		57		58		59		60	
I		II		III		IV		V		VI	

Your character design

Write the totals from your score grid into the corresponding column number.

I	Score:		LEADER	Enterprising, managing, influential, self-motivated
II	Score:		CREATIVE	Artistic, inspired, intuitive, imaginative
III	Score:		HANDS ON	Realistic, skill orientated, doers
IV	Score:		RESEARCHER	Problem solvers, asks questions, seeks information
V	Score:		LOGICAL	Practical, conventional, perfectionist
VI	Score:		CARER	Social workers, teachers, trainers, people-people

Place the results from highest to lowest in the table below.

If any scores are equal, place whichever characteristic feels right, first. (You may wish to read the Character descriptions on the following page before you decide on your preference).



Your prominent character type is your gift.

It is something inborn that has developed over the years. You are usually naturally motivated to do work that involves these qualities and characteristics. Be sure to take into account your total Character Design as it often reveals the way you use your prominent characteristics.

For example: If your prominent character type is Leader, and your second and third types are Creative and Hands On, it would be fair to say you lead by example (demonstrating how the job is done), with a lot of imagination put into the way you show people.

Your **prominent character type** is:

HIGHEST score (type):		Score:	
Followed by:		Score:	
		Score:	
		Score:	
		Score:	
		Score:	

Character types

The following will give you a more detailed description of each character type. It may be a good idea to highlight any words, sentences, fields or occupations that appeal to you in each of the types.

Leader

These types are mostly self-motivated, enthusiastic and enterprising, with a gift for motivating and influencing others.

They are accepted and respected by those they lead. The most successful of these types usually have a strong inclination to create. This allows them to produce and visualise their own ideas. Their ability to organise and oversee ensures every part of the organisation is working with optimum efficiency.

Leaders are strategic and competitive and like to set and achieve personal goals. They are able to see opportunities and can capitalise on them through negotiation. Leaders work for the good of themselves and the company.

Some Leader types are: Politicians, Ambassadors, Directors, Managers, Supervisors, Team Leaders, Entrepreneurs, and Business owners.

Creative

Creative people have great inspiration and intuition. They use imagination to spark their artistic flair.

They can tap into the right side of the brain, making it easy to develop ideas and concepts. Creative people are good initiators of change. They are passionate people who like to express themselves through designing, composing, performing and inventing.

Creative types can be spontaneous and optimistic and usually have very high expectations of themselves and others. They have a good sense of timing and balance and usually know what they want. These skills help them maximise the potential of their second and third character types.

Some Creative types are: Actors, Musicians, Fashion designers, Architects, Writers, Artists, Publishers, Chefs, Photographers, Managers, Salespeople, Interior designers, Florists, and Craftspeople.

Hands-on

Hands-on people are realistic and down-to-earth. They prefer to work with machines, tools, plants or animals.

Hands-on people use clear instructions to ensure the task is done correctly and meets expectations. They are motivated by completing a project successfully, and are the core of the operational function of any organization or business.

They are doers rather than delegators. Hands-on people are skill-orientated, with good hand-eye coordination.

Hands-on types make good: Mechanics, Sportspeople, Machine Operators, Trades people, Engineers, Horticulturists, Hotel porters, Farmhands, and Fitness instructors.

Researcher

These people love to learn. They receive fulfillment from investigating an area, analysing the facts and solving problems.

Most researchers are introverted and prefer using the left side of the brain. This enables them to observe, learn and evaluate things methodically and precisely.

These types are avid book readers and usually have many different interests. They also enjoy discovering new things and finding out why things are what they are.

Researchers make good: Scientists, Chemists, Authors, Astronomers, Private Investigators, Archaeologists, Historians, and Journalists.

“Wide awake,
I can make my most
fantastic dream
come true”
– Lorenz Hart

Logical

These people like to work with information. They have excellent clerical skills and like using numbers in mathematics or in times and dates.

They can carry out and follow through instructions with fine detail, making them true perfectionists.

They are more introverted than extroverted, which enables them to concentrate for long periods. They enjoy working on projects and quite often don't stop until the task is complete.

They are mostly conservative and conventional people who usually prefer to be given a task rather than to delegate one. They are very logical and practical people.

Some Logical Types are: Accountants, Librarians, Bank officers, Office Administrators, Surveyors, Technicians, Pilots, Computer Programmers, Insurance Officers and Secretaries.

Carer

Carers are people who have a gift or passion to work with other people.

They want to help, inform, enlighten, train, develop, cure, and listen to the needs of others. They are usually optimistic, positive people who have a way with words.

Most carers are slightly more introverted than extroverted making them very supportive people. Their extroverted side enables them to express their gift in training using their experience or knowledge to teach others. They are generally social types who enjoy the conversation and company of other people. Essentially, they are people-people.

Carers make good: Childcare workers, Counsellors, Natural therapists, Training Officers, Tour Guides, Nannies, Human Resources Officers, Teachers, Nurses, and Doctors.

With thanks to Your Future Moves:
yourfuturemoves.com.au

MORE INFORMATION

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