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Introduction

Importance of Personalization

The mission of the Woofound assessment is to provide an enhanced level of personalization so that all individuals get as much from their various life experiences as they possibly can. The long term satisfaction that people get out of their career is a major contributor to their overall happiness and contentment. People have more energy for other life activities if they enjoy what they do for a living. More can be accomplished by individuals who are fulfilled by their work than by individuals who are only doing it because they have to do so. The research done by Lounsbury, et al. (2004) stands as a strong support of “the growing research literature demonstrating the importance of [matching] personality traits in relation to career satisfaction” (p. 403).

People recognize the importance of personalizing everything from their phones to their cars to nearly every experience that they can. However, most people do not get the chance to truly personalize their career paths. Woofound intends to rectify that for its users. It allows them to discover aspects of themselves that they might not otherwise know and find options and fields that fascinate them that they may not have otherwise considered.

Historical Needs

Aristotle once said, “The whole is greater than the sum of its parts.” At Traitify, we agree completely. Through an understanding of personality theory and an analysis of the various components of an individual’s personality, we feel as though we can develop a solid impression of a person’s needs and drives. Using this information, and a comparable analysis of the makeup of career paths, we make recommendations of careers based on the composite of an individual’s personality. Each career match indicates that, based on our science, an individual is likely to gain a sense of fulfillment and satisfaction from the recommended careers.

Ever since E.K. Strong, Jr. (1927) began to measure vocational interests, the field of vocational assessment has become more and more refined. Whether this investigation is beginning as an individual begins college or after having already worked for a number of years, the benefit of advice from an impartial individual, educated in the field of choice has been a useful commodity. The study completed by Irshad and Naz (2011) gives evidence for a number of vocational factors including the fact that “the role of affective dispositions (personality traits) in shaping an individual’s work-related attitudes is now becoming increasingly accepted by organizational psychologists” (p. 38).

Strong (1934) says in his early research, “If instead of spending several months each working as a carpenter apprentice, a filling station attendant, a helper in a garage, etc., a young man could take a test and learn from it what his reactions would be to such activities he would be saved all the months so engaged” (p. 502). And, in essence, this is the heart of what we do: save men and women from spending months, even years, trying to find out how they are likely to react to any particular career path, thus allowing them to hone in and develop skills in something that truly appeals to them early in their process.

Research completed by Allen & Robbins (2010), Carless (2005), Creager (2010), and Gadassi, Gati, & Amira (2012) all support the use of personality assessment for career and major decision-making. Gadassi, Gati and Amira (2012) shows the strong influence of personality characteristics on job satisfaction and career fit. Allen & Robbins (2010) show that finding a fit for a major early in a college career increased the likelihood of completing school and reduced the likelihood that students would need to take extra time to complete their degrees. The research done by Carless (2005) shows that a good job/personality fit substantially increases the chances that an employee will stay at the same organization for a longer period of time.
Theoretical Background
According to basic Jungian personality theory, a substantial portion of our contentment and sense of fulfillment in life comes through satisfying conscious and unconscious needs. Sheldon and Niemiec (2006) reinforce in their study “that the people who are happiest in life are those who endorse their actions, feel effective, and feel connected to close others, thereby satisfying their needs for autonomy, competence, and relatedness” (p. 338). In an effort to ensure the greatest levels of fulfillment, these needs are considered in designing the assessment’s makeup.

Psychodynamic theory supports the concept of the unconscious process and expands upon it by providing an increased understanding of defense mechanisms, wish fulfillment, and associations. The stimuli that the participants are presented with were created with these personality structures in mind, and help us tease apart what is meaningful to a person at each level, so that the answers obtained provide precise information about a person’s needs, wishes, and what career may be most fulfilling to them.

In addition to the knowledge of existing theory, the Psychology Team at Traitify draws upon their own direct clinical experience to give additional depth to the understanding of balance between each person’s unique, natural inclinations and the requirements for a successful career.

Previous Assessments
Career-based testing has long attempted to identify which aspect of a person has the greatest impact on his or her satisfaction within a particular field of work. Measuring an individual facet and giving a response based on that was much more reasonable and feasible given the options that have been available for years.

The Strong Interest Inventory and the Holland Themes have had a strong informative influence on the development process of Woofound, as they share the concepts of traits and preferences as being the basic elements making up personality categories. Nauta (2010) also supports the use and integration of Holland’s and Strong’s theories in order to optimize career counseling. Due to the substantial stability of the Strong Interest Inventory, as shown by Low, Yoon, Roberts, and Rounds (2005), “Results of test-retest studies using various versions of the Strong Interest Inventory demonstrate robustness in interest stability, both in scores for single persons over time and in the relative placement of individuals within a group” (p. 716). The Holland Themes have been shown to support correlation between personality and ability. Armstrong, Day, McVay, and Rounds (2008) reports that “results of these studies support a number of associations between RIASEC-based interest measures and ability measures, including math, spatial, and mechanical abilities linked with the I and R types; verbal and literary with the A type; and perceptual speed and numerical computation with the C type. Negative correlations have also been found between the E type and most ability measures, and between the S type and math/spatial abilities” (p.3). These assessments are the foundation of nearly a hundred years of research and validation.

Technological Inspiration
Through the innovative combination of technological creativity and psychological knowledge and experience, Traitify has created something new: a tool that effectively combines the versatility and efficiency of technology with the insight and understanding of human behavior embedded in psychology.

The digital age is upon us, and using the integrated systems within computer programs, we are able to accomplish so
much within a short period of time. It also allows for a much greater variety of options for how individuals are tested. The study performed by Kantrowitz, Dawson, & Fetzer (2011) shows that “while the evidence is clear regarding the predictive validity of cognitive ability, personality, and knowledge, measuring these characteristics has not gone without its fair share of challenges. Reliably measuring these predictors has traditionally involved administration of a battery of cognitive and/or knowledge assessments and/or hundreds of personality items” (p. 227-32).

**Assessment Design**
The design of the Woofound assessment was done in multiple stages. The initial stage required the use of the Traitify slider technology. This design, developed by Traitify staff, allows for representative images with descriptions to be shown to users in an approachable manner. The next step was to formalize the assessment and refine its integration with the software.

Each of the careers listed on the Occupational Information Network (O*NET) database was categorized by assigning a number of traits and preferences that correlate to the traits and preferences assigned to the personality categories and slides in the assessment process. Using the Traitify matching algorithm, a correlation is made between the career traits and preferences, and the personality traits and preferences which determine the order of the recommended careers.
What and How We Measure

Broad Assessment Components

• Blends: These are the two most dominant personality categories for each individual. This is determined by identifying the highest match percentage of each category by measuring the traits and preferences indicated by the individual's selections. Each combination of two personality categories describes a general set of personality characteristics held by individuals that fit within that blend.

• Categories: The Traitify Psychology Team identified the seven major personality categories that compose human personalities. By combining these personality categories at different levels, a full picture of a person's overall personality structure can be observed.

• Slides: Each slide is a combination of an image and a slide description. Each slide is assigned to one of the seven personality categories.

• Traits: Each of the slides is made up of five levels of personality traits that are associated with it, in order of how powerful the association between the trait and the particular slide.

• Preferences: Each slide also contain three levels of associated Preference data, which is used for further calculations based on user inclination toward various items.

Career Categories

Every career category is made up of seven factors: Work Style, Social Style, Work Environmental Preference, Leadership Needs, Traits, Preferences, and Interests. Work Style represents the method by which work is performed in the identified career. Social Style indicates how individuals working in this career category interact while performing their duties. Environmental Preference indicates whether the job is more of an indoor or an outdoor career. The Leadership Needs factor identifies the level of direct or indirect guidance required by an individual in this particular career. Traits and Preferences, in terms of career categories, are a substantial blend of up to 300 career descriptor traits and a variety of preference indicators. The analyzed Interests indicate an individual's particular inclinations when it comes to activities within this career category.

Matching Algorithm

The programmers at Traitify worked hand in hand with Dr. Honeycutt in order to create a mathematical algorithm to facilitate the process. This algorithm compares the full psychological trait breakdown of each individual with every career path and every educational level available and identifies the highest matches for that person. All of the careers are then ordered for match level and presented to the individual user.
Examples of Careers

**Graduate Degree**
- Forestry Professor
- Cultural Studies Professor
- Chiropractor
- Physical Therapist
- Dietitian and Nutritionist

**College Degree**
- Chief Executive
- Soil and Water Conservationist
- Environmental Engineer
- Assessor
- Environmental Engineer

**High School Diploma**
- Surveying Technician
- Glass Blower
- Mining Machine Operator
- Automotive Specialty Technician
- Construction Carpenter
Breakdown of Personality Categories

**Naturalists**
- are drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks
- nature lovers, they like to experience the world outdoors
- orderly, functional, efficient, constructive and solid
- excel at working as one with the natural environment

**Action-Takers**
- are goal-oriented
- use manual and physical skills, working with technology or machinery to complete tasks
- drawn to work that involves a specific skill-set and a concrete task
- athletic, handy, practical, systematic, applied, and “down-to-earth”
- excel at solitary, goal-oriented work and “getting the job done”

**Planners**
- create systems to follow, and enjoy working with data, detail, words and numbers
- great at manipulating data and love procedure and routine
- methodical, precise, and detail-oriented
- often found in office settings and excel at completing detailed work in an organized manner

**Visionaries**
- are charismatic, innovative and like to work with others in a “take charge” capacity
- love to take risks, make changes and set trends
- ambitious and energetic
- often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others

**Mentors**
- are caring and people-oriented
- have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation
- patient and compassionate and work best in a group or on a team toward a common goal
- excel at working with others to help them learn and grow

**Inventors**
- are creative, contemporary, and “out of the box”
- use themselves and other medium, often various forms of the arts, to communicate and interact with the world
- eclectic, expressive, introspective
- excel when they are “lost in their work,” completely engrossed in a creative project

**Analyzers**
- are inquisitive, have a keen eye and an experimental nature
- delve, study and look deeply for information
- figure out problems and search for the facts, often in a laboratory environment
- excel at going beyond the surface toward uncovering information and discovery
7 Core Personalities
Breakdown of Blends With Definitions

There are 42 possible blends through the combination of the two most prominent personality categories correlating with the person who completed the assessment. The blend created through this matching allows for a description of individuals who generally fit that personality blend. Listed here are the descriptions of each of those personality blends.

Planners/Visionaries
You are all about the details. You enjoy being around other people, and you excel when you have the opportunity to emerge in a leadership role. You bring people together, and others rely on you to have the details of a plan organized and ready to go. You make things happen. You are happiest when around other people, and as long as you are able to follow your routine, you don’t need a lot of alone time.

You work well with Analyzers who also take a methodical approach to life. You don’t do anything without a plan, and you are good at figuring out the details on your feet. You can appreciate an Analyzer’s critical thinking skills. You also like to work with Inventors whose creativity draws you to them. As someone who is always up for the next new thing or idea, you are drawn to the novelty of the Inventor.

While you find that you are drawn to Analyzers and Inventors, you may be challenged by working with other Visionaries. While you love the energy that others like you bring to a group, a lot of compromise is required when more than one natural leader is present. You may also find that while you enjoy the creativity of your Inventor friends, you may have a hard time sharing a workspace with an Inventor. You need a neat and orderly environment in order to focus, which isn’t necessary for an Inventor who may often appear to be working in the midst of chaos!

People with your blend are often attracted to fields such as Business Administration, Finance, and Management because they require your unique ability to take the lead and keep the details organized in the process.

Career Personality: Planner/Visionary
Social Style: Extrovert - Leader
Recommended Work Environment: Often found in office settings and excel at completing detailed work in an organized manner. Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others

Planners/Mentors
You are invested in the people around you. When you go out, you often find yourself watching out for everyone in the group, making sure they are having a good time. You are also the person who handles the details of a plan, and others look to you to keep things organized and on schedule. Your friends rely on you in many ways. You are happiest when spending time with others who are important to you.

You take pride in your ability to work with all different types of people. You may find that you work especially well with other Planners and Mentors who share your dedication to work that involves helping others and who also take a detail-oriented and methodical approach to the task at hand. You also work well with Visionaries, who tend to rely on organized and dedicated people like you to help keep things running smoothly.
On the contrary, you may notice that you have trouble working with Action-Takers, who prefer a solitary approach to work. You thrive when you have the chance to work on a team and thus approach work very differently than your Action-Taker colleagues. You may also find that Inventors are difficult work companions for you. You need a neat and orderly environment in order to focus and work which isn’t necessary for an Inventor who may often appear to be working in the midst of chaos.

People with your blend are often attracted to fields such as Library Science, Education Administration, and Health because they require the passion for working with others combined with a detailed and orderly approach to work.

Career Personality: Planner/Mentor
Social Style: Extrovert - Organizer
Recommended Work Environment: Often found in office settings and excel at completing detailed work in an organized manner. Patient and compassionate and work best in a group or on a team toward a common goal.

Planners/Inventors
You have a full range to your personality from your attention to detail to your creativity. You have systems of keeping the things that are important to you organized, but your creative mind allows you to follow your whims. You enjoy socializing and spending time with other people, especially at artistic events. However, you are equally happy on your own, often engrossed in a project that causes you to lose track of time as you work. Your penchant for routine and details allows you to navigate these different interests with ease.

You work well with other Planners in whom you can appreciate an organized and orderly approach to the world, even if they don’t happen to share your creative talent. You also like to work with Mentors who appreciate the attention to detail and creative approach you bring to any group situation.

While you find you are drawn to Planners and Mentors, you may find it more difficult to work with other Inventors who share your creative mind but may have a very different approach to work and projects based on their own unique brand of creativity. You may also find it difficult to work with Action-Takers who tend to handle projects in a solitary manner and also prefer to 'march to the beat of their own drum.'

People with your blend are often drawn to fields such as Editing, Textiles and Web Design. In any of these fields you are able to let your creative light shine while using your exquisite attention to detail to put all the finishing touches on an artistic project.

Career Personality: Planner/Inventor
Social Style: Introvert/Extrovert Balance - Follower
Recommended Work Environment: Often found in office settings and excel at completing detailed work in an organized manner. Excel when they are “lost in their work,” completely engrossed in a creative project.

Planners/Analyzers
Your mind is always working, whether at work or at play. You enjoy learning new things and bring a natural curiosity to everything you encounter. You are the go-to person for planning an outing, and you have a knack for keeping all the details of a plan organized. Others appreciate your ideas and deep thinking. While you enjoy being out in the world, you always look forward to evenings at home with one or two good friends and great conversation. You can also find happiness on your own, working on a project or reading a good book.

You work well with other Planners who can appreciate an organized approach to life. You
also like to be around other Analyzers. Your shared intellectual nature finds you having many common interests. You also enjoy being around Mentors. Your thoughtfulness and attention to detail is a nice complement to any group. Mentors tend to focus on working with others in a helping capacity and benefit from your problem-solving skills.

While Planners, Analyzers and Mentors are great coworkers for you, you may find that you have a harder time working with your Inventor colleagues. While they share your passion for new things, their seemingly chaotic approach to creativity and discovery differs greatly from your organized approach, which may cause the need for compromise. You may also find more of a challenge when working with your Action-Taker colleagues. You are thoughtful about everything you do, while they are ruled by action. They prefer to get things done, and sometimes it may seem as if they do it without thinking first, causing frustration for you.

People with your blend are often attracted to fields such as Mathematics, Computer Science, and Financial Planning. These professions require thinking beyond the surface to find solutions, and one must have an organized, detail-oriented approach to work in order to excel in any of these careers.

Career Personality: Planners/Analyzers
Social Style: Introvert/Extrovert Balance - Organizer
Recommended Work Environment: Often found in office settings and excel at completing detailed work in an organized manner. Figure out problems and search for the facts, often in a laboratory environment

Planners/Action-Takers
You are the person that everyone turns to in order to get things done. You don’t like to waste time and take a no-nonsense approach to any task set before you. Your natural propensity for understanding and keeping track of the fine details of any project makes you the ideal problem-solver for hands-on tasks. Your friends call on you when they need help with a project around the home, and you prefer to spend time with others while also taking part in activities. Not much for sitting around, chatting, or having deep discussions, you bond with others over games, hobbies, and shared projects. You tend to be a solitary person and prefer to spend time with others in small groups as opposed to large outings. You are also happy on your own, focused on a project and taking satisfaction from a job well done.

You work well with Naturalists who also often find themselves engrossed in solitary work. If you have a project to do outdoors, you and your Naturalist colleague can work side by side comfortably without any pressure for further interaction. The Naturalist appreciates your hands-on approach to work and often relies on those skills for shared projects. You also work well with other Action-Takers who share the same work ethic and approach to work, so you don’t get in each other’s way.

Unlike your Naturalist and Action-Taker colleagues, Mentors prefer to work using a team approach. You may have difficulty with this because you prefer a solitary work atmosphere where you can work at your own pace in your own space. Similarly, your Analyzer colleagues have a very different approach to a task than you do. While you prefer to just get to work, Analyzers spend time deep in thought, considering a project before diving in. This could prove to be difficult for you.

People with your blend are often drawn to Technical Fields that require attention to detail and a penchant for working with technology and machinery. You may also find you are
interested in careers such as Security and Inventory, other hands-on jobs that require an organized system to manage the tasks at hand.

Career Personality: Planners/Action-Takers
Social Style: Introvert - Supporter
Recommended Work Environment: Often found in office settings and excel at completing detailed work in an organized manner. Use manual and physical skills, working with technology or machinery to complete tasks

Planners/Naturalists
You are innately organized and systematic. You feel most at ease when experiencing nature, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from hard work. Detail-oriented by nature, you take a methodical approach to your daily tasks and are regularly checking things off a mental ‘to-do’ list. You are always ready to join friends for hikes, camping trips, or even to help in the garden. You are happiest when spending time with others in small, comfortable groups. You also don’t mind being alone, especially when you have time to recharge in the natural world.

You work well with Action-Takers who also prefer solitary work. You both take a hands-on approach and can work comfortably side-by-side for hours on a project, each of you requiring little interaction. You also appreciate your Planner colleagues who share your attention to detail when taking on a task. You like to have others you can rely on to not overlook the important pieces of a project.

You are versatile because while you have your own work preferences, you work well with all types of people. You appreciate the leadership of Visionaries and the helping hand a Mentor is always willing to provide. However, you may find that the Planner in you has a hard time working with your Inventor colleagues. You take a methodical, detailed approach to work, and you pride yourself in getting a job done and doing it well. Inventors have a less-structured approach to work. This may feel chaotic for you and not mesh well with your preferred work life.

People with your blend are often drawn to fields such as Surveying, Zoning, and Animal Care. All of these jobs make you feel at home, as they provide for work in the natural environment. These careers also require your organization and attention to detail in order for the job to be done right.

Career Personality: Planners/Naturalists
Social Style: Introvert - Organizer
Recommended Work Environment: Often found in office settings and excel at completing detailed work in an organized manner. Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks

Visionaries/Mentors
You are an energetic natural leader. You are happiest when surrounded by people, and you are comfortable being the center of attention. Your friends admire this about you because not only are you the life of the party, but you also have a big heart for helping others and are always looking out for the needs of those around you. You make other people feel included and welcomed, and your zest for life makes others want to follow you. You prefer not to be alone which is good because you have so many friends with whom you can spend some quality time. You are rejuvenated by your relationships.

You work well with Mentors who also prefer to work in groups but look to others for leadership. You admire their focus on helping others as this is a passion you share. You also work well with Planners because as the person who
brings the ‘big ideas,’ you rely on someone to take care of and remember the details. You and your Planner colleagues make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader and lover of people, you are fortunate in that you work well with all types of colleagues. However, you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ This can be frustrating for you and those on your team as they may be confused about whom to follow. Additionally, you may find that you have to adjust your leadership style a bit for your Action-Taker colleagues who prefer solitary work. You are a team-and-people-oriented person, and it can be hard to remember that there are other types of people who work best alone.

People with your blend are often drawn to fields such as International Relations, Politics and Management. Each of these careers depends on a love of working with others and the ability to lead them, a unique combination of traits you bring to the table.

Career Personality: Visionaries/Mentors
Social Style: Extrovert - Leader
Recommended Work Environment: Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others. Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation

Visionaries/Inventors
You are sociable by nature with an eye for the eclectic. You enjoy being around others and are especially attracted to the creative world. The lead in the play, the artistic mind power behind the big idea, or the performer, you always shine. Others are drawn to you and admire you. You thrive out in the world and appreciate being surrounded by other people. The only exception to this is when you are working in the creative realm, finding yourself completely engrossed in a project for hours at a time.

You work well with Inventors who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together with your Inventor colleagues, the ideas start to flow, and you feel inspired by putting your minds together. You also appreciate working with your Planner colleagues because as the person who brings the ‘big ideas,’ you rely on someone to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader and an easygoing person, you are fortunate in that you work well with all types of colleagues. However, you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ This can be frustrating for you and those on your team as they may be confused about who to follow. You may find that you have to adjust your leadership style a bit for your Action-Taker colleagues who prefer solitary work. You are a team-oriented and people-oriented person, and it can be hard to remember that there are those types of people who work best alone.

People with your blend are often drawn to fields such as Communication, Entertainment and Art. These careers rely on an extroverted personality and an artistic flair, both of which you have in spades.

Career Personality: Visionaries/Inventors
Social Style: Extrovert
Recommended Work Environment: Often in positions of prominence in business and
the public eye and excel at taking charge and gaining the confidence of others. Use themselves and other medium, often various forms of the arts, to communicate and interact with the world.

**Visionaries/Analyzers**

You are drawn to others who share your interest and curiosity in the world. A natural leader and full of ambition, you’re often the one presenting the paper that others have come to hear. Others look up to you and follow your lead. You are a deep thinker, and you enjoy learning new things. You also always have a suggestion for something new that you want to check out or learn about, and your friends appreciate getting new ideas from you. You are happiest when surrounded by other people, and you thrive when you are out in the world. However, you also enjoy a quiet evening at home with several close friends, full of invigorating discussion and deep thinking.

You like to work with other Analyzers who share your intellectual interests. You also appreciate working with your Planners because as the person who brings the ‘big ideas,’ you rely on your Planner colleagues to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader and a rational person, you are fortunate in that you work well with all types of colleagues. However, you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ This can be frustrating for you and those on your team as they may be confused about whom to follow. You may also find that you have to adjust your leadership style for your Action-Taker colleagues. You tend to think before you act, and your Action-Taker colleagues are just the opposite, sometimes making their work style difficult for you to understand.

People with your blend are often drawn to fields such as Political Science, Law, and Business Analysis. All of these careers require extroverted leaders who can look beyond the surface to solve problems and see the big picture.

**Career Personality:** Visionary/Analyzer  
**Social Style:** Extrovert  
**Recommended Work Environment:** Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others. Figure out problems and search for the facts, often in a laboratory environment

**Visionaries/Action-Takers**

You are a no-nonsense natural leader. You are energetic and persuasive, and others look to you for answers. You prefer to be doing something rather than talking about something, so you always have a task or a project you are working on. Friends and coworkers admire your handy skills with technology, tools or machinery. You are generous with your time helping others and are happy to have some solitary time to devote to a project. This is how you relax because when with a group of people, you often emerge as the life of the party. Your outings tend to be high-energy events.

You like to work with other Action-Takers who share your hands-on approach to work. You don’t like to take a lot of time for discussion in your personal or your work life and prefer to just jump in and get the job done. You appreciate that characteristic in your fellow Action-Takers and like having them on your team. When it comes to the task at hand, you also tend to prefer solitary work as opposed to work in a group, and you loathe meetings (unless you are leading them). You also appreciate working with your Planner colleagues because you rely
on someone to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader you have the ability to work with all types of people. However, your style allows you to have a clear picture in mind of the best way for things to be done, and you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ You may also find that you have to adjust your leadership style for your Analyzer colleagues. Analyzers are very thoughtful and spend a lot of time deep in thought before jumping into a project. You are just the opposite, sometimes making their work style difficult for you to understand.

People with your blend are often drawn to fields such as Aviation, Real Estate Development, and Management. All of these careers require the ability to lead by doing and call for a leader who isn’t afraid to roll up his or her sleeves to get the job done, all characteristics you bring to the table.

Career Personality: Visionaries/Action-Takers
Social Style: Extrovert - Leader
Recommended Work Environment: Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others. Use manual and physical skills, working with technology or machinery to complete tasks

Visionaries/Naturalists
You are an energetic natural leader. You feel most at ease when experiencing nature, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from hard work. You are very hands-on in your approach to work and life, and others are often drawn to you. You enjoy being around other people and often emerge as the life of the party. However, you recharge outside, surrounded by the natural world and often animals as well. You are always ready to join friends for hikes, camping trips, or even to help in the garden, combining the best of both social worlds for you.

You work well with Action-Takers who also prefer solitary work. You both take a hands-on approach and can work comfortably side-by-side for hours on a project, each of you requiring little interaction. You also appreciate working with your Planner colleagues because you rely on someone to take care of and remember the details. As you dive right into a project, Planners take note of the details you prefer to leave behind. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader, you have the ability to work with all types of people. You have your own work preferences but are easy-going and adaptable. However, the Visionary in you has a clear picture in mind of the best way for things to be done, and you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen,’ especially because so many of your projects require a clear vision and focus.

People with your blend tend to be drawn to fields such as Environmental Foundations, Park Management and Animal Rights. These careers combine a love for the natural world with the ability to be an influential force in the field, characteristics you bring in the perfect balance.

Career Personality: Visionaries/Naturalists
Social Style: Extrovert - Leader
Recommended Work Environment: Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others. Drawn to preserve, conserve and protect the natural
environment, often working with plants and animals to complete tasks

**Visionaries/Planners**
You are a social being. You enjoy being around other people, and you excel when you have the opportunity to emerge in a leadership role. You bring people together, and others rely on you to have the details of a plan organized and ready to go. You make things happen. You are happiest when around other people, and as long as you are able to follow your routine, you don't need a lot of alone time.

You work well with Analyzers who also take a methodical approach to life. You don't do anything without a plan, and you are good at figuring out the details on your feet. You can appreciate an Analyzer's critical thinking. You also like to work with Inventors whose creativity draws you to them. As someone who is always up for the next new thing or idea, you are drawn to the novelty of the Inventor.

While you find that you are drawn to Analyzers and Inventors, you may be challenged by working with other Visionaries. While you love the energy that others like you bring to a group, a lot of compromise is required when more than one natural leader is present. You may also find that while you enjoy the creativity of your Inventor friends, you may have a hard time sharing a workspace with an Inventor. You need a neat and orderly environment in order to focus, which isn’t necessary for an Inventor who may often appear to be working the midst of chaos!

People with your blend are often attracted to fields such as Business Administration, Finance, and Management because they require your unique ability to take the lead and keep the details organized in the process.

**Career Personality: Visionaries/Planners**
**Social Style: Extrovert - Leader**
**Recommended Work Environment:** Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others. Often found in office settings and excel at completing detailed work in an organized manner

**Mentors/Inventors**
You naturally bring people together, and you always have unique and eclectic ideas for things to do. You are happiest around other people and are especially attracted to the creative world. You often find new and artistic outlets and share them with others. Happy in a group of people, you often find yourself watching out for everyone in the group, making sure they are having a good time. You have a big heart and are always thinking of thoughtful and unique ways to help others. Although you are happiest when surrounded by people you care about, you can also find peace when by yourself, especially when working on a project in which you become totally engrossed.

You work well with your Inventor colleagues who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together, the ideas start to flow, and you feel inspired by putting your minds together. You also like to work with other Mentors who share your passion for teamwork and helping others. You may find yourself especially grateful for your Planner colleagues who help you keep track of the details. You like to get lost in an artistic vision for a project and appreciate your Planner co-workers taking care of the minutia which require a great amount of intricate focus.

You pride yourself in getting along with all types of people and are fortunate that you work well with everyone. You may find, however, that you have to adjust your style for your Action-Taker
You prefer to work on teams with regular meetings and communication, while Action-Takers like to work on solitary projects.

People with your blend are often drawn to fields such as Education, Early Childhood Education, and Expressive Therapies. These careers require a desire to help others through creative means, traits which come naturally to you.

Career Personality: Mentors/Inventors
Social Style: Extrovert - Supporter
Recommended Work Environment: Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation. Figure out problems and search for the facts, often in a laboratory environment

You pride yourself in getting along with all types of people and are fortunate that you work well with everyone. You may find, however, that you have to adjust your style for your Action-Taker colleagues. You prefer to work on teams with regular meetings and communication, while Action-Takers like to work on solitary projects. You also put careful thought and consideration into everything you do. Your Action-Taker and Inventor colleagues tend to jump right into projects which may feel risky to you.

People with your blend tend to be drawn to fields such as Social Services, Anthropology and Counseling. These careers require a desire to help others and a thoughtful, analytical approach to work and life, characteristics which you bring to all you do.

Career Personality: Mentors/Analyzers
Social Style: Extrovert - Supporters
Recommended Work Environment: Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation. Figure out problems and search for the facts, often in a laboratory environment

You are a natural helper and get fulfillment from taking part in others’ lives in a meaningful way. You always look beyond the surface and are thoughtful and mindful in your work and your interactions with others. In a group of people, you often find yourself watching out for everyone in the group, making sure they are having a good time. You have many intellectual interests and a natural curiosity about the world. Your friends appreciate your ideas and deep thinking. Happy in a group of people, you also enjoy time with a few close friends spent in meaningful and thought-provoking discussion.

Career Personality: Mentors/Action-Takers
Social Style: Extrovert - Supporters
Recommended Work Environment: Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation. Figure out problems and search for the facts, often in a laboratory environment

You are a natural helper and are happy when lending a hand to others. While you enjoy being around people, you don’t like to be idle and always want to have a project or hobby to work on around the house or with others. You like to get together with others to work on shared projects, play games or participate in other activities. Your friends and family know they can always count on you when they need anything and value you as a trusted and reliable companion. While you don’t mind being around other people, especially when working on something you enjoy, you also recharge when alone, enjoying solitary time to get lost in your work and appreciate a job well done.
You like to work with other Mentors who share your passion for helping others. You are always putting others before yourself and admire that trait in other people. You also like to work with other Action-Takers who share your no-nonsense, ‘get it done’ approach to the task at hand. You also appreciate working with your Planner colleagues because you rely on someone to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

You pride yourself in getting along with all types of people and are fortunate in that you work well with everyone. You may find, however, that you have to adjust your style for your Analyzer colleagues. You prefer to get going on a project right away, working out the details as you go. Your Analyzer colleagues spend a lot of time in thought and discussion which can be frustrating for you.

People with your blend tend to be drawn to fields such as Rehabilitation, Coaching and Healthcare. All of these careers lend themselves to hands-on helpers and require a passion for working with others through practical means, traits that come naturally to you.

Career Personality: Mentor/Action-Taker
Social Style: Extrovert - Supporter
Recommended Work Environment: Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation. Drawn to work that involves a specific skill-set and a concrete task

**Mentors/Naturalists**
You are a natural helper, and you are fulfilled when lending your helping hands to projects in the natural world. You feel most at ease when experiencing nature, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from hard work. You are always ready to join friends for hikes, camping trips, or even to help in the garden. You are happiest when spending time with others in small, comfortable groups. When you go out, you often find yourself watching out for everyone in the group, making sure they are having a good time. You also don’t mind being alone, especially when you have time to recharge in the natural world.

You like to work with other Mentors who also value teamwork and communication. You feel fulfilled when working with others and like to be around others who share that passion. You often find yourself working with other Naturalists, as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. Analyzer coworkers are also a good fit for you as you appreciate their thoughtfulness and their driven approach to work.

You pride yourself in getting along with all types of people and are fortunate in that you work well with everyone. You may find, however, that you have to adjust your style for your Action-Taker colleagues. While you admire their willingness to roll up their sleeves and dive into a project, you value working with others towards a common goal, and Action-Takers prefer solitary work.

People with your blend are often drawn to fields such as Homeopathy, Wilderness Therapy, and Environmental Education. These careers require a dedication to helping others and an ability to do it in the natural world, the two conditions in which you are happiest!

Career Personality: Mentors/Naturalists
Social Style: Extrovert - Supporter
Recommended Work Environment: Have excellent communication skills and are most
fulfilled when assisting or working directly with others to improve a personal or societal situation. Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks.

**Mentors/Planners**
You are invested in the people around you. When you go out, you often find yourself watching out for everyone in the group, making sure they are having a good time. You are also the person who handles the details of a plan, and others look to you to keep things organized and on schedule. Your friends rely on you in many ways. You are happiest when spending time with others who are important to you.

You take pride in your ability to work with all different types of people. You may find that you work especially well, however, with other Planners and Mentors who share your dedication to work that involves helping others and who also take a detail-oriented and methodical approach to the task at hand. You also work well with Visionaries, who tend to rely on organized and dedicated people like you to help things run smoothly.

You may find that you have trouble working with Action-Takers, who prefer a solitary approach to work. You thrive when you have the chance to work on a team and thus approach work very differently than your Action-Taker colleagues. You may also find that Inventors are difficult work companions for you. You need a neat and orderly environment in order to focus and work which isn’t necessary for an Inventor who may often appear to be working in the midst of chaos.

People with your blend are often attracted to fields such as Nursing, Education Administration, and Healthcare because they require the passion for working with others combined with a detailed and orderly approach to work.

Career Personality: Mentors/Planners
Social Style: Extrovert - Organizer
Recommended Work Environment: Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation. Often found in office settings and excel at completing detailed work in an organized manner.

**Mentors/Visionaries**
You are an energetic natural leader. You are happiest when surrounded by people, and you are comfortable being the center of attention. Your friends admire this about you because not only are you the life of the party, but you also have a big heart for helping others and are always looking out for the needs of those around you. You make other people feel included and welcomed, and your zest for life makes others want to follow you. You don’t like to be alone which is good because you have so many friends with whom you can spend some quality time. You are rejuvenated by your relationships.

You work well with Mentors who also prefer to work in groups but look to others for leadership. You admire their focus on helping others as this is a passion you share. You also work well with Planners because as the person who brings the ‘big ideas,’ you rely on someone to take care of and remember the details. You and your Planner colleagues make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader and lover of people, you are fortunate in that you work well with all types of colleagues. However, you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ This can be frustrating for you and those on your team as they may be confused about whom to follow. You may find
that you have to adjust your leadership style a bit for your Action-Taker colleagues who prefer solitary work. You are a team-oriented and people-oriented person, and it can be hard to remember that there are those types of people who work best alone.

People with your blend are often drawn to fields such as International Relations, Lobbyist, and Management. Each of these careers depends on a love of working with others and the ability to lead them, a unique combination of traits you bring to the table.

**Career Personality: Mentors/Visionaries**

**Social Style: Extrovert - Leader**

**Recommended Work Environment:** Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation. Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others

**Inventors/Analyzers**

You are a free spirit. While your creative mind allows you to follow your whims, you are also a deep thinker and a thoughtful and inquisitive person. You have a natural curiosity about the world, and you enjoy to learning new things. You always have something new that you want to check out or learn about, and your friends appreciate your ideas and deep thinking. You enjoy spending time with other people, especially at artistic or intellectual events, museums or poetry readings. However, you always look forward to evenings at home with one or two good friends and great conversation, and you are equally happy on your own, often engrossed in a project that causes you to lose track of time as you work.

You work well with other Inventors who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together with your Inventor colleagues, the ideas start to flow, and you feel inspired by putting your minds together. You also like to work with other Analyzers whose shared cerebral interests find you having many things in common. Your Mentor colleagues are also important work companions for you, as you admire their willingness to help and ability to pull together a team.

While you work well with Inventors, Analyzers and Mentors, you may find that you have more of a challenge with your Action-Taker colleagues. You are mindful, curious, and think deeply about everything you do, while your Action-Taker colleagues prefer to jump into a project and figure it out as they go. You may also find it a challenge to share a workspace with Planners. You often find yourself working in an unstructured environment that allows you to follow your creative whims, and the Planner's need for an organized workspace may be difficult for you.

People with your blend are often drawn to fields such as Architecture, Art History and Art Restoration. These careers lend themselves to those who are drawn to the arts and take an analytical approach to work, traits you exhibit by nature.

**Career Personality: Inventors/Analyzers**

**Social Style: Extrovert/Introvert Balance - Follower**

**Recommended Work Environment:** Use themselves and other medium, often various forms of the arts, to communicate and interact with the world. Figure out problems and search for the facts, often in a laboratory environment

**Inventors/Action-Takers**

Creative yet practical, you have a hands-on approach to all that you do. Unhindered by the expectations of others, you are free to follow your whims wherever they make take you. You
have a flair for the artistic, and you enjoy spending time enjoying and creating art. You prefer to take matters in your own hands and complete projects yourself, both creative and practical in nature. You are equally happy painting a picture or painting a room, and feel a sense of satisfaction from both activities. While you like to go out in the world, especially to see a play, hear a band, or view an exhibit, you are happiest when you are alone. You recharge by working on solitary projects, becoming completely engrossed in your work.

You work well with other Inventors who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together with your Inventor colleagues, the ideas start to flow, and you feel inspired by putting your minds together. You also like to work with other Action-Takers who share your hands-on approach to work. You don’t like to take a lot of time for discussion in your personal or your work life and prefer to just jump in and get the job done. You appreciate that characteristic in your fellow Action-Takers and like having them on your team.

While you work well with Inventors and Action-Takers, you may find it a challenge to share a workspace with Planners. You often find yourself working in an unstructured environment that allows you to follow your creative whims, and the Planner’s need for an organized workspace may be difficult for you. You might also find it a challenge to work with your Analyzer colleagues. You place a lot of value in not wasting time and getting a job done, while Analyzers put a lot of time into thinking and planning before beginning a project. This process could be frustrating for you.

People with your blend are often drawn to fields such as Graphic Design, Illustration, and Film. All of these careers require the ability to work independently on creative projects, preferences that you bring to your work life.

Career Personality: Inventors/Action-Takers
Social Style: Introvert - Thinker
Recommended Work Environment: Use themselves and other medium, often various forms of the arts, to communicate and interact with the world. Use manual and physical skills, working with technology or machinery to complete tasks

Inventors/Naturalists
You have a creative spirit and are inspired by nature. You feel most at ease when experiencing the natural world, and you try to be outdoors as much as possible. Your interests are eclectic, and you especially enjoy the arts. You have a fondness for animals and don’t shy away from hard work. You are happiest when spending time with others in small, comfortable groups or when working alone. You thrive when you have time to recharge in the natural world or to work on an artistic project in which you become totally engrossed.

You work well with your Inventor colleagues who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together, the ideas start to flow, and you feel inspired by putting your minds together. You also often find yourself working with other Naturalists as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. You may also find yourself especially grateful for your Analyzer colleagues who tend to think deeply about the long-term outcome of a project. You like to get lost in an artistic vision and appreciate the mindfulness of your Analyzer colleagues.

You are versatile because while you have your own work preferences, you work well with all types of people. You appreciate the leadership of Visionaries and the helping hand a Mentor is always willing to provide. However, you
may find it challenging to share a workspace with your Planner colleagues. Your creative process can often lead to a chaotic workspace, and the neat and orderly needs of the Planner may not be conducive to your style.

People with your blend often find themselves interested in fields such as Landscape Architecture, Nature Photography and Travel Writing. All of these careers require a creative mind in the natural world, bringing together working conditions in which you thrive.

Career Personality: Inventors/Naturalists
Social Style: Introvert - Creative
Recommended Work Environment: Use themselves and other medium, often various forms of the arts, to communicate and interact with the world. Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks.

**Inventors/Planners**
Creative yet organized, you have a myriad of strengths. You have systems of keeping things that are important to you organized, but your creative mind allows you to follow your whims. You enjoy spending time with other people, especially at artistic events. However, you are equally happy on your own, often engrossed in a project that causes you to lose track of time as you work. Your penchant for routine and details allows you to navigate these different interests with ease.

You work well with other Planners in whom you can appreciate an organized and orderly approach to the world, even if they don’t happen to share your creative talent. You also like to work with Mentors who appreciate the attention to detail and creative approach you bring to any group situation.

While you find you are drawn to Planners and Mentors, you may find it more difficult to work with other Inventors who share your creative mind but may have a very different approach to work and projects based on their own unique brand of creativity. You may also find it difficult to work with Action-Takers who tend to handle projects in a solitary manner and also prefer to ‘march to the beat of their own drum.’

People with your blend are often drawn to fields such as Digital Art, Textiles and Journalism. In any of these fields you are able to let your creative light shine through while using your exquisite attention to detail to put all the finishing touches on an artistic project.

Career Personality: Inventors/Visionaries
Social Style: Introvert/Extrovert Balance - Organizer
Recommended Work Environment: Use themselves and other medium, often various forms of the arts, to communicate and interact with the world. Often found in office settings and excel at completing detailed work in an organized manner.

You are sociable by nature with an eye for the eclectic. You enjoy being around other people and are especially attracted to the art world. The lead in the play, the artistic mind power behind the big idea or the singer in the band, you always shine. Others are drawn to you and admire you. You thrive out in the world and appreciate being surrounded by other people. The only exception to this is when you are working on something artistic, where you can find yourself completely engrossed in a project for hours at a time.

You work well with Inventors who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together with your Inventor colleagues,
the ideas start to flow, and you feel inspired by putting your minds together. You also appreciate working with your Planner colleagues because as the person who brings the ‘big ideas,’ you rely on someone to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader and an easygoing person, you are fortunate in that you work well with all types of colleagues. However, you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ This can be frustrating for you and those on your team as they may be confused about who to follow. You may find that you have to adjust your leadership style a bit for your Action-Taker colleagues who prefer solitary work. You are a team-and-people-oriented person, and it can be hard to remember that there are those types of people who work best alone.

People with your blend are often drawn to fields such as Communications, Entertainment and Design. These careers rely on an extroverted personality and an artistic flair, both of which you have in spades.

Career Personality: Inventors/Visionaries
Social Style: Extrovert - Leader
Recommended Work Environment: Use themselves and other medium, often various forms of the arts, to communicate and interact with the world. Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others

Inventors/Mentors
You bring people together, and you always have unique and eclectic ideas for things to do. You are happiest around other people and are especially attracted to the creative world. You often find new and artistic outlets and share them with others. Happy in a group of people, you find yourself watching out for everyone in the group, making sure they are having a good time. You have a big heart and are always thinking of thoughtful and unique ways to help others. Although you are happiest when surrounded by people you care about, you can also find peace when by yourself, especially when working on a project in which you become totally engrossed.

You work well with your Inventor colleagues who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together, the ideas start to flow, and you feel inspired by putting your minds together. You also like to work with other Mentors who share your passion for teamwork and helping others. You may find yourself especially grateful for your Planner colleagues who help you keep track of the details. You like to get lost in an artistic vision for a project and appreciate your Planner co-workers taking care of the minutia that requires a large amount of intricate focus.

You pride yourself in getting along with all types of people and are fortunate in that you work well with everyone. You may find, however, that you have to adjust your style for your Action-Taker colleagues. You prefer to work on teams with regular meetings and communication, while Action-Takers like to work on solitary projects.

People with your blend are often drawn to fields such as Education, Early Childhood Education, and Expressive Therapies. These careers require a desire to help others through creative means, traits which come naturally to you.
Career Personality: Inventors/Mentors
Social Style: Introvert/Extrovert Balance - Supporter
Recommended Work Environment: Use themselves and other medium, often various forms of the arts, to communicate and interact with the world. Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation

Analyzers/Action-Takers
You have a natural curiosity and an infectious zest for life and learning. You are always thoughtful and inquisitive, yet you are willing to translate what you read in a book to the real world, rolling up your sleeves to conduct an experiment or fix a problem. You are constantly learning and are the first to research something with which you aren’t familiar. When with others, you prefer to either be learning something new or caught up in a conversation about something that is interesting to you. You recharge when you are by yourself, working on a project or a hobby that you enjoy, answering to no one but yourself.

You enjoy working with other Analyzers whose shared cerebral interests find you having many things in common. You also like to work with other Action-Takers who share your no-nonsense, ‘get it done’ approach to the task at hand. You find that you appreciate your Planner colleagues who are also methodical in their approach to work. You admire and rely on their organized approach to work and life.

While you work well with Analyzers, Action-Takers and Planners, you may find it more challenging to work with your Inventor colleagues. You tend to take a practical approach to tasks and their eclectic, out-of-the box thinking can be very different from yours, sometimes causing frustration. You may also find that your Mentor colleagues differ from you in their approach to teamwork. Mentors rely on collaboration while you tend to prefer to work on your own, an important difference to keep in mind when on teams together.

People with your blend are often drawn to fields such as Archaeology, Forensic Science and Robotics. These careers involve using a hands-on approach to gain deeper knowledge and understanding, characteristics that come naturally to you.

Career Personality: Analyzers/Action-Takers
Social Style: Introvert - Helpful
Recommended Work Environment: Figure out problems and search for the facts, often in a laboratory environment. Use manual and physical skills, working with technology or machinery to complete tasks

Analyzers/Naturalists
You bring a natural curiosity to the world and are always interested in expanding your mind to learn new things. You feel most at ease when experiencing the natural world, and you try to be outdoors as much as possible. You enjoy an evening with friends, filled with good company and interesting and meaningful discussions yet are equally happy on a hiking, camping or canoeing trip. Your friends appreciate your ideas and deep thinking. You are happiest when spending time with others in small, comfortable groups or when working alone. You thrive when you have time to recharge in the natural world.

You often find yourself working with other Naturalists as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. You also enjoy working with other Analyzers whose shared cerebral interests find you having many things in common. You appreciate your Planner colleagues as well. They take care of managing the details, so you can think through the big picture of a project and then get started on it right away.
You are versatile because while you have your own work preferences, you work well with all types of people. You appreciate the leadership of Visionaries and the helping hand a Mentor is always willing to provide. However, you may find it challenging to share a workspace with your Inventor colleagues. Their creative process can often lead to a chaotic work process and environment, which doesn’t always jive with your thoughtful yet reserved approach.

People with your blend are often drawn to fields such as Meteorology, Animal Science, and Hydrology. These careers require a quest for knowledge and understanding in work within the natural world, the circumstances in which you feel most at ease.

Career Personality: Analyzers/Naturalists
Social Style: Introvert - Creative
Recommended Work Environment: Figure out problems and search for the facts, often in a laboratory environment. Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks

Analyzers/Planners
Your mind is always working, whether at work or at play. You enjoy learning new things and bring a natural curiosity to everything you encounter. You are the go-to person for planning an outing, and you have a knack for keeping all the details of a plan organized. Others appreciate your ideas and deep thinking. While you enjoy being out in the world, you always look forward to evenings at home with one or two good friends and great conversation. You can also find happiness on your own, working on a project or reading a good book.

You work well with other Planners who can appreciate an organized approach to life. You also like to be around other Analyzers. Your shared cerebral nature finds you having many common interests. You also appreciate being around Mentors. Your thoughtfulness and attention to detail is a nice complement to any group. Mentors tend to focus on working with others in a helping capacity and benefit from your problem-solving skills.

While Planners, Analyzers and Mentors are great coworkers for you, you may find that you have a harder time working with your Inventor colleagues. While they share your passion for new things, their seemingly chaotic approach to creativity and discovery differs greatly from your organized approach which may cause the need for compromise. You may also find more of a challenge when working with your Action-Taker colleagues. You are thoughtful about everything you do, while they are ruled by action. They prefer to get things done, and sometimes it may seem as if they do it without thinking first, causing frustration for you.

People with your blend are often attracted to fields such as Mathematics, Computer Science, and Accounting. These professions require thinking beyond the surface to find solutions, and one must have an organized, detail-oriented approach to work in order to excel in any of these careers.

Career Personality: Action-Takers/Planners
Social Style: Introvert/Extrovert Balance - Organizer
Recommended Work Environment: Figure out problems and search for the facts, often in a laboratory environment. Often found in office settings and excel at completing detailed work in an organized manner

Analyzers/Visionaries
You are drawn to others who share your interest and curiosity in the world. A natural leader and full of ambition, you’re often the one presenting the paper others have come to hear. Others look up to you and follow your lead. You are
a deep thinker, and you enjoy learning new things. You also always have a suggestion for something new that you want to check out or learn about, and your friends appreciate getting new ideas from you. You are happiest when surrounded by other people, and you thrive out in the world. However, you also enjoy a quiet evening at home with several close friends full of invigorating discussion and deep thinking.

You like to work with other Analyzers who share your intellectual interests. You also appreciate working with your Planners because as the person who brings the ‘big ideas,’ you rely on your Planner colleagues to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader and a rational person, you are fortunate in that you work well with all types of colleagues. However, you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ This can be frustrating for you and those on your team as they may be confused about whom to follow. You may also find that you have to adjust your leadership style for your Action-Taker colleagues. You tend to think before you act, and your Action-Taker colleagues are just the opposite, sometimes making their work style difficult for you to understand.

People with your blend are often drawn to fields such as Political Science, Law, and Business Analysis. All of these careers require extroverted leaders who can look beyond the surface to solve problems and see the big picture.

Career Personality: Analyzers/Visionaries
Social Style: Extrovert - Leader
Recommended Work Environment: Figure out problems and search for the facts, often in a laboratory environment. Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others

Analyzers/Mentors
You are a natural helper and get fulfillment from taking part in others’ lives in a meaningful way. You always look beyond the surface and are thoughtful and mindful in your work and your interactions with others. In a group of people, you often find yourself watching out for everyone in the group, making sure they are having a good time. You have many intellectual interests and a natural curiosity about the world. Your friends appreciate your ideas and deep thinking. Happy in a group of people, you also enjoy time with a few close friends spent in meaningful and thought-provoking discussion.

You like to work with other Mentors who share your passion for teamwork and helping others. Communication is important to you, and you respect that ability in others. You also like to work with other Analyzers whose shared cerebral interests find you having many things in common. You also appreciate your Planner colleagues who are methodical in their approach to work. You admire and rely on their organized approach to work and life.

You pride yourself in getting along with all types of people and are fortunate in that you work well with everyone. You may find, however, that you have to adjust your style for your Action-Taker colleagues. You prefer to work on teams with regular meetings and communication, while Action-Takers like to work on solitary projects. You also put careful thought and consideration into everything you do. Your Action-Taker and Inventor colleagues tend to jump right into projects which may feel risky to you.
People with your blend tend to be drawn to fields such as Social Services, Anthropology and Counseling. These careers require a desire to help others and a thoughtful, analytical approach to work and life, characteristics which you bring to all you do.

Career Personality: Analyzers/Mentors
Social Style: Extrovert - Supporter
Recommended Work Environment: Figure out problems and search for the facts, often in a laboratory environment. Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation

Analyzers/Inventors
Rational yet artistic, your creative mind allows you to follow your whims. You are also a deep thinker and a thoughtful and inquisitive person. You have a natural curiosity about the world, and you enjoy learning new things. You always have something new that you want to check out or learn about, and your friends appreciate your ideas and deep thinking. You enjoy spending time with other people, especially at artistic or intellectual events, museums or poetry readings. However, you always look forward to evenings at home with one or two good friends and great conversation, and you are equally happy on your own, often engrossed in a project that causes you to lose track of time as you work.

You work well with other Inventors who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together with your Inventor colleagues, the ideas start to flow, and you feel inspired by putting your minds together. You also like to work with other Analyzers whose shared intellectual interests lead to having many things in common. Your Mentor colleagues are also important work companions for you, as you admire their willingness to help and ability to pull together a team.

While you work well with Inventors, Analyzers and Mentors, you may find that you have more of a challenge with your Action-Taker colleagues. You are mindful, curious, and think deeply about everything you do, while your Action-Taker colleagues prefer to jump into a project and figure it out as they go. You may also find it a challenge to share a workspace with Planners. You often find yourself working in an unstructured environment that allows you to follow your creative whims, and the Planner’s need for an organized workspace may be difficult for you.

People with your blend are often drawn to fields such as Architecture, Art History and Philosophy. These careers lend themselves to those who are analytical by nature and also have the ability to think outside the box. These traits come to you naturally.

Career Personality: Analyzers/Inventors
Social Style: Introvert/Extrovert Balance - Creative
Recommended Work Environment: Figure out problems and search for the facts, often in a laboratory environment. Use themselves and other medium, often various forms of the arts, to communicate and interact with the world

Action-Takers/Naturalists
You are an independent hard worker who is active and full of energy. You feel best when experiencing the natural world, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from hard work. You prefer to take matters into your own hands and complete projects yourself. If you are going to spend time with others, you would prefer getting together to work on shared projects or hobbies, or to take part in an activity like hiking, camping, or gardening. You don’t like to be idle and always want to have a project either for work or pleasure. Your friends and family know they can always count on you
when they need anything. You recharge when alone, enjoying solitary time to get lost in your work and appreciate a job well done.

You often find yourself working with other Naturalists as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. You also like to work with other Action-Takers who share your no-nonsense, ‘get it done’ approach to the task at hand. You find that you appreciate your Planner colleagues who often take care of the details for you. With a Planner around to keep things organized and running smoothly, you are free to become fully focused on the task at hand and stay active and involved in your current project.

While you work well with Naturalists, Action-Takers and Planners, you may find it more of a challenge to work with your Mentor colleagues. Mentors value discussion and teamwork which is very different from your preferred style of solitary work on a project that isn’t held up in meetings or stuck in the details. You may also find that your Inventor colleagues are very different from you. They are eclectic and out-of-the box in their thinking, whereas you prefer a very practical approach to the task at hand.

People with your blend tend to be drawn to fields such as Agriculture, Forestry and Conservation. Work in these careers requires a love for the outdoors combined with a value for hard work and manual labor, traits which are part of your nature.

Career Personality: Action-Takers/Naturalists
Social Style: Introvert - Supporter
Recommended Work Environment: Use manual and physical skills, working with technology or machinery to complete tasks. Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks

Action-Takers/Planners
You are the person everyone turns to in order to get things done. You don’t like to waste time and take a no-nonsense approach to any task set before you. Your natural propensity for understanding and keeping track of the fine details of any project make you the ideal problem-solver for hands-on tasks. Your friends often call on you when they need help with a project around the home, and you prefer to spend time with others while also taking part in activities. Not much for sitting around, chatting, or having deep discussions, you bond with others over games, hobbies, and shared projects. You tend to be a solitary person and prefer to spend time with others in small groups as opposed to large outings. You are also happy on your own, focused on a project and taking satisfaction from a job well done.

You work well with Naturalists who also find themselves often engrossed in solitary work. If you have a project to do outdoors, you and your Naturalist colleague can work side by side comfortably without any pressure for further interaction. The Naturalist appreciates your hands-on approach to work and often relies on those skills for shared projects. You also work well with other Action-Takers who share the same work ethic and approach to work, so you don’t get in each other’s way.

Unlike your Naturalist and Action-Taker colleagues, Mentors prefer to work using a team approach. You may have difficulty with this because you prefer a solitary work atmosphere where you can work at your own pace in your own space. Similarly, your Analyzer colleagues have a very different approach to a task than you do. While you prefer to just get to work, Analyzers spend time deep in thought considering a project before diving in. This could prove to be difficult for you.
People with your blend are often drawn to fields such as Data Administration, Inventory and Medical Records. These careers rely on someone who is goal-oriented and methodical, characteristics you bring to everything you do.

Career Personality: Action-Takers/Planners
Social Style: Introvert - Supporter
Recommended Work Environment: Use manual and physical skills, working with technology or machinery to complete tasks. Often found in office settings and excel at completing detailed work in an organized manner.

Action-Takers/Visionaries
You are a no-nonsense natural leader. You are energetic and persuasive, and your friends look to you for answers. You prefer to be doing something rather than talking about something, so you always have a task or a project you are working on. Others admire your handy skills with technology, tools or machinery. You are generous in your time helping others and are happy to have some solitary time to devote to a project. This is how you relax because when with a group of people, you often emerge as the life of the party. Your outings tend to be high energy events.

You like to work with other Action-Takers who share your hands-on approach to work. You don’t like to take a lot of time for discussion in your personal or your work life and prefer to just jump in and get the job done. You appreciate that characteristic in your fellow Action-Takers and like having them on your team. When it comes to the task at hand, you also tend prefer solitary work as opposed to work in a group, and you loathe meetings (unless you are leading them). You also appreciate working with your Planner colleagues because you rely on someone to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader you have the ability to work with all types of people. However, your style allows you to have a clear picture in mind of the best way for things to be done, and you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen.’ You may also find that you have to adjust your leadership style for your Analyzer colleagues. Analyzers are very thoughtful and spend a lot of time deep in thought before jumping into a project. You are just the opposite, sometimes making their work style difficult for you to understand.

People with your blend are often drawn to fields such as Aviation, Real Estate Development, and Management. All of these careers require the ability to lead by doing and call for leaders who aren’t afraid to roll up their sleeves to get the job done, all characteristics you bring to the table.

Career Personality: Action-Takers/Visionaries
Social Style: Introvert/Extrovert Balance - Leader
Recommended Work Environment: Use manual and physical skills, working with technology or machinery to complete tasks. Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others.

Action-Takers/Mentors
You are a natural helper and prefer to lend a hand to others. While you enjoy being around people, you don’t like to be idle and always want to have a project or hobby to work on around the house or with others. You like to get together with others to work on shared projects, play games or participate in other activities. Your friends and family know they can always count on you when they need anything and value you as a trusted and reliable companion. While you don’t mind being around other people, especially when working on something
you enjoy, you also recharge when alone, enjoying solitary time to get lost in your work and appreciate a job well done.

You like to work with other Mentors who share your passion for helping others. You are always putting others before yourself and admire that trait in other people. You also like to work with other Action-Takers who share your no-nonsense, ‘get it done’ approach to the task at hand. You also appreciate working with your Planner colleagues because you rely on someone to take care of and remember the details. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

You pride yourself in getting along with all types of people and are fortunate in that you work well with everyone. You may find, however, that you have to adjust your style for your Analyzer colleagues. You prefer to get going on a project right away, working out the details as you go. Your Analyzer colleagues spend a lot of time in thought and discussion which can be frustrating for you.

People with your blend tend to be drawn to fields such as Rehabilitation, Coaching and Healthcare. All of these careers lend themselves to hands-on helpers and require a passion for working with others through practical means, traits that come naturally to you.

Career Personality: Action-Takers/Mentors
Social Style: Introvert/Extrovert Balance - Supporter
Recommended Work Environment: Use manual and physical skills, working with technology or machinery to complete tasks. Use themselves and other medium, often various forms of the arts, to communicate and interact with the world

Action-Takers/Inventors
You are a focused goal-setter. Unhindered by the expectations of others, you are free to follow your whims wherever they make take you. You have a take-charge manner and dive right into a project. You prefer to take matters in your own hands and complete projects yourself, both creative and practical in nature. You are equally happy painting a picture or painting a room, and feel a sense of satisfaction from both activities. While you like to go out in the world, especially to experience a form of the arts, you are happiest when you are alone. You recharge by working on solitary projects, becoming completely engrossed in your work.

You work well with other Inventors who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together with your Inventor colleagues, the ideas start to flow, and you are quick to roll up your sleeves and dive in to your work. You also like to work with other Action-Takers who share your hands-on approach to work. You don’t like to take a lot of time for discussion in your personal or your work life and prefer to just jump in and get the job done. You appreciate that characteristic in your fellow Action-Takers and like having them on your team.

While you work well with Inventors and Action-Takers, you may find it a challenge to share a workspace with Planners. You often find yourself working in an unstructured environment that allows you to follow your creative whims, and the Planner’s need for an organized workspace may be difficult for you. You might also find it a challenge to work with your Analyzer colleagues. You place a lot of value in not wasting time and getting a job done, while Analyzers put a lot of time into thinking and planning before beginning a project. This process could be frustrating for you.
People with your blend are often drawn to fields such as Graphic Design, Illustration, and Drafting. All of these careers require the ability to work independently and mindfully on creative projects, preferences that you bring to your work life.

Career Personality: Action-Takers/Inventors  
Social Style: Introvert - Creative  
Recommended Work Environment: Use manual and physical skills, working with technology or machinery to complete tasks. Use themselves and other medium, often various forms of the arts, to communicate and interact with the world

Action-Takers/Analyzers  
You have a natural curiosity and an infectious zest for life and learning. You are always thoughtful and inquisitive, yet you are willing to translate what you read in a book to the real world, rolling up your sleeves to conduct an experiment for fix a problem. You are constantly learning and are the first to research something with which you aren’t familiar. When with others, you prefer to either be learning something new or caught up in a conversation about something that is interesting to you. You recharge when you are by yourself, working on a project or a hobby that you enjoy, answering to no one but yourself.

You enjoy working with other Analyzers whose shared cerebral interests find you having many things in common. You also like to work with other Action-Takers who share your no-nonsense, ‘get it done’ approach to the task at hand. You find you appreciate your Planner colleagues who are also methodical in their approach to work. You admire and rely on their organized approach to work and life.

While you work well with Analyzers, Action-Takers and Planners, you may find it more challenging to work with your Inventor colleagues. You tend to take a practical approach to tasks and their eclectic, out-of-the-box thinking can be very different from yours, sometimes causing frustration. You may also find your Mentor colleagues differ from you in their approach to teamwork. Mentors rely on collaboration while you tend to prefer to work on your own, an important difference to keep in mind when on teams together.

People with your blend are often drawn to fields such as Archaeology, Forensic Science and Robotics. These careers involve using a hands-on approach to gain deeper knowledge and understanding, characteristics that come naturally to you.

Career Personality: Action-Takers/Analyzers  
Social Style: Introvert - Creative  
Recommended Work Environment: Use manual and physical skills, working with technology or machinery to complete tasks. Figure out problems and search for the facts, often in a laboratory environment

Naturalists/Planners  
You are innately organized and systematic. You feel most at ease when experiencing nature, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from hard work. Detail-oriented by nature, you take a methodical approach to your daily tasks and are regularly checking things off a mental ‘to-do’ list. You are always ready to join friends for hikes, camping trips, or even to help in the garden. You are happiest when spending time with others in small, comfortable groups. You also don’t mind being alone, especially when you have time to recharge in the natural world.

You work well with Action-Takers who also prefer solitary work. You both take a hands-on approach and can work comfortably side-by-side for hours on a project, each of you
requiring little interaction. You also appreciate your Planner colleagues who share your attention to detail when taking on a task. You like to have others you can rely on to not overlook the important pieces of a project.

You are versatile because while you have your own work preferences, you work well with all types of people. You appreciate the leadership of Visionaries and the helping hand a Mentor is always willing to provide. However, you may find that the Planner in you has a hard time working with your Inventor colleagues. You take a methodical, detailed approach to work, and you pride yourself in getting a job done and doing it well. Inventors have a less-structured approach to work and are more invested in the process of a task than the final product. This may feel chaotic for you and not mesh well with your preferred work life.

People with your blend are often drawn to fields such as Surveying, Environmental Regulation, and Animal Care. All of these jobs make you feel at home, as they provide for work in the natural environment. These careers also require your organization and attention to detail in order for the job to be done right.

Career Personality: Naturalists/Planners
Social Style: Introvert/Extrovert Balance - Organizer
Recommended Work Environment: Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks. Often found in office settings and excel at completing detailed work in an organized manner

Naturalists/Visionaries
You are an energetic natural leader. You feel most at ease when experiencing nature, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from hard work. You are very hands-on in your approach to work and life, and others are drawn to you as an example. You enjoy being around other people and when in groups often emerge as the life of the party. However, you recharge outside, surrounded by the natural world and often animals as well. You love to join friends for hikes, camping trips, or even to help in the garden, combining the best of both social worlds for you.

You work well with Action-Takers who also prefer solitary work. You both take a hands-on approach and can work comfortably side-by-side for hours on a project, each of you requiring little interaction. You also appreciate working with your Planner colleagues because you rely on someone to take care of and remember the details. As you dive right into a project, Planners take note of the details that you prefer to leave behind. You and your Planner coworkers make the perfect team, working in tandem to cover all aspects of a project.

As a natural leader you have the ability to work with all types of people. You have your own work preferences but are easy-going and adaptable. However, the Visionary in you has a clear picture in mind of the best way for things to be done, and you may find that if there are too many other Visionaries on your team, you get the feeling that there are ‘too many cooks in the kitchen,’ especially because so many of your projects require a clear vision and focus.

People with your blend tend to be drawn to fields such as Environmental Foundations, Park Management and Animal Rights. These careers combine a love for the natural world with the ability to be an influential force in the field, characteristics you bring in the perfect balance.

Career Personality: Naturalists/Visionaries
Social Style: Introvert/Extrovert Balance - Leader
Recommended Work Environment: Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks. Often in positions of prominence in business and the public eye and excel at taking charge and gaining the confidence of others.

**Naturalists/Mentors**

You are a natural helper, and you enjoy to lending your helping hands to projects in the natural world. You feel most at ease when experiencing nature, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from hard work. You are always ready to join friends for hikes, camping trips, or even to help in the garden. You are happiest when spending time with others in small, comfortable groups. When you go out, you often find yourself watching out for everyone in the group, making sure they are having a good time. You also don’t mind being alone, especially when you have time to recharge in the natural world.

You like to work with other Mentors who also value teamwork and communication. You feel fulfilled when working with others and like to be around others who share that passion. You often find yourself working with other Naturalists, as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. Analyzer coworkers are also a good fit for you as you appreciate their thoughtfulness and their driven approach to work.

You pride yourself in getting along with all types of people and are fortunate in that you work well with everyone. You may find, however, that you have to adjust your style for your Action-Taker colleagues. While you admire their willingness to roll up their sleeves and dive into a project, you value working with others towards a common goal, and Action-Takers prefer solitary work.

People with your blend are often drawn to fields such as Homeopathy, Wilderness Therapy, and Environmental Education. These careers require a dedication to helping others and an ability to do it in the natural world, the two conditions in which you are happiest!

Career Personality: Naturalists/Mentors
Social Style: Extrovert - Supporter
Recommended Work Environment: Are drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks. Have excellent communication skills and are most fulfilled when assisting or working directly with others to improve a personal or societal situation.

**Naturalists/Inventors**

You have a creative spirit and are inspired by nature. You feel most at ease when experiencing the natural world, and you try to be outdoors as much as possible. Your interests are eclectic, and you especially enjoy the arts. You have a fondness for animals and don’t shy away from hard work. You are happiest when spending time with others in small, comfortable groups or when working alone. You thrive when you have time to recharge in the natural world or to work on an artistic project in which you become totally engrossed.

You work well with your Inventor colleagues who share your creative mind and your ability to work in a sometimes chaotic work environment. When you get together, the ideas start to flow, and you feel inspired by putting your minds together. You also often find yourself working with other Naturalists as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. You may also find yourself especially grateful for your Analyzer colleagues who tend to think deeply about the long-term outcome of a project. You like to get lost in an artistic vision and appreciate the mindfulness of your Analyzer colleagues.
You are versatile because while you have your own work preferences, you work well with all types of people. You appreciate the leadership of Visionaries and the helping hand a Mentor is always willing to provide. However, you may find it challenging to share a workspace with your Planner colleagues. Your creative process can often lead to a chaotic workspace, and the neat and orderly needs of the Planner may not be conducive to your style.

People with your blend often find themselves interested in fields such as Landscape Architecture, Nature Photography and Travel writing. All of these careers require a creative mind in the natural world, bringing together working conditions in which you thrive.

Career Personality: Naturalists/Inventors
Social Style: Introvert - Creative
Recommended Work Environment: Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks. Use themselves and other medium, often various forms of the arts, to communicate and interact with the world

Naturalists/Analyzers
You bring a natural curiosity to the world and are always interested in expanding your mind to learn new things. You feel most at ease when experiencing the natural world, and you try to be outdoors as much as possible. You enjoy an evening with friends, filled with good company and interesting and meaningful discussions yet are equally happy on a hiking, camping or canoeing trip. Your friends appreciate your ideas and deep thinking. You are happiest when spending time with others in small, comfortable groups or when working alone. You thrive when you have time to recharge in the natural world.

You often find yourself working with other Naturalists as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. You also enjoy working with other Analyzers whose shared cerebral interests find you having many things in common. You appreciate your Planner colleagues as well. They take care of managing the details so you can think through the big picture of a project and then get started on it right away.

You are versatile because while you have your own work preferences, you work well with all types of people. You appreciate the leadership of Visionaries and the helping hand a Mentor is always willing to provide. However, you may find it challenging to share a workspace with your Inventor colleagues. Their creative process can often lead to a chaotic work process and environment, which doesn’t always jive with your thoughtful yet reserved approach.

People with your blend are often drawn to fields such as Meteorology, Animal Sciences, and Forestry. These careers require a quest for knowledge and understanding in work within the natural world, the circumstances in which you feel most at ease.

Career Personality: Naturalists/Analyzers
Social Style: Introvert - Supporter
Recommended Work Environment: Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks. Figure out problems and search for the facts, often in a laboratory environment

Naturalists/Action-Takers
Most at ease in nature, you are independent, active and full of energy. You feel best when experiencing the natural world, and you try to be outdoors as much as possible. You have a fondness for animals and don’t shy away from
hard work. You prefer to take matters into your own hands and complete projects yourself. If you are going to spend time with others, you would prefer getting together to work on shared projects or hobbies, or to take part in an activity like hiking, camping, or gardening. You don’t like to be idle and always want to have a project either for work or pleasure. Your friends and family know they can always count on you when they need anything. You recharge when alone, enjoying solitary time to get lost in your work and appreciate a job well done.

You often find yourself working with other Naturalists as you try to work outdoors as much as possible and find your like-minded colleagues alongside you. You also like to work with other Action-Takers who share your no-nonsense, ‘get it done’ approach to the task at hand. You find you appreciate your Planner colleagues who often take care of the details for you. With a Planner around to keep things organized and running smoothly, you are free to become fully focused on the task at hand and stay active and involved in your current project.

While you work well with Naturalists, Action-Takers and Planners, you may find it more of a challenge to work with your Mentor colleagues. Mentors value discussion and teamwork which is very different from your preferred style of solitary work on a project that isn’t held up in meetings or stuck in the details. You may also find that your Inventor colleagues are very different from you. They are eclectic and out-of-the box in their thinking, whereas you prefer a very practical approach to the task at hand.

People with your blend tend to be drawn to fields such as Agriculture, Forestry and Conservation. Work in these careers requires a love for the outdoors combined with a value for hard work and manual labor, traits which are part of your nature.

Career Personality: Naturalists/Action-Takers
Social Style: Introvert - Supporter
Recommended Work Environment: Drawn to preserve, conserve and protect the natural environment, often working with plants and animals to complete tasks. Use manual and physical skills, working with technology or machinery to complete tasks

Assistance For Administrators Working With Users & Their Results
When discussing the career personality results with an assessment participant, one should make a point to have the individual understand that the description given for the personality blend is intended to describe general personality characteristics that are intended to be an accurate representation of all individuals within that personality set. As the Woofound program considers the full breakdown of all personality characteristics, it is important to encourage them to think beyond the basic description and understand the fact that the assessment takes full conceptual consideration. When explaining the individual’s breakdown of results, it is also important to observe the proportionate breakdown of their personality categories.

Career Recommendation Assistance
When working with assessment participants, it is important to keep in mind that the career that best fits the individual’s personality is not necessarily the only one that will fit them. Aptitude and experience certainly play a factor. If an individual shows a greater inclination to a career path that is lower on their match order, it is quite likely that it will be a better fit for them in the long term.
Examples of Personality Blends
Validation and Reliability Studies

Definition of Validation & Reliability Types With Examples
The Woofound assessment was created by Dr. Noreen Honeycutt and the Psychology Team at Traitify. The assessment results for a participant are categorized into a blend of two of the seven identified personality categories: Analyzer, Inventor, Mentor, Planner, Naturalist, Action-Taker and Visionary. That categorization is identified based upon responses to a series of 84 images with text. The participant either selects ‘Me’ or ‘Not Me’ to each image, building his or her overall personality blend result as he or she goes.

Method
After an initial study completed at the University of Southern California, Traitify conducted a study with 1,842 participants, who signed in through Amazon Mechanical Turk’s online service. Those participants were requested, though not required, to provide demographic data for balancing purposes. The data from this study was then downloaded from the server and processed for validation and reliability using Cronbach’s Alpha and Pearson correlations. To identify age, gender, ethnicity, and education level validity, the participants’ responses were also broken down by category, and those results too were correlated. Additional internal validation was performed with 3,807 participants to ensure that validity and reliability was not only maintained, but improved.

Woofound Results
Woofound showed, with 1,842 valid responses, a Cronbach’s Alpha score of .915. In statistics, Cronbach’s (alpha) [1] is a coefficient of internal consistency. It is commonly used as an estimate of the reliability of a psychometric test for a sample of examinees. It was first named alpha by Lee Cronbach in 1951, as he had intended to continue with further coefficients. The measure can be viewed as an extension of the Kuder-Richardson Formula 20 (KR-20), which is an equivalent measure for dichotomous items. Comparison of gender, age, ethnic, and education level categories resulted in nearly identical reliability scores, showing stability across demographic divides. Through previously mentioned additional validation work, Woofound also showed, with 3,807 valid responses, Pearson Correlations with statistically significant correlations between the slides and their respective categories at the .01 level in a two tailed analysis (Table 2).

Conclusion
The Woofound assessment shows excellent reliability and validity results to date. We are committed to continually striving to get as close to perfection as possible. Additional studies, allowing our team to increase the number and scope of study participants, evaluate test-retest reliability, and perform multiple-types studies are recommended.
### Table 1 - Cronbach’s Alpha Level By Demographic

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<tr>
<td>Gender (Male)</td>
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</tr>
<tr>
<td>Gender (Female)</td>
<td>.91</td>
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<tr>
<td>Ethnicity (Caucasian)</td>
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### Table 2 - Person Correlation Levels of Slides to Parent Categories

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<tr>
<th>Slides by Category</th>
<th>Naturalist</th>
<th>Action-Taker</th>
<th>Analyzer</th>
<th>Inventor</th>
<th>Mentor</th>
<th>Visionary</th>
<th>Planner</th>
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