

## **UNDERSTANDING YOUR PERSONALITY**

Personality is a consistent set of characteristics that people display over time and across situations. It distinguishes individuals from one another in the way that they feel, think and behave. Personality can be inferred from traits.

### **Personality traits**

A trait is an enduring personality characteristic that tends to lead to certain behaviors.

Personality traits are personal characteristics that are used to describe or explain how a person is, behaves or can behave across situations.

Personality traits are keys to understanding, explaining and predicting a person's behavior e.g. inhibited, shy, friendly, responsible, loving, rough, tough, kind, careless, talkative, quiet, outgoing, and reserved.

### **How does personality develop?**

Personality develops from 40% genetics and 60% environment and social orientation.

Individual differences

These are based on traits. Traits can be divided into three namely;

- Those based on genetic predisposition
- Values- those picked from the environment, interactions, individuals or culture
- Capacity- those involving intelligence, self efficacy, ability, self control, competence in performing certain tasks and other individualistic abilities, skills and talents.

## **PERSONALITY TRAITS**

There are 4 preferences with 4 separate dimensions;

These are:

Extroverts (E)

Introverts (I)

Sensing (S)

Intuitive (N)

Thinking (T)

Feeling (F)

Judging (J)

Perspective (P)

## **Extroverts**

- They are sociable
- They are turned up and energized by people
- They are good at meeting people and initiating a conversation
- They like variety and action
- They dislike complicated procedures
- They are interested in the results of their work
- They are often impatient with long, slow work
- They do not mind the interruption of answering a phone call
- They act quickly and sometimes without thinking
- They usually communicate freely and like to have people around them

## **Introverts**

- They are territorial; they desire space i.e. private places in the mind and private environments
- They draw their energy from solitude and prefer pursuing solitary activities and working quietly alone
- They experience loneliness even when in a crowd
- they disconnect from people when they are in crowds and will often request to take a break to get some time alone
- they tend to be careful in details
- they dislike sweeping statements (stereotypes)
- think a lot before acting
- they work contently alone and like quiet time for space and concentration

## **Sensing type**

- These are sensible persons who want facts, trust facts and remember facts
- They are ground firmly in reality
- They are interested in peoples past, history and experiences
- They notice the actual and want to deal with it other than what could have been
- They operate on reality and do not tolerate nonsense
- They seldom make errors of facts
- They are accurate in observing details
- They enjoy using already acquired skill more than learning new ones

## **Intuitive type**

- They find great appeal in metaphors and enjoy vivid imagery
- They often daydream, enjoy fantasy and fiction
- They act as if they are extraterrestrial travelers engaged in exploration beyond realities of the present and past lives.
- The possible is always in front of them, pulling on his imagination like a magnet. The future holds an attraction for the intuitive which the past and the present do not.
- Their heads are always in the clouds
- They always live in anticipation thus experience a vague sense of dissatisfaction and restlessness
- They dislike doing the same thing repeatedly
- They enjoy learning new skills more than using them ie. They can be impractical
- They work with bursts of energy then with slacks in between
- They reach conclusions fast

## **Thinking type**

- They are individuals with an impersonal basis of choice.
- They are often confused with being 'heartless', 'stony hearted' 'have ice in their veins' or are 'cold' and can often be said to be unkind.
- They do not show emotions easily and are often uncomfortable working with people's feelings
- They may hurt the feelings of others without knowing it
- They like analysis and putting things into logical order.
- They can get along without harmony
- Sometimes they pay insufficient attention to peoples wishes to be treated fairly.
- They are able to reprimand people or fire them when necessary
- They are able to make objective judgments rather than personal judgments.
- They are objective and have cognitively provoking insight

## **Feeling Type**

- They are individuals with a personal basis of choice
- Their decisions are emotion laden
- They are soft hearted and unable to take a firm stand
- They are incapable of standing up in the face of opposition
- Too emotional
- They can be illogical, fuzzy thinkers
- They wear their hearts on their sleeves.

- They tend to be aware of other people's feelings
- They enjoy pleasing people even in unimportant things
- They love harmony
- Their decisions are influenced by their own or other people's likes and wishes
- They dislike telling people unpleasant, hurting or painful things
- They are more people oriented with a need for occasional praise
- They are able to empathize with others and deal with deep feelings

### **Judging type**

- They have a sense of urgency in making decisions
- They establish deadlines and take them seriously
- They plan their work and follow the plan while expecting others to do the same
- They may decide things too quickly
- May dislike interrupting the project they are on for a more urgent one
- They may not notice new things that need to be done
- Tend to be satisfied once they reach judgment about a person or an item
- They are decisive and organized
- They prefer closure on decisions rather than open options

### **Perceptive type**

- They are resistant in making a decision and wish that more information is obtained before making a decision.
- They don't mind leaving things open for alteration
- They look at deadlines as mere alarm clocks that buzz at a given time, can easily be turned off or ignored while one catches some extra rest
- They may start so many projects and have difficulty completing them
- They tend to be curious and welcome new light or insight concerning an item, situation or a person without their input
- They prefer to keep their options open
- They are spontaneous and flexible

### **Importance of understanding personality in self awareness**

It is important to note that no personality is superior to the other.

Understanding your personality in self awareness is important because it makes you accept yourself as you are and not feel inferior when others comment about some characteristics of your personality that they don't like. Accepting yourself makes you comfortable in your skin. Understanding personality reduces misunderstanding between people.