PERSONALITY TYPES CAN AFFECT CAREER CHOICE

by:
Reycor E. Sacdalan
Principal III, Hermosa National High School

If you can match your job personality type with your work environment, you can improve your success and satisfaction rate. If you are looking for a job or thinking about your future career, you can use a self-assessment tool where you can discover a career path that leads to happiness, productivity and success. This is helpful because your choices influence your performance. A person tends to excel in something that interests him. And to know this, you should know yourself. No one will know yourself better than you do. Holland 2018

It is observable that there are a lot of graduates today that are not pursuing their profession. It is normal to see nurses to hospitals, teachers to schools, business ads to offices, marketing to malls, accounting to banks and other business firms. But we met a graduate of nursing who is not in a hospital but working as a marketing director of one of the resorts and hotels in the Boracay Island. She found out that she is good in marketing and enjoys the job which is out of her degree course. A graduate of tourism currently employed in a travel and tours agency, and in a tourism office at Subic Bay Metropolitan Authority, Subic, Zambales, suddenly resigned from her job after so many years. She did this to study nursing because it is her dream and passion to help and serve the sick people.

Many graduates of education did not even try teaching but instead they enter the Philippine National Police [PNP]. There are bank tellers who also quit from their jobs and engage themselves to business, insurances, and other jobs. A Filipino teacher resigned and applied abroad as a teacher in Thailand. After sometime she left the academe and became a chef in the famous International Filipino Cuisine “Kamusta Po? Asian Culinary at its Best.” These are only a few instances that prove that their personality types do not jibe with their jobs, and that work environment contributes a huge factor towards job satisfaction.
In the article “6 Job Personality and Work Environment Types,” JD states that “birds of a feather, flock together,” This means that people with the same personality type tend to enjoy working with each other. Artistic type of people would enjoy working with other artists. And so, this is the same with other personality types as well.

Stephen R. Robbins in his book, “The Truth About Managing People . . . And Nothing But the Truth,” writes about the six job personalities and work environment types based on Holland. According to him, evidence indicates that employee satisfaction is highest and turnover is lowest when personality and occupation are in agreement, social individuals, for instance, should be in social jobs, conventional people in conventional jobs, and so forth.

People are happier and most productive when they are placed into jobs that match their personality, a theory developed from The Holland Codes [Kaitlan Whitteberry]. There are six job personalities and work environment types based on Holland. These are: Realistic, Investigative, Artistic, Social, Enterprising and Conventional.

Holland Model:

- Realistic- practical, physical, concrete, hands-on, machine and tool oriented
- Investigative- analytical, intellectual, scientific, explorative, thinker
- Artistic- creative, original, independent, chaotic, inventive, media, graphic and text
- Social- cooperative, supporting, helping, healing/nurturing, teaching
- Enterprising- competitive environments, leadership, persuading, status
- Conventional- detail-oriented, organizing, clerical

The theory classifies people into their respective category by evaluating how a person approaches life situations. People are happy working with the same personality types because
they have the same views, aspirations, goals, dreams and insights. They work as a team, building healthy relationships and environments.

People act and feel more effective in an environment that supports their job personality. On the other hand, no one will be much happier working and serving people whom they do not agree with. If you are that happy and contented with what you are doing, the end results will vary. This could lead to better growth, development and progress of an individual. This is the fuel that keeps him alive in attaining his goals and counting on to be successful in his chosen career.

References:

Holland, J.L., Holland Codes Career Test/ A Free RIASEC Jobs Interest Inventory https://www.truity.com/test/Holland-code-career-test