

Personality and Career

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Abstract

Research has long shown the link between a person's career choice and personality type. There is an ever-expanding body of knowledge on how various personality types affect dispositions and job choices. According to a study, choosing a job is influenced by one's personality type, which affects the length of time they spend in that career and the degree of enjoyment they feel in that work. This research underlines the importance of the academic process in determining and using one's personality type to find an acceptable career. An additional objective is to examine the results of previous research and explain how various types of personalities influence people's work decisions.

Introduction

Careers must be reimagined to stay pace with today's fast-paced work environment. In recent decades, many theories have emerged, all with similar assumptions and ideologies. Despite all of the hard work that has been done, it may be not easy to keep up with all the many possibilities that have emerged. First, career practitioners need to figure out how the various theories fit together, how they overlap, and how they differ. They need to figure out which terms are synonymous and which theories address the same aspect of career development before determining how the theories can be of value to their clients. I contend that this model may serve as a beginning point for a well-organized approach to career practice, and I will explain why in the following sections. The model doesn't aim to be normative or descriptive when it comes to career thinking. Instead, it aims to depict the implicit or explicit assumptions that drive the ideas and notions that are presently common. The model's five pieces are described in great depth in later sections. However, the separate components section above explains that the bits continually interweave and change rather than sequentially. Although the model does not reflect the career development process, it is a good starting point. To put this career thinking into action, one must possess the necessary competencies (such as those related to transitions and management of one's career). While certain hypotheses have been stated throughout, there are many more that have not been included in this paper. I hope that when this article has been published as a starting point for debate, any important characteristics that have been neglected or misinterpreted will be included, or the model will be changed.

Theoretical Framework

This study was based on John Holland's career development personality type hypothesis. A person's career objectives should be matched with their personality traits. According to

Holland, individuals who find a job that fits their personality are more likely to like it and stay in it longer than those who work in jobs that are not a good match for their personality. Holland believes that six basic personality types must be addressed when matching an individual's psychological makeup to a career. The three prepositions of Holland's theory of behaviour are personality types, work environments, and personality-environment interactions. According to Holland, individuals and situations may be categorized into many personality types. According to Holland's theory, there are six distinct types of people and work environments: Inquisitive, creative, social, enterprising, and traditional are only a few of the traits that make a person a true artist (RIASEC)

1) Realistic in outlook.

Someone who thrives in a work environment with well-defined rules and customs, such as construction, is this kind. On the other hand, realists are uncomfortable in social settings that call for the speaker to demonstrate interpersonal skills, expressive ability, and emotional sensitivity. Engineers, machine operators, mechanics, farmers, and truck drivers are just a few examples of jobs that might fit Holland's realistic kind.

2) Investigative.

This company's employees are analytical by nature, and they get a kick out of drawing conclusions based on data collected systematically and objectively. They prefer to ruminate over actual action. Repetitive and routine work are less appealing to this set of people than to the rest of the population. Investigative professions include those in the medical area and those in the fields of biology and social sciences, technical writing, and meteorology.

3) Those who are imaginative.

When given the opportunity, individuals thrive when given the freedom to express themselves and be imaginative. As a general rule, these individuals like to avoid interacting with other people. These people are acutely attuned to the subtle nuances of their innermost feelings, thoughts and ideas. People in this age range tend to dislike structured, formulaic activities. There are many different types of artists that fall under this category.

4) Social type.

This kind is mostly concerned with human connections and interactions with others. Communication and interpersonal ties among members of this group are well-versed. Beings of this kind are aware of people's desires, feelings, and other aspects of human behaviour (Katic., et al, 2018). Non-human activities (such as working with machines and tools) are more likely to be avoided than other activities. Teachers, social workers, counsellors, nurses, and those in the "people" professions are more likely to succeed in their employment.

5) Enterprising type.

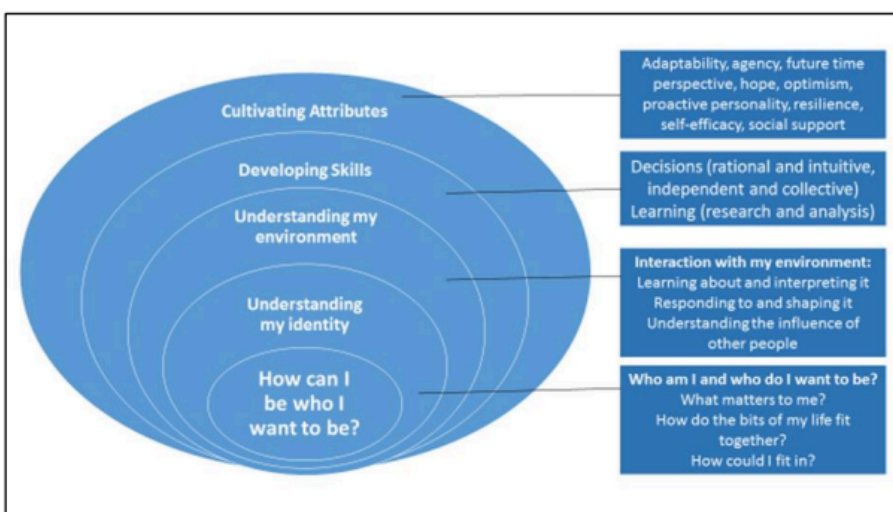
These folks use their linguistic powers to influence others, control others, and convince people to support a cause or purchase a product. Such a person takes great delight in planning and organizing the activities of others as well as the available resources to meet certain objectives. People in sales, management, and politics all have entrepreneurial characteristics.

6) The conventional type.

These people are most at ease in surroundings with a clear structure and are known in advance. Tasks that need a lot of repetition and regularity are more appealing to them than those

that don't. A wide range of occupations fit under the umbrella of this sort of labour. Holland claims that people are more prone to search for work settings where they may put their personality traits into action when choosing a professional path. When it comes to finding a job, a realistic type is likely to be most at ease in a workplace that reflects their personality features; therefore, they'll be more inclined to look for a job that fits these attributes. Three prepositions later, Holland asserts that behaviour results from interactions between people's various personality types and their surrounding environment. The Person-Environment (P-E) interaction model is based on Holland's theory of human development and describes how a person's environment affects their development. According to research, people who work in an environment that fits their personality type are more likely to be both successful and pleased. Coworkers with comparable personality types may design a workplace that meets their specific requirements (İspir, et al, 2019). Working on a project with a team of creatives may create an environment that fosters and rewards creative thought and behaviour.

Figure 1: A meta-theoretical framework for career practitioners



Overarching Question

A key part of professional practice is the model's foundation. The model revolves around it as well. "How can I become the person I want to be?" is a fundamental issue for practitioners. It's an open-ended question without specific reference to a job title or other descriptors. A career or job may not be the answer to this overarching question, even though career theory is predicated on the assumption that a career or job can lead to self-actualization or can enable one to achieve self-actualization in another arena, for example, by providing the necessary funds or by enabling the individual to pursue one's interests. A reluctance to separate one's personal and professional lives is also a part of this general difficulty. Like the "holistic" philosophy, which is defined as a feeling of wholeness in spiritual career theories, this is suggestive of life design and narrative methodologies. Occupational literature has also examined how individuals mix their professional and personal identities. Consistency in this area is also critical. According to studies, a person-environment fit based on an identity match (rather than the professional interests that were essential to Holland's 1997 trait and factor theory) has a major influence on work satisfaction.

Understanding Identity

Much of today's professional thought is based on the notion of identity. Because Super introduced the self-concept idea to the profession in 1963, it has become an important part of career theories. To answer the question, 'How can I be who I want to be?' at the heart of career planning, people must first create a comprehensive grasp of their current and desired identities. The first part of the model, 'What matters to me?' focuses on values and goals. People are urged to think about their lives and futures more holistically by the second question, which deals with the numerous aspects of life. An individual's gender, race, and sexual orientation are all crucial components of their identity in this situation. While separating the concepts of culture, race, and

ethnicity has proved challenging for career theorists, they all influence our social identities and the way we think about our professional lives. Racial identity and the impact of racial salience provide frameworks for studying the effects of race and ethnicity on human behaviour. This part might include the theory of career based on individual differences, such as theories of personality and professional interests (or those based on the combination of these three factors). An individual's life may be examined for possible conflicts or synergies due to being asked to consider all of the many parts of one's existence.

This might include balancing the demands of motherhood with one's professional obligations or finding a way to reconcile one's aspirations with those of their community. If this is the case, the individual may be urged to think about the potential benefits of finding work, such as financial security, personal satisfaction, or the ability to give back to the community. Our social identity is developed through our likeness to other individuals. Group identity is a way of describing the qualities and experiences we share with others in a group. It reflects how we consider ourselves concerning society and how we imagine society views us, too. How may I fit in? Encourages people to examine their own identities in the context of the many groups with which they might identify. In addition to professional identity and life design theories, ideas of prospective selves and role identity are pertinent to the subject of social identity. Applying cultural and cross-cultural psychology to career theory gives a chance to investigate this feature of cultural identification in more depth. Social, cultural, and economic factors impact people's development, and this may be studied using a developmental-contextual approach. In a collectivist culture, personal identity and communal identity are inextricably linked to choosing a career path. It is important to consider group and individual identity while answering the

question, "How can I be who I want to be?" Career choices may be decided more in line with family or cultural ambitions than with the person's self-concept.

Understanding my environment

Second, individuals must grasp the concept of an environment that is fluid, linked, and purposefully constructed if they are to be successful. Get to know and understand your local surroundings before moving on to the next step in your life. Here, the concept of "environment" encompasses various ideas and concepts, including the workplace, the options available, and the paths one might take to get there. As a result of participating in this process, participants are expected to understand how the world works, a better understanding of different types of currency, and a greater appreciation for the fluid nature of our environment and the impact and opportunities presented by chance events. Individuals and their environments have a dynamic interaction, concentrating on how the environment impacts the person and how the individual may change their environment. The third component focuses on the interplay between a person and their immediate surroundings. Hodkinson and Sparkes' careership theory puts the interaction between people and their surroundings at the heart of their decision-making regarding their professional path. Other people have a significant impact on our lives and the circumstances we find ourselves in. Traditional career theories stress the need for independent thinking and decision-making. In contrast, more contemporary models acknowledge the inevitable impact on others and the benefits that may arise. Theories explored include various relationships, including family and friends, role models, and parenting.

Developing skills

To control their professional development, people need to know how to study effectively. Theories may include research (gathering of information) and data analysis into formulations (making sense of the information). Both one's self (such as Kelly's construct theory) and one's surroundings may benefit from theories that include the concept of social learning. Many key learning components may be included in a learner-centred framework for career development, and Bloom's taxonomy provides the basis for this framework. Taking charge of one's destiny has long been a cornerstone of career development theory. When it comes to making decisions in the workplace, traditional career models suggest that reasoning is the most successful strategy. In recent research, it has been shown that many people make their career decisions based on a combination of their emotions and their thoughts. According to the study, a combination of logical and intuitive strategies may be the most effective strategy for long-term success in the workplace. Researchers have even gone so far as to claim that the intuitive decision-making system is more likely to surpass the conscious rational system for difficult choices like picking a job—earlier studies on decision-making support this conclusion. As a consequence of this research, the concepts of collective decision-making and autonomous decision-making have been established that professional decisions should be made independently from an empirical and cultural viewpoint.

Developing attributes

Personal attributes that may help an individual establish and achieve their professional goals are outlined at this point. Research shows that a person's capacity to make professional decisions and move forward in the job hunt is all influenced by their level of confidence in their abilities and outlook on the future and the support they get from others. Motivating oneself and being happy are closely linked in many psychological theories.

Personality Influences Career Choice

Vocation is an important factor in whether or not one is successful in life and how successful one may be. Almost every element of a person's life changes as they mature and the effects of those changes may be seen in their professional careers. However, job choice is a continuing human development process that occurs throughout a person's life, rather than just one significant decision. Despite their efforts, most people fail to attain success or like their work, even though they put in a lot of time and energy. This leads individuals to see their job as a burden, making it difficult to enjoy it (Preston & Salim, 2019). No matter how beneficial it is to develop a person's character in a classroom, it cannot be the only determinant of their professional success. Current understanding suggests that an individual's personality type may have a considerable role in their choice of job and the individual's potential for fulfilment and enjoyment in that sector if appropriately guided in an academic atmosphere.

There has been a significant amount of research done in recent years to examine the link between people's uniqueness and their career choices. According to a study looking at the relationship between undergraduate students' personality types and career goals, people's personality types alter depending on their competencies and skills in different activities. Those who lack occupational identity are more prone to choose professional choices that conflict with their personality type, resulting in repeated employment shifts and dissatisfaction. This reasoning is true and supports the premise of this research.

Conclusion

More effective career practices are anticipated due to career theories, making it possible to support a wider range of customers. Our collective understanding of career development and

decision making has advanced in so many directions, at such a high level and under the influence of so many different theoretical approaches that, as a body of work, it has grown too vast and amorphous to be easily grasped and translated into practice. Despite this, a meta-theoretical model of career theories is provided in other publications. My objective is to give practitioners a basis for theory-driven and evidence-based decision-making by presenting the most current information in the field in a way that is both comprehensive and approachable. A meta-theoretical framework for career practitioners and practice, in general, may be developed from the model presented here, but it is not a finished product.

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