

Entrepreneurial Skills

Unit: Career Exploration Skills

Problem Area: Entrepreneurship in Family and Consumer Sciences

Lesson: Entrepreneurial Skills

■ **Student Learning Objectives.** Instruction in this lesson should result in students achieving the following objectives:

- 1 Identify people with entrepreneurial personalities through personality tests used to determine traits.**
- 2 Compare and contrast traits identified in personality tests to entrepreneurial skills.**
- 3 Describe the skills and traits needed to be an entrepreneur.**

■ **Resources.** The following resources may be useful in teaching this lesson:

“The Big Five Personality Test,” *outofservice.com*. Accessed April 17, 2010. <<http://www.outofservice.com/bigfive/>>.

“Five Personality Traits of an Entrepreneur,” *Bill Bither’s Insights*. Accessed April 17, 2010. <<http://www.atalasoft.com/cs/blogs/billbither/archive/2006/01/03/inception-of-a.aspx>>.

“Introduction to the Cognitive Style Inventory,” *PersonalityPathways*. Accessed April 17, 2010. <http://www.personalitypathways.com/type_inventory.html>.

Nelson, Brett. “Are You a Born Entrepreneur?,” *Forbes.com*. Accessed April 17, 2010. <http://www.forbes.com/2005/11/15/entrepreneur-personality-quiz_cx_bn_1116quiz.html>.



“Personality and Careers,” *The Myers & Briggs Foundation*. Accessed April 17, 2010. <<http://www.myersbriggs.org/type-use-for-everyday-life/personality-and-careers/>>.

Reinhold, Ross, and Danielle Poirier. “Myers-Briggs Personality Types,” *PersonalityPathways*. Accessed April 17, 2010. <http://www.personalitypathways.com/type_inventory2.html>.

“Type A Personality Test,” *Discovery Health*. Accessed April 17, 2010. <http://discoveryhealth.queendom.com/type_a_personality_access.html>.

Zahorsky, Darrell. “The Nine Personality Types of Entrepreneurs,” *About.com: Small Business Information*. Accessed April 17, 2010. <<http://www.sbinformation.about.com/cs/development/a/personality.htm?p=1>>.

■ **Equipment, Tools, Supplies, and Facilities**

- ✓ Overhead or PowerPoint projector
- ✓ Visual(s) from accompanying master(s)
- ✓ Copies of sample test, lab sheet(s), and/or other items designed for duplication
- ✓ Materials listed on duplicated items
- ✓ Computers with printers and Internet access
- ✓ Classroom resource and reference materials

■ **Key Terms.** The following terms are presented in this lesson (shown in bold italics):

- ▶ Big Five Personality Test
- ▶ charismatic
- ▶ Cognitive Style Inventory
- ▶ conscientious
- ▶ entrepreneur
- ▶ extraverted
- ▶ introverted
- ▶ Myers-Briggs Type Indicator (MBTI)
- ▶ nature
- ▶ neuroticism
- ▶ nurture
- ▶ Type A personality
- ▶ Type B personality

- **Interest Approach.** Use an interest approach that will prepare the students for the lesson. Teachers often develop approaches for their unique class and student situations. A possible approach is included here.

Use a computer projector to display the quiz at http://www.forbes.com/2005/11/15/entrepreneur-personality-quiz_cx_bn_1116quiz.html.

This quiz was designed for people in the business world who are thinking about becoming entrepreneurs, so some of the concepts may need clarification.

As a large group, facilitate students' selections between each set of two options for the 30 questions. In the quiz, the top option is currently selected and may be changed. Tell the students the quiz measures five personality aspects:

- ◆ Openness to experiences
- ◆ Conscientiousness
- ◆ Extroversion
- ◆ Agreeableness
- ◆ Neuroticism

Then have the students take the quiz individually.

CONTENT SUMMARY AND TEACHING STRATEGIES

Objective 1: Identify people with entrepreneurial personalities through personality tests used to determine traits.

Anticipated Problem: What type of person has natural entrepreneurial skills?

- I. Personality tests
 - A. Personality tests analyze and identify traits that may help a person succeed as an **entrepreneur** (a person who is self-employed in a new business; a business risk-taker). The Type A and B personality test identifies two personality types:
 1. The **Type A personality** is an aggressive and driven personality.
 2. The **Type B personality** is a relaxed and friendly personality.

- B. **Big Five Personality Test**, often called the OCEAN model, analyzes five areas of personality by rating the areas as strongly agree, agree, neither disagree nor agree, disagree, and strongly disagree.
1. O: This measures openness and determines if a person is closed-minded or open to new experiences.
 2. C: This measures conscientiousness; it compares disorganized and **conscientious** (thorough and diligent in regard to task completion; has a sense of right and wrong) traits.
 3. E: This measures extraversion and looks at traits of being **introverted** (directed inward toward thoughts, interests, ideas, and imagination) or **extraverted** (directed toward the outer world of activities).
 4. A: This measures agreeableness. It determines if a person is disagreeable or agreeable.
 5. N: This measures **neuroticism** (overanxious; obsessive about everyday things; characterized by depression and anxiety) and determines if a person is calm and relaxed or neurotic.
- C. The online **Cognitive Style Inventory**, a personality inventory by Ross Reinhold, is an introduction to personality types in the Myers-Briggs Type Indicator.
1. In the inventory, all answers are equally correct.
 2. Each of the four questions has two sections: a general description and a list of statements.
 3. The Cognitive Style Inventory allows a person to determine the “Four Letter Types” of personality by comparing answers to the questions.
 4. When a person has difficulty selecting between two differing statements, the author suggests he or she remember personality traits between the ages of 3 and 12.
- D. Myers-Briggs Type Indicator
1. The **Myers-Briggs Type Indicator** (MBTI) was developed by Isabel Briggs Myers and her mother Katharine Cook Briggs and organizes 16 personality types by common traits. The MBTI was first used by the U.S. Army to determine appropriate duties for new recruits.
 2. The patterns developed by organizing these common traits are found in the Cognitive Style Inventory or the Myers-Briggs Type Indicator. The 16 personality types are related to combinations of four-letter types (e.g., The ENTJ personality is **Extraverted, Intuitive, Thinking, and Judgmental**).

Teaching Strategy: Use VM–A, VM–B, and VM–C for discussion purposes. You may want to have students work in small groups to read about (online) and to discuss the MBTI. Ask them to spend 10 minutes writing (individually) about their personalities. They can later use this information as a comparison after taking the MBTI and learning their personality types.

Objective 2: Compare and contrast traits identified in personality tests to entrepreneurial skills.

Anticipated Problem: What entrepreneurial skill information can be found by analyzing personality test data?

II. Entrepreneurial skills

- A. The Type A and B personality test identifies the behavior and traits of a person. Many people are a combination of both types.
 - 1. Type A personality traits are a good fit for an entrepreneur. Generally, these people:
 - a. Are motivated by success and monetary gain
 - b. Accomplish many tasks and are often in a leadership position
 - c. Are more likely to suffer from heart disease
 - d. Find it difficult to achieve all of their goals
 - 2. Type B personalities are more flexible and are good team members. They are:
 - a. Motivated by feelings
 - b. More positive and trusting of others
- B. The Big Five Personality Test, or the OCEAN model, ranks a person's results in percentiles.
 - 1. O: Openness to experience questions help identify a person's level of creativity and intellect.
 - a. A high score indicates very original and creative thoughts.
 - b. A low score indicates conformity and the use of traditional values.
 - 2. C: Conscientiousness compares organizational skills.
 - a. A high score indicates the person is well organized and self-disciplined.
 - b. A low score indicates the person may be unreliable and disorganized.
 - 3. E: Extraversion compares social and reserved traits.
 - a. A high score indicates that the person is very friendly and outgoing—traits of an extraverted personality.
 - b. A low score indicates the person is quiet and restrained—traits of an introverted personality.
 - 4. A: Agreeableness compares friendliness and a willingness to comply. Even though entrepreneurs must be friendly, they need lower scores in this area to keep a critical and impartial view of business situations.
 - a. A high score indicates a friendly, forgiving, and polite personality.
 - b. A low score indicates the person is a critical judge and may have rigid opinions.
 - 5. N: Neuroticism compares anxiety levels in the individual's personality. Entrepreneurs would score high in this area.
 - a. A high score indicates a person is high-strung, worried, or obsessive.

- b. A low score indicates a person is calm, relaxed, and stress free.
- C. The Cognitive Style Inventory is an introduction to personality styles.
 - 1. The author suggests that in the teenage years, adult learning begins to adjust the core personality developed by nature and nurture.
 - a. Personality traits developed by **nature** are traits resulting from heredity or genetic influence.
 - b. Personality traits developed by **nurture** are traits that result from the environmental variations of care, education, and family relationships.
 - 2. Question 1 on the Cognitive Style Inventory examines a person's "most natural energy orientation."
 - 3. Question 2 on the Cognitive Style Inventory identifies the way in which a person sees and automatically organizes thoughts.
 - 4. Question 3 on the Cognitive Style Inventory identifies how judgments and decisions are naturally formed.
 - 5. Question 4 on the Cognitive Style Inventory identifies how a person takes action.
- D. Myers-Briggs Type Indicator
 - 1. The 16 personality types combine the letters from the Cognitive Style Inventory or the MBTI into 16 distinct personality types. Lab sheets would help students to identify the characteristics of each personality.
 - 2. Introverted personality types
 - a. Dominant, introverted, and intuition personality types
 - (1) INTJ = intuition, thinking, judging
 - (2) INFJ = intuition, feeling, judging
 - b. Dominant, introverted, and thinking personality types
 - (1) INTP = thinking, intuition, perceiving
 - (2) ISTP = sensing, thinking, perceiving
 - c. Dominant, introverted, and sensing personality types
 - (1) ISTJ = sensing, thinking, judging
 - (2) ISFJ = sensing, feeling, judging
 - d. Dominant, introverted, and feeling personality types
 - (1) INFP = intuition, feeling, perceiving
 - (2) ISFP = sensing, feeling, perceiving
 - 3. Extraverted personality types
 - a. Dominant, extraverted, and intuition personality types
 - (1) ENTP = intuition, thinking, perceiving
 - (2) ENFP = intuition, feeling, perceiving
 - b. Dominant, extraverted, and thinking personality types
 - (1) ENTJ = intuition, thinking, judging
 - (2) ESTJ = sensing, thinking, judging

- c. Dominant, extraverted, and sensing personality types
 - (1) ESTP = sensing, thinking, perceiving
 - (2) ESFP = sensing, feeling, perceiving
 - d. Dominant, extraverted, and feeling personality types
 - (1) ENFJ = intuition, feeling, judging
 - (2) ESFJ = sensing, feeling, judging
4. If a person knows his or her personality type, it can help with career planning.
- a. Selection of a work environment could match the introverted or extraverted area of the individual's personality.
 - b. His or her personality type may help determine the choices of courses in high school and majors in college to help meet personal career goals.
 - c. Entrepreneurs may be more successful if they are from the personality type "Dominant Extraverted Intuition" or "Dominant Extraverted Thinking."

Teaching Strategy: Use VM–D to discuss behavior traits of Type A and B personalities and VM–E to interpret the Big Five Personality Test. Use VM–F to discuss nature vs. nurture in personality development. Use VM–G through VM–J to help students interpret the results of each Cognitive Style Inventory question. Use VM–K to discuss the 16 personality types of the MBTI. Assign LS–A and LS–B.

Objective 3: Describe the skills and traits needed to be an entrepreneur.

Anticipated Problem: What are the skills and traits of an entrepreneur?

III. Skills and traits of a successful entrepreneur

- A. Entrepreneur
 - 1. Entrepreneur is a French word that means "a person who undertakes an endeavor."
 - 2. An entrepreneur is someone who wants to improve items or processes. This is commonly referred to as "building a better mouse trap."
- B. Traits of a successful entrepreneur
 - 1. Willing to take risks
 - 2. Highly motivated
 - 3. Self-disciplined (almost to an obsession)
 - 4. Often **charismatic** (able to influence people to support or finance the endeavor)
 - 5. Creative
- C. Skills of a successful entrepreneur
 - 1. An understanding of finance
 - 2. Computer skills
 - 3. Detailed knowledge of the entrepreneurial enterprise

4. A “people person”
5. Good communication skills

Teaching Strategy: Use VM–L to facilitate a discussion of 10 skills and traits needed to be a successful entrepreneur. Ask the class for examples of some successful entrepreneurs. Give them time to use the Internet if they cannot think of any examples. Discuss why they think these people succeeded.

- **Review/Summary.** Use the student learning objectives to summarize the lesson. Have students explain the content associated with each objective. Student responses can be used in determining which objectives need to be reviewed or taught from a different angle.
- **Application.** Use the included visual master(s) and lab sheet(s) to apply the information presented in the lesson.
- **Evaluation.** Evaluation should focus on student achievement of the objectives for the lesson. Various techniques can be used, such as student performance on the application activities. A sample written test is provided.

■ Answers to Sample Test:

Part One: Matching

1. c
2. a
3. f
4. e
5. b
6. d
7. g
8. h

Part Two: Short Answer

1. The five traits assessed by the Big Five Personality Test are:
 - a. O = Openness
 - b. C = Conscientiousness
 - c. E = Extraversion
 - d. A = Agreeableness
 - e. N = Neuroticism
2. The names of the eight personality traits in the Cognitive Style Inventory relating to the following letters are:
 - a. E = Extraverted

- b. F = Feelings
- c. I = Introversion
- d. J = Judging
- e. N = Intuitive
- f. P = Perceiving
- g. S = Sensing
- h. T = Thinking

Part Three: True/False

- 1. T
- 2. F
- 3. T
- 4. T
- 5. F
- 6. T
- 7. F
- 8. T
- 9. F
- 10. T

Entrepreneurial Skills

► **Part One: Matching**

Instructions: Match the term with the correct definition.

- | | |
|------------------|----------------|
| a. charismatic | e. introverted |
| b. conscientious | f. nature |
| c. entrepreneur | g. neuroticism |
| d. extraverted | h. nurture |

- _____ 1. A person who is self-employed in a new business
- _____ 2. Able to influence people to support or finance the endeavor
- _____ 3. Traits resulting from heredity or genetic influence
- _____ 4. Directed inward toward thoughts, interests, ideas, and imagination
- _____ 5. Thorough and diligent in regard to task completion
- _____ 6. Directed toward the outer world of activities
- _____ 7. Overanxious; obsessive about everyday things
- _____ 8. Traits that result from the environmental variations of care, education, and family relationships

► **Part Two: Short Answer**

Instructions: Answer the following.

- 1. Name the five personality traits related to the Big Five Personality Test.



2. Identify the name of the eight personality traits in the Cognitive Style Inventory relating to the following letters:

a. E = _____

b. F = _____

c. I = _____

d. J = _____

e. N = _____

f. P = _____

g. S = _____

h. T = _____

► **Part Three: True/False**

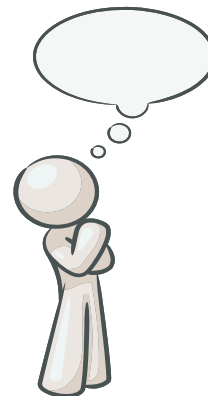
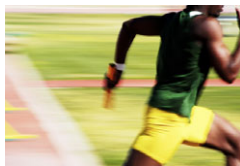
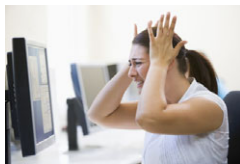
Instructions: Write T for true or F for false.

- ____ 1. A successful entrepreneur has an understanding of finance, computer skills, and detailed knowledge of the entrepreneurial enterprise.
- ____ 2. The Big Five Personality Test is an introduction to personality types in the Myers-Briggs Type Indicator test.
- ____ 3. When it is difficult to select between two differing statements in a personality test, it is wise to respond as you would have between the ages of 3 and 12.
- ____ 4. An entrepreneur is highly motivated and self-disciplined almost to an obsession.
- ____ 5. Entrepreneurs are more successful if they are introverted.
- ____ 6. An entrepreneur is willing to take risks.
- ____ 7. Sixteen personality types combine the letters from the OCEAN model or the MBTI into 16 distinct personality types.
- ____ 8. An entrepreneur is someone who wants to improve items or processes.
- ____ 9. The Type A personality is relaxed and friendly.
- ____ 10. The Type A personality is aggressive and driven.

TYPE A OR TYPE B PERSONALITY?

The Type A and B personality test identifies two personality types:

- ◆ The Type A personality is more aggressive and driven.
- ◆ The Type B personality is more relaxed and friendly.



Which pictures show a Type A personality?

Which pictures show a Type B personality?

TEACHER INFORMATION SHEET

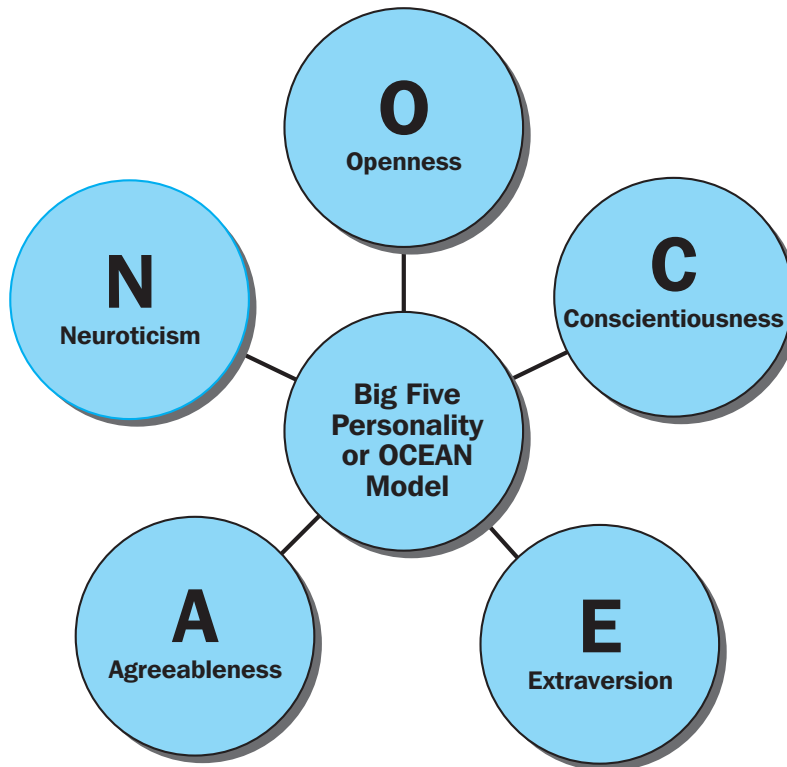
Type A or Type B Personality?

1. Discuss how many people have a combination of both personality types.
2. The following pictures represent a Type A personality:
 - a. The frustrated women at the computer
 - b. The angry little boy
 - c. The runner
 - d. The magnifying glass with the question mark
3. The following pictures represent a Type B personality:
 - a. The smiling man
 - b. The boy taking it easy
 - c. The worker in thought over a project
 - d. The design mascot with the thought bubble

BIG FIVE PERSONALITY TEST

OCEAN

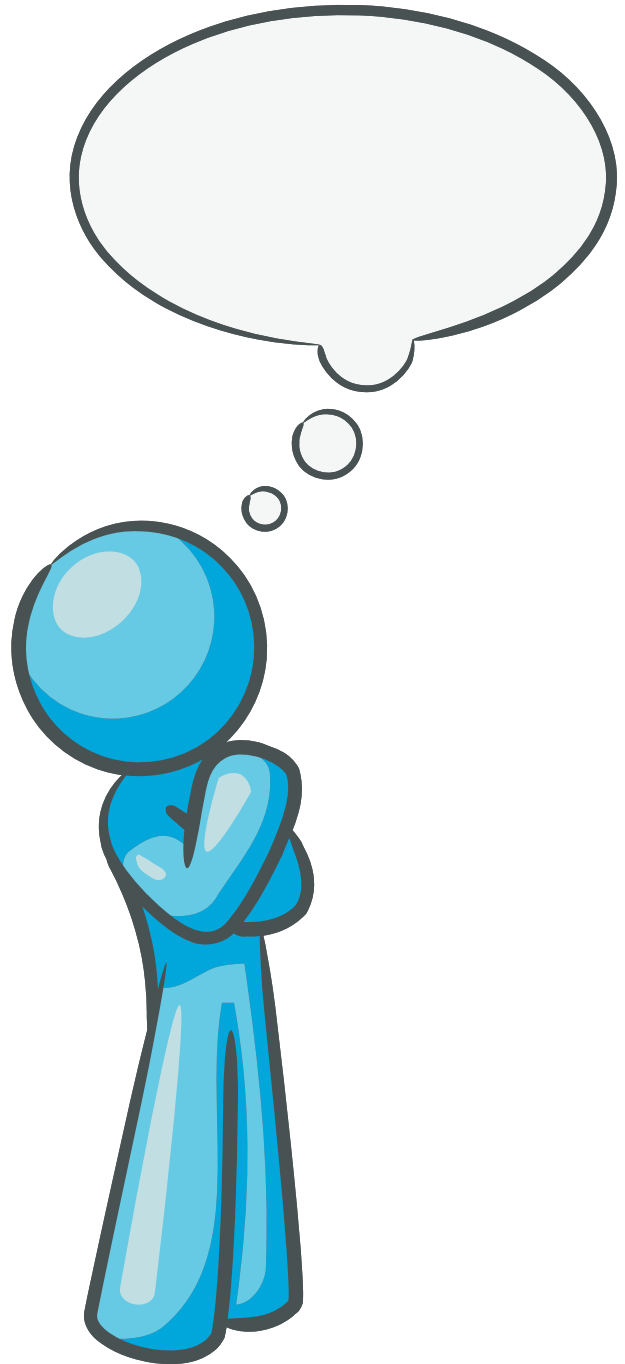
It analyzes five areas of personality by using a rating scale of strongly agree, agree, neither disagree nor agree, disagree, and strongly disagree.



OVERVIEW—CSI AND MBTI PERSONALITY INVENTORIES

CSI: Cognitive Style Inventory

The online Cognitive Style Inventory, by Ross Reinhold, is an introduction to personality types in the Myers-Briggs Type Indicator (MBTI) test. The Cognitive Style Inventory allows a person to determine the “Four Letter Types” of personality by comparing answers to the questions. When a person has difficulty selecting between two differing statements, the author suggests remembering how he or she behaved between the ages of 3 and 12.



MBTI: Myers-Briggs Type Indicator

The 16 personality types organize the common traits found in the Cognitive Style Inventory and the Myers-Briggs Type Indicator. Isabel Briggs Myers and her mother Katharine Cook Briggs developed the MBTI for the U.S. Army to determine appropriate duties for new recruits. The patterns developed by organizing these common traits are found in the Cognitive Style Inventory or the Myers-Briggs Type Indicator. The 16 personality types are related to combinations of four-letter types (e.g., The ENTJ personality is **E**xtraverted, **I**ntuitive, **T**hinking, and **J**udgmental).



BEHAVIOR TRAITS OF TYPE A AND TYPE B PERSONALITIES

Many people are a combination of both Type A and Type B.

Type A Personality	Type B Personality
Best fit for an entrepreneur	Flexible and good team members
Motivated by success and monetary gain	Motivated by feelings
Complete many tasks; often in a leadership position	Positive outlook
Likely to suffer from heart disease since they find it difficult to achieve all of their goals	Trusting of others



INTERPRET THE BIG FIVE PERSONALITY TEST: OCEAN MODEL

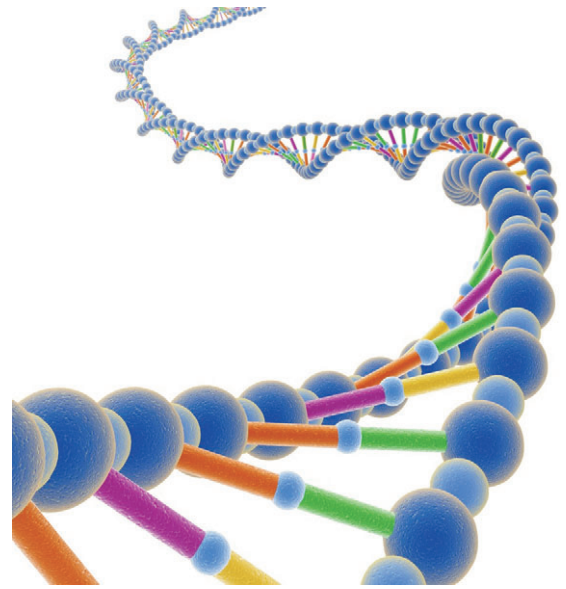
Ranks individual results in percentiles.

O	Openness to experience questions helps identify a person's creativity and intellect. Entrepreneurs would score high in openness.	High scores indicate very original and creative thoughts.	Low scores indicate more conformity and use of traditional values.
C	Conscientious questions compare organizational skills. Entrepreneurs need a high score in conscientiousness.	High scores indicate well-organized and self-disciplined individuals.	Low scores indicate unreliability and traits of disorganization.
E	Extraversion questions compare social and reserved traits. Entrepreneurs need a high score in this area.	High scores indicate a very friendly and outgoing person (an extraverted personality).	Low scores indicate a person who prefers quiet and restraint (an introverted personality).
A	Agreeableness questions compare friendliness and a willingness to comply. Even though entrepreneurs must be friendly, they need lower scores in this area to keep a critical view of business situations.	High scores indicate a friendly, forgiving, and polite personality.	Low scores indicate critical judgment and rigid opinions.
N	Neuroticism questions compare anxiety levels in a person's personality. Entrepreneurs need a high score.	High scores indicate a high-strung, worried, obsessive personality.	Low scores indicate a calm, relaxed, and more stress-free personality.

NATURE VS. NURTURE IN PERSONALITY DEVELOPMENT

Ross Reinhold suggests that in the teenage years adult learning begins to adjust the core personality developed by nature and nurture.

- ◆ Nature: Personality traits developed by nature identify how heredity or genetic influences affect personality.
- ◆ Nurture: Personality traits developed by nurture identify how the environmental variations of care, education, and family relationships impact personality.



INTERPRETING THE CSI— NATURAL ENERGY ORIENTATION

Quotes are by Ross Reinhold.

Question 1:

What is your most natural energy orientation?

“Every person has two faces. One is directed toward the OUTER world of activities, excitements, people, and things.” This is related to extraverted personality traits and uses the letter **E**.

“The other is directed inward to the INNER world of thoughts, interests, ideas, and imagination.” This is related to introversion personality traits and uses the letter **I**.



INTERPRETING THE CSI— HOW ONE SEES AND AUTOMATICALLY ORGANIZES THOUGHTS

Quotes are by Ross Reinhold.

<p>Question 2: How do you see and automatically organize thoughts?</p>	<p>“The sensing side of our brain notices ... details of the present. It categorizes, organizes, records, and stores the specifics... It is reality-based... It also provides the specific details of memory and recollections from past events.” This type is identified by the letter S.</p>	<p>“The iNtuitive side of our brain seeks to understand, interpret, and form overall patterns of all the information that is collected and records relationships. It speculates on possibilities, including looking into and forecasting the future.” This type is identified by the letter N.</p>
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INTERPRETING THE CSI— HOW DECISIONS ARE NATURALLY FORMED

Quotes are by Ross Reinhold.

<p>Question 3: How are judgments and decisions formed naturally?</p>	<p>“The thinking side of our brain analyzes information in a detached, objective fashion. It operates from factual principles, deduces, and forms conclusions systematically.” This personality trait uses logic and is identified by the letter T.</p>	<p>“The feeling side of our brain forms conclusions in an attached and somewhat global manner, based on likes/dislikes, impact on others, and human and aesthetic values.” This personality trait uses personal feelings and is identified by the letter F.</p>
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INTERPRETING THE CSI— HOW ACTION IS TAKEN

Quotes are by Ross Reinhold.

<p>Question 4: How do you take action?</p>	<p>“A judging style approaches the outside world with a plan and is oriented toward organizing surroundings, being prepared, making decisions, and reaching closure and completion.” This is identified by the letter J.</p>	<p>“A perceiving style takes the outside world as it comes and is adopting and adapting, flexible, open-ended, and receptive to new opportunities and changing game plans.” This is identified by the letter P.</p>
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MBTI—SIXTEEN PERSONALITY TYPES

The 16 personality types combine the letters from the Cognitive Style Inventory or the MBTI into 16 distinct personality types.

◆ **Introverted Personality Types**

■ **Dominant Introverted Intuition Personality Types**

- INTJ = intuition, thinking, judging
- INFJ = intuition, feeling, judging

■ **Dominant Introverted Thinking Personality Types**

- INTP = thinking, intuition, perceiving
- ISTP = sensing, thinking, perceiving

■ **Dominant Introverted Sensing Personality Types**

- ISTJ = sensing, thinking, judging
- ISFJ = sensing, feeling, judging

■ **Dominant Introverted Feeling Personality Types**

- INFP = intuition, feelings, perceiving
- ISFP = sensing, feeling, perceiving



◆ Extraverted Personality Types

■ Dominant Extraverted Intuition Personality Types

- ENTP = intuition, thinking, perceiving
- ENFP = intuition, feeling, perceiving

■ Dominant Extraverted Thinking Personality Types

- ENTJ = intuition, thinking, judging
- ESTJ = sensing, thinking, judging

■ Dominant Extraverted Sensing Personality Types

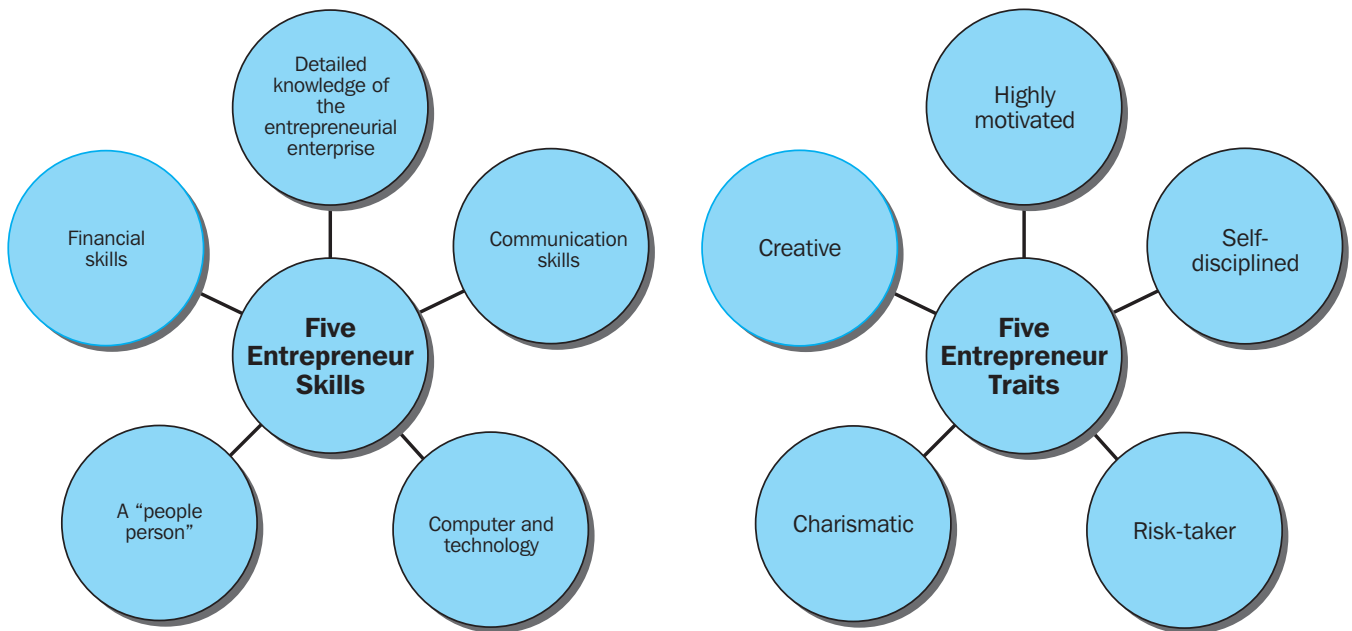
- ESTP = sensing, thinking, perceiving
- ESFP = sensing, feeling, perceiving

■ Dominant Extraverted Feeling Personality Types

- ENFJ = intuition, feeling, judging
- ESFJ = sensing, feeling, judging

Knowing your personality type can help with career planning.

FIVE SKILLS OF A SUCCESSFUL ENTREPRENEUR



Do you have the skills and traits to be an entrepreneur?

Personality Tests

Purpose

The purpose of this activity is to take several online personality inventories to determine how your personality traits match those of an entrepreneur.

Objectives

1. Identify the responses that best fit your personality on several personality inventories.
2. Compare and contrast your personality inventory results with those of an entrepreneur.

Materials

- ◆ lab sheet
- ◆ paper
- ◆ writing utensil

Procedure

1. Individually take the following personality tests online:
 - a. Type A personality test at http://discoveryhealth.queendom.com/type_a_personality_access.html
 - b. The Big Five Personality Test (OCEAN) at <http://www.outofservice.com/bigfive/>.
 - c. Cognitive Style Inventory at http://www.personalitypathways.com/type_inventory.html.
2. Write a summary of each set of test results that includes a listing of your personality traits.
 - a. Summary of my personality traits, according to the Type A personality test



- b. Summary of my personality traits, according to the Big Five Personality Test
 - c. Summary of my personality traits, according to the Cognitive Style Inventory Traits
3. If time permits, select a sibling or a friend and rate that person (someone you know well) on The Big Five Personality Test.
4. Submit the summaries of your personality tests and inventories to the instructor.

Describe Your Personality Type

Purpose

The purpose of this activity is to use the four-letter Cognitive Style Inventory personality type to identify characteristics of your personality.

Objectives

1. Describe the personality characteristics related to your four-letter type. (See Lab Sheet A.)
2. Compare and contrast the description of the personality type to your own description.

Materials

- ◆ lab sheet
- ◆ highlighter
- ◆ paper
- ◆ writing utensil

Procedure

1. Isabel Briggs Myers said, *“Whatever the circumstances of your life, the understanding of type can make your perceptions clear, your judgments sounder, and your life close to your heart’s desire.”*
2. Individually, take your four-letter Cognitive Style Inventory (CSI) personality type and look up those characteristics at “Myers-Briggs Personality Types, Your Best Fit Type, and an Introduction to the 16 Personality Types—Part 1,” at http://www.personalitypathways.com/type_inventory2.html.
3. Print your personality type description. Read the personality description.
4. Then highlight ONLY the sections of the text that best describe your personality.



5. Answer the following questions:

- a. What was your four-letter CSI type? _____
- b. Circle one of the following responses to describe the extent to which the four-letter description matches your personality: Totally / Somewhat / Not At All
- c. What are the differences between your personality and the written description?

6. Take the Cognitive Style Inventory again at http://www.personalitypathways.com/type_inventory.html. **(Answer the questions as you would have when you were ages 3 to 12.)** Look up the description of the personality type if it is different from the first four-letter inventory results. Answer the questions after completing the second inventory.

- a. What is your four-letter personality type? _____
- b. Is the result different than the first time? If so, what would explain the difference?

c. Why is it helpful to answer the CSI as you would have when you were ages 3 to 12?

d. If your four-letter type is different the second time, does the description now match your personality? Explain your answer.

e. List two benefits to you of knowing your personality type.

(1)

(2)