



CONESTOGA
Connect Life and Learning

Conestoga College

Career Development Services

Personality Dimensions

A BRIEF HISTORY OF PERSONALITY DIMENSIONS™

The PERSONALITY DIMENSIONS™ philosophy recognizes that there are four innate systems which drive our behaviour and through which people strive to experience self esteem.

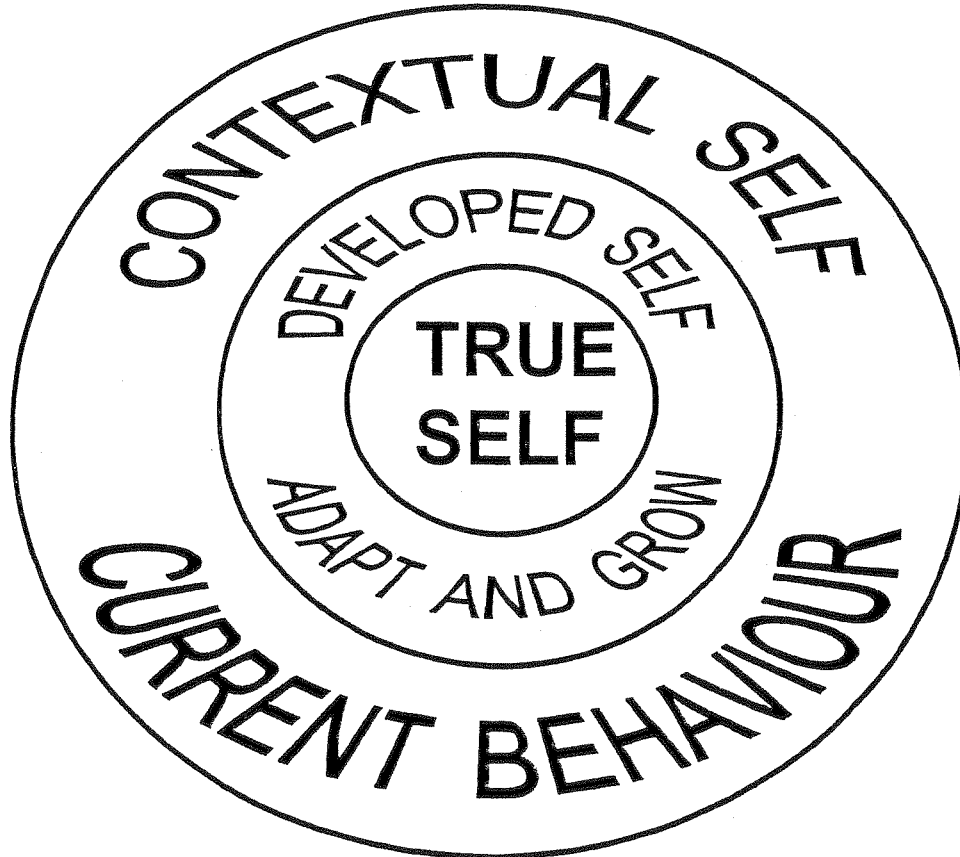
Over the past several years Canadian professionals have been working with temperament tools developed in other countries and have reaped the benefits of those instruments, but have also recognized some cultural differences. Requests for up-to-date Canadian materials lead to the development of PERSONALITY DIMENSIONS™ ... the next level in temperament self-discovery tools.

The theoretical background of this tool goes all the way back to Hippocrates, Plato and Aristotle. Primarily, however, it is based on the works of Carl Jung, David Keirse, Linda Berens and Don Lowry. The theory has been verified by both years of expert observation of human behaviour and validation research studies which have yielded solid empirical data.

PERSONALITY DIMENSIONS™ is a self-discovery instrument designed to provide the most accurate results possible. It is delivered in a format that recognizes and addresses a variety of learning styles. It is lively, highly interactive, colourful and fun. The objective is not just to learn about individual differences, but to actually improve interpersonal relations by having participants apply the information they learn in the session to their everyday lives.

PERSONALITY DIMENSIONS™ is truly a valuable and useful communication tool to carry us well into the next millennium. I hope you enjoy this presentation.

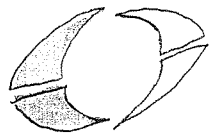
THE ESSENCE OF TEMPERAMENT



TEMPERAMENT IS DYNAMIC,
NOT STATIC; INFLUENCING,
NOT LIMITING.

Source: Understanding Yourself and Others: An Introduction to Temperament. 2.0
Linda V. Berens. Telos Publications, Huntington Beach, California.

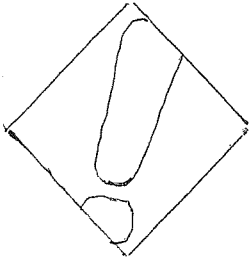
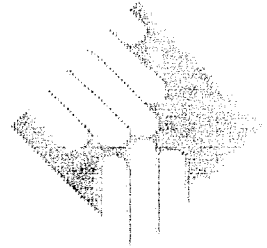
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Personality
DIMENSIONS®

Taste of Colour

Strengths and Preferences

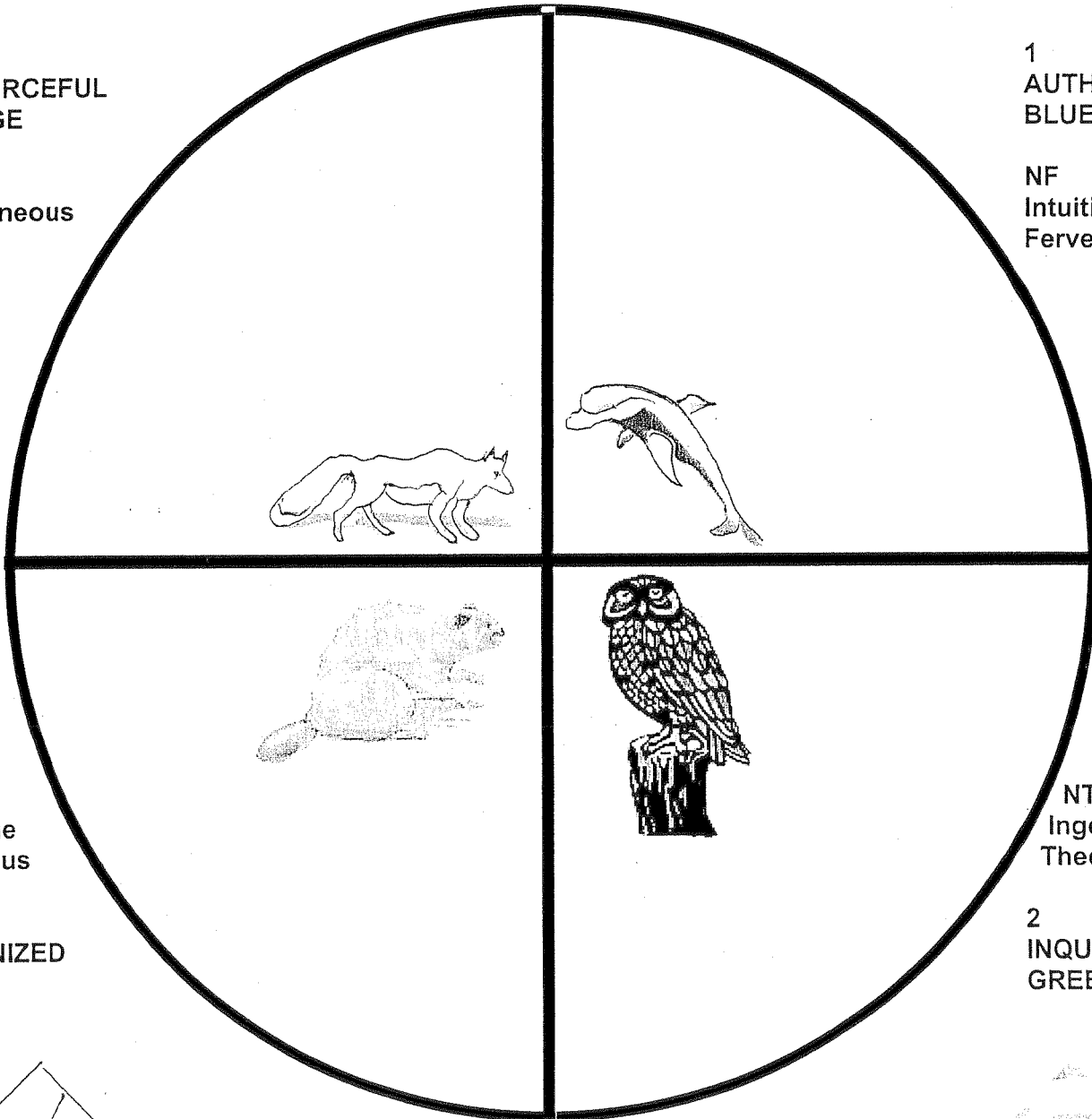


4
RESOURCEFUL
ORANGE

SP
Spontaneous
Playful

1
AUTHENTIC
BLUE

NF
Intuitive
Fervent

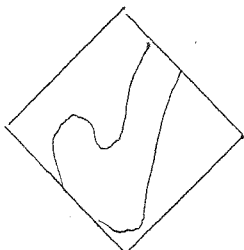


SJ
Sensible
Judicious

3
ORGANIZED
GOLD

NT
Ingenious
Theoretical

2
INQUIRING
GREEN



Personality Dimensions® is a registered trademark of Career Life/Skills Resources Inc. 905-760-0111.

THE INTEGRATION OF OUR COLOURS

What are the typical times/roles in my life that I am:

ORGANIZED GOLD -

AUTHENTIC BLUE -

INQUIRING GREEN -

RESOURCEFUL ORANGE -

What strengths/skills do I need to use, and what is most difficult for me when in each of these roles:

ORGANIZED GOLD ROLE -

AUTHENTIC BLUE ROLE -

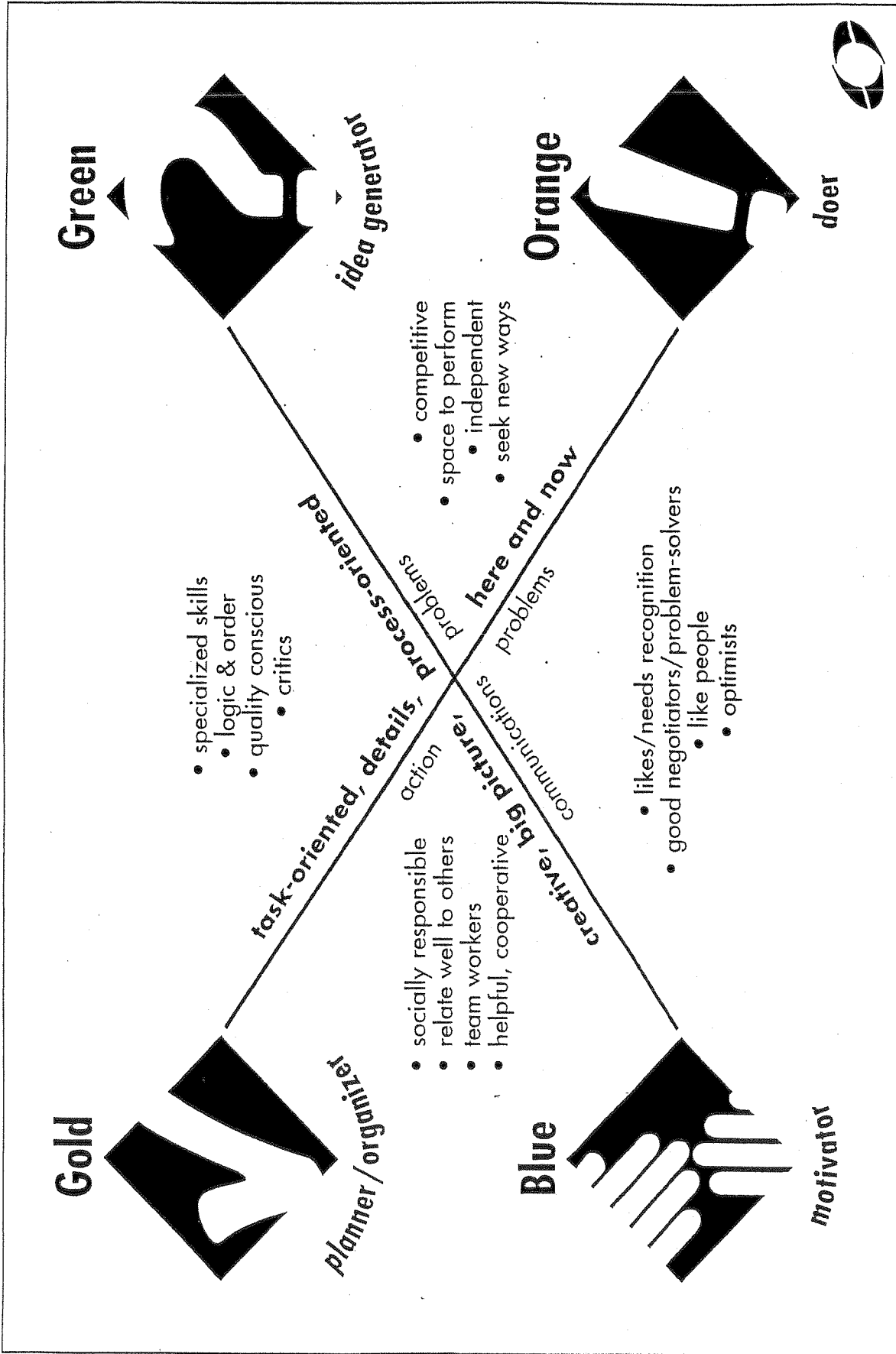
INQUIRING GREEN ROLE -

RESOURCEFUL ORANGE ROLE -

THE STRENGTH OF MY "PLAID"

We have more strengths than just those from our "brightest" colour. Use this chart to record some of the other strengths that you can draw from because of your unique "Plaid"... and also some of your potential liabilities.

<p>My personal style is primarily _____ (identify colour name)</p> <p><i>I usually need...</i></p> <p><i>I often contribute...</i></p>
<p>My next preferred style is _____.</p> <p><i>I sometimes need...</i></p> <p><i>I can contribute...</i></p>
<p>My third preferred style is _____.</p> <p><i>I occasionally need...</i></p> <p><i>If necessary, I can contribute...</i></p>
<p>My least preferred style is _____.</p> <p><i>I rarely need...</i></p> <p><i>It would be a stretch for me to contribute...</i></p> <p><i>I may overlook or need to be reminded to...</i></p>



WHO PUSHES MY HOT BUTTONS?

1. Without naming names, briefly describe the behaviour of the person who has the ability to send you over the top every time.
2. What colour plaid do you think this person might be?
3. Would you say this person is feeling out of esteem? What makes you think so?
4. List three different things you might be willing to try which might improve the situation. Remember, rarely can you change another person, so focus on what YOU can do.

CAREERS BY PERSONALITY PREFERENCE

GREEN		ORANGE	
Attorney	Journalist	Advertising Specialist	Video Producer
Engineer	Criminologist	Public Relations Specialist	Mediator
Biologist	Systems Analyst	Labour Relations Arbitrator	Police Officer
Psychiatrist	Editor	Sport Nutritionist	Fire Fighter
Industrial Designer	Veterinarian	Dance Instructor	Athlete / Coach
Medical Researcher	Chemist	Industrial Arts Teacher	Paramedic
Urban Planner	Social Scientist	Scientific Illustrator	Entrepreneur
Advertising Executive	Critic	Artist / Painter / Artisan	Trainer
Architect	Professor	Marketing Specialist	Public Speaker
Computer Programmer	Physician	Phys. Ed. Teacher	Sportscaster
News Broadcaster	Ecologist	Recreation Director	Sales Rep.
Systems / Operations Researcher	Mortician	Child Care Worker	Hospitality Worker
Chief Executive Officer	Geophysicist	Actor / Performer	Interior Decorator
Police Detective	Photographer	Radio/TV Broadcaster	Fashion Designer
Mathematician	Astronaut	Animation Specialist	Pilot
Scientific Technician	Forensics Specialist	Any Skilled Trade	Photo Journalist
GOLD		BLUE	
Accountant	Auditor	Human Resources Specialist	Therapist
Occupational Therapist	Librarian	Journalist / Columnist	Psychologist
Hospital Administrator	Banker	Social Scientist	Social Worker
School Administrator	Medical Doctor	Advertising Specialist	Playwright
Physical Therapist	Dentist	Actor / Performer	Recruiter
Archivist / Curator	Teacher	Religious Worker	Fundraiser
Public Administrator	Nurse	Career Counsellor	Travel Agent
Financial Planner	Judge	Rehabilitation Counsellor	Nurse
Manager (any field)	Lawyer	Educational Consultant	Teacher
Computer Programmer	Chiropractor	Public Relations Specialist	Receptionist
Air Traffic Controller	Forester	Corporate Trainer	Flight Attendant
Court Reporter	Office Clerk	Recreational Leader	Paralegal
Reservations Manager	Events Planner	Customer Service Rep.	Novelist
Data Entry Operator	Dental Hygienist	Health Care Aid	Hospitality Worker
Real Estate Agent	Insurance Agent	Probation/Parole Officer	Volunteer Coordinator

Favorite Skills

Orange:

Producing
Repairing
Selling
Competing
Public speaking
Persuading

Manufacturing
Constructing
Negotiating
Manipulating
Responding to Emergencies
Operating tools

Gold:

Organizing
Accounting for
Guarding
Caretaking
Following directions
Handling detail

Dispatching
Securing
Supervising
Coordinating
Doing routine work
Collecting data

Green:

Designing
Inventing
Analyzing
Problem solving
Orderly thinking
Conceptualizing

Researching
Developing
Reasoning
Mapping out
Diagnosing
Intellectualizing

Blue:

Guiding
Public speaking
Listening
Teaching
Recruiting
Counseling
Persuading

Working as a team
Leading
Motivating
Acting as a catalyst
Training
Communicating
Mentoring