

## Personality Mosaic

Circle the numbers of statements that sound like something you might say, do, or think – something that feels like you.

1. It is important for me to have a strong, agile body.
2. I need to understand things thoroughly.
3. Music, color, writing, and beauty of any kind can really affect my moods.
4. Relationships with people enrich my life and give it meaning.
5. I am confident that I'll be successful.
6. I need clear directions so I know exactly what to do.
7. I can usually carry/build/fix things myself.
8. I can get absorbed for hours in thinking something out.
9. I appreciate beautiful surroundings: color and design mean a lot to me.
10. I'll spend time finding ways to help people through personal crisis.
11. I enjoy competing.
12. I'll spend time getting carefully organized before I start a project.
13. I enjoy making things with my hands.
14. It's satisfying to explore new ideas.
15. I always seem to be looking for new ways to express my creativity.
16. I value being able to share personal concerns with people.
17. Being a key person in a group is very stimulating to me.
18. I take pride in being very careful about all the details of my work.
19. I don't mind getting my hands dirty.
20. I see education as a lifelong process of developing and sharpening my mind.
21. I like to dress in unusual ways, try new colors and styles.
22. I can often sense when a person needs to talk to someone.
23. I enjoy getting people organized and on the move.
24. I'd rather be safe than adventurous in making decisions.
25. I like to buy sensible things I can make or work on myself.
26. Sometimes I can sit for long periods of time and work on puzzles or read or just think about life.
27. I have a great imagination.
28. I like to help people develop their talents and abilities.
29. I like to be in charge of getting the job done.
30. I usually prepare carefully ahead of time if I have to handle a new situation.
31. I'd rather be on my own doing practical, hands-on activities.
32. I'm eager to read or think about any subject that arouses my curiosity.
33. I love to try creative new ideas.
34. If I have a problem with someone, I'll keep trying to resolve it peacefully.
35. To be successful, it's important to aim high.
36. I don't like to have responsibilities for big decisions.
37. I say what's on my mind and don't beat around the bush.
38. I need to analyze a problem pretty thoroughly before I act on it.
39. I like to rearrange my surroundings to make them unique and different.

40. I often solve my personal problems by talking them out with someone.
41. I get projects started and let others take care of details.
42. Being on time is very important to me.
43. It's invigorating to do things outdoors.
44. I keep asking, "Why?"
45. I like my work to be an expression of my moods and feelings.
46. I like to help people find ways to care more for each other.
47. It's exciting to take part in important decisions.
48. I am usually neat and orderly.
49. I like my surroundings to be plain and practical.
50. I need to stay with a problem until I figure out an answer.
51. The beauty of nature touches something deep inside me.
52. Close personal relationships are important to me.
53. Promotion and advancement are important to me.
54. I feel more secure when my day is well planned.
55. I'm not afraid of heavy work and usually know what needs to be done.
56. I enjoy books that make me think and give me new ideas.
57. I look forward to seeing art shows, plays and good films.
58. I am very sensitive to people who are experiencing emotional upsets.
59. It's exciting for me to influence people.
60. When I say I'll do it, I do my best to follow through on every detail.
61. Good, hard physical work never hurt anyone.
62. I'd like to learn all there is to know about subjects that interest me.
63. I don't want to be like everyone else; I like to do things differently.
64. I go out of my way to be caring to people with problems.
65. I am willing to take some risks to get ahead.
66. I feel more secure when I follow rules.
67. The first thing I look for in a car is a well-built engine.
68. I like a conversation to be intellectually stimulating.
69. When I'm creating, I tend to let everything else go.
70. I feel concerned that so many people in our society need help.
71. It's fun to persuade people to follow a plan.
72. I'm very good about checking details.
73. I usually know how to take care of things in an emergency.
74. Reading about new discoveries is exciting.
75. I appreciate beautiful and unusual things.
76. I often go out of my way to pay attention to people who seem lonely and friendless.
77. I love to bargain.
78. I like to be very careful about spending money.
79. Sports are important to me in building a strong body.
80. I've always be curious about the way nature works.
81. It's fun to be in a mood to try something unusual.

82. I am a good listener when people talk about personal problems.
83. If I don't make it the first time, I usually bounce back with energy and enthusiasm.
84. I need to know exactly what people expect me to do.
85. I like to take things apart to see if I can fix them.
86. I like to study all the facts and decide logically.
87. It would be hard to imagine my life without beauty around me.
88. People often seem to tell me their problems.
89. I can usually connect with people who get me in touch with a network of resources.
90. It's very satisfying to do a task carefully and completely.

Name: \_\_\_\_\_

Class: \_\_\_\_\_

### Scoring Your Answers:

To score, circle the same numbers that you circled on the Personality Mosaic.

R	I	A	S	E	C
1	2	3	4	5	6
7	8	9	10	11	12
13	14	15	16	17	18
19	20	21	22	23	24
25	26	27	28	29	30
31	32	33	34	35	36
37	38	39	40	41	42
43	44	45	46	47	48
49	50	51	52	53	54
55	56	57	58	59	60
61	62	63	64	65	66
67	68	69	70	71	72
73	74	75	76	77	78
79	80	81	82	83	84
85	86	87	88	89	90

Count the number of Circles in each column and write the totals in the spaces:

R\_\_\_\_\_ I\_\_\_\_\_ A\_\_\_\_\_ S\_\_\_\_\_ E\_\_\_\_\_ C\_\_\_\_\_

List the letters R, I, A, S, E, and C, according to your scores, from highest to lowest:

1st\_\_\_\_\_ 2nd\_\_\_\_\_ 3rd\_\_\_\_\_ 4th\_\_\_\_\_ 5th\_\_\_\_\_ 6th\_\_\_\_\_

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## FOR THE MOST PART

I do the thing which my  
Own nature drives me to do.  
-ALBERT EINSTEIN

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### **Realistic Personality**

Realistic individuals are capable and confident when using their bodies to relate to the physical world. They focus on things, learn through their hands, and have little need for conversation. Because of their facility with physical objects, they are often good in emergencies. Their ability to deal with the physical world often makes them very independent. Since these characteristics describe the stereotypical male, many women shrink from displaying any capability in this area, and often women are discouraged from doing so. Realistic people sometimes get so absorbed in putting things right that they can forget about everything else.

### **Investigative Personality**

The investigative type deals with the "real world" of things, but at a distance. These individuals prefer to read, study, and use books, charts, and other data instead of getting their hands into things. When involved with people, they tend to focus on ideas. Wherever they are, they will collect information and analyze the situation before making a decision. If they enjoy the outdoors, it's because they are curious, not because they enjoy rugged, heavy, physical work. Their curiosity sometimes leads them to explore their ideas to the exclusion of all else.

### **Artistic Personality**

The artistic type is creative, but not necessarily with paint and canvas. These individuals express creativity not only with material objects, but with data and systems as well. The weaver designs and makes fabric; the poet creates with words; the choreographer arranges dancers in flowing patterns. The industrialist creates new systems for the flow of goods; the program planner creates better delivery of services in a variety of settings. Creative people see possibilities beyond the usual. They would rather create ideas than study them. They like variety and are not afraid to experiment, often disregarding rules. Their ideas don't always please others, but opposition doesn't discourage them for long.

Artistic types focus on whatever strikes their creative fancies. Sensitivity to sight, sound, and touch will draw some of them to the fine arts, such as drama, music, and literature. Others will be content just to enjoy aesthetic experiences, while still others will create new ways of doing things -- new systems. If they like the outdoors, it is from an aesthetic standpoint. They love its beauty and its power to inspire their creativity -- but not its ability to make them perspire with heavy work. Their irrepressible spirits and enthusiasm can often keep them focused on a creative project to the exclusion of all else. Not producing up to standard (their own) can plunge them to the depths.

### **Social Personality**

The social personality focuses on people and their concerns. Sensitive to people's moods and feelings, these individuals enjoy company and make friends easily. Their level of caring may range from one person to the entire human race. Their relationships with people depend on their ability to communicate both verbally and non-verbally, listening as well as speaking. Their empathy and ability to intuit emotional cues help them to solve people problems before others are even aware of them. They can pull people together and generate positive energy for a good cause. Since the social orientation seems to describe the "typical female," many men shrink from expressing or dealing with deep feelings. The social personality types sometimes focus on people concerns to the exclusion of all else. They sometimes appear "impractical," especially to the realistic types.

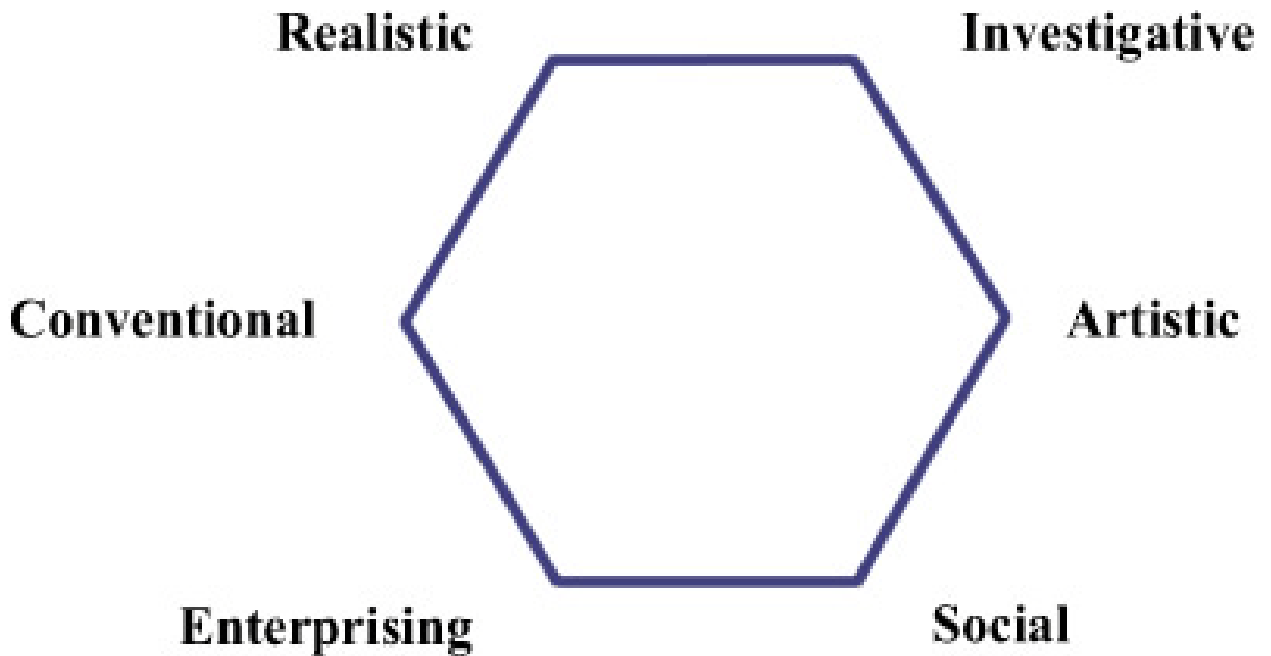
### **Conventional Personality**

The conventional person also is task oriented, but prefers to carry out tasks initiated by others. Since they are careful of detail, these individuals keep the world's records and transmit its messages. They obey rules and they value order in the data world. Their sense of responsibility keeps the world going as they focus on the task at hand to the exclusion of all else.

### **Enterprising Personality**

The enterprising person is a leader who initiates projects but often gets others to carry them out. Instead of doing research, they rely on intuition about what will work. They may strike an observer as restless and irresponsible since they often drop these projects after the job is underway. But many activities would never get off the ground without their energizing influence. They have a need to be part of the "in crowd". But since their relationships center around tasks, they may focus so dynamically on the project that people's concerns go unnoticed.

# Holland's RIASAC Hexagon



John Holland created a hexagonal model that shows the relationship between the personality types and environments. You are most likely to choose a satisfying job if you choose one that fits your personality type.

A good match-up is called "Congruent" (meaning "compatible, in agreement or harmony"). For example, imagine that your highest score on the Career Key is for the Realistic type. Looking at the table below, you can see that the most compatible job environment is Realistic. It is a congruent match. This suggests that you choose a job in the Realistic group. Or, you might choose from the jobs that fall in the Investigative or Conventional category.

Your Personality Type	Compatible Work Environments	
	Most Compatible	Compatible
Realistic	<a href="#">Realistic</a>	Investigative & Conventional
Investigative	<a href="#">Investigative</a>	Realistic & Artistic
Artistic	<a href="#">Artistic</a>	Investigative & Social
Social	<a href="#">Social</a>	Artistic & Enterprising
Enterprising	<a href="#">Enterprising</a>	Social & Conventional
Conventional	<a href="#">Conventional</a>	Enterprising & Realistic

Most people, in reality, are a combination of types -- like Realistic-Investigative, or Artistic-Social. Therefore, you will probably want to consider occupations in more than one category.