

Your job, personality and you

Many people find themselves stuck in a job that they just can't get into. They spend hours at a time wondering and worrying about the fact that they just don't seem to be in the right profession or that try as they might, they just can't seem to fulfil their true career potential. Why is this? There are undoubtedly lots of reasons – some being personal to each individual in question. But one very common reason that is often overlooked is the fact that your personality has to fit with the career, profession or job you have chosen. And where there is a clash, there is over discontentment and frustration.

The magazine *'at home'* included a quiz in its July 2010 edition to enable readers to identify their personality. The introductory blurb to the test included the statement that, 'career success is much more than finding a job and not being fired. Real career success combines motivation, determination, skill and the personality to create a living that's fulfilling and financially rewarding.' Their statement sums up the challenge of job hunting beautifully. Yes, that is the goal – but it can be pretty tricky to achieve. You might not have thought about the fact that your personality type needs to match the career of your choice. But if you take a job that clashes with your personality you are likely to be left feeling unfulfilled and you'll find yourself struggling to stay motivated. If however you are thriving at work then the chances are that you were drawn almost subconsciously to your job because it complements your personality type and plays to your strengths.

There isn't a right or wrong personality type, and it isn't better or worse to have a particular type of personality – there are just some jobs that suit certain personalities better than others. For example, an individual with a quiet or timid personality is less likely to thrive in a job that requires frequent presentation delivery or client liaison meetings than an individual who has a more outgoing or self confident personality. Personalities are often grouped into types; 'Realistic', 'Investigative', 'Artistic', 'Social', 'Enterprising', and 'Conventional' are all popular personality types put forward by Psychologist John Holland. These personality types also help define your interests. Individuals who are artistic by type tend to have hobbies and interests that relate to the creative world. Similarly, individuals who have a social personality type will generally have hobbies that involve other people. Your basic interests are often what lie behind feelings of job satisfaction or dissatisfaction, regardless of the job industry. So when searching for job satisfaction it is crucial to identify your core interests and see how well they match with your job.

It can be tricky to break out of a job you're currently in if you're finding that it doesn't suit your personality or provide you with that sense of job satisfaction you crave. If however you stumble across an opportunity to pursue a new job, remember that it is better to balance your personality, skills and motivation at the outset. So as you search for new roles, remember to include 'fits well with my personality type' as a key job selection criterion.

