

# FINDING THE BEST JOB FOR YOUR PERSONALITY TYPE

If you want a career or job after policing that fulfils you, you need to focus more on your interests rather than your qualifications. Your personality provides insight into the type of work that will make you happy, so using your interests to guide your decision-making will help you focus on doing more of what you enjoy rather than what you are simply capable of doing.

Research shows that the match between your personality and your career plays a major role in your job satisfaction and success. This is known as 'Personality-job fit' theory and is defined as the compatibility between an individual's personality and the job or tasks they perform at work.

demonstrated that 10-30% of the difference in job performance at work is down to an individual's personality. Moreover, an employee's potential for burnout, their trainability and subsequent job satisfaction, have all been shown to be strongly influenced by personality. Thus personality assessment forms a central part of careers guidance and coaching, with the aim of helping individuals maximise their potential by finding an optimal match between their personality and their choice of career.

By completing the 15FQ+ you can find out more about your personality, which can help you assess your suitability for a particular job or career after policing. The responses you provide in the questionnaire are measured in conjunction with six career personality types; **Realistic, Artistic, Investigative, Social, Enterprising** and **Conventional**.

## WHAT ARE THE SIX CAREER PERSONALITY TYPES?

### Realistic:

Activities involving manipulation of mechanical devices and principles of mathematics and physics. Likely to be technically orientated, repairing or fixing things. They may also enjoy outdoor activities.

**Types of Jobs: Chef, Mechanic, Paramedic, Police Officer, Vet, Hairdresser, Personal Trainer, Event Organiser, Outdoor Pursuits Instructor, Joiner, Electrician, Plumber.**

### Investigative:

Activities involving the manipulation of ideas and scientific principles. Enjoy applying logical and/or scientific principles to solve problems. May enjoy strategy (chess, checkers etc) or computer games.

**Types of Jobs: Lawyer, Doctor, Psychologist, Software Developer, Marine Biologist, Laboratory Technician, Police Officer.**

### Artistic:

Activities involving the expression of artistic and creative ideas. Enjoys working in unstructured environments, doing things that involve a sense of design and an appreciation of aesthetics.

**Types of Jobs: Writer, Marketing/PR, Musician, Graphic Designer, Photographer, Film-Maker.**

### Social:

Activities centred on helping or caring for others. Tend to express an interest in charitable work, involving caring for the elderly, children with special needs or counselling, teaching and generally assisting others to achieve their potential.

**Types of Jobs: Nurse, Charity Worker, Social Worker, Teacher, Teaching Assistant, Receptionist, Mediator, Customer Service Advisor, Coach, Counsellor.**

### Enterprising:

Activities involving the attainment of objectives through people with an interest in managing or leading others or taking charge of situations. As such they are attracted to business related situations where they are able to exercise entrepreneurial and/or leadership skills.

**Types of Jobs: Sales Executive, Retail Professional, Investment Banker, Estate Agent, Politician, Journalist, Management Consultant, Entrepreneur.**

### Conventional:

Activities involving organising, administration and well established work practices. Enjoy developing and maintaining systems, operating business machines, doing paperwork, bookkeeping and accountancy. Prefer work that is detailed, structured and routine.

**Types of Jobs: Accountant, Secretary, Proof-reader, Computer Programmer, Researcher, Data-Inputter, Quality Control Officer, Auditor, Town Planner.**



## WHAT CAREER OR JOB OPTIONS WOULD FIT ME BEST?

At PRRT we can help you find the best fit between your personality and your future job or career after policing by completing 'The Fifteen Factor Questionnaire Plus' (15FQ+).

The 15FQ+ is a personality-based assessment that may help define an individual's suitability for a particular job role or career. It does this by identifying behaviour preferences and provide insight into how people typically think, feel and interact with others.

Extensive research has consistently

## How do I find out more about my what jobs might best fit my personality?

To arrange a discussion with a Career and Personal Development Coach about completing the 15FQ+ personality assessment to find out more about what jobs or careers might be best for you after policing, contact PRRT's Services Administration team on **028 9042 7788** or email the service on **servicesadmin@prrt.org**

For further information on all PRRT services please visit [www.prrt.org](http://www.prrt.org).

