

CAREER



CAREER OPTIONS

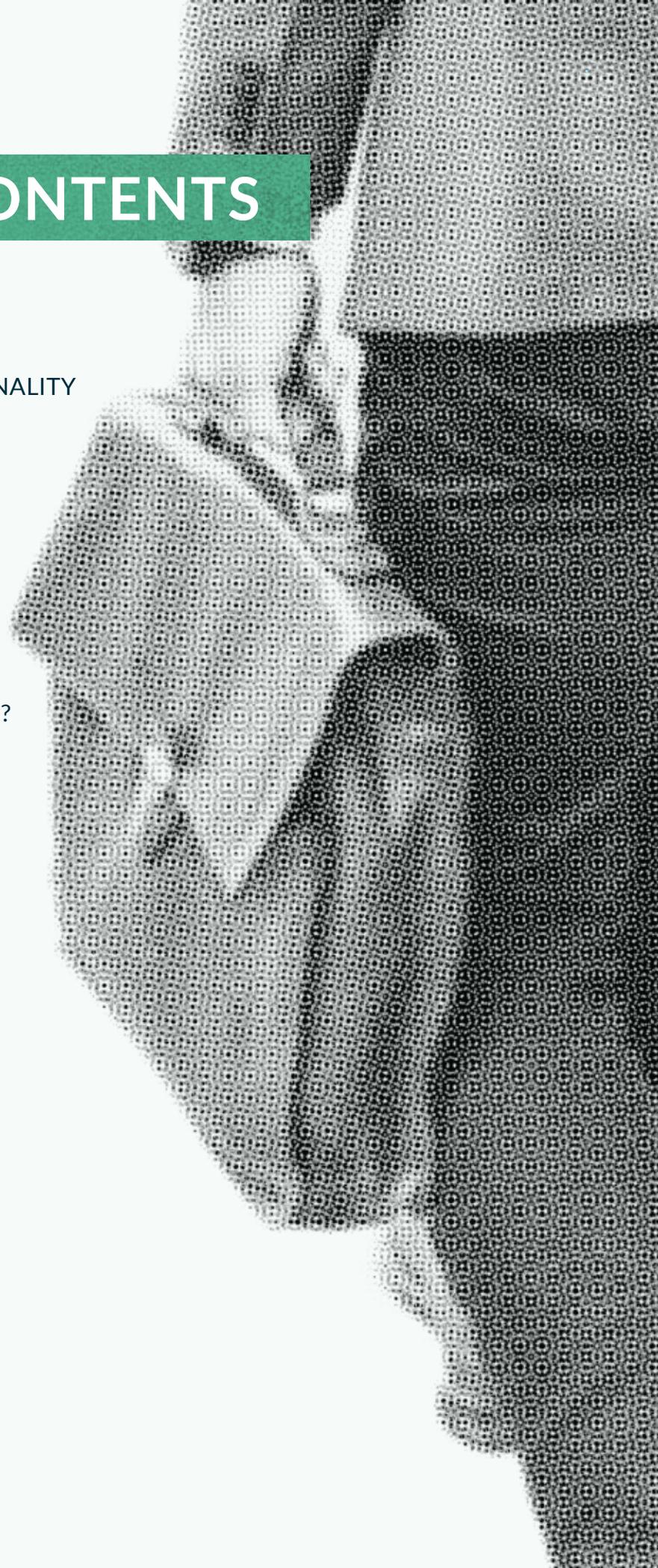
BY PERSONALITY TYPE

How personality insights can help you discover your dream job

By Greg Skloot, President of **Crystal** 

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FIND YOUR FIT

Feeling stuck in the wrong job and not knowing what to do next can be a miserable experience. If you dread going into work and feel drained halfway through the day, you may not be in a role that fits your personality type.

A recent study by The Sleep Judge showed that 81% of people feel anxious on Sundays in anticipation of Mondays. While it may be common to feel so stressed about work that it eats into your weekend, job-related anxiety shouldn't have this much of an impact on everyone.

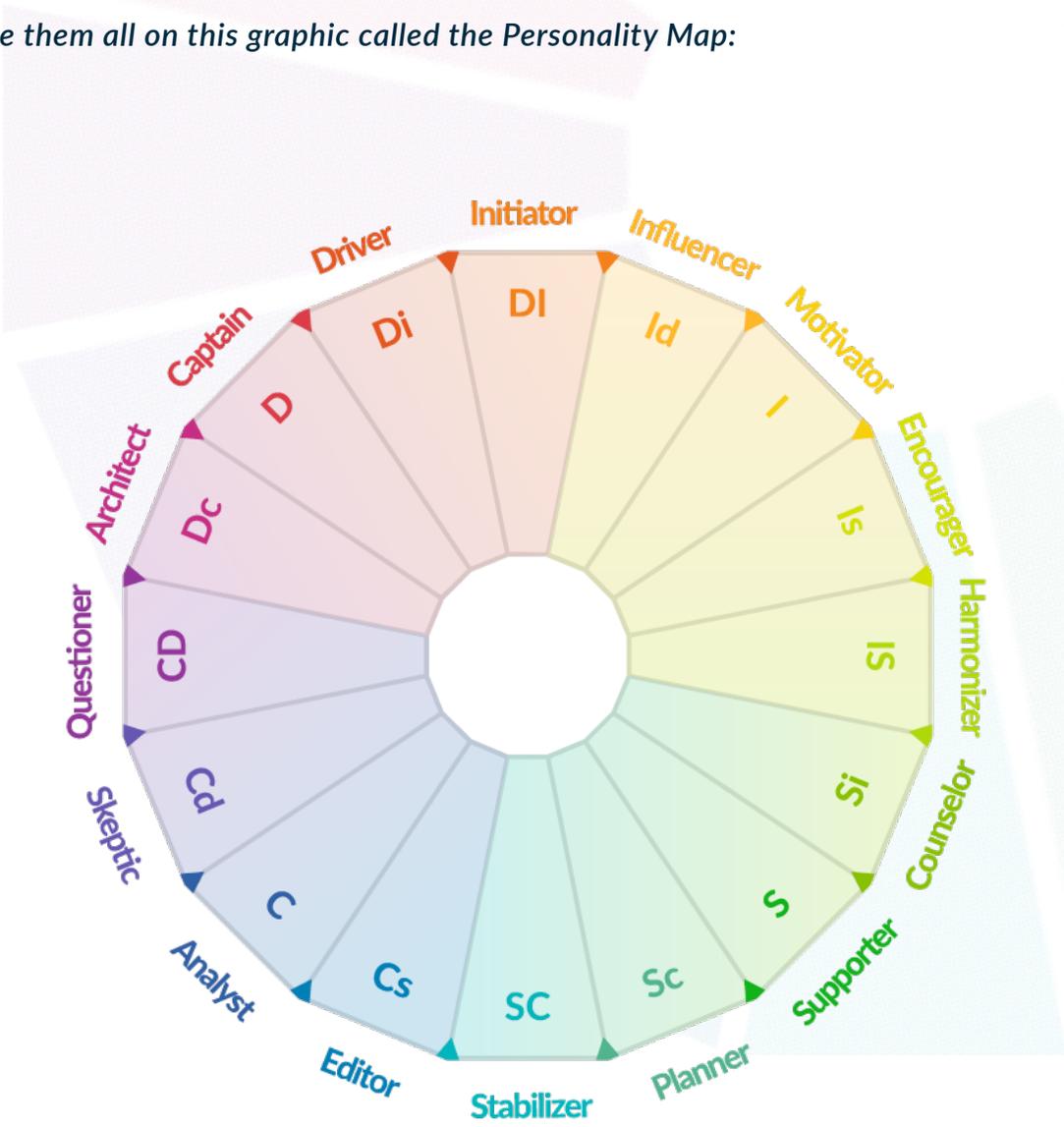
The best way to fight this issue in your own life is to find a job that helps you truly thrive. When a job aligns with your natural strengths and motivations, you're likely to feel excited and energized at work. By learning more about yourself through personality insights, you can find the right job for you.



UNDERSTANDING PERSONALITY

Without getting too technical, Crystal uses a framework called DISC to classify personalities into a few categories that we refer to as D (dominance), I (influence), S (steadiness), and C (conscientiousness). Each of us has a primary DISC type in one of these categories and sometimes a secondary DISC type in another. To keep things simple, we separate these into easy-to-remember labels called Archetypes.

You can see them all on this graphic called the Personality Map:



Below is a breakdown of common personality traits within each of the categories in DISC.



D Personality Types: *Captains, Drivers, Initiators, Architects*

- Motivated by control over the future and personal authority
- Tend to prefer instant, concrete results and having an advantage over competition
- Communicate clearly and succinctly

I Personality Types: *Influencer, Motivator, Encourager, Harmonizer*

- Motivated by innovative, unique, creative ideas and excited by the future
- Tend to prefer building new relationships and experiences
- Communicate in a casual, expressive way

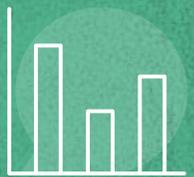


S Personality Types: *Counselor, Supporter, Planner, Stabilizer*

- Motivated by peace, safety, and others' wellbeing
- Tend to prefer security, reliability and trust
- Communicate in a friendly and genuine way

C Personality Types: *Editor, Analyst, Skeptic, Questioner*

- Motivated by logic, information, and problem solving
- Tend to prefer accurate information and quality solutions (quality over quantity)
- Communicate in a business-like, fact-based way



These key traits are important to consider in searching for a job that helps you thrive. For example, someone who is a cautious, people-oriented Supporter (S) is less likely to enjoy a position that requires them to take big risks and work independently from others. They'd usually prefer a more stable job that gives them plenty of opportunities to connect deeply with others. A Captain (D), on the other hand, tends to feel more comfortable working alone and making quick, potentially risky decisions. By understanding your personality type, you can learn how to choose a job that may be the best fit for you.



Jobs for D-types

Captains (D), Drivers (Di), Initiators (DI), Architects (Dc)



Determined, fast-paced D-types are likely to enjoy jobs that allow them to make quick decisions, lead other people, and complete ambitious projects. They tend to be focused, results-oriented people who value independence and success. D-types are likely to struggle in a role that requires them to worry about upsetting other people, play a supporting role on a team, or plan out the specific details of each task. Their skills may make them strong, confident leaders and motivated, hard-working people.

Here are some jobs that D-types may be well-suited for:

DIRECTOR OF OPERATIONS: D-types would likely be skilled at helping an organization grow and increase revenue. They are often able to oversee how things are running and find ways to improve efficiency. This position may be especially suited for Architects, who tend to be more detail-oriented. As Director of Operations, they may be left to broadly manage expenses, staff, production, and more.

CHIEF TECHNOLOGY OFFICER: CTOs are directly responsible for defining an organization's technological vision, meaning they are in charge of making sure that the technology-related decisions are in line with the company's goals. D-types often have a knack for taking on big responsibilities and confidently making effective decisions. They are likely to enjoy working in this position, since it would allow them to make a large impact on how the organization uses different technology.

ENTREPRENEUR: D-types would likely make skilled, motivated entrepreneurs. They are able to boldly pursue a good idea and create a plan to execute it well. Their natural drive and ambition can help them persevere through the difficulties of creating a business, which will make them more likely to succeed.



As an entrepreneur, D-types would be able to work intensely and independently toward big goals that they get to set. This, combined with their ability to lead, once they begin bringing other people onto their team, would likely make them great entrepreneurs.

SALES REPRESENTATIVE: D-types' natural energy and confidence can help them effectively pitch products to others. They may also love the responsibility of constantly interacting with people, working at their own intense pace, and using their power of persuasion to see results. Their drive to constantly reach set goals can make D-types incredibly effective in sales.

POLITICIAN: D-types often love leaving a lasting impact on people and leading others to success. As a politician, they could use their extroversion, leadership, and tenacity to accomplish their goals and gain a large following. When they find themselves in elected positions, D-types will likely enjoy having a platform to help their community grow and thrive.

LAWYER: Because D-types are usually comfortable with tense discussion and are naturally able to confidently state their case in front of others, they're likely to thrive as lawyers. They have the ability to see the big picture, untangle complicated webs, and present cases to others in a compelling way. D-types are likely to enjoy the autonomy and measurable success that this career can offer them.

OTHER JOB IDEAS INCLUDE:

- Military Officer
- Marketing Director
- Journalist
- Chief Executive Officer
- Business Executive
- Account Director
- Doctor
- Chef
- Personal Trainer
- School Administrator



Jobs for I-types

Influencer (Id), Motivator (I), Encourager (Is), Harmonizer (IS)



Positive-thinking, charismatic I-types are likely to enjoy careers that allow them to connect with others, pursue new adventures, and brainstorm new ideas. They are often creative, free-spirited people who thrive in collaborative, open minded environments. I-types may have a more difficult time working in positions that require them to carefully analyze data, follow rigid procedures, or dig to find the root cause of an issue.

Here are some jobs that I-types may be well-suited for:

TV NEWS ANCHOR: TV Reporting would allow I-types to entertain an audience while using their natural charisma and adaptability to discuss breaking news as it happens. They would likely thrive in real-time, spontaneous news events, since they are skilled at taking new situations as they come. I-types might enjoy having the opportunity to connect to an audience of people, tell engaging stories, and show off their charming personality.

COMEDIAN: I-types tend to be naturally funny people who are able to adapt quickly to an audience and easily entertain others, which would likely help them succeed in comedy. They can often understand what's working and what isn't and are likely to easily adjust their behavior accordingly, which is an important quality for comedians. Comedy may offer I-types a much-needed opportunity to think on their feet and connect regularly with an audience.

PUBLIC RELATIONS SPECIALIST: Public Relations would allow I-types to work with people while showcasing their creative ideas and adaptability. Their charming personality can help them leave an



important, positive impression on potential clients, while their inventive thinking can help them come up with ideas to improve their clients' public image.

REALTOR: Working as a realtor would give I-types a chance to use their charm to their advantage while connecting with others on a deeper level. They'd have regular opportunities to meet new people, help them on their search for a place to live, and tell engaging stories that make sales happen.

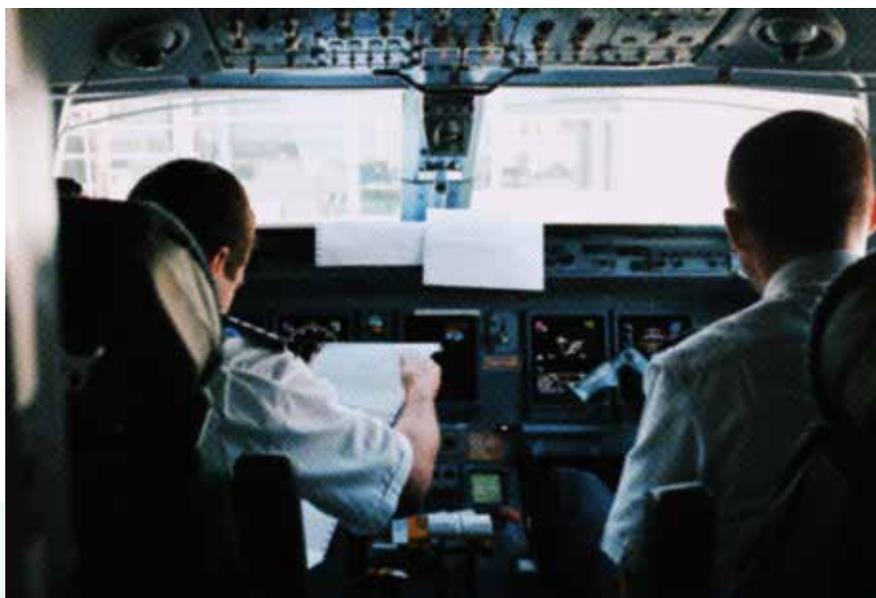
MOTIVATIONAL SPEAKER: High-energy, charismatic I-types would likely thrive as motivational speakers. They tend to love having the opportunity to entertain and inspire others regularly, while networking, maintaining important connections, and thinking on their feet. As naturally positive, upbeat people, I-types are likely to make great motivational speakers.

INTERIOR DESIGNER: As interior designers, I-types would likely enjoy regularly creating beautiful, functional spaces. They'd have an easy time making important connections with people and building a loyal clientele, which may ultimately benefit them if they want to become an independent designer and establish their own business, rather than joining a larger firm.

FILM PRODUCER: Film production would allow I-types to make creative decisions, while using storytelling and charisma to convince others to buy into their idea. Their skills of persuasion and vision would likely come in handy when securing financing for a project they're truly passionate about. I-types would likely enjoy regularly looking for the next exciting movie and building their network of industry connections.

OTHER JOB IDEAS INCLUDE:

- Director
- Sales Associate
- Account Executive
- Recruitment Consultant
- Marketing Executive
- Contractor
- Pilot
- Screenwriter
- Recruiter
- Communications Specialist



Jobs for S-types

Counselor (Si), Supporter (S), Planner (Sc), Stabilizer (SC)



Patient, people-oriented S-types are likely to thrive in positions that allow them to show empathy on a regular basis, build personal connections with people on their team, and play a supporting role. They tend to be warm, patient people who enjoy working with others. They may have a difficult time working in roles that push them to work too quickly, require them to speak forcefully to others, and give them too much power over others.

Here are some jobs that S-types may be well-suited for:

RELIGIOUS LEADER: Introspective S-types tend to be fairly introspective, compassionate teachers who would likely be patient, encouraging influences in various religious spheres. They would enjoy having the chance to give back to their community while building deep, meaningful connections with other people. Roles like this that allow them to engage with work that is personal and meaningful will likely help them feel most at home.

TEACHER: S-types have the ability to help others understand big concepts by explaining them with patience. This skill would serve them well in a classroom setting. They're likely to appreciate the opportunity to be a meaningful influence on others while establishing important connections with their students. Teaching would also allow S-types to serve others in an impactful way.

TRAVEL AGENT: As Travel Agents, S-types would be able to help carefully arrange travel plans for others while maintaining a sense of positivity and care. They can help clients sort out the intricacies of travel while building relationships that keep people coming back.



COPYWRITER: Writing may give S-types a chance to express themselves creatively and earn a living. S-types are often able to organize their thoughts and present them in a meaningful way, even through writing. They're likely to thrive in a role like this if it's at a stable company that truly values their work.

THERAPIST: S-types' natural attentiveness and care may help them succeed as counselors or therapists. They tend to be skilled at listening without judgment and helping others in any way they can. As therapists, they are likely to enjoy having the chance to carefully guide others through problems while providing needed support and encouragement.

NURSE: As nurses, S-types would be able to demonstrate their skills in care, empathy, and organization. They are likely to have an excellent bedside manner, due to their natural sensitivity and attentiveness. They may also be skilled at helping others in practical ways. S-types are likely to enjoy building impactful connections and seeing some of their work pay off as patients get healthier and happier.

OTHER JOB IDEAS INCLUDE:

- Customer Service Representative
- Consultant
- Virtual Assistant
- Photographer
- Event Planner
- Marketing Coordinator
- Assistant Manager
- Product Designer
- Human Resources Manager
- Social Worker



Jobs for C-types

Editor (Cs), Analyst (C), Skeptic (Cd), Questioner (CD)



Reserved, detail-oriented C-types are likely to thrive in positions that allow them to follow a consistent routine, work independently from others, and think carefully through each decision. They tend to be very logical, honest people who enjoy working on their own. They may have a hard time working in roles that require them to do too much at once, pursue new ideas without evidence, and make quick, rash decisions.

Here are some jobs that S-types may be well-suited for:

BUSINESS STRATEGIST: Business strategy would give C-types a chance to thrive while looking objectively at the details of a business, connecting all the dots, and creating and executing long-term, proven strategies. They would likely enjoy digging deeper into the specifics of cost, implementation, and potential success.

STATISTICIAN: C-types would likely enjoy collecting important mathematical data that can help them solve real-world problems. They tend to be skilled at calculating risks, working with numbers, following procedures, and thinking critically about the information they uncover. C-types may thrive in a position like this that allows them to use their strengths to implement practical solutions.

QUALITY ASSURANCE ENGINEER: C-types are likely to make thoughtful Quality Assurance Engineers, since they tend to be naturally skilled at uncovering problems and attending to the intricacies of the testing process. They have minds that were made for spotting and resolving complex issues, which can come in handy when dealing with the fine details involved in the development process.



JUDGE: C-types tend to have a balanced, objective viewpoint that allows them to consider all the facts before jumping to conclusions. They would likely serve as responsible, trustworthy judges who are careful to think through their decisions. C-types may also be uniquely well-suited to follow the careful, and at times, lengthy judicial process.

SCIENTIST: C-types tend to be skilled at uncovering the root cause of a problem. As scientists, they would likely enjoy using proven processes to get to the bottom of important questions. They are able to comfortably think through complicated topics, explore the best, most logical reason for something, and prove it through rigorous testing.

DATA ANALYST: C-types' ability to carefully analyze, organize, and remember important information can help them thrive as Data Analysts in whatever field they know most about. They're likely to show off their expertise in specific areas while carefully interpreting results and implementing strategies that optimize analytical efficiency.

OTHER JOB IDEAS INCLUDE:

- Chief Financial Officer
- Detective
- Police Officer
- Financial Analyst
- Senior Consultant
- Business Manager
- Project Manager
- Architect
- Engineer
- Paramedic



HOW DOES YOUR JOB FIT?

Finding the right job for you means looking for a position that aligns with your skills and motivations. By understanding your personality, you can begin the search for your dream career. If you want to see how your current job aligns with your personality, check out the Job Fit Tool on Crystal.



Unlock your team's *full potential*

Thousands of leaders globally use Crystal to understand the behavioral dynamics of their team and help each person become more effective.



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