

Career Development by Type

Objective: In delivering the *Keirsey Temperament Sorter* or Myers-Briggs Type Indicator (MBTI) in the high school classroom for career development and self-awareness, counselor/educator will:

- assist individuals in identifying their “wiring” (Nature) vs. behavior (Nurture) for career, education, and work application.
- utilize collaborative learning strategies to foster positive classroom environment and interaction among students.
- study Gill’s 10 archetypes and consider beneficial applications for individual advising/counseling

Procedure:

1. Give personality sorter instrument to selected class; instruct and assist with self-scoring and identification of Keirsey’s (or Myers-Briggs) “type” per individual (see http://www.keirsey.com/4temps/overview_temperaments.asp) (ex.: Guardian, Idealist, Rational, Artisan)
2. *Classroom application:* Explain and discuss applications of “personality type” to careers and work interests.
 - a. Whole-group: Define types and discuss potential for successes and challenges, etc. for personal awareness and insight.
 - b. Small groups: Divide students into collaborative groups by identified personality type (Guardians, Artisans, Idealists, Rationals)
 - i. Within groups, share similarities, differences, challenges, and applications to careers and work among individuals of same type.
 - ii. Develop collaborative group projects (skit, panel discussion, artistic expression, etc.) for presentation to class, demonstrating strengths, abilities, etc. of type
3. *Counseling application:* Utilize Gill’s archetypes (invisible, misfit, etc.) for individual career counseling, with personality-type information.
 - a. Identify characteristics of student’s special archetype (per Gill), if known.
 - b. Integrate information re: individual’s personality type (from assessment instrument) and Gill’s archetype.
 - c. Share and discuss integrated information with individual in counseling/advising session
 - d. Create academic plan, career goals, work-readiness preparation, etc. uniquely tailored to needs.

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