



University Centre
Peterborough

Who am I?

**Values, perceptions,
preferences,
motivations, skills
strengths, & styles.**



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Objectives

This course aims to provide you with the opportunity to develop your self-awareness, exploring your skills, values and preferences

Understand how to

- Explore your perceptions, personality, preferences, motivations, skill, strengths and value
- Identify your skills and strengths
- Become aware of your working styles

There are numerous types of tests that will allow you to explore more about yourself, although they all have limitations and can never be taken as absolute truths. Consider them as a snapshot at that moment in time and a mechanism by which to reflect.

Self-awareness



Image: <https://s3-eu-west-1.amazonaws.com/alt-cdn/chrysos/images/blog/95/large/top-10-tips-for-developing-self-awareness-56c422e21e368.jpg>

Self-awareness allows you to grow/develop. By identifying your current position (skills, behaviours), you can more clearly identify how you come across to others and what skills you want/need to work on.

There are two sides to self-awareness, internal and external. The internal explores your motivators and beliefs. The external considers how you relate to others, the role you prefer in a team, how you are viewed by others.

Ways to develop self-awareness

- Complete self-assessments
- Talk to other people
- Take time to reflect

Personality assessments: These can help you identify your values, preferences, styles, motivators, strengths and areas for development. They can also provide the skills language for you to use during your career (CVs, job applications, interviews, appraisals).

Talking to others: Ask for feedback from a variety of people (managers, colleagues, family and mentors), actively listen to what works and what does not, note your reactions to their comments.

Reflection: By considering the feedback, and looking over your past, you can identify your strengths, skills, likes/dislikes, motivators. This awareness allows you to be conscious of why you act and react in a certain way and understand what steps you want to take next.

Mindsets and intelligence tests

The mindset concept allows you to explore the nature of intelligence.

What's a mindset? Have a look at:

www.youtube.com/watch?v=bW2Sg3nOpd4&feature=youtu.be

You can explore what type of mindset you have (fixed or growth) here:

<https://wabisabilearning.com/blogs/mindfulness-wellbeing/growth-mindset-quiz>

The Benefit Mindset builds upon a richer definition of success. Benefit mindset focuses upon neither what or how but the why. <https://medium.com/benefit-mindset/the-nature-of-mindsets-18afba2ac890>

Fixed MINDSET	Growth MINDSET	Benefit MINDSET
Everyday experts who seek perfection and avoid failure	Everyday achievers who seek success and mastery	Everyday leaders who seek to 'be well' and 'do good'
Focus on production, questioning what they do	Focus on productivity, questioning how they do it	Focus on purpose, questioning why they do it
Mostly individualistic , ego-system benefit	Mostly individualistic , ego-system benefit	Individual and collective , ego and eco-system benefit
Feels threatened by the success of others and achieves less than their full potential	Finds lessons in the success of others, to reach ever-higher levels of personal achievement	Discover their strengths and meaningfully contribute to a future of greater possibility

Image: www.ericgreid.com/2017/08/08/fixe-growth-benefit-mindset-living/#:~:text=

Intelligence

There are many types of intelligence and developing each will ensure you are aware of your own feelings, the feelings of others, know how to maintain your integrity and keep yourself healthy. Here we focus upon just 4.

- **Technical intelligence** - IQ, reasoning, spatial awareness, verbal reasoning, numerical reasoning
- **Emotional intelligence** - recognise own emotion, recognition of impact of emotions upon others, ability to adjust emotions to improve an environment.
- **Moral intelligence** - attitude, mutual respect, honesty and integrity, attitude to others (sarcasm)
- **Body intelligence** - how you value and respect yourself and your body

Further information: <https://iqtestprep.com/nine-types-intelligence/>

Test examples

- Technical
 - www.practiceaptitudetests.com/free-aptitude-tests/ , [https://psychometric-success.com/](http://psychometric-success.com/)
 - www.assessmentday.co.uk/
- Emotional
 - www.globalleadershipfoundation.com/geit/eitest.html
- Moral
 - www.yourmorals.org/index.php

Preferences and values tests

If you understand what really makes you tick, it can help you excel in whatever you choose to do. You can identify how you prefer to interact with others and take in information, the type of work you prefer to do, your tendencies in certain situations and where you get your energy from.

Remember, this is a developmental process and you are not expected to complete all of these tests, or do the whole lot at once!

Sometimes it's hard to find the right words with which to describe yourself to others.

Psychometric tests and assessment can provide a useful insight into who you are and the language employers use. These may also give you an insight into the type of work you would be best suited to.

Explore your values and what is important to you, what motivates you. By understanding what drives you, you can see what actions you are currently taking/need to take to make you more employable. What extra-curricular activity you are/are not engaging in? Does your CV include participation in work experience, university events, societies, projects? How are you evidencing your skills? What actions are you taking to address gaps?

The next section provides you with personality based online assessments you can explore

Values tests

A value is an underlying principle such as justice, safety. A standard is a normal/expected way of behaving e.g. greeting colleagues when you first see them at work/university.



Image: http://2015sbctpj.weebly.com/uploads/4/7/8/4/47842841/4618556_orig.jpg

Consider

1. What values do you stand by? What values do others praise you for?
2. Who would you now consider a role model from your past; what were their values that you now admire?
3. What experience/action have you taken in the past that you are proud of? What value did you show?
4. What experience/action have you taken in the past that you are embarrassed/ashamed of? What value was missing?

100 values <http://intentionallifecoaching.com/values/>

Values & decision making

By knowing your current values, you can identify how you may react to a dilemma and examine if this is actually the best choice

Dilemma	Person 1 values	Person 2 values
Go on a course or go on holiday	Happiness, achievement, stability - favouring course	Friendship, success, freedom - favouring holiday
Work experience or break from study	Happiness, achievement, stability - favours work experience	Friendship, success, freedom - favours a break

Test yourself: <https://survey.valuescentre.com/survey.html?id=s1TAEQUStmx-pUlle-ma6Q> (takes about 5 mins for results to be emailed)

Personality

There are numerous types of personality tests that will allow you to explore more about yourself, although they all have limitations and can never be taken as absolute truths. Consider them as a snapshot at that moment in time.

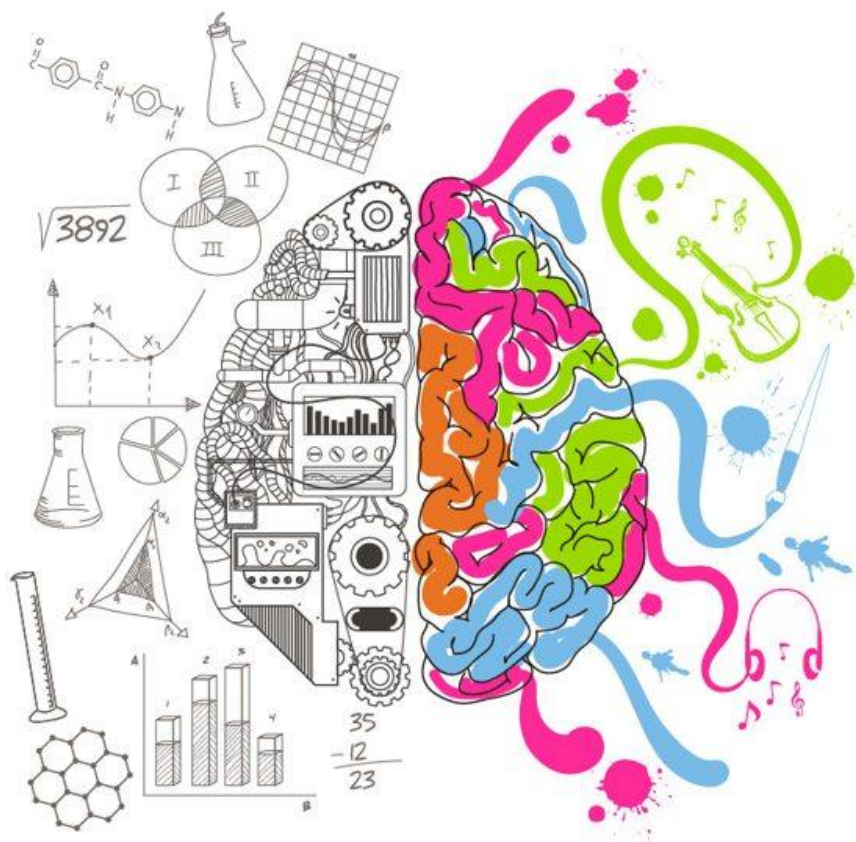


Image: <https://xobin.com/blog/demystifying-use-psychometric-tests/>

Tests

1. MBTI (Myers-Briggs Type Indicator)

- Explores 4 sets of opposite characteristics: Extrovert/introvert, sensing/intuition, thinking/feeling, and judging/perception
- Test: www.humanmetrics.com/cgi-win/jtypes2.asp
- More info: www.myersbriggs.org/my-mbti-personality-type/mbti-basics/home.htm?bhcp=1

2. Big Five

- Explores 5 dimensions: extroversion, agreeableness (kindness), conscientiousness, emotional stability, openness to new experiences
- Test: www.123test.com/personality-test/, www.outofservice.com/bigfive/ or <https://www.truity.com/test/big-five-personality-test>
- More info: <https://positivepsychology.com/big-five-personality-theory/>

3. DISC

- Explores 4 personality behaviours: dominance, interactive, stable, conscientious
- Test: www.123test.com/disc-personality-test/
- More info: www.discprofile.com/what-is-disc/overview/

4. Learning styles (Kolb)

- Explores 4 styles: doers, reflectors, theorists, practical
- Test: www.bunbury.wa.gov.au/pdf/environment/u472/Appendix%2019%20U472%20Community%20Facilitator%20Kolb%20Questionnaire%20Final.pdf or http://med.fau.edu/students/md_m1_orientation/M1%20Kolb%20Learning%20Style%20Inventory.pdf
- More info: http://cei.ust.hk/files/public/simplypsychology_kolb_learning_styles.pdf

5. Learning styles (Vermunt)

- Explores 4 styles: undirected, production directed, meaning directed, application directed
- Test: www.stopmetblokken.be/studietips/sites/sites.arteveldehogeschool.be/studietips/files/study_hints_learning_styles_vermunt.pdf
- More info: www2.uned.es/revistaestilosdeaprendizaje/numero_8/articulos/lsr_8_articulo_4.pdf

Working styles tests

Personality tests can also allow you to explore the role you take in groups, allowing you to develop an understanding of the types of roles you may be drawn to. Consider them as a snap shot at that moment in time.

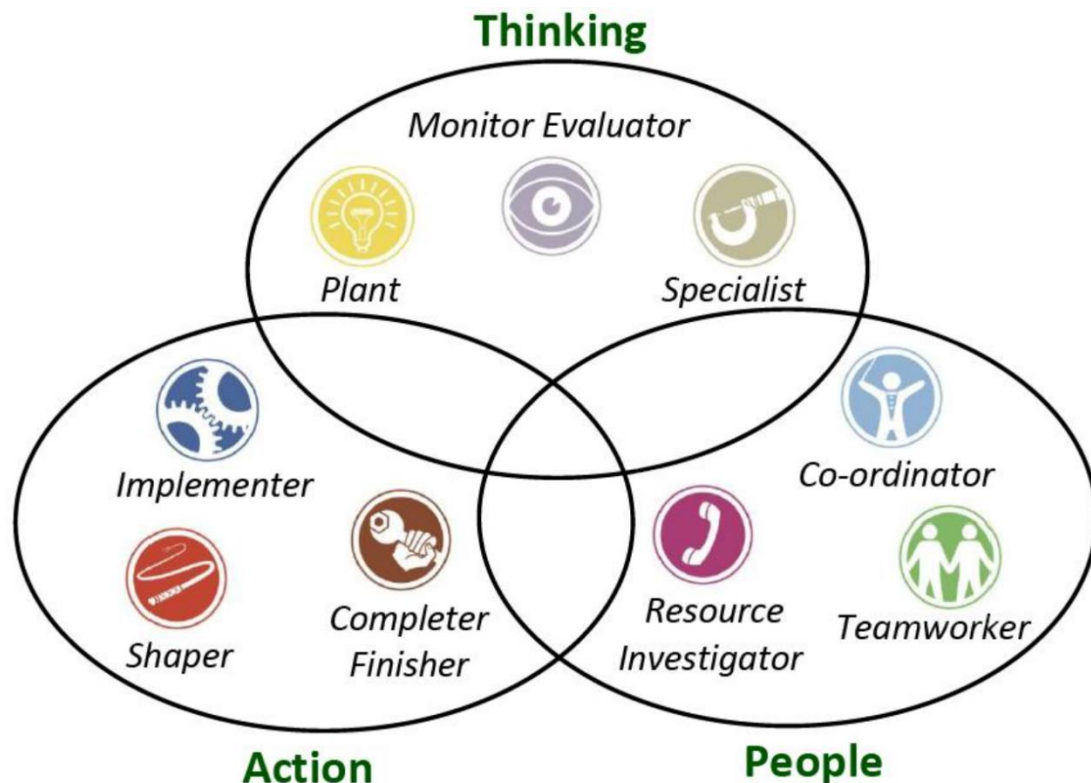


Image: <https://www.steppescoaching.co.uk/belbin.jpg>

1. Belbin

- Explores the role you take in a group (behaviour and needs). It identifies 9 team roles: coordinator, resource instigator, team worker, monitor evaluator, specialist, shaper, implementer, complete finisher
- Test: <https://www.123test.com/team-roles-test/> (Links to an external site.)
- More info: <https://www.belbin.com/about/belbin-team-roles/> (Links to an external site.)

2. Enneagram

- Explores 9 characteristics: perfectionist, giver, achiever, romantic, observer, loyalist, adventurer, leader, peacemaker
- Test: <https://www.eclecticenergies.com/enneagram/test> (Links to an external site.) or <http://www.9types.com/rheti/index.php> (Links to an external site.)
- More info: <https://www.enneagraminstitute.com/type-descriptions/>

Temperament identification & test

Temperament is your characteristic level of emotional excitability or intensity.

To identify what describes you best, try these activities.

Activity 1

Complete the 10 questions below yourself. Then ask 3-4 people from different environments (university, work, social, private) to give you constructive and honest answers to the below questions.

Ask them to answer these ten questions as thorough and as honestly as possible.

1. What is the first characteristic that comes to mind when you think of me?
2. What is your experience of working with me?
3. Which personal characteristic of mine do you appreciate most?
4. Where do you think my talents/strong points lie?
5. What do you think I am less good at? What do you think I find difficult?
6. What motivates me the most?
7. What do you think I hate?
8. What kind of job or what kind of career do you think would suit me best?
9. Where do you see me in ten or twenty year?
10. Do you have any tips for me for the near future?

Compare your answers with how others see you; what do others see that you do not, what do others not see? Consider how others view you and how you feel about that?

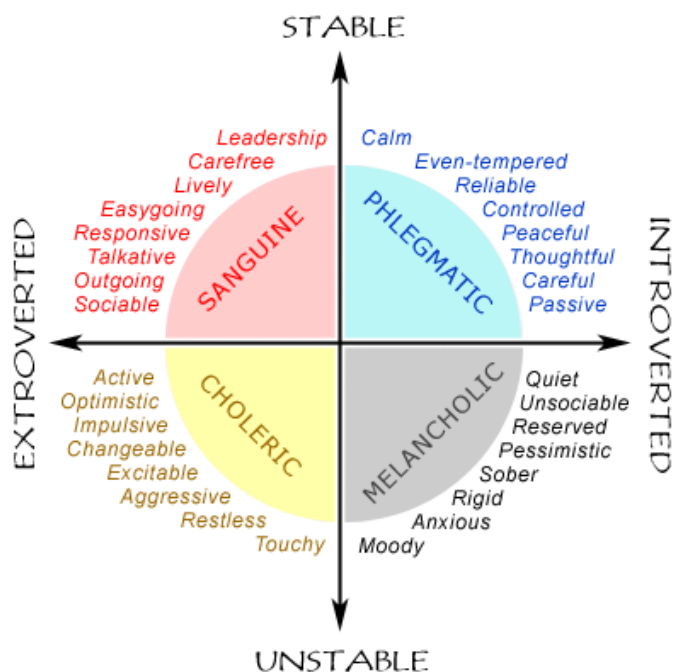


Image: <https://thisjourneyismyown.wordpress.com/2010/03/27/personality-test-melancholy-sanguine/>

Activity 2

Complete the "I am someone who..." activity.

employerhub@ucp.ac.uk

Activity 3

Temperament test: www.temperamentquiz.com/

Strengths & skills

Strengths are considered areas that you are naturally good at or the softer character traits such as honesty. Skills are generally things you have learnt such as speaking another language. Skills-based interviews would explore what you can do and what you have done; strength-based interviews will explore what you are good at and what you enjoy.

Wisdom (Head Strengths) <ul style="list-style-type: none">• Creativity• Curiosity• Love of learning• Judgement• Perspective	Courage (Heart Strengths) <ul style="list-style-type: none">• Bravery• Perseverance• Honesty• Zest	Humanity (Strength of Others) <ul style="list-style-type: none">• Love• Kindness• Social intelligence
Temperance (Strengths of Self) <ul style="list-style-type: none">• Forgiveness• Humility• Prudence• Self-regulation	Justice (Community Strengths) <ul style="list-style-type: none">• Fairness• Leadership• Teamwork	Transcendence (Strengths of Spirit) <ul style="list-style-type: none">• Appreciation of beauty & excellence• Gratitude• Humor• Spirituality• Hope

Image: <https://www.michellemcquaid.com/spot-others-strengths/>

It can be difficult to identify your workplace strengths, so here are some simple tips to start identifying them:

1. **Feelings when you carry out any task/project/role.** Happiness, motivation and satisfaction, getting absorbed in what you are doing are all signs that the activity is a strength.
2. **How do others respond to you when you carry out an activity.** Take note when someone praises you or comes to you for advice on that competency.
3. **Notice your approach to tasks/projects/role.** Your approach will be unique, and you will stand out from the crowd when you are genuinely using your strengths.
4. **How do you react to:** being confronted, in an emergency (take charge, provide comfort), being put on the spot (react, take time), walk into a room of people (focus on group/individual).

List of strengths and weaknesses: www.best-job-interview.com/list-of-strengths-and-weaknesses.html

Categorising strengths

Strengths: a skill that you are proficient in and you really enjoy, even under difficult circumstances.

You can categorise strengths into 5 areas, which will help you answer some of those tricky interview questions about your strengths!

1. Prime strength - important to your career role and is a strength
2. Untapped strength - not important to your role but is a strength
3. Necessary skill - important to the role, you are good at it but do not enjoy it
4. Underdeveloped skill - important to the role, you enjoy it but are not proficient in it yet.
5. Weakness - important to the role, but you do not like it and are not proficient at it

See the “Skills & strengths” activity to help you identify your skills and strengths.

Spotting strengths in others

There is a growing evidence base that when leaders focus on spotting and appreciating the strengths – rather than the weaknesses – of their employees, people perform better.

Have a look at: www.michellemcquaid.com/spot-others-strengths/

Motivation

Understanding your underlying motivations can allow you to explore how to succeed both personally and professionally, as well as providing you with knowledge to help answer those tricky interview questions.

By examining your behaviours, you can identify what motivates you and how to self motivate.



Image: <https://multimediamarketing.com/motivating-channel-members/> (Links to an external site.)

Motivation tests

What motivates you?

- <https://www.seemypersonality.com/Motivation-Test#q1> (Links to an external site.)
- <https://www.psychologies.co.uk/tests/what-motivates-you.html> (Links to an external site.)

What motivates you at work?

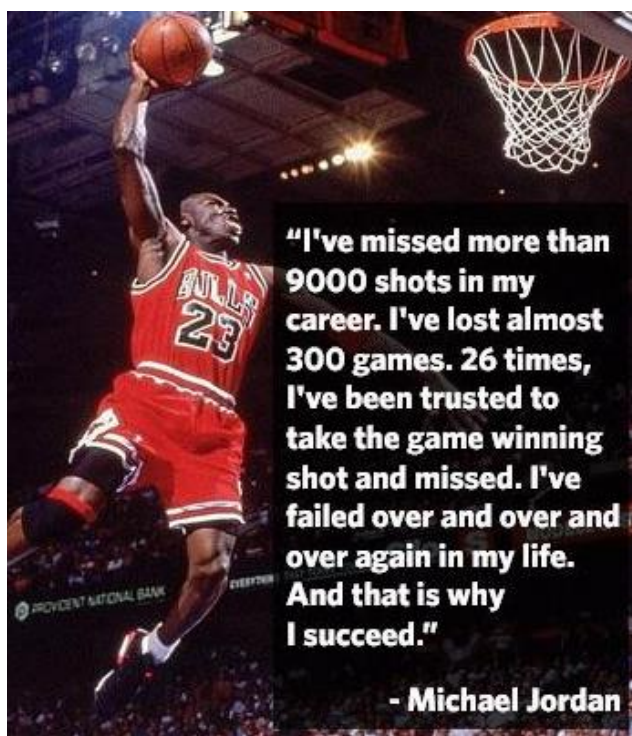
- <https://www.psychologies.co.uk/test-what-motivates-you-work>

Qualities check

To be born is a miracle, what are you going to do with your life? How are you going to create a life well lived?

TedX "Bring on the learning revolution":

www.ted.com/talks/sir_ken_robinson_bring_on_the_learning_revolution#t-146400



What are you going to work on?

Ofman's core quadrants

One way to consider your qualities is to explore it through Ofman's core quadrants.



e.g. I always want to win (core), I cannot take a loss (pitfall). I challenge myself to consider that losing was fair, my opponent was better (challenge). I do not like people who do not try to win (allergy).

Core Quality	Pitfall	Challenge	Allergy
Decisiveness	Nagging	Patient	Passive
Flexibility	Inconstant	Organized	Rigid
Clearly	Remote	Empathetic	Slimy
Helpful	Meddlesome	Let loose	Careless
Modest	Passive	Initiative	Obtrusive
Courage	Reckless	Thoughtful	Doubtful
Empathetic	Sentimental	Observing	Remote
Reflective	Aloofness	Empathy	Sentimental
Profiling	Arrogant	Modest	Invisible

Image: https://www.ibms.nl/upload/246/documents/Core_qualities_handout.pdf?

Your qualities activity

CHARACTER QUALITIES

Able	Detail-oriented	Imaginative	Polished	Skilled smart
Accurate	Dynamic	Intelligent	Principled	Spirited
Adaptable	educated	Inventive	Productive	Stable
Adept	Effective efficient	Ivy League	Professional	Successful
Adroit	Energetic	Judicious	Proficient	Talented
Aggressive	Enthusiastic	Licensed	Qualified	Tenacious
Alert	Executive caliber	Literate	Quick-thinking	To-level
Ambitious	Experienced	Managerial	Ready	Trained
Analytic	Expert	Motivated	Reliable	Trustworthy
Articulate	Extraverted	Multilingual	Resourceful	Upbeat
Attractive	Fast	Multitalented	Responsible	Valuable
Bilingual	Fit	Nonsmoking	Robust	Versatile
Capable	Flexible	Organized	Sane	Veteran
Competent	Formidable	Outgoing	Scholarly	Well-educated
Confident	Friendly	Outstanding	Scrupulous	Well-groomed
Consistent	Gregarious	Patient	Seasoned	Willing
Cooperative	Hardworking	People-oriented	Self-assured	Witty
Creative	Healthy	Perceptive	Self-reliant	Worldly
Dedicated	Highly motivated	Personable	Serious	Young
Dependable	Honest	Poised	Shrewd	Youthful

Image: [https://susiehayesnow.com/character-qualities-list/#lightbox\[postimages\]/0](https://susiehayesnow.com/character-qualities-list/#lightbox[postimages]/0)

Use either list above and complete the quadrant for yourself. You may find that you have different pitfalls or challenges to others, so use the right words that suit your character. For example, the core quality “dependable”, may have a pitfall of being a “yes-person”, “predictable”, or lacking “spontaneity” – each person is different.

1. Identify a **core** quality and complete the quadrant
2. Identify a **challenge** and complete the quadrant e.g. are you too reflective
3. Identify a **pitfall** and complete the quadrant e.g. are you reckless, not just courageous
4. Identify an **allergy** and complete the quadrant e.g. do you dislike modesty

Summary

This course aimed to provide you with the opportunity to develop your self-awareness, exploring your skills, values and preferences

You should now understand how to

- Explore your perceptions, personality, preferences, motivations, skill, strengths and value
- Identify your skills and strengths
- Become aware of your working styles