



WHEN I GROW UP

what do you want to be when you grow up?

Michelle Ward | Creative Career Coach

PERSONALITY PIE

We're baking today! Here are the ingredients you should have on hand:

- a dash of energy
- a heap of perception
- two cups of judgment
- a pinch of environment
- the book *Do What You Are* by Paul D. Tieger & Barbara Barron-Tieger

Set the oven to 350 degrees & bake for 45 minutes to enjoy a delicious, nutritious meal of personality pie. Let's see what your personality pie is made up of!

Ingredient 1: Energy

Mark the truthful statements with a heart or a smiley or an X or a whatever-you-want (it's your pie!). Just make sure not to put two marks in the same row. That's right – you have to pick one side or the other. Baking is mean like that.

Being with others is a natural drug	Being alone is a natural drug
Always looking to get to the next house party	Always looking to get the next intimate dinner party
Everyone thanks you for being a friend	The biggest gift comes from you because you only have a small group of friends, & therefore have more money to spend on gifts
Your life is an open book	Your life is a locked diary
Always ready for your close-up	The spotlight is always too bright
There are so many things that interest you!	There are a few things that interest you, but they really, truly, deeply interest you
Multi-tasker	Uni-tasker
Always on the go-go-go!	Always on the slow-slow-slow!
Talking rules, listening drools	Listening rules, talking drools
When your mouth & your brain get in a race, your mouth wins	When your mouth & your brain get in a race, your brain wins

Most of your marks in the left column? Then circle E for Extrovert! Most of your marks in the right column? Then circle I for Introvert!



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Ingredient 2: Perceiving Information

Put your detective hat on for this one! Pretend you're Nancy Drew trying to solve The Case of the Missing Library Book & mark this chart up like the one you did above:

	Gather clues by using all your senses		Gather clues by looking for meaning, patterns & information
	Think about the here & now!		Think about the future!
	Wants just the facts, ma'am		Wants to consider the possibilities
	Stands behind common sense & practicality		Stands behind imagination & creativity
	Follows the rules & acts immediately		Creates a new way of doing things & acts more slowly
	Figures out the big picture from the details		Figures out the details from the big picture
	Speaks in detailed descriptions		Speaks in metaphors & analogies
	Likes taking things step by step, like the New Kids on the Block		Likes to paint broad strokes, like that "pretty trees" guy with the Afro
	Believes that slow & steady wins the race		Believes that you should work within your bursts of energy

Most of your marks in the left column? Then circle S for Sensing! Most of your marks in the right column? Then circle N for iNtuiting (I know it should be an I, but blame Myers & Briggs)!

Oh, & in case you're wondering, a Sensing person uses their, uh, senses, to figure stuff out. An Intuiting person is all about using insights, meanings, symbols, possibilities & connections to figure out where that missing library book is, goddammit.

Ingredient 3: Judging Dimension

Now think of what you do when you make a decision, & mark up the ones that get you there (remember, just one mark per row!):

	Makes decisions with your brain & focuses on results, justice &		Makes decisions with your feelings & focuses on people, empathy &
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fairness, like The Man	harmony, like a hippy
"That haircut makes you look like Barbara Walters"	"That haircut makes you look so, uh, distinguished!"
Naturally see flaws & critiques	Naturally see the way to please others & be appreciated
Appear cool & reserved, like an ice statue	Appear warm & friendly, like a hippy (again)
Doesn't take things personally	Takes almost everything personally
Ladder-climber	People-pleaser
Debating is fun!	Avoiding arguments is fun!

Most of your marks in the left column? Then you value truth over tact, cause & effect, reasonableness & precision, just like The Man. Circle T for Thinking! Most of your marks in the right column? Then circle F for Feeling, as you make decisions based on harmony, relationships, tact over truth, & empathetic orientation, just like a hippy.

Ingredient 3: Orientation to the Outer World

You know what to do:

Happiness is structure & making decisions	Happiness is freedom & open possibilities
Stress comes from loose ends	Stress comes from tied-up ends
"Do you have an appointment?"	"Call me when you're free & we'll meet up whenever, dude"
Keeps a back-up watch around, just in case...	"My phone has a clock?"
Starts a project weeks before deadline	Starts a project minutes before deadline
Most enjoys finishing projects	Most enjoys starting projects
Motivated by the end result	Motivated by discovering how the result will be achieved
Never wants a surprise party	Always wants a surprise party
Won't start a project without a step-by-step outline	Doesn't need anything to start a project



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Now put your four letters together and write them here in big, fat, bold type:

Feel that this combo is the right one for you? Then head on over to Chapter 3 of *Do What You Are*, entitled "Mirror, Mirror", to verify your type. Don't trust a letter or two? Did you get any ties? If so, dig into Chapter 2 of *Do What You Are*, entitled "Just Who Do You Think You Are?", and read through the letter in question. Feel free to change it if you think this exercise brought you to the wrong conclusion. Or, if you're still unsure, write both combos & look into them both! You never know what you're gonna find.

You'll see that the rest of *Do What You Are* is broken down into each type, a few case studies of that type, the criteria for career satisfaction for that type, & possible careers. From the 10 career satisfactions that the authors list for your type, write your top 5 here:

- 1.
- 2.
- 3.
- 4.
- 5.

At this point, you might want to go back to *Workin' It Out* & see if these work values align with the ones that you have already prioritized. Do you want to make any changes to that exercise?

From the list of career options for your type, write down the Top 10 that interest you:

- 1.
- 2.
- 3.



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- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

If you have more to add or want to include less than 10, then that's cool, too. Feel free to add or subtract from this list as you please.

The next exercise will be to start a short list of careers that match your interests, skills, work values & personality type, so keep this exercise handy! For now, relax & enjoy the deliciousness of the pie you baked with love. Mmmmm....love.

If all you were left from this exercise was a grease fire, then contact me to schedule your free 30-min consultation call & discover how I can be your sous-chef. I'm really awesome at chopping vegetables, making coffee & toasting bagels. And yes, those are all literal cooking things I'm good at.

Best,

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