

Personality Styles



Unit
Me in the World



Length
90 Minutes

About This Lesson

To investigate how their personality style can help them in various life roles, students will explore their Holland Model assessment results and how their personality traits relate to their career choices.

Learning Objectives

By the end of this lesson, students will:

- investigate personality styles
- explore how their own personality style can help them at home, school, work, and other areas of their life
- reflect on how different personality styles collaborate in sample workplaces

Driving Question

How does my personality style relate to the workplace?

Future-Ready Skills

Self-knowledge

Transferable Skills

Communication

Responsibility

Lesson Breakdown

35
minutes

Activity 1 - Personality Style Assessment

Before directing your students to complete phase 2 (**Personality Style**) of the **Matchmaker** Interest assessment. Consider sharing your **Personality Style** results and how these traits have supported you in your own career journey. After your students have completed the assessment have them **View Full Results** to learn about the Holland Model and the traits linked to their personality styles.

35
minutes

Activity 2 - Xello Lesson: Personality Style

Direct students to complete the Xello lesson title **Personality Styles** to learn about 6 personality styles and how they relate to core job tasks and workplace environments.

15
minutes

Activity 3 - Workplace Personalities Discussion

In this activity, students will discuss in small groups how different personality styles successfully collaborate in a workplace to achieve on-the-job tasks.

5
minutes

Activity 4 - My Personality Style

Have students write a short reflection about how their own personality style has helped them to relate to others at school and one other environment (ie. a club, sports team, workplace, or volunteer activity).



Xello Entry Point

As part of this lesson, students will complete the **Personality Style** assessment (phase 2 of **Matchmaker**) and should save at least 3 careers.

Vocabulary

- Work environment
- Job tasks
- Builder
- Thinker
- Creator
- Helper
- Persuader
- Organizer

Ontario Career Studies

B2.1 investigate their own interests, values, skills (including transferable skills), strengths, and areas that require further development, documenting their insights in a personal profile.

Activity 3 - Workplace Personalities Discussion



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Inquiry Prompts

- How does knowing my personality style help me relate to others at school or work?
- How has my personality style helped me in other situations that I can apply to the workplace?

Teaching Strategies

In this activity, students will work in small groups to understand how different personalities work together to accomplish collaborative tasks in a workplace.

- 1 As a class, brainstorm workplaces they are familiar with (e.g. restaurant, movie theatre, public library, etc.) and provide these as options for this small group task.
- 2 Direct students to select one personality style (Builder, Thinker, Creator, Helper, Persuader, or Organizer) or use the Personality Styles Student Work Report, found in your Xello educator tools as a way to organize small discussion groups.
- 3 In small groups, students will identify at least 3 different careers that are essential to the selected workplace and a list of core tasks that involve 2 or more of these individuals. This can be done on chart paper or on a shared document, which they will later share with the whole class.
- 4 Provide the following questions for the group to discuss and record, based on the common core tasks determined in step 3:
 - What does each career bring to the task? What are they responsible for?
 - How do their responsibilities match their personality style? Would the task be successfully accomplished with different personalities?
- 5 If time allows, pair groups together to share their findings, or display the work in a space that's easily accessed by every student.

Optional: Ask students to capture their work on their Xello **storyboard** with a short reflection about how their own personality style has helped them to relate to others at school and one other environment (ie. a club, sports team, workplace, or volunteer activity).

Materials Required

- Computer or tablet with internet access
- Large scale paper and markers (optional)

Artifacts

Students will collaborate in a small group discussion and correlate their ideas about personality styles in workplaces. As an option, students can include their group's work on their Xello **Storyboard** with a short reflection.



Culminating Project Tip

Add your students' questions about personality styles and the workplace to the discussion guide. For example: Which personality styles are most prevalent in your industry?