Personality Test

I have long thought that understanding an individual’s core personality is a highly underutilized part of having a strong team. I’ve always been very interested in these personality types and my wife and I have extensively studied the 16 Myers-Briggs personality types listed on this website. Even though there has been a growing cultural focus lately on others (like Annegrams), we have always found the 16 Myers-Briggs types to be very true and very revealing. While the test on this website chose me as an INFJ ([The Advocate](https://www.16personalities.com/infj-personality)), I have found, through long conversations and study on the types, that I relate much better to an ISFJ – [The Defender](https://www.16personalities.com/isfj-personality). Captain America. Samwise Gamgee. Dr. Watson. Sometimes seen as side characters, they are the heart and soul to their stories. Always displaying strength through their principles, loyalty, humility, and support, I find that this personality type fits me very well. Reading through the strengths and weaknesses on the website, I once again relate to this type. At home I notice that I always set the pace for the family culture and provide the needed heart, energy, and dedication to allow things to run well. In the workplace, I am highly analytical and observant, great at making connections, humble and hardworking. But the thing that has always stuck most with me, and has brought me to being team lead at my current position, is how much I care for others and truly seek to know them, support them, teach them and lead them. Not only is this shown by being sought after to lead my current team of data scientists, at previous jobs I have also been called on to teach interns and new teammates have always gravitated towards my office seeking guidance and support. My dedication to teaching and growing others while providing dedicated and quality work is something that has always served me well, and would make a great addition to your team.

Test Result Personality – INFJ (<https://www.16personalities.com/infj-personality>)

Own Known Personality – ISFJ (<https://www.16personalities.com/isfj-personality>)

Free Response

“In a paragraph, describe the work environment or culture in which you are the most happy, productive and passionate and why. This gives us ideas on how we can best accommodate and welcome you!”

A strong team that is in sync with each other is able to be greater than the sum of its individual parts. Teams with curious minds and a drive to improve each other are effective and very exciting to me. This is the type of team and environment that I love to be around and what I seek to cultivate as a team leader myself. In the simplest terms, the work environment that I am most happy and productive in is one that allows space for curiosity, growth, and learning while providing engaged support, training and feedback. I am the type of person who wants to explore all aspects of a project or dataset as I seek to understand it. I am constantly asking what something means, where it came from, and how it relates to the rest of the data so that I can fully understand it and tell its story. Crucial to this process, I have found that I love having a team around me that can share a different perspective or view on things, and then are willing to take the time to show me their perspective, teach me, and provide feedback to my thoughts and work. I love being challenged and offered open ended assignments; ones where the vision for the end goal is known, but the specifics of that journey are open. Help me to understand what we are chasing, and why, and then let me loose. Culturally, I most enjoy working around other highly competent individuals who are excellent in their work, but are humble enough to take time to invest in and share their learnings with me. I am also a big family man and value being on a team that protects and encourages a good work life balance. I love being heavily involved in my family’s life, and want to be seen as a whole person rather than just an employee. In summary, I feel most appreciated, supported, and productive when trusted to do my work well, provided space to continue learning and be curious, offered good challenges with feedback, and on a team that values a strong work life balance.