



THE IMPORTANCE OF INDIVIDUAL CHARACTERISTICS OF A PERSON IN THE PROCESS OF CHOOSING A PROFESSION

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ANNOTATION

This article will highlight why is important for one to consider their personality when choosing a career. When choosing which career path to make, a lot of factors should come into consideration. One of them is whether you'll be a good fit for the job because of your personality type. The main purpose of the study is to examine the relationship between personality traits and career choice and if these traits can affect the choice of major in the university/college. This study tries to concentrate on the way jobs are chosen and the impact of personality traits on this process from the connection between how students seen their personality and the various choices they prefer. Everyone possesses unique characteristics that differentiate them from others. These characteristics play a part in determining the success one is to have in a job.

Keywords: Self-awareness, consciousness, activity, personality, behavior, biological factors, career development, environment.

Introduction

Not everyone knows what they want to do with their life. Many people find that they 'fall' into their career. However, whether deliberate or not, do people tend to move into careers that reflect their interests or even their personality traits? There are many theories around which personality types suit specific job roles. Research suggests that personality might determine the career path you choose, and it may predict whether you are unhappy with your job. Several studies have shown that people who hold jobs with characteristics and tasks related to their personality are more productive, happier, and make more money. For example, extraverts tend to hold jobs that involve communicating with others, such as sales or customer service. Introverts, on the other hand, may trend toward jobs interacting with computers or technology. Misfits in these jobs – an introvert who is a salesperson, for example, or an extravert who works in an office alone – may lead to lower performance and dissatisfaction. Similarly, individuals high in conscientiousness may gravitate toward jobs involving numbers or paying attention to detail, and they may be better at those jobs as well. Our research has even found personality differences in leadership positions depending on the sector of the organization. For example, more effective leaders, in general, are





extraverted, conscientious, agreeable, and open to experiences. However, when we measured leaders in police departments, we found that extraversion and conscientiousness were associated with police leaders, but agreeableness and openness to experience were not. This makes sense because of the rigid, rule-driven environment of policing. Openness to experience is related to mild rule-breaking, or rule-bending, behavior, and that wouldn't fit good police work. So, one way to better understand your job and the rewards and strains that come from it is to compare the requirements of the job (and the job/organizational environment) with your strongest personality traits .

Today, changes in the economic and professional structure of society in the countries of the world have led to the need to study the characteristics of professional activity and the process of self-realization of a person.

ANALYSIS and RESULTS

The aim of this study was to investigate whether personality has an influence on career preference. In this context, the study aims to investigate the relationship between career choices that affect the lives of individuals and individual values which are the source of individual differences affecting the people's behavior. The study tries to find out the compatibilities among career choice decisions and the personality type of the incumbents opting for job because people make decisions of their career choices and their personality types. Therefore, there is a need to provide guidance to help new incumbents to choose the right career choice to make their life more successful. Career is seen as a series of individual perceived attitudes and behaviors and integrated work-related activities during the life experience of a person. Career can be defined as “the sequence of employment related positions, roles, activities and experiences encountered by a person” (Newton et al, 2003) Or “a set of occupational experiences and roles that make up a person’s working life” (Mcoetzee, 2002). Making the choice of profession means a lot for the individual in terms of guiding and shaping the life. Because the choice of profession for an individual is the means of income-generating job satisfaction, providing security, having respect and success. Understand the career choices and the career decisions of the individuals is an important component of recruitment and retention strategies because career choice of individual depends on many situational and organizational factors (Kochung et al., 2011). Also, the career decision covers the training decisions, as well as the professional decisions (Larson et al., 2002). In this study we will choose three main sectors as a career choice in exploring and measuring the relationship between these choices and personality traits.





The general management choice describes a need to manage people and or organizations. Three key individual competencies are described by (Ososki et al., 2006) in connection with this choice:

- Analytical competence, the ability to analyze information and solve problems in uncertain conditions.
- Interpersonal competence, the ability to supervise and lead others towards the achievement of organizational goals.
- Emotional competence, the ability to be stimulated rather than exhausted by a crisis, the ability to exert power without guilt.

Their view of career success is objective by regarding to Status, and the amount of responsibility these individuals are given which contribute to their feeling of success. They will define themselves in relation to their organization's success or failure. They are likely to include details of the size and scope of their organization when introducing themselves.

The five-factor model is a hierarchical model of personality traits having five broad factors, which represent personality at the broadest level of abstraction. The model was captured through analyses of trait adjectives, factor analytic studies of existing personality inventories, and expert judges. These five dimensions are: neuroticism, extraversion, openness, agreeableness, and conscientiousness. The description of these five factors is given as:

1. Agreeableness: these individuals value getting along with others; therefore, they are considerate, friendly, generous, helpful, and willing to compromise their interests with others (Edwards, & Quinter, 2011).
2. Conscientiousness: it deals with the way in which we control, regulate, and direct our impulses. These people are intelligent and try to avoid trouble and achieve success through purposeful planning and persistence (Cutler, 2006).
3. Extroversion: extroverts enjoy the gathering of people, are full of energy, often experience positive emotions, assertive, talkative, more enthusiastic, action-oriented individuals (Cutler et al., 2006).
4. Neuroticism: these individuals have the tendency to experience negative emotions have high levels of anxiety, anger, depression, and they mostly interpret ordinary situations as threatening (Goldberg, 1999).
5. Openness to experience: they are imaginative, creative people from down-to-earth, conventional people, intellectually curious, appreciative of art, sensitive to beauty, and are more aware of their feelings (Goldberg, 1999).

The purpose of this study was to assess the relationship between personality traits and career choice and the results agree that the personality of individual is attracted to can impact the choice of major, next to cognitive ability (Hussain et al., 2011). and other





studies show that even a person choice of occupation can be determined from personality traits (Hossain et al., 2012).

John Holland, Ph.D., professor emeritus at Johns Hopkins University, is a psychologist who devoted his professional life to researching issues related to career choice and satisfaction. He developed a well-known theory and designed several assessments and supporting materials to assist people in making effective career choices. His theory and assessment tools have helped millions of people worldwide and are supported by hundreds of research studies. Holland found that people needing help with career decisions can be supported by understanding their resemblance to the following six ideal vocational personality types: 1. Realistic (R) 2. Investigative (I) 3. Artistic (A) 4. Social (S) 5. Enterprising (E) 6. Conventional (C). Work settings can also be categorized by their resemblance to six similar model work environments. Because people search for environments that allow them to express their interests, skills, attitudes, and values, and take on interesting problems and agreeable roles, work environments become populated by individuals with related occupational personality types. The descriptions of Holland's personality types refer to idealized or pure types. Holland's personality types are visually represented by a hexagonal model. The types closest to each other on the hexagon have the most characteristics in common. Those types that are furthest apart, i.e., opposites on the hexagon, have the least in common. Listed below are the six Holland Occupational Personality Types. The descriptions of "pure types" will rarely be an exact fit for any one person. Your personality will more likely combine several types to varying degrees. To get a better picture of how your interests and skills relate to the types and to identify your dominant type, you can highlight the phrases in each description that are true for you.

Realistic individuals are active and stable and enjoy hands-on or manual activities, such as building, mechanics, machinery operation and athletics. They prefer to work with things rather than ideas and people. They enjoy engaging in physical activity and often like being outdoors and working with plants and animals. People who fall into this category generally prefer to "learn by doing" in a practical, task-oriented setting, as opposed to spending extended periods of time in a classroom. Realistic types tend to communicate in a frank, direct manner, and value material things. They perceive themselves as skilled in mechanical and physical activities but may be uncomfortable or less adept with human relations. The preferred work environment of the realistic type fosters technical competencies and work that allows them to produce tangible results. Typical realistic careers include electrician, engineer, veterinarian, and the military. Investigative individuals are analytical, intellectual, and observant and enjoy





research, mathematical or scientific activities. They are drawn to ambiguous challenges and may be stifled in highly structured environments. People who fall into this category enjoy using logic and solving highly complex, abstract problems. Because they are introspective and focused on creative problem solving, investigative types often work autonomously and do not seek leadership roles. They place a high value on science and learning and perceive themselves as scholarly and having scientific or mathematical ability but lacking leadership and persuasive skills. The preferred work environment of the investigative type encourages scientific competencies, allows independent work, and focuses on solving abstract, complex problems in original ways. Typical investigative careers include medical technologist, biologist, chemist, and systems analyst. Artistic individuals are original, intuitive, and imaginative and enjoy creative activities, such as composing or playing music, writing, drawing or painting and acting in or directing stage productions. They seek opportunities for self-expression through artistic creation. People who fall into this category prefer flexibility and ambiguity and have an aversion to convention and conformity. Artistic types are generally impulsive and emotional and tend to communicate in a very expressive and open manner. They value aesthetics and view themselves as creative, non-conforming and as appreciating or possessing musical, dramatic, artistic, or writing abilities while lacking clerical or organizational skills. The preferred work environment of the artistic type fosters creative competencies and encourages originality and use of the imagination in a flexible, unstructured setting. Typical artistic careers include musician, reporter, and interior decorator. Social individuals are humanistic, idealistic, responsible, and concerned with the welfare of others. They enjoy participating in group activities and helping, training, healing, counseling, or developing others. They are generally focused on human relationships and enjoy social activities and solving interpersonal problems. Social types seek opportunities to work as part of a team, solve problems through discussions and utilize interpersonal skills but may avoid activities that involve systematic use of equipment or machines. Because they genuinely enjoy working with people, they communicate in a warm and tactful manner and can be persuasive. They view themselves as understanding, helpful, cheerful, and skilled in teaching but lacking in mechanical ability. The preferred work environment of the social type encourages teamwork and allows for significant interaction with others. Typical social careers include teacher, counselor, and social worker. Enterprising individuals are energetic, ambitious, adventurous, sociable, and self-confident. They enjoy activities that require them to persuade others, such as sales, and seek out leadership roles. They are invigorated by using their interpersonal, leadership and persuasive abilities to obtain





organizational goals or economic gain but may avoid routine or systematic activities. They are often effective public speakers and are generally sociable but may be viewed as domineering. They view themselves as assertive, self-confident, and skilled in leadership and speaking but lacking in scientific abilities. The preferred work environment of the enterprising type encourages them to engage in activities, such as leadership, management and selling, and rewards them through the attainment of money, power, and status. Typical enterprising careers include salesperson, business executive and manager. Finally conventional individuals are efficient, careful, conforming, organized and conscientious. They are comfortable working within an established chain of command and prefer carrying out well-defined instructions over assuming leadership roles. They prefer organized, systematic activities and have an aversion to ambiguity. They are skilled in and often enjoy maintaining and manipulating data, organizing schedules and operating office equipment. While they rarely seek leadership or “spotlight” roles, they are thorough, persistent and reliable in carrying out tasks. Conventional types view themselves as responsible, orderly and efficient, and possessing clerical, organizational and numerical abilities. They may also see themselves as unimaginative or lacking in creativity. The preferred work environment of the conventional type fosters organizational competencies, such as record keeping and data management, in a structured operation and places high value on conformity and dependability. Typical conventional careers include secretary, accountant and banker.

Discussions/ Conclusions

Based on the results of study the managerial roles have been chosen by most of the sample without opens to experience because managing or executing things perfectly demands strong social interaction ability in individuals and it demands attitude ready to accept changes in external environment. Secondly, it requires socially dominant behavior to rapidly adapt these changes to get things done efficiently and effectively. These capabilities can help them to become strong negotiators and will help them to achieve positions more acceptable by both parties. Research roles have been chosen by most of the sample without both of agreeableness and conscientiousness so we can refer that to sensitivity roles is key to get things deduce for which others seem blind, and the opens to experience is the personality trait that can help these people to have a multi angled look for a single problem. Certainly, this personality trait will be more likely to have scientific exploration, new ideas and new theories to add in existing literature. Technical roles have been chosen by most of the sample without neuroticism. Most of the personality traits can help the individuals to excel in these





professions, these persons to be time bounded assignment fulfillment, planned and organized in every transaction. People who are calmer, relaxed and emotionally stable are more likely to be successful. To achieve this capability, people that rank high on neuroticism are not preferable as they are less likely to work with time rule and attitude.

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