

# The Fulfillment Chronicles

## Who Am I?

May 2024

Who am I? At some point we all have to ask this of ourselves and come to grips with who we are. It is imperative to have this answered for you to make progress towards fulfillment at every stage of life.

### Suspend Personal Filters

Prior Experience

Cultural Norms

Institutions - government, schools, universities, coaches, church/synagogue/mosque, clubs, associations, boy/girl scouts, neighborhood

Media

Religious Dogma

Rules, Regulations, Laws

Unqualified Advice

In order to get the most out of personality assessments, you need to suspend your beliefs, acculturation, and preconceived notions, anything not based in fact. You need to assume that, though well intentioned, up until now you have **not** had guidance during your education, training, perspectives, culture, and skills that meets this criterion. Personality assessments depend on your ability to be absolutely honest about your character and temperament for them to be effective; you can and should be brutally honest with yourself as you do the assessments. Assessments are strictly confidential, unless you choose to share them with others. It will take time for you to digest the results, since your results may confirm or deny your existing image of self, offer surprises or new perspectives. So, suspend the disbelief and doubt for now. It will be worth your while moving forward.

Again, who are you? What do you want out of life? How do you want to live your life? What is important to you? How does your acculturation to date influence your thoughts? Think of it in terms of what you feel is right or wrong, worthy or frivolous, **what you personally value without any external influence**. Let your personal inventory be strictly about you, independent of your circumstances and environment as much as

possible. Don't limit yourself to strictly the reasonable, but do articulate even the outrageous dreams you may have.

While there are lots of personality tests, the initial inventories **Lifelong Fulfillment** suggests are:

- Myers-Briggs Personality Typing (MBTI),
- Values Inventory of Strengths (VIS),
- Three Dimensions of the Good Life,
- Dominance, Influence, Steadiness, and Compliance (DISC) Personality Types,
- Risk Tolerance

You should aggregate these personality profile results in the **Lifelong Fulfillment** worksheet.

## Personality Profile Worksheet

### Myers-Briggs (1 Type)

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**Preferred Work** \_\_\_\_\_

**Preferred Relationships** \_\_\_\_\_

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### **Values Inventory Assessment of Strengths** (Pareto Top 20% of 24)

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2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

### My Good Life Dimension (1 Type)

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### Dominance, Influence, Steadiness, Compliance (1 Priority Style)

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### Risk Tolerance

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## **Myers-Briggs Type Indicator and Kiersey Temperament Sorter** ([www.myersbriggs.org](http://www.myersbriggs.org), [www.truity.com](http://www.truity.com))

The system of personality types proposed by Carl Jung (1921) and later refined by C. Myers and I. M. Briggs (1944), and promoted by D. Kiersey and M Bates (1978) has become an extremely widely used personality theory in self-help, business management, counseling and spiritual development contexts, but it is not commonly used in academic research where, since like all type theories, it is treated skeptically. The system produces 16 different personality types on the basis of a people's character in the four dimensions of Introvert(I)/Extravert(E), Sensing(S)/Intuition(N), Feeling(F)/Thinking(T), and Judging(J)/Perceiving(P) as follows:

- **Extraversion/Introversion:** This dimension refers to where you focus attention and get your energy. Extraverts are focused on the external world and other people, and are energized by external stimulation and interaction with others. Introverts are more focused on their internal world, thoughts, ideas, and feelings, and get energy from spending time in solitary activity or quiet reflection.
- **Sensing/Intuition:** This dimension refers to how you prefer to take in information. Sensors gather information in a very concrete, detail-oriented, and factual way. They tend to be practical and oriented to the present moment. Intuitives tend to be more abstract in their perceptions, and tend to think more about meaning, connections, and possibilities. Intuitives are often more imaginative than realistic.
- **Thinking/Feeling:** This dimension refers to how you prefer to make decisions. Thinkers prefer decisions that are based on facts or data, and like to reason things out logically. Feelers prefer decisions that are consistent with their values and help to build harmonious relationships.
- **Judging/Perceiving:** This dimension refers to how you prefer to organize your life. Judgers tend to prefer structure, schedules, and plans. They like clear expectations and feel accomplishment from completing tasks. Perceivers prefer an open-ended, spontaneous and flexible existence. They enjoy feeling that their options are open and that there are many possibilities available.
- Of these dimensions only two track the influence on an individual's sex. Sensing/Intuitive is split 73%/27% in the population with women preferring sensing. There is a slight edge to feeling among women in Thinking/Feeling at 40%/60% in the population. Otherwise, dimensions are about 50%/50%.

Two examples of personality types are as follows:

- **The Protector, ISFJs** are industrious caretakers, loyal to traditions and organizations. They are practical, compassionate, and caring, and are motivated to provide for others and protect them from the perils of life. They occur in 12% of the population. ISFJs are most compatible with ENFJ and ESTJ (25% of population)
- **The Mastermind, INTJs** are analytical problem-solvers, eager to improve systems and processes with their innovative ideas. They have a talent for seeing possibilities for improvement, whether at work, at home, or in themselves. They occur in 2% of the population. INTJs are most compatible with ESTJ, ISTP, and ENTJ (18% of population).

With your personality type in hand, you can expand your search for compatibility at work and home, your preferred career choices, and other questions. To hear more about personality types from Dr. Little, a leading authority in the field, go to **Who Are You Really? The Puzzle of Personality**. Take the your own Myers-Briggs Type Indicator (MBTI) test at [www.typelogic.com](http://www.typelogic.com). Enter your personal results in the Personality Profile Worksheet.

### **Values Inventory of Strengths (VIS)**

The VIA Inventory of Strengths (VIA-IS), formerly known as the "Values in Action Inventory," is a psychological assessment measure designed to identify an individual's profile of 24 positive character strengths. It is commonly known as positive psychology. It was created by Christopher Peterson and Martin Seligman, well-known researchers in the field of positive psychology in 2000. It focuses on strengths and virtues to summarize an individual's personality; but with 24 strengths (below), a Pareto Rule ranking can help narrow priority strengths to the 5 that dominate your personality. For instance, the strength of **Creativity** in the **Wisdom** category of Virtues would be thinking of novel and productive ways to conceptualize and do things, including artistic achievement but not limited to it.

You can listen to Martin Seligman for details on TED. Get a VIA workbook for yourself from Center of Applied Positive Psychology. Take the test for free at www.viacharacter.org. Enter your personal results in the Personality Profile Worksheet.

<b><u>Virtues</u></b>	<b><u>Strengths</u></b>
Courage	Perseverance
Courage	Zest
Courage	Bravery
Courage	Honesty
Humanity	Love
Humanity	Kindness
Humanity	Social Intelligence
Justice	Fairness
Justice	Leadership
Justice	Teamwork
Temperance	Prudence
Temperance	Self-Regulation
Temperance	Forgiveness
Temperance	Humility
Transcendence	Hope
Transcendence	Appreciation of Beauty and Excellence
Transcendence	Spirituality
Transcendence	Gratitude
Transcendence	Humor
Wisdom	Creativity
Wisdom	Judgment
Wisdom	Perspective
Wisdom	Love of Learning
Wisdom	Curiosity

### **Three Dimensions of The Good Life**

“We (Westgate, Oishi) hypothesize that although a lifetime of happiness gives rise to personal satisfaction, and a lifetime of a meaningful life to societal contribution, a lifetime of psychologically rich experiences should give rise to wisdom. Wisdom is a complex concept. Indeed, as Sternberg (1990) stated: “To understand wisdom fully and correctly probably requires more wisdom than any of us have”.

Looking at the tables, which lifestyle describes your interests, Happy, Meaningful, or Rich? Enter your personal results in the Personality Profile Worksheet.

	<u><b>A Happy Life</b></u>	<u><b>A Meaningful Life</b></u>	<u><b>A Psychologically Rich Life</b></u>
<b>Key Features</b>	Comfort Joy Security	Significance Purpose Coherence	Variety Interest Perspective Change
<b>Facilitators</b>	Money Time Relationships Positive Mindset	Moral Principles Consistency Relationships Religiosity	Curiosity Time Energy Spontaneity
<b>Outcomes</b>	Personal Satisfaction	Societal Contribution	Wisdom
<b>Measurement</b>	Life Satisfaction Positive Affect	Meaning in Life Subjective Meaning	Psychologically Rich Life Psychologically Rich Experience

**A Psychologically Rich Life: Beyond Happiness and Meaning**, Shigehiuro Oishi, UVA, and Erin C. Westgate, UF

	<u><b>A Happy Life</b></u>	<u><b>A Meaningful Life</b></u>
<b>Focus</b>	Focuses On the Present A “Taker”	Connects past, present, future via self reflection A “Giver” About personal identity and expression More worry, stress, anxiety involved

Some key differences between a happy life and a meaningful life, Baumeister, Vohs, Aaker, Garbinsky, Journal of Positive Psychology, August 20, 2013

### **Dominance, Influence, Steadiness, and Compliance (DISC) Personality Types**

This tool is based on Dominance, Influence, Steadiness, and Compliance behavior assessments developed by William Marston in 1928, and covers how you deal with problems, how you deal with people, how you deal with pace, and how you deal with procedures. It is a good indicator of your style, your introversion or extraversion, whether you prefer methodical or fast paced approaches, and your task or people focus. The DISC results can help you understand your core behaviors, how you interact with others, to recognize DISC styles in others, and to communicate and work effectively.

- Dominance - A person primarily in this quadrant places emphasis on accomplishing results and “seeing the big picture.” They are confident, sometimes blunt, outspoken, and demanding.
- Influence - A person in this quadrant places emphasis on influencing or persuading others. They tend to be enthusiastic, optimistic, open, trusting, and energetic.
- Steadiness - A person in this quadrant places emphasis on cooperation, sincerity, loyalty, and dependability. They tend to have calm, deliberate dispositions, and don’t like to be rushed.
- Conscientiousness - A person in this quadrant places emphasis on quality and accuracy, expertise and competency. They enjoy their independence, demand the details, and often fear being wrong. (www.discprofile.com)

There are twelve characteristic styles that describe the composite test results - DC, D, DI, ID, I, IS, SI, S, SC, CS, C, and CD. If one favors Dominance and Conscientiousness equally, they are a DC, and so on. DCs are tough-minded, determined folks who tend to excel at critical thinking and they are naturally skeptical, at times cynical. DC types value personal autonomy and feeling in control. See the details and distribution of styles on line.

Explore the details at [www.discprofiles.com](http://www.discprofiles.com) and on podcast [TTI Success Insights Wheel, Dec 2013, YouTube](#). Take the test yourself at [www.discpersonalitytesting.com](http://www.discpersonalitytesting.com). Enter your personal results in the Personality Profile Worksheet.

### **Risk Tolerance**

This concept is very popular in finance and business and it has a place in your self knowledge base. In the simplest of terms it relates to concepts like conservative, radical, and moderate behaviors you may favor. It has to do with how much risk you are comfortable engaging in so as to effect a certain amount of return or result, which in financial linguistics is called Return on Investment (ROI). In any endeavor you undertake you will have an inclination to choose between the following: Low risk and low returns, Medium risk and medium returns, Higher risk and higher returns, or Highest risk and higher returns. What is your general risk and reward preference? Enter your personal results in the Personality Profile Worksheet.

### **Additional Optional Perspectives**

If you haven't already, take an IQ test. Other interesting tests are at <https://openpsychometrics.org/> (preferred in bold) like, the **Full Scale IQ Test**: An IQ Test measuring across the full spectrum of human abilities.

# Point Solution Book Review

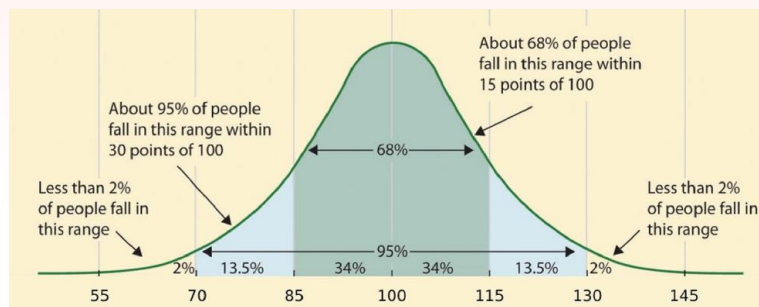
**Outliers**, Malcolm Gladwell, 2008

**Outliers** is an excellent book for anyone! Gladwell exhibits an inquisitive interest in what contributes to personal success and how we can influence better outcomes for ourselves and those around us.

**10,000 Hours to Proficiency** articulates the technique of practice driving perfection in diverse activities like athletics, chess, music, and math. Ten thousand hours will do it! It's only 19.25 hours per week for 10 years, or an equivalent plan. An early start in the discipline helps, as well as the tenacity to stick to a schedule of dedicated practice. He discusses the challenge in getting this practice implemented.

## IQ - Intelligence Quotient

The IQ is an intelligence test with results ranging from 0 to 200 in a normal curve where the majority of the population lies between 85 and 115, and the average is 100. It is designed to identify intelligence, potential learning disabilities, and forecasts future performance. It does not measure **emotional intelligence**, a popular contemporary topic. Between 100 and 130, performance seems to track IQ score, between 130 and 180 not so much. IQ is a measure of general intelligence, while practical intelligence has to do with knowing when to speak, what to say and to whom, and how to say something for maximum effect. Each is a complimentary skill to the other.



[https://iqtestinstitute.com/?gad\\_source=1&gclid=EAIaIQobChMI2OyRr\\_aHgwMVoifUAR1a5AKhEAAAYASAAEgZNPd\\_BwE](https://iqtestinstitute.com/?gad_source=1&gclid=EAIaIQobChMI2OyRr_aHgwMVoifUAR1a5AKhEAAAYASAAEgZNPd_BwE)

Other influences besides IQ that contribute to performance in life are parental involvement; demographic circumstances like scarcity and educational choices; cultural, ethnic, and career heritage; and opportunity in education, apprenticeships, and technology access.

## Parental Philosophies (\*Connected Cultivation, Annette Lareau)

**Involved** – where parents are involved in free time, shuttling to/from activities, quizzing offspring on people and situations. It focuses on life skills, reasoning preferential to commanding, negotiating, questions and answers, and the ability to challenge authority. It mobilizes talent, opinion, skills, and teamwork.

**Natural Growth** – operates without active support, resources, or engagement. It's not that parents don't care about their children, more that they believe in letting offspring grow and develop on their own as they think appropriate. These children don't learn how to ask, or how to customize and promote their interests and engagements.

School programs that are "involved" include KIPP (Knowledge Is Power Program, Lou Gehrig Jr HS, NYC, 1995) and SSLANT (Smile, Sit Up, Listen, Ask Questions, Nod When Spoken To, and Track With Your Eyes)