

# Personality styles



Unit  
Me in the world



Length:  
110 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 styles assessment

Before directing your students to complete phase 2 (**Personality styles**) of the **Matchmaker** Interest assessment. Consider sharing your **Personality styles** 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.

55  
minutes

### Activity 2: Xello lesson: Personality styles

Direct students to complete the Xello lesson titled **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 (e.g. a club, sports team, workplace, or volunteer activity).



### Xello entry point

As part of this lesson, students will complete the **Personality styles** 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.

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## Activity 2: Xello Lesson: Personality styles



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Length:  
55 minutes

### About this activity

In Activity 1, students completed the **Personality style** assessment and viewed their results to learn how their personality traits relate to their career choices.

In this activity students will complete the Xello **Personality styles** lesson to learn about 6 personality styles and how they relate to core job tasks and workplace environments.

### Inquiry prompts

- What three words would you use to describe your personality?
- What is a personality style?
- Why is it important to understand your personality style?
- How does your personality affect your choices at home, school, or in the workplace?
- How does personality develop? Is it learned or are you born with it? Do personalities change?

### Before you begin

Before diving in with your students:

1. Create a copy or download the [Personality styles slide presentation](#) to use as a helpful teaching aid before and after the Xello lesson.
2. Review the slides (including the speaker notes section) for suggested discussion strategies and prompts.
3. Update slide 5 of the presentation with your students' Xello sign in format. If you don't know your students' Xello login format check out [Sign in to Xello](#) for support.

### Teaching strategies

Use the following strategies to set your students up for success:

- 1 Before students start the Xello lesson, take 5 minutes to have them review and consider the inquiry prompts from the **Warm up** activity slide of the [Personality styles slide presentation](#), or choose your own. Advise students to keep these questions in mind as they complete the lesson. You will revisit these questions with them in the **Exit activity** afterwards.
- 2 Help your students log in to their Xello account. Project your screen as you model how to navigate to the lesson using your demo student account. From the student dashboard, click on a lesson to get started. If the lesson you want isn't visible, access it by selecting **View all lessons** below the lessons shown.
- 3 Students finished early? If students have time after completing the Xello lesson, encourage them to revisit their saved careers to review the core tasks and identify any that align with their personality traits.
- 4 Once students have completed the Xello lesson, return to the [Personality styles slide presentation](#) to have students revisit the inquiry prompts you

### Materials required

- Computers or tablets with internet access
- Whiteboard/projector
- [Personality styles slide presentation](#)

### Prerequisites

- Save 3 careers

### Artifacts

Students will complete the Xello lesson: **Personality styles**.

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## Activity 2: Xello Lesson: Personality styles



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posed at the beginning of class.

- 5 **Classroom discussion strategy: I used to think: Now I think:** Encourage students to think about their personality style. How important do they think it is to align the core tasks of a job to their personality? Students can use a scale from 1-3 to rate importance. A rating of 1 equals not important, a rating of 2 equals important, and a rating of 3 equals very important.
- 6 Ask students if their thoughts about the level of importance has changed or stayed the same since completing the Xello lesson. Example: I used to think aligning tasks to my personality was not important (a rating of 1), but now I think it is important (a rating of 2).
- 7 If their rating has changed, what do they think caused this change in thinking? If their rating has stayed the same, why?

## Activity 3: Workplace personalities discussion



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Length:  
15 minutes

### 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?

### Before you begin

- Students will need to have completed the **Personality styles** assessment from Activity 1.

### 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 a Xello **Portfolio** with a short reflection about how their own personality style has helped them to relate to others at school and one other environment (e.g. 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 in a Xello **Portfolio** 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?