

Exercise 9

The Party Exercise

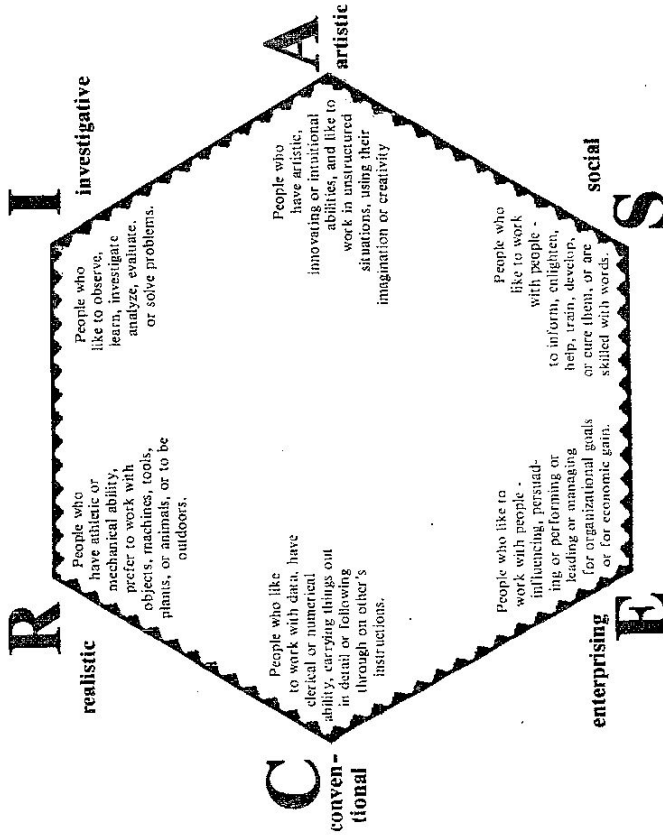
The six personality types described in the "Party Exercise" were originally based on the work of Dr. John L. Holland, outlined in his book *Making Vocational Choices*.^{*} Dr. Holland's research indicated that most persons in our culture tend to resemble one or more of these six types. Holland says a person's interests, experiences and skills create a personality that interacts with the environment in a particular way. For example, a person may most resemble a "Social" type, somewhat less an "Enterprising" type, and only slightly resemble an "Investigative" type. Such persons we could code "SEI" (taking the first letter of each personality type in order of importance) and make some fairly practical guesses at what they are interested in and would be good at.

Richard Bolles, one of the pioneers of assertive job-hunting techniques, used this information to create the Party Exercise. Bolles felt that self-knowledge about one's basic personality — one's likes and dislikes — would be invaluable in choosing a job or career.

A person's working environment can be classified using the same model. An environment's "character" is created by the people who work in it. A group of "Social" personality types working together will tend to create a "Social" environment — one that encourages social skills and rewards values such as friendliness, tact and understanding. A group of "Realistic" personality types working together will generate an environment that supports mechanical and technical skills, and qualities such as persistence, stability and practicality.

^{*} John L. Holland, *Making Vocational Choices: A Theory of Careers*, Prentice-Hall, Englewood Cliffs, 1971.

The Party



1 Which corner of the room would you instinctively be drawn to, as the group of people you would most enjoy being with for the longest time? (Leave aside any question of shyness, or whether you would have to talk with them.) Write the letter for the corner here: _____

2 After fifteen minutes, everyone in the corner you have chosen, leaves for another party cross-town, *that still remain* now, which corner or group would you be drawn to the most, as the people you would most enjoy being with for the longest time? Write the letter for that corner here: _____

3 After fifteen minutes, this group too leaves for another party, except you. Of the corners and groups which remain now, which one would you most enjoy being with for the longest time? Write the letter for that corner here: _____