

The Role of Personal Characteristics in Professional Choice of Adolescents

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The research is financed by Asian Development Bank. No. 2006-A171 (Sponsoring information)

Abstract

The everyday work takes a large part of our everyday life. Due to this, good choice of profession is crucial for every person, for their self-satisfaction and their sense for fulfillment and significance. Furthermore, a good professional choice is important for personal development and social involvement. A good professional choice is made when the personal characteristics, abilities, interests and expectations are harmonized. Adolescence is a period of life change for young people. Besides of the physical changes, young people go through emotional and social development. They spend a lot of time thinking about what they want to become and what kind of profession to choose. Different factors take part in the choosing of profession, but the most influential is the personal character of any individual young person. The aim of this paper is to test the relationship between professional interest and personal characteristics in adolescence. For that purpose, I tested ninety pupils in a high school from Republic of Macedonia. According to the results, pupils choose professions that agree with their personal character and they will be successful with those professions.

Keywords: professional interest, personal characteristic, adolescent, neuroticism, extraversion, openness, agreeableness, conscientiousness, men-nature, men-engineering, person-person, person-a symbolic system, men-art images

1. INTRODUCTION

Choosing a profession plays a very important role in every person life. It serves like a predictor that indicates whether a person is compatible for a particular work or not. By choosing a profession, people choose their own life style, and their place in society.

Professional interests and choice of profession are challenges for psychologists. Professional orientations represent help for young people's professional determinations. Through the profession young people can develop their own professional abilities and express their own personality.

Professional orientations are always adapted to the changes in society. Since past time till now, the whole society tries to give opportunity to young people to choose freely their own profession (Jelovic, 1991). In the past young people tended to choose their profession unconsciously. However, when professional theory appeared and explained the choosing of professions and professional orientation, young people received information about professional interests. After that, before choosing a future profession young people went to professional consulting in order to find a job which corresponded with their personality. (A.K.Chason, E.B.Yowell, J.P.Simpson, R.C.Reardon, J.G.Lenz, 2013)

There are two types of theory about professional interest: Differential theory and development theory (Lancashire, 1971). The differential theory started by explaining that individuals have intellectual differences, differences in personalities, motivations, interests, values and differences professions have different requirements, in relation with choosing a future profession. Eminent person in this theory is Ro who said that personality, emotional needs and system of values are very important factors for the choice of profession and these factors are present from childhood.

Holland's theory is one of the most important differential theory for professional orientation. Holland in his theory says that professional choice is a result of interaction between inheritance with cultural, personal and social factors and factors of physical area. Correct professional choice can be expressed as interaction between personal characteristics and professional interests and how much similarity has in this interaction.

Second group of theory is development theory. According to this theory, professional decision is made during the years and not in one moment. Eminent person in this theory is Super who made division on prides in professional lifetime. Super observed the process of choosing a profession as a long term process of development which depends on professional experience that determined his future behavior.

Adolescent personality is very complex. There are many theses for correlation between personal characteristics and professional interest. The purpose of this study is to determine the influence of personal

characteristics of adolescents and their role in professional interests and professional choosing in adolescent period.

2. Personal characteristic and professional interest

Personal characteristics are one of the important factors in professional interests. All people are different; there is no good or bad person. Professional interests depend on personal characteristic of young people. There are a lot of researches that show the correlation between personal characteristics and Holland's theory. In that researches we can identify a relations of Holland's theory and personal characteristics. (Margaret M. Nauta, 2010).

Persons with similar characteristics are similar in behavior. They react on the same way in the same or similar situation. Through the personal characteristics not only we can describe one person, but we can also use that characteristics for describe individual differences between adolescents. When we describe one person through the personal characteristics we try to use the terms which can indicate their reaction in one situation. By this we guess that persons with similar characteristics are not so similar. Although persons have similar characteristics they have their own specificities.

Every person has unique personality with emotional, physical and psychological characteristics. Differences between adolescents are reasons why adolescents choose different profession. (S.Pecjak, K.Koshir, 2007). Personal characteristics affect the success of professional life. Therefore is very important to make harmonization between personal characteristics and choice of profession.

Professional characteristics can be separated in five basic dimensions: extraverted-introverted, emotional stability, conscious, openness. All of this dimension have a role in the choice of profession. Although they are different, with own typical characteristics, they are connected with each other. (J.W.Lounsbury, T.Hutchens, J.Lovelend, 2005).

Extraverts are sociable, with a lot of friends, and never want to be alone. They always want to be in contact with people. In the choice of profession, extravert will choose profession where they can collaborate with other people and jobs where they will be in constant movement.

Introverts are quiet in personality and they will choose profession where they will not be in contact with other people.

Conscious are very careful persons, very good organized and in the professional work they will be persistent.

Emotional stability associates with calmness, stability and adolescents with emotional stability will choose profession where patience is needed.

Based on the personal characteristics adolescents can choose profession where they will be successful and satisfied. Adolescent who is practical but wants physical activity will choose manufacturing. Adolescent who wants to take care for another people will choose to be social worker. Adolescent who has verbal abilities and power for conviction and who is ambitious will choose a work where can will be in contact with other people. Emotional and creative adolescents will work with art.

3. Method of research

The issue of this research can be defined through the following question: „ Which personal characteristics have influence in the choice of profession in adolescence?“ To obtain the main aim in this research, at first it is necessary to see the correlation between personal characteristics and professional interests.

Professional characteristics are tested with the NEO-Pi-R model of personality by which data is obtained on the five dimensions of personality: Neuroticism (N), extraversion (E), openness (O), agreeableness (A), conscientiousness (C). NEO-Pi-R model compresses 240 items grouped in 30 facets.

Professional interests are tested with Klimov's differential diagnostic questionnaire. The professions according to E.A.Klimov can differentiate into five types: man-nature, man-engineering, person-person, person-a symbolic system, and man-art images.

Professions like man-nature are focused on nature and include the profession like agronomy, genetics, gardening, ecology, agronomy, agriculture.

Profession like man-engineering is focused on that profession who deal with interaction between man and different machines and appliances.

Profession like person- person is focused on interaction between people and include the profession like social worker, doctor, psychologist, nurse, teacher.

Profession like person-a symbol system is focused on profession where is necessary musical abilities and data processing.

Profession like man-art images is focused on art abilities.

The research was conducted on a group of 90 students, at the age 17-18 years from high school in Republic of Macedonia, and was conducted during September and October 2016 year.

Statistical analysis of the results obtained in the research was conducted with SPSS 20 and Person

correlation coefficient, in this study the significance levels were accepted as 0,01 or 0,05.

4. Results

The results indicated that there was positive and significant relationship between personal characteristics and professional interests. We found that there are positive correlation between profession like men-engineering and neuroticism (N), extraversion (E), openness (O), agreeableness (A) and conscientiousness (C) that correlations are significant at the $p < 0,01$.

Also we found significant correlation between professional like person-symbolic system with neuroticism (N) significant at $p < 0,01$ and extraversion (E) with significant at level $p < 0,01$. But openness (O), agreeableness (A) and conscientiousness (C) are significant at the $p < 0,05$.

There is positive correlation between profession like person-person and extraversion (E) at the level $p < 0,05$.

Table 1. The correlation between professional interest and personal traits

| | | N | E | O | A | C |
|------------------------|---------------------|----------|----------|---------|---------|---------|
| man-nature | Pearson Correlation | (,125) | (,189) | (,186) | (,175) | (,160) |
| | Sig. (2-tailed) | ,239 | ,074 | ,079 | ,099 | ,133 |
| | N | 90 | 90 | 90 | 90 | 90 |
| man-engineering | Pearson Correlation | ,281** | ,295** | ,336** | ,289** | ,321** |
| | Sig. (2-tailed) | ,007 | ,005 | ,001 | ,006 | ,002 |
| | N | 90 | 90 | 90 | 90 | 90 |
| person-person | Pearson Correlation | ,151 | ,241* | ,103 | ,153 | ,195 |
| | Sig. (2-tailed) | ,154 | ,022 | ,334 | ,150 | ,065 |
| | N | 90 | 90 | 90 | 90 | 90 |
| person-a symbol system | Pearson Correlation | (,272)** | (,276)** | (,236)* | (,227)* | (,250)* |
| | Sig. (2-tailed) | ,009 | ,008 | ,025 | ,032 | ,018 |
| | N | 90 | 90 | 90 | 90 | 90 |
| man-art images | Pearson Correlation | (,056) | (,073) | (,024) | (,033) | (,122) |
| | Sig. (2-tailed) | ,602 | ,495 | ,824 | ,760 | ,253 |
| | N | 90 | 90 | 90 | 90 | 90 |

5. Discussion and conclusion

When we talk about professional interest and personality, the results of this study showed that there was a positive correlation between professional interests and personal traits measured with NEO-Pi-R which are in accordance with Holland's theory of professional orientation.

The positive correlation in this research showed that pupils who have high level of social reaction, need stimulation and high capacity for work, teamwork and choose professions which are in relation with work where they can give help to other people. Such professions are doctors, teachers, psychologist and social workers. Success in these professions is in relation with extravert person. Extraverts are socials, assertive, actives and full of energy (Costa and McCrae, 1992, Goldberg, 1992), and their wish to influence on other people and to organize all situation give motivation to work.

Therefore, in this research there is a correlation between extraversion and social-humanity profession. Friendly type of persons, who are kind and enjoy to be with other people, want to talk for their ideas, but by expressing them in profession where they aren't in directed contact with other people. They choose technical professions or informatics professions. But also we found high correlation men-engineering and person-symbolic system with neuroticism and that correlation showed that these students feel uncomfortable in society, where they have a high level of social anxiety, shamed, shy, and they choose profession that doesn't need contact with other people.

Adolescents with high score in neuroticism are tense, uncertain impatient, opposed, calm and patients who have low score on scale of neuroticism (Hough et al., 1990). Adolescents with low score of neuroticism are concentrating on their job and fantasy which help them to do their work successfully. This research showed relation between esthetic, original, innovations with profession where that needs precision in work like a group of profession man-engineering.

Positive correlation with conscientiousness as personal trait and professional interest show us that adolescent choose profession that needs perseverance and their motivation is related to the goal they want to achieve. Choosing a technical profession is in relation with clear and good work organization, there is profession which needs a lot labor to achieve a goal. (Berrick and Mount, 1993).

Through this research we can conclude that there is correlation between personal characteristic and professional interest. Group of participants are ambitious and focused on goal. Positive correlation between personal characteristics with profession like man-engineering and people-a symbolic system tell us that modern technology is very influent in adolescent's life. But also there are young people who choose their future profession that needs interaction with other people.

In the future this research should be challenge for school psychologist for their work with young people at the moment when they choose their profession and to give them direction how to comply personal characteristics and their interest.

Acknowledgements

The authors would like to express their gratitude to all students who participated in this study.

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