

An Agnation of Mental Self-Government (MSG) and Career Personality Types

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Abstract: The suzerainty of styles is penetrating for their existence of knowledge in the area of psychology augmented in the last decade. Individuals have a unique way of dealing with different ways according to different stylistic ability they possess to approach a stimulus. Individual differences retain different behavior, reactions and expressions for the external stimulus in an individual. The cynosure of this article is an attempt to study the individual's stylistic ability with different career personalities as individuals of different professions and career interest uses different abilities. A career choice congruent with one's abilities is always reinforced by the environment an individual lives in.

Keywords: Career personality types, Individual differences, Intellectual styles, Mental Self-Government (MGS), Thinking styles.

I. INTRODUCTION

Every person has a different and divergent way of reacting to a stimulus. Their reaction is according to their ability and styles that they possess. Individual does not possess only one style or another but they vary according to various task and situations in which their preferences play a key role. Every individual possesses his own personal characteristics which are uncommon and different with other individuals emotional, physical, intellectual and social characteristics. It depends on the favorable styles of the individual to complete a task such as ways in expressing and writing which termed as different styles termed as teaching styles, mind styles, learning styles, thinking styles and cognitive styles etc. Theory of MSG (Sternberg, 1994) states styles of thinking works on the basic idea that says that types of government in this world are not fortuitous and there is extraneous speculation of how individuals think. It can be stated as a concept of intelligence which equates and combine the individual preferences into five levels of mental self management that are forms, functions, scope, leanings and levels of mental self-government. These five level of mental self-government are further divided into thirteen thinking styles which are 1) functions comprised of three styles which include executive, legislative and judicial styles of thinking;

2) forms comprised of four styles that are oligarchic, anarchic, monarchic and hierarchic styles; 3) levels comprised of local and global styles of thinking; 4) scope comprised of external and internal styles of thinking; and 5) leanings comprised of conservative and liberal styles of thinking (Sternberg, 2005). Individual govern and organize themselves in different forms according to the styles they possess. This paper is an attempt to study the different cognitive and behavioral dimension such as metacognition, cognitive styles, cognitive rigidity, leadership behavior and coping strategies with mental self-government. Individual often are aligned with types of personality that are engaging in activities which utilizes his/her abilities in relation to the environment he is living in (Holland, 1997). In his theory Holland defines the RIASEC model in which he focused on vocational personality and work environment which is related to career choice. Congruence and satisfaction are the theoretical prepositions that are being tested in this theory. Holland added that individual have a combination of six personality types that are Realistic, Investigative, Artistic, Social, Enterprising and Conventional (RIASEC) (Holland, 2015). Individual differences play a role in the personality types which are related to individual abilities and competencies of the individual.

II. STATE OF ART

Theory of MSG holds a view that different individuals possess different styles and abilities of completing a task to reach to the desirable goal. The thirteen thinking styles are the stylistic preferences of an individual to complete a goal. Styles of thinking are divided into dimensions (Sternberg, 2001): forms, levels, functions, leanings and scopes. Functions are divided into executive, judicial, and legislative: (i) Legislative- these individuals deals with their problems in a unique way and they handle every situation in a independent and novel manner; (ii) Executive- these individuals pursue with the society norms and rule; (iii) Judicial- these individuals have their own norms, ideas, opinions and regulations for dealing with problems (Sternberg, 1997 & Lin, 1999). These three thinking styles often influence and are related to one another in a divergent way but also coexist depending on the individual situation. Forms of thinking that are classified into further subdivisions: i) Monarchic- these

individuals deals with the problem single mindedly and moves on to next problem without accomplishing the first problem; ii) Hierarchic- hierarchic people often set priorities for completing things before others; iii) Oligarchic- these individuals focuses on one or more tasks at same time; iv) Anarchic individual- these individuals projects ways in which they often show their novel, original and flexibility in task they perform (Sternberg, 1997). Further styles of thinking are divided into levels: i) These individuals thinking styles completes the task by keeping the details in mind example they are more interested in trees rather than forest; ii) Global individuals often complete his task by concentrating on abstruse and vague ideas example they are interested in the painting rather than the colors in it. Another dimension is scopes which are classified as: i) Individuals with internal thinking styles complete his task by working independently; ii) Individuals with external styles of thinking often complete his task by participating in group interactions and taking help with others. Another classification is leaning which are subdivided as: i) Individual with liberal styles of thinking completes the task in a manner which doesn't involve existing procedure and rules. These individuals are unique in completing the work; ii) Conservative styles of thinking often completes his task with the existing norms and procedure, and do not likes change in task they perform (Sternberg, 1997).

Holland states those individuals are divided into six personality types: Realistic, Investigative, Artistic, Social, Enterprising and Conventional (RIASEC) (Holland, 2015). Individuals with realistic personality are productive, practical and have concrete values. These characteristics can lead behaviors which compete in use of material, tools and machines example professions like aeronautical engineer, computer engineer, web developers, dentist, athletes, fashion designer, dancer, wildlife biologist. Individual with investigative personality types have intellectual and analytical activities which aims the documentation of understanding solutions and new knowledge of the problems example professions like engineer, counselor, finance, professors, psychologist, surgeon, tutor, web developer. Individuals with artistic personality are innovative and creative and are competent with language, music and art example professions like architect, journalist, artist, counselor, graphic designer, teacher, technical writer, public relations, trainer, and web designer. Individuals with social career personality shows preferences of activities that involve people and have interpersonal relation to help and train with them example professions like librarian, community organizers and helpers, nutritionist, customer service, teacher, counselor, helping staff, financial planners, firefighters, lawyer, nurse, social worker, sociologist and social worker. Individual with enterprising career personality types are involved in activities which influences others. These individual shows behavior which are competent in entrepreneurship and leadership example professions like management consultant, data analyst, politician, public speaker, fitness trainer, photographer, musician, sales executive, and salesman. Lastly, individuals with conventional types often attracted with the activities like manipulation of data and shows behavior competent in clerical and business example professions

like accountant, tax advisor, chemist, web developer, computer engineer, math's teacher, economist, human resource experts, educational administration, statistician, and bankers.

III. FRATERNITY OF MENTAL SELF-GOVERNMENT WITH CAREER PERSONALITY TYPES

Individual difference plays a key role in individual's ways of thinking, and overestimate individuals styles of thinking with each other. Styles are the influential factor of how an individual performs a task. They can be stated as the favorable way of how an individual think which can be the ability an individual possess. People thinking styles vary with the career personality individual are possessing. Examining the relationship between thinking styles and desired career choices of high achieving students to predict the thinking styles for the desired career choice and found out that thinking styles are potent predictors for desired career choice by stating that students with external styles of thinking do not prefer and chooses mathematics and computing as desired careers. Adding to the results it is stated that external thinking styles are attracted to careers in social sciences areas and desired career choices are politicians, human resources professional, social worker and psychologist (Kim, 2011). It is determined that styles of thinking predict students' desired career choices after using logistic regression analyses to assess model's ability found out that different desired careers with different styles of thinking (McCoach & Siegle, 2003). Styles of thinking shows consanguinity with desired careers for whether they will choose computers, mathematic or social sciences. Students having internal styles of thinking and external styles of thinking like studying internet technology related work but there exist a difference in task they do. Students with external styles of thinking uses multi-media and graphic work in both basic and advanced level of operation unlike students with internal thinking style (Zhang, 2003). In a study on thinking styles and desired career, it is found that students with hierarchical and judicial styles of thinking choose humanities and social sciences as their preferred careers (Zhang, 2005). Different thinking styles of students are studied for two different programs, results after using MANCOVA found out those students under IB program posses judicial, hierarchical and external thinking styles while students in Governor's program have legislative and liberal styles of thinking (Kim, 2012). Career exploration and decision making functions as collecting and processing information for examining the styles of thinking as predictors in career exploration and decision making difficulties. It is found out that Type I styles (judicial, legislative and hierarchical thinking style) have a link with career environment exploration and the benefits of different styles should be highlighted for counseling and career guidance among Chinese college students and must be valid with cultural contexts (Li & Fan; 2017). Enterprising career personality types (management consultant, data analyst, politician, public speaker, fitness trainer, photographer, musician, sales executive, and salesman) were studied and found out that they are significantly correlated with external

styles of thinking as a desire of proving themselves to others. Conventional career personality types (accountant, tax advisor, chemist, web developer, computer engineer, math's teacher, economist, human resource experts, educational administration, statistician, bankers) are significantly positively related with local styles of thinking (Kin, 2012). Engineering students possess twenty nine styles of thinking and reflected that students showed legislative and reflective styles (Halstead and Martin, 2002). Thinking styles of 139 business management students showed executive thinking styles in 72% business students, legislative in 8.3% and judicial thinking styles in 14.5 % management students (Podlas, 2003). Styles are studied in engineering and psychology students and a significant difference is there in students preferred style of thinking (Simuth, 2015). Styles have a significant effect on the career preferences and a significant sex difference is seen between styles and career preferences (Sara, 2010). Students studying hospitality management are organized, resistant to change, good planners, structured and habit bound. They possess legislative / creative style of thinking (Otting, 2017). Modes of thinking and styles of thinking share a common variance. Holistic thinking is considerably related to multifarious and creative / legislative thinking styles (Zhang, 2002). Career interest are studied in detained juvenile offenders and high school students with a finding that significant differences were found on the Realistic, Investigative, Social, Enterprising, and Conventional career personality types with gender differences (Mann, 2016). Realistic, conventional and artistic career personality types, self efficacy and openness; dimension of personality shows fraternity with self-exploration styles whereas enterprising career personality type and extraversion; dimension of personality is negatively related with self-exploration styles (Nauta, 2007).

IV. CONCLUSION

The current study is an attempt to bloat that how mental self government is related with career personality types in students. The review showed that mental self government is a factor in student's career personality types. Students enrolled in different programs have different thinking styles and if styles of thinking are different parents, teachers and counselor must recognize these differences as an important factor influencing student's career choices. Education has a primary goal of preparing students to perform task which contribute to the chosen field. The aim must be to prepare the intellectually proficient students whose concern is not only with knowing but also what they can do with what they know. In the field of management proficiency in legislative styles of thinking that means creativity, freethinking and innovation is needed. Reflective styles in engineering students are because of the strong vocational subject in which are dependent on their lecturer. Different individuals possess different styles of thinking which compliments different career personality types. The productivity of the individual must be high if his thinking styles and the profession he is in goes together. Adding in it organization like school and colleges can provide assessments techniques, such as thinking style assessment which identifies individual preferences which

maximizes their abilities, and preparing them for their future careers. Counselors must consider the individual styles and differences as an attempt for finding a match between student's abilities and career future goals. Career advising plays an important role in student's career decisions which goes with their preferred styles.

V. IMPLICATIONS OF THE STUDY

The study shows the consanguinity between mental self government and career personality types. This study can be useful to students for their career choice selection according to the thinking style and aspects of career personality compatible with certain occupational fields. This will help them to be specific about their area of interest and their preferences in the sphere of occupation and proper career guidance can be given to school and university students. This can be a flagpole in the career development of the students. As they are working in specific occupations with their specific abilities, this can help in preferred selection of jobs and organization can choose employees for task oriented jobs according to their abilities. This can be beneficial to identify the methods or the techniques which are appropriate with specific work. Organization can use this to boost satisfaction and motivation levels of employees. As individual is working according to their preferred job and abilities, this can be used to avoid and reduce burnout, exhaustion, stressors and dissatisfaction or lack of progress in the case of people on the job. Personal blockage and stereotypes in thinking in the clients' occupational field can be resolved.

Compliance with Ethical Standards

- Disclosure of potential conflicts of interest- No conflict of Interest.
- This article does not contain any studies with human / animal participants performed by any of the authors.
- Informed consent- Review article, no human participant participated.

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