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Students' Adolescent Personality Traits and Career Preference

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ABSTRACT

Education is the foundation of a person's success in life; it helps the individual avoid poverty and establish social harmony. Every human being has the most fundamental and basic right to an education (Bishno & Kumar, 2014). Adolescent education refers to the process of learning about the world around us. Professional or vocational education is critical, especially in light of recent educational system changes aimed at closing the gap between work-oriented education and mature career options (Beunen et al., 2000). The choice of employment is one of the most important decisions a young teenager must make, and students nowadays have a wide range of professional options available to them, making it difficult to make a fully mature and appropriate decision for a youngster.

Keywords: Adolescence, Personality Traits and Career

INTRODUCTION

This article will look at adolescent personality traits and career preferences. Making a career choice is an important developmental task in late adolescence and early adulthood (Super, 1990). There are several reasons why studying career determination from the perspective of personality is important. For starters, such knowledge assists us in understanding the construct validity of career decidedness and developing theoretical explanations of career decision processes. The current study looked at career choices in relation to personality as represented by the Big Five model (Goldberg, 1990; John, 1990). As Braden (1995) points out, knowing a student's personality can help counsellors and teachers accommodate personality differences in three areas: designing and administering interventions; changing and correcting individual student deficiencies. As one specific example, group discussions of career topics might be more useful for more extroverted students, whereas reading and writing assignments on career topics might be more appropriate for more introverted students. As an example, more extroverted students may benefit more from group discussions on career topics, whereas more introverted students may benefit more from reading and writing assignments on career topics (Lounsbury., Hutchens., & Loveland., 2005).

ADOLESCENTS

Adolescence (10-19 years) is a stage of life that has only recently been recognised as a distinct stage with its own set of demands, and it is distinguished by the acceleration of physical growth as well as psychological and behavioural changes, resulting in the transition from childhood to adulthood. It is a time when an individual undergoes significant physical and psychological changes, as well as changes in social expectations and views. Sexual maturation follows physical development. The Government of India, on the other hand, defines youth as being between the ages of 15 and 35. Adolescents who are unable to express their needs frequently fantasise and daydream, which allows them to at least partially satisfy their desires. The United Nations Educational, Scientific, and Cultural Organization (UNESCO) defines "youth" as a more fluid category than a fixed age group, and it refers to young people who are transitioning from childhood's dependence to adulthood's independence and awareness of their interdependence as members of a community (UNESCO, 2017). Teenagers require assistance from all stakeholders, including parents, teachers, policymakers, and other relevant individuals, in order to choose a career based on their skills and convert those skills into practical commodities for a better life. Adolescence is a crucial period in a person's life that includes the transition from child to adult. Children transition from dependence to independence during this stage. According to the World Health Organization, adolescents are people aged 10 to 19 years old. The transition from dependent child to independent adult appears to be difficult. Adolescents experience a great deal of stress, which results in a negative personality. Erik Erikson believes that adolescents must overcome an identity crisis in order to avoid role confusion. The resolution of this crisis governs the stability of mental health. It is the second most important stage of human development, during which self-awareness, action potential, and the ability to interpret other emotions develop (Twumasi et al., 2018).

THE FIVE PERSONALITY TRAITS

A theory known as the five fundamental personality traits was created by D. W. Fiske in 1949 and later developed by others, such as Norman (1967), Smith (1967), Goldberg (1981), and McCrae & Costa (1987). Personality traits are traits and qualities that help define who you are as a person. There are five fundamental personality dimensions, according to numerous modern and historical studies. Since the principle theory was introduced in 1949, the

evidence supporting it has accumulated over time (Bardi & Ryff, 2007). The theory lists five fundamental personality characteristics: neuroticism, agreeableness, openness, conscientiousness, and extraversion (also known as extroversion) (Hockenbury & Hockenbury, 2010). Five factor models appeared to be one of the most widely used and reliable constructs in describing people's personalities, as evidenced by numerous cross-cultural validation studies. The personality domains outlined in Costa and McRae's model are openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism (Datu., 2012). The differences in thought, emotion, and behaviour that set one person apart from others are referred to as personality. Studies show that a person's career maturity, career decision-making, career performance, career exploration, and career satisfaction are all influenced by their personality. Extraversion, neuroticism, agreeableness, conscientiousness, and openness to new experiences are personality traits (Nathyal et al., 2021).

1. **Extraversion -** The ability to adapt to social situations is referred to as extraversion. Career maturity and extroverted personality traits such as sociability, assertiveness, activity, etc. have a good relationship. It is easily recognised as "someone who gets energised when they're in the company of others" and is widely accepted as such. Through years of social interaction, this, along with other traits like talkativeness, aggression, and a high level of emotional expressiveness, has made extraverted people easily identifiable.

2. **Agreeableness** - Kindliness, trustworthiness, consideration, and cooperation are characteristics that are referred to as having an agreeable personality trait. People who score highly on agreeableness are more likely to believe information about career options and pay attention to other people's advice. High agreeableness individuals will demonstrate signs of trust, altruism, kindness, and affection. High prosocial behaviours indicate that highly agreeable people are more likely to want to assist others. Most people consider empathy to be another form of agreeableness. people who work in the third sector, such as those who volunteer at soup kitchens or in the medical or mental health fields. Agreeableness also shows a significant positive relationship with career maturity (Atli, 2017).

3. **Conscientiousness -** Being conscientious: The desire to complete a task well and take one's social obligations seriously is referred to as being conscientious. It demonstrates a strong positive correlation with career maturity. A personality trait known as conscientiousness entails goal-directed behaviour, impulse control, and thought. Extremely conscientious individuals routinely make plans and consider how their actions affect others. Extremely conscientious individuals frequently comprise project management teams and HR departments. Someone you know who always thinks ahead for the next time you meet and, in the interim, routinely keeps in touch and inquires about your well-being would be an excellent example of someone who is conscientious.

4. **Openness -** The ability to adapt to novel concepts or circumstances is referred to as being open to experience. It consists of character traits like sensitivity, creativity, mental flexibility, and curiosity. a desire to broaden one's knowledge and experience. Additionally crucial to the openness attribute is creativity. A person with a high openness trait is that person who always chooses the most unusual item on the menu, travels, and has interests that you never would have considered.

5. **Neuroticism -** Neuroticism: A person's propensity to feel unfavourable emotions like fear, sadness, anger, guilt, etc. is referred to as neuroticism. Neuroticism is characterised by sadness, irritability, and instability of emotion. A physical and emotional reaction to stress and perceived dangers in daily life is neuroticism. High levels of neuroticism make people more prone to anxiety, irritability, and mood swings. Anxiety, a key element of neuroticism, is concerned with how well a person can handle stress and real or imagined risk. Neurotic people tend to overthink things frequently and struggle to unwind, even in their own environment.

CAREER

Career decision-making is an important issue that needs to be looked into due to the evolving complexity of the global economy and occupational marketplace. One of the most important aspects of a person's existential sphere is their career (Savickas, 2002; Hartung, 2005). It includes a variety of responsibilities that a person is expected to fulfil, from academic to professional pursuits. Given that career advancement has not been seen as a single event but rather as a lifelong process that one goes through from early childhood through adolescence and adulthood, choosing a career has grown more difficult (Jesus Alfonso D. Datu., 2012). The concept of career maturity can assist people in adjusting to the new workplace and helping them choose the right career path. It is the capacity of a person to make effective and independent career decisions that are suitable for their stage of life. In the 1950s, Donald Super first proposed the idea of vocational or career maturity. The extent to which a person displays career behaviours and choices that are age-appropriate was how he defined it (Savickas, 1984). This means that the person must possess the necessary cognitive skills to effectively manage the various career challenges associated with the particular developmental stage (Gottfredson, 2005). Career maturity is generally defined as the "ability of an individual to manage career development tasks and the readiness of an individual to make informed, age-appropriate career decisions." Making intelligent and practical career decisions requires a certain level of career maturity (Busacca & Taber, 2002). With age, career decision-making becomes more difficult. In terms of consistency between a person's career behaviour and his expected behaviour at that age, career maturity has been defined normatively as the maturity of attitudes and competencies pertaining to career decision-making (Basheer Hasan., 2006). Since it has been established that various career-related factors behave differently in different racial, cultural, and gender groups, Because it involves an individual journey through education, employment, and all other facets of life, a career is inextricably linked to all cultures and groups. It simply refers to the area of a person's life where they are employed (Gati and Saka, 2001). Adolescents' aspirations for their future careers help them choose an occupation that will help them reach their goals. According to Supper, adolescents are in the career exploration stage (1990). A person's ability to reflect appropriately on their work not only contributes to their personal fulfilment but also inexorably influences how much they can contribute to the community (Khatri & ashutosh, 2021).

CONCLUSION

The conclusion of this paper is that if adolescents know about their personalities, they can select their career related personalities. This type of information aids in the matching of personalities with careers.

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