

# Individualization

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.



## General Academic Life Tips

- Build on your curiosity about people by observing the different ways in which people learn and process information.
- Read, read, read about people. Their uniqueness fascinates you.
- Constantly observe those around you, seeing how your talents make you similar to each other, yet different.
- Study various cultures. Their uniqueness will intrigue you.



## Extracurricular Activities

- Be a mentor. You will pinpoint people's unique qualities and encourage them to follow their own paths.
- Seek peer-counseling opportunities that make use of your ability to know each person as an individual.
- Keep a journal that includes specific observations about individual people. Write some feature articles about people on campus for the school newspaper.



## Career Development Tips

- You realize that there is a unique fit between who you are and what you do with your life. Go to the career center and take several career inventories. How does each one offer you a unique picture of yourself and your interests?
- Interview people who are currently in jobs that interest you. Shadow them to see what they really do day in and day out. Think about how each one responds differently to their work.
- Your talents can be useful on search committees and in recruiting processes, as you are able to see ways in which people's talents can fit particular roles.
- Careers in which you could work one-on-one with people would allow your Individualization talents to flourish, as you see each one as a distinct person and empower them to grow.
- Environments in which you can mentor others or provide feedback to individuals about their performance may bring out your best.
- Interview teachers, counselors, corporate trainers, and other individuals who are able to see the uniqueness in others. How do they use their talents in their work?