

# WORK SMARTS™

## Self Smart

### What Is It?

Self smarts (or intrapersonal intelligence) is the ability to know oneself and to act on the basis of this self-knowledge. This includes having an accurate picture of oneself—an awareness of one’s inner moods, intentions, motivations, temperaments, and desires. In other words, people who have highly developed self smarts tend to be extremely self-reflective. They know who they are, what they can do, what they want to do, what their strengths and weaknesses are, and how they react to problems and circumstances. They also want to know the meaning, purpose, and significance of their life and career. This doesn’t necessarily make them introverted—only introspective.

### How They Learn

People with self smarts learn best through self-reflection. They learn when they are asked to think about their lives and life’s meanings. They learn best when they can work alone and then process what they discover. Preferred activities include journal or diary writing, individualized instruction, and creative writing. They also tend to learn by reading and reflecting on how what they’ve read relates to them personally.

### Self Smarts & Careers

Self smart people are best suited for occupations in which they can work alone and/or explore their inner feelings, values, and beliefs. They tend to be intrinsically motivated in the workplace rather than motivated by external rewards such as money and promotions. They tend to be strong-willed and self-confident, and they have well thought-out opinions about how things should be done. Because of their reflective nature, other people often come to them for advice. That is why they are best suited for occupations such as psychologists, therapists, and social workers.

### **Keep This in Mind**

**Look at the big picture** – You probably have and use most of the eight intelligences to some degree or another throughout your daily life. You may even excel at multiple intelligences and use them effectively in your career. That’s why it can be useful to read through the materials for each intelligence.

**Develop career aspirations** – The theory of multiple intelligences can help you explore intelligences you possess and then use this knowledge to help you make career choices. Remember that the *Work Smarts* assessment is not designed to match you with an occupation, but it can help you explore many occupations related to your intelligences that you might not have considered before.

**Embrace your strengths** – Remember that multiple intelligences stretch over a wide spectrum of abilities, not just those traditionally valued by society, such as English and math. Now is your chance to see the different ways that you are intelligent and to capitalize on your strengths.

**Don’t ignore hidden intelligences** – The theory of multiple intelligences allows you to identify and work to develop your hidden or underdeveloped intelligences. It is never too late to awaken unused abilities. Doing so can even open up career paths that you will find more productive and rewarding.

*“Know thyself.” – Socrates*

## Top Occupations for Self Smart People

**Child, Family, and School Social Workers** provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. They may assist single parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy.

**Outlook:** Faster-than-average (14% to 20%) growth with a need for 114,000 additional employees for 2006–2016.

**Median Earnings:** \$38,620/year

**Clergy** conduct religious worship and perform other spiritual functions associated with beliefs and practices of religious faith or denomination. They provide spiritual and moral guidance and assistance to members.

**Outlook:** Faster-than-average (14% to 20%) growth with a need for 130,000 additional employees for 2006–2016.

**Median Earnings:** \$40,460/year

**Marriage and Family Therapists** diagnose and treat mental and emotional disorders—whether cognitive, affective, or behavioral—within the context of marriage and family systems. They apply psychotherapeutic and family systems theories and techniques in the delivery of professional services to individuals, couples, and families for the purpose of treating nervous and mental disorders.

**Outlook:** Much-faster-than-average (21% or higher) growth with a need for 12,000 additional employees for 2006–2016.

**Median Earnings:** \$43,600/year

**School Psychologists** investigate processes of learning and teaching and develop psychological principles and techniques applicable to educational problems.

**Outlook:** Faster-than-average (14% to 20%) growth with a need for 47,000 additional employees for 2006–2016.

**Median Earnings:** \$62,100/year

### **Self Smart Workplace Skills**

Diagnosing, treating, and rehabilitating physical and mental dysfunctions.

Providing career counseling and guidance.

Giving full attention to what other people are saying, taking time to understand the points being made, and asking questions as appropriate.

Resolving conflicts, settling disputes, and negotiating with others.

### **Profiles in Intelligence**

The Dali Lama is the head of state and spiritual leader of the people of Tibet. He is known as the Buddha of Compassion and has offered peaceful solutions to the conflicts in his country. The Dali Lama is a leading proponent of human rights and world peace. Although he has received worldwide acclaim, he lives the simple life of a Buddhist monk and spends a great deal of time in meditation and self-reflection.

### **MI Resources**

*Multiple Intelligences: New Horizons in Theory and Practice*, Howard Gardner

*7 Kinds of Smart: Identifying and Developing Your Multiple Intelligences*, Thomas Armstrong

[www.thomasarmstrong.com/multiple\\_intelligences.htm](http://www.thomasarmstrong.com/multiple_intelligences.htm)

[www.newhorizons.org/strategies/mi/front\\_mi.htm](http://www.newhorizons.org/strategies/mi/front_mi.htm)