



Myers-Briggs Type Indicator® Career Report

Developed by Allen L. Hammer

Report prepared for

MF

October 10, 2011

Interpreted by
Roxanne Farkas



CPP, Inc. | 800-624-1765 | www.cpp.com

Myers-Briggs Type Indicator® Career Report Copyright 1992, 1998, 2004 by Peter B. Myers and Katharine D. Myers. All rights reserved. Myers-Briggs Type Indicator, Myers-Briggs, MBTI, and the MBTI logo are trademarks or registered trademarks of the MBTI Trust, Inc., in the United States and other countries. The CPP logo is a registered trademark of CPP, Inc. O*NET is a trademark of the U.S. Department of Labor, Employment and Training Administration.



Introduction

This report applies your results from the *Myers-Briggs Type Indicator*® (MBTI®) assessment to help you identify job families and occupations that are a good fit for your reported MBTI type. The MBTI tool was developed by Isabel Briggs Myers and Katharine Briggs and is based on Carl Jung's theory of psychological types. It has been used for more than 60 years to help people become more satisfied and successful in their careers.

This Report Can Help You

- **Identify job families, or broad occupational categories, to help get you started in your career search**
- **Choose a specific job or career**
- **Select a college major or course of study**
- **Identify strengths and potential weaknesses of your type for the career search process**
- **Increase your job satisfaction**
- **Make a career transition or shift**
- **Plan your career development strategy and action steps**

The job families and specific occupations used in this report are adapted from the O*NET™ system of occupational classification developed by the U.S. Department of Labor, which is the standard method for classifying occupations. The relationship between the O*NET occupations and MBTI types has been established using information from a database of more than 92,000 working adults who recently took the MBTI assessment and reported that they were satisfied with their jobs.

This report is only one source of information. When choosing a career or contemplating a career change, you must also consider your abilities and skills, your occupational and leisure interests, and your values and goals. You will also need information about specific tasks involved in different occupations, as well as current career opportunities. Additional career information can be found online at <http://online.onetcenter.org>.

How Your MBTI® Career Report Is Organized

- **Summary of Your MBTI® Results**
- **How Your Type Affects Your Career Choice**
- **How Your Type Affects Your Career Exploration**
- **How Your Type Affects Your Career Development**
- **Job Families and Occupations for Your Type**
 - **Ranking of Job Families**
 - **Most Popular Occupations**
 - **Least Popular Occupations**

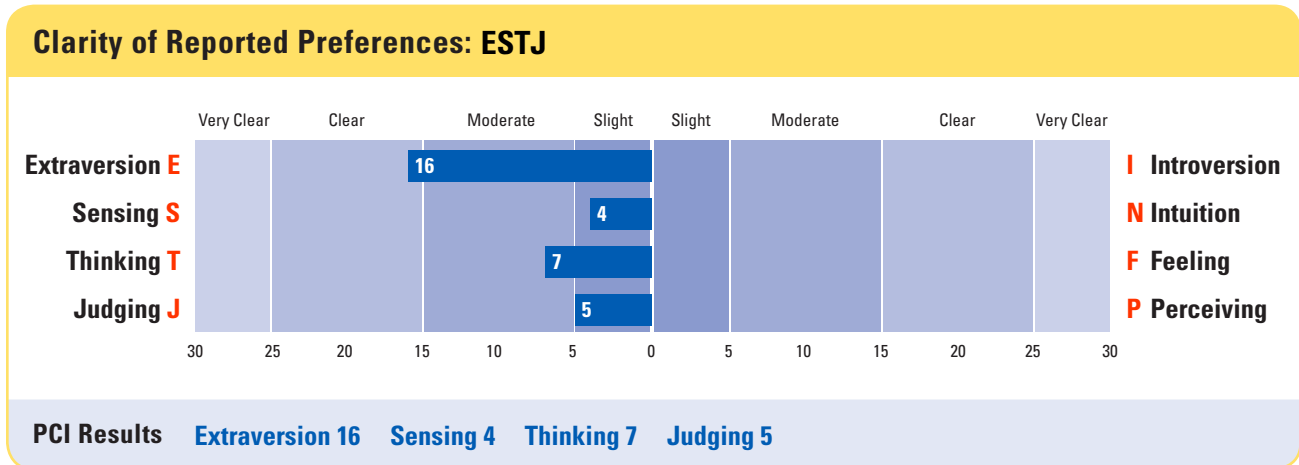


Summary of Your MBTI® Results

Your responses on the MBTI instrument indicate that your reported type is: **ESTJ**.

Reported Type: ESTJ			
Where you focus your attention	E Extraversion People who prefer Extraversion tend to focus on the outer world of people and activity.	I Introversion People who prefer Introversion tend to focus on the inner world of ideas and impressions.	
The way you take in information	S Sensing People who prefer Sensing tend to take in information through the five senses and focus on the here and now.	N Intuition People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.	
The way you make decisions	T Thinking People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.	F Feeling People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.	
How you deal with the outer world	J Judging People who prefer Judging tend to like a planned and organized approach to life and want to have things settled.	P Perceiving People who prefer Perceiving tend to like a flexible and spontaneous approach to life and want to keep their options open.	

Your responses on the MBTI assessment not only indicate your preferences; they also indicate the relative *clarity* of your preferences—that is, how clear you were in expressing your preference for a particular pole over its opposite. This is known as the *preference clarity index*, or *pci*. The bar graph below charts your pci results. Note that a longer bar suggests you are quite sure about your preference, while a shorter bar suggests you are less sure about that preference.





How Your Type Affects Your Career Choice

The kinds of tasks and work environment that tend to be preferred by ESTJs are shown in the charts below. Working at these kinds of tasks and in this kind of environment will help you feel more comfortable and satisfied in your day-to-day work because you will have opportunities to express your natural preferences.

Preferred Work Tasks

- Setting clear goals and deadlines
- Organizing resources to meet deadlines
- Monitoring progress
- Making the tough decisions needed to move things along
- Producing something tangible and concrete
- Analyzing problems logically

Preferred Work Environment

- Is hard driving and goal oriented
- Has clearly defined roles and responsibilities
- Is financially stable
- Is task and achievement oriented
- Respects status and hierarchy

Action Steps

- ▶ Identify a specific job you are considering.
- ▶ Using an occupational library or online source such as the O*NET database (<http://online.onetcenter.org>), investigate the kinds of tasks you would be doing and the kind of environment you would be working in for this job.
- ▶ Compare these tasks and work environment to those identified for your type in the charts above.
- ▶ If there is considerable overlap, you may want to pursue this opportunity.
- ▶ If there is little overlap, you may want to rethink your plan. However, before you exclude any potential job, see the tips found on the last page of this report.



How Your Type Affects Your Career Exploration

How you go about exploring career options will be influenced by your ESTJ preferences. Your type will help you in your career exploration activities in distinct ways, just as it may present some distinct challenges for you.

Your type strengths will help you:

- Devise and implement a detailed plan for your career exploration
- Conduct a logical analysis of your career options
- Drive yourself to achieve your goal
- Establish an extensive network of people you can contact
- Come across as decisive and organized during interviews

Challenges

- You may come across as too rigid or driven during job interviews.
- You may not respond to new opportunities that are not part of your plan.
- You may make premature decisions without collecting enough facts.
- You may focus on the details of the job and not see the big picture.
- You may talk too much during interviews and not ask enough questions.

Suggested Strategies

- Make a special effort to relax and have some fun.
- Plan on having to redo your plan to deal with new opportunities.
- When you are impatient to make a decision, wait a day or two to see if there is more information you need.
- Ask how your job will fit into the big picture.
- Make a note to yourself to PLAN (pause, listen, ask, and nod).

Action Steps

- ▶ Review the list of strengths that are a natural part of your type. Make sure to rely on them as much as possible throughout your career exploration process, especially when you are feeling anxious.
- ▶ Review the challenges related to your type. The strategies suggested for dealing with these challenges require you to move beyond your natural comfort zone. So don't try to overcome all these challenges at once. Pick one or two to start with and work at them until you feel more comfortable.



How Your Type Affects Your Career Development

Your career development process will be influenced by your ESTJ preferences. Career development almost always involves coping with new demands that do not come naturally to you and often requires working and communicating with people with different preferences. At times, career change can be a beneficial stimulus to further development of your type. Type development means knowing and accepting your natural preferences and then consciously choosing to use nonpreferred preferences in certain situations when appropriate. Listed below are some typical strengths of and challenges faced by ESTJs, as well as some suggestions for development.

Your style has probably helped you develop strengths in:

- Making tough decisions when necessary
- Organizing people and resources to achieve specific goals
- Setting short-term goals and developing project plans to meet them
- Following through on commitments; finishing the job
- Taking charge when necessary to get something done

Challenges

- You may move to action so quickly that you ignore the ideas or feelings of others.
- You may steamroll over others in your drive to reach the goal.
- You may not collect enough information before jumping into action.

Suggested Strategies

- When you are ready to jump into action, stop and ask yourself whether you have considered the ideas or feelings of others.
- Add “consult others” to your to-do list for any project; then practice active listening when you consult those other people.
- As you charge ahead, look around for the bodies of those you may have trampled along the way.
- Think about how you can reach your goals with a team around you.
- For important projects, spend twice as long in “fact-gathering mode” as you think is necessary.
- Before deciding, ask yourself whether there is any other source or person that needs to be consulted.

Action Steps

- ▶ Identify a career or job you are considering.
- ▶ Review the list of strengths and challenges above.
- ▶ Evaluate how much the job you have in mind will allow you to use your natural strengths and challenge you to use other preferences. You will probably be most satisfied with a job that allows you to use your strengths most of the time but also provides a manageable degree of challenge.



Job Families and Occupations for ESTJs

The following pages of your Career Report present 22 broad occupational categories, or “job families,” and a number of specific occupations and show how they rank in popularity among ESTJs. This ranking is based on information from a sample of more than 92,000 people in 282 jobs who said they were satisfied with their jobs. There were 12,019 ESTJs in this sample.

The chart on the next page shows the popularity of 22 job families among ESTJs divided into three groups: those most attractive to ESTJs, those moderately attractive, and those least attractive. The longer the bar on the chart, the more attractive the job family. Those job families listed as most attractive to ESTJs offer the best opportunity for you to find an occupation in which you can use your natural preferences and be satisfied. Those job families listed as moderately attractive may or may not offer opportunities for expressing your preferences—it depends on the tasks and work environment of the specific occupation. Those job families listed as least attractive are associated with occupations in which you are least likely to express your preferences. These may require you to work “against the grain” of your preferences.

When reviewing the chart, it is important not to overemphasize the differences between any two adjacent categories. In your career exploration process, consider all the job families in the “most attractive” section, especially if the bars in the graph are about the same length. You should also explore job families in the “moderately” and “least” attractive sections if they appeal to you or you would like to learn more about them.

The following pages list specific occupations ranked by their popularity among ESTJs. The most popular occupations are shown first, followed by the least popular.

Working with Your Job Families and Occupational Lists

- When comparing job families and the two occupational lists, it may not be entirely clear which occupations fit within which job families. For example, does a particular health care occupation belong in Health Care Support or in Health Care Practitioner and Technical? To help you see the relationship, a “Career Trends” summary is provided with your most popular occupations list.
- If you would like more information about how job families and specific occupations are related, you can go online to <http://online.onetcenter.org> and click on “Find Occupations.” On the Find Occupations page, go to the pull-down menu “By Job Family or All Occupations.” When you select one of these categories, you will be provided with a list of all specific occupations within that category, each of which is further explained.
- You may notice what appear to be differences between your general and specific lists. You may find a specific occupation ranked higher or lower than you might predict based on the ranking of the corresponding job family. This can occur because the number of specific occupations in an O*NET category ranges from 14 to 237! And not all the specific occupations found on the O*NET database are used in your Career Report. Only those that had a large enough sample of satisfied workers could be used. Think of the job families as an average. There will likely be specific jobs that are a good fit for your particular preferences, even though the job family may not be all that appealing to most persons of your type.
- The use of job family and occupational lists should only be a first step in your career exploration process.



Most Popular Occupations for ESTJs

The occupations listed below in rank order are a sampling of those that are most attractive to ESTJs. Individuals of this type are found in these occupations in much greater proportion than would be expected based on the frequency of this type in the general U.S. population. You are likely to find these occupations most satisfying because you will:

- Have opportunities to express your preferences
- Be recognized and rewarded for using your natural gifts and strengths
- Face tasks and problems you find interesting and challenging

Career Trends for ESTJs

Occupations that appeal to ESTJs cover a wide variety of fields in 14 of the 22 job families shown earlier in this report. These occupations are found in technical fields, production, agriculture, and business. The common theme, regardless of the particular field, is that ESTJs are attracted to positions of authority as executives, managers, and supervisors, and, in the field of law, as judges.

Most Popular Occupations for ESTJs

- | | |
|--|--|
| 1 Top executive, Building and grounds maintenance | 13 Chemical plant operator |
| 2 Infantry member | 14 Manager/supervisor of construction/extraction workers |
| 3 Civil engineering technician | 15 Technical sales representative |
| 4 Manager/supervisor of agricultural workers | 16 Pilot/copilot |
| 5 Top executive, Food preparation and service | 17 Judge |
| 6 Sales manager | 18 Chemical technician |
| 7 Manager/supervisor of mechanics/repairers | 19 Top executive, Transportation and materials moving |
| 8 Financial counselor | 20 Top executive, Architecture and engineering |
| 9 Industrial production manager | 21 Manager/supervisor of police officers/firefighters |
| 10 Electrical power installer/repairer | 22 Management consultant |
| 11 Manager/supervisor of materials movers/handlers | 23 Wholesale manufacturing sales representative |
| 12 Industrial engineer | 24 Supervisor of production workers |

Action Steps

- ▶ Visit a career library and search for careers in the fields highlighted in the Career Trends box above. Write down job titles that seem to match these trends. Then proceed to the next step to look up detailed information about these careers.
- ▶ Go to <http://online.onetcenter.org> and click on "Find Occupations." Enter the name of any of the specific occupations listed above, or any other occupation that interests you, in the "By Keyword" box. This will lead you to comprehensive and detailed information about that occupation, including the knowledge, skills, and abilities needed to perform the job, the educational and training requirements, and the employment outlook for that occupation by state.



Least Popular Occupations for ESTJs

Listed below are 10 occupations in which ESTJs are not likely to be found. If you enter one of these occupations:

- You may experience difficulty communicating or agreeing with your coworkers
- The particular gifts associated with your preferences may not be recognized or rewarded
- You may eventually experience stress or dissatisfaction if you are required to work against the grain of your natural preferences for too long

Least Popular Occupations for ESTJs

Child care worker	Musician, singer, music director, composer
Commercial art director	Pharmacy aide
Craft artist	Veterinary assistant
Graphic designer	Veterinary technician
Home health aide	Writer

Tips for Succeeding in an "Atypical" Occupation

You should not automatically discount any occupation just because it is not popular among those of your type. In an occupation that is atypical for people of your type, you may find that your different approach is valued and rewarded and you are seen as an innovator or leader. You may very well succeed and be satisfied in such an occupation if you:

- Can use your preferences productively by creating a special role in which you do a certain set of tasks or by finding a niche for yourself in a particular environment or with a select group of coworkers you enjoy working with
- Work at understanding or communicating with others whose preferences are different from yours
- Find other opportunities, such as in your leisure activities, to express your preferences

