

ADVOCATE GUIDE TO CAREERS

Find professional fulfillment and build a career
that's aligned with your values



16 Personalities

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Introduction

Why Academic and Professional Development Matter to Advocates

Principled and idealistic, Advocates feel called to devote their time and energy to causes greater than themselves. In just about every aspect of their lives, people with this personality type aim to improve their hearts and minds, so that they're better able to contribute to the world. For Advocates, learning isn't all about getting good grades, and a career most certainly isn't all about landing the corner office. Instead, they look to their academic and professional journeys as opportunities to live out their core values, including altruism, compassion, and personal growth.

Advocates fill their lives with meaning in many ways, including by developing themselves as people. It makes sense, then, that they value learning in ways that extend well beyond the classroom. People with this personality type want to pursue their passions, become informed about issues that matter to them, develop their creativity, and deepen their insight into human nature. And if they can't gain this kind of learning experience inside the walls of a school, they're more than capable of creating it for themselves.

As for their professional trajectory, many Advocates hope to make their way into the "right" job, one that will allow them to leverage their strengths, think deeply, avoid busywork, and – perhaps most importantly – help others. The bad news: as Advocates inevitably discover, there is no "right" or perfect job. But the good news is that Advocates can find ways to share their gifts and be of service in a range of careers and fields.

A Sense of Calling

This guide is designed to help Advocates move in the direction of their callings – in both their academic and their professional lives. In the pages ahead, we'll discuss topics including Advocates' learning styles, how they can decide whether to pursue higher education in service of their goals, and how they can thrive in their schooling. Advocates who aren't currently in school will find advice on charting a course of lifelong learning – one that honors their curiosity and their passions.

On the professional front, this guide offers insights into the gifts that Advocates bring to the workplace, as well as some ideas for careers and

fields that leverage these gifts. Because Advocates are generally open to venturing off the beaten path in search of meaning and fulfillment, we'll also discuss alternative career paths, such as self-employment. And we'll cover how Advocates can build healthy, productive working relationships, even with colleagues whose personalities differ greatly from their own.

Not every academic or professional situation will be ideally suited to Advocates' values and preferences. We hope that the insights in these pages will help Advocates know what to look for when considering schooling options, career paths, and job opportunities. But just as importantly, we hope to show Advocates how they can harness their innate creativity, resilience, and drive to be of service, even in circumstances that are less than perfect. As long as they keep their minds and their hearts open, Advocates can bring their unique gifts to the world in a range of academic and professional environments.

Curious about the traits that make up your personality type and the theory behind them? You can learn more [here](#).



Academic Path

War, poverty, racism – these are some of the most fundamental problems that we face as a species. Many see these ills as unfortunate but, ultimately, the way of the world. For those people, trying to change things may be considered futile. Advocates, however, balk at this apathy and instead dedicate their lives to eradicating one or more of society's ills. This moral obligation permeates their studies as well.

Advocates don't learn just to learn – they learn with purpose. Every book that they read, every essay that they write, and every debate that they participate in adds to a well-rounded knowledge base to aid them – and others – in the future. Advocates consider learning to be enlightenment as knowledge wipes away ignorance. And unlike some idealists who simply dream of a better and more just world, Advocates work tirelessly to make their visions realities.

Lacking Interest in the Mundane

Despite their noble intentions, Advocates are as liable as any human beings to run afoul. The road to wisdom is rewarding, but it can be rocky. They experience this rockiness firsthand when they come face-to-face with aspects of education that seem overly technical, robotic, or mundane, like standardized testing and uninteresting mandatory classes.

Advocates require a strong personal connection to a topic to feel fully invested, and they may question the importance of material that holds no interest for them. Their imaginations run deep, causing them to think of all the things that could be done. They may even feel trapped in subjects that don't apply to the mission they've set for themselves. These types

take issue with benchmarks set for the sake of standardization – they can become annoyed when required to take numerous tests that have little to do with subject mastery but rather how well one can study. This aversion to the mundane may lead Advocates to completely avoid, and perhaps discount, whatever doesn't fall within their realm of interest.

Homing in on a Vision

Throughout history, Advocates have been famous for their extraordinary impact on the world, including leading revolutions against the unjust, championing the people, and changing society through dedication and hard-honed vision. For Advocates, depth matters over breadth. Whether their goal is to end systemic poverty or improve the local kindergarten's literature program, they give it all their focus and drive. From the time they're young, Advocates' intuition has already started to shape their goals. When they're asked in class what they want to be when they grow up, they're likely to have clear ideas and sustained intent to follow through well into their adult lives. This sustained intent may manifest itself as joining the high school newspaper staff, then majoring in journalism in college, with the eventual goal of winning a Peabody Award for investigative journalism for covering the government of a far-off, neglected, impoverished country. All they need is a goal, and they begin mapping the steps from point "A" to point "B."

How Advocates Learn

Extraordinarily passionate about their causes, Advocates channel all their energy into achieving their goals. That said, they also possess the wherewithal to understand that their causes may have flaws. Their moral compass dictates that they hold strong in their convictions – but more than that, it dictates that they be reasonable, level minded people who can listen to others. They are, after all, part of the Diplomat Role group, whose goals are often defined by the needs of others. These types recognize that communicating with those others is essential to choosing the right path.

Balanced Learning Habits

In an academic setting, Advocates might disagree with other students or teachers, but they also take the time to listen to their perspectives. When they get a low grade on a paper, Advocates take the balanced approach of discussing with the professor what the paper was missing and how they can improve their work next time. The grade may be upsetting, but it's also how the academic system communicates that there's room for growth, something Advocates inherently value – so they listen.

Considering Impact

In addition to being attentive listeners and careful thinkers, Advocates possess insatiable curiosity directed particularly at culture and other humanistic enterprises. For them, such activities represent the very essence of humanity at its best. They may agree with the following quote from the film *Dead Poets Society*: “We don't read and write poetry because it's cute. We read and write poetry because we are members of the human race. And the human race is filled with passion. And medicine, law, business, engineering, these are noble pursuits and necessary to sustain life. But poetry, beauty, romance, love, these are what we stay alive for.”

Advocates are more than just motivated by creative and artistic endeavors – these are often some of the main reasons that they love life. Although they can certainly make themselves knowledgeable in any field, from the physical sciences to math, economics, business, and beyond, they always feel most at home being of service to the heart and soul of human expression.

That's why, when it comes to school, Advocates are often concerned with what their art or work portrays. Although public opinion may be important, Advocates absolutely must feel personally fulfilled. They check in with their emotions and intuition to see whether decisions *feel* right. They pursue fields that make them feel whole and at peace – and walk away from those that are noble but ultimately not for them.

Trying the Mundane

Advocates specialize in subjects that have great meaning to them, but they also understand the need to learn “mundane” skills: doing

their taxes, filling out checks, changing a tire, etc. Within the realm of academics, this could take the form of developing long-term study habits for classes that they don't enjoy. Advocates understand that such skills, though not visionary and inspiring, are necessary in everyday life.

Rather than shrugging off things that they aren't inherently interested in, Advocates dig in their heels and at least attempt to master the material in front of them. They're propelled forward by the sense that the slog of mundane learning is only temporary and that the skills they're learning will support work that they consider meaningful.

Unbalanced Learning Habits

Obsessing about Impact

Solving the unsolvable can take a toll on even the hardest individuals, and Advocates can exaggerate this tendency. By shouldering the burdens of the world, they risk being crushed beneath the weight. Feeling that they personally can't be at peace until they become ideal versions of themselves, they can become obsessive in their learning behaviors, leaving little time in their schedules for relaxation and self-care. In extreme cases, Advocates may even skip meals or lose sleep as they study through their lunch breaks or read late into the night.

Such workaholic tendencies, though intense, have limits to their scope. When left alone too long with their thoughts, Advocates may develop "tunnel vision" and relentlessly pursue areas of study that seem most relevant. They may become perfectionistic, worrying that the papers they write are the absolute best they can produce or going over endless possible solutions to problems. It may even get to the point where they temporarily eliminate all forms of enjoyment and relaxation to reach their goals more quickly. Unfortunately, work done under stress and exhaustion often lacks the quality of work done by a well-rested mind.

Opposing Alternatives

Approaching differing views with patience and open-mindedness works for some Advocates, but others struggle. Some Advocates dismiss the idea of spending time or attention to branch out. They may even

justify their opposition as a moral imperative. Although people with this personality type may be visionaries when it comes to the broader strokes of their plans, no one can anticipate exactly what the future holds. By holding too stubbornly to their beliefs, they may disregard conflicting but essential data or entire fields of research and discussion rather than revising their worldviews to accommodate them.

This reluctance to accommodate alternative views is a result of Advocates' combined Intuitive and Judging traits. In their minds, they see the ideal (perhaps "perfect") way to do things – the correct answer to the question, the appropriate experiment to conduct for an unknown variable, or the most effective way to present a group project – and they may try to mold imperfect models to match the images in their minds. However, the pursuit of singular, perfect solutions can lead them to ignore the possibility that they could be wrong.

Failing an Idealized Self

Advocates have an ideal vision of the world, but that vision begins with themselves: well-educated, well-spoken, open-minded, perpetually kind, and never willing to "settle for less." This, however, is an unrealistic expectation to have for anyone. Unfortunately, softhearted Advocates are particularly hard on themselves for mistakes that everyone makes. Their strict moral philosophy relies on determination and goodness, which may make it difficult for Advocates to even consider settling for "failure," as they see it as a flaw rather than a normal human experience.

A failing grade isn't necessarily a problem, but it can be assigned exaggerated meaning. For example, Advocates may think that failing a law class will risk their chances of becoming future reformers of the criminal justice system, or that not meeting their own expectations in an art class undermines their identities as creative people. Failure seems like a direct threat to their identities and may lead them to believe that a "C" in a class directly correlates to unfulfilled ambitions. They may think terrible – but false – thoughts about themselves, deeming themselves unintelligent, incapable of effective or productive work, or otherwise lacking compared to other students. If the core aspects of their identity come under fire, it can leave Advocates feeling destroyed.

Rebalancing Learning Habits

Taking Their Own Advice

Food, sleep, and even leisure time are all necessities, not luxuries, a fact that Advocates are quick to remind others about but slow to accept for themselves. When these types make personal sacrifice a routine, they soon find that they have nothing left for others or even themselves. It's important for these types to make daily routines a priority, not an afterthought.

When scheduling time for meals, rest, and relaxation (using an alarm can be a good reminder to take a break), quality can be as crucial as quantity. A series of two- and three-hour naps interspersed throughout the day won't equal eight hours of uninterrupted rest, though a 20-minute nap in addition to solid nightly rest makes a tremendous difference. Also, a fast-food breakfast burrito gobbled down during a commute may fill you up, but it can't compare to a balanced breakfast with a loved one.

Here are some steps that Advocates can take to assess and fulfill their needs:

- Consider what specifically is missing in your life. Do you need quiet? Sleep? Stability?
- Consider how you currently spend your time. Are your primary needs being met? Before answering, consider how you would advise a loved one: for instance, would you chastise a friend for taking a short nap after a heavy study session?
- Select one need that is not being met and then implement some short increments of time when you focus on meeting that need: 10 minutes for a nap, an hour to cook a good meal, 30 minutes of cuddling with a significant other.
- Schedule time every day, preferably at the same time, to fulfill that one need.

Discussing in Good Faith

Most Advocates hate the phrase "for the sake of argument." They're more likely to believe in universal, "capital-T Truths," and they dream

of universal agreement. However, even if such certainties exist, these types hardly have a monopoly on them. Leaving the door open for reasonable doubts and opposing views can reveal new, unconsidered worlds, even if doing so detracts from their zeal. Although empty contrarianism is annoying, the role of informed devil's advocate, played by trusted friends or other credible sources (or even by Advocates themselves) should be valued, not dismissed.

This can work especially well when it comes to drafting papers that respond to an issue at hand. Rather than relying only on their personal views, Advocates can instead open themselves to other schools of thought. Learning more about contrary ideas allows them to see their arguments' weak points as well as strengths, and it allows them to present well-rounded papers that address both sides. The same thing can be said for group projects: when it comes to collaboration, the best ideas come from respectful discussion and debate.

Here are some tips for Advocates to pursue discussions in good faith. When considering a topic or individual that directly opposes your beliefs:

- Ask the individual "how?" and "why?"
- Research the conflicting idea.
- Process the information without making any initial judgments – give the idea the benefit of the doubt.
- See how the new idea compares against the existing knowledge set.

Creating Diversified Identities

When determined, Advocates are relentless in their pursuit. No matter what it takes – blood, sweat, or tears – they achieve their goals once they're decided upon. The problem, however, may become a lack of awareness for anything beyond their goals. Advocates' dedication is amazing, but it can also be limiting. In academics, these types may make the mistake of pigeonholing themselves in one subject. They may even focus exclusively on everything relevant to their long-term goal – running an independent business, for example – without also spending time exploring other interests.

To achieve balance, they can make time to research their interests, then dedicate at least an hour a week to them: joining the astronomy club, reading a book on Antarctica, or listening to informational videos online are all worthy pursuits. Some simple steps toward this goal include:

- Think back on things of interest that you didn't try because they weren't relevant to your long-term goals. For example, perhaps you enjoyed a theater class but decided against taking another one because it would have taken time away from pursuing a program of study in organic chemistry.
- Sign up for casual events that don't require huge time commitments, like once a week after-school improv sessions rather than a daily one-hour class.
- After you become involved, take the time to decide whether the interest is enriching. If so, take active steps to stay involved.

Advocates in High School

Selectively Brilliant

In the teachers' lounge, while discussing an Advocate high school student that they have in common, instructors in different subjects may feel like they're talking about completely different people. One might experience the students as laconic, listless, and dull – but to another teacher, the same student can be a bright, focused, and driven member of every discussion.

When Advocates connect with a subject, their precociousness becomes evident, whether in a presentation on the deeply moral themes of Dostoevsky's novel *Crime and Punishment* or a stirring essay on the history of the American Civil Rights movement. Their classmates may see such work as a tedious but necessary hurdle on the path to graduation, but Advocates may experience the kindling of a passion for moral justice that burns for the rest of their days.

Learning for Authenticity

The humanities and social sciences strike a natural chord within young Advocates' hearts, but they may experience dissonance when exposed to less soulful studies. Math and science certainly aren't beyond their

grasp, but they can perform poorly without some means of putting rote facts, figures, and seemingly arbitrary calculations into a broader human context. Their lack of interest in such classes may frustrate teachers and parents alike as they struggle to comprehend how academic passion could be distributed so unevenly.

Advocates' curious behavior is a consequence of their steady inner compass, lending them a quiet, fierce integrity that makes them mature beyond their years. At a time when their peers' identities are malleable as clay, these types are stubborn marble. Others' approval matters to them, but remaining in sync with their ideals always matters more. The need to "fit in," which looms so large in the minds of many teens, is widely rejected by Advocates, for whom popularity is a foreign currency, while authenticity is worth far more than gold.

Balanced High School Learning

Some students can scarcely be bothered to crack a textbook, and academic curiosity often amounts to a single question: "Will this be on the test?" Advocates may find themselves excused from their shortcomings in some subjects because of the commitment they show to the topics that matter to them. However, those who take advantage of overworked teachers' low expectations are hardly living up to their potential. Nor will aggressively pushing them out of their comfort zones lead to much success either. Advocates can balance some of their academic reluctance by approaching learning with open minds and realistic standards.

Remaining Open to Possibilities

A fortunate few Advocates may encounter teachers who supply inspirational context for every stray fact or theorem, discussing not whether it's on the test but why it matters. But most of the time, Advocates must sharpen their contextualization skills on their own to excel in subjects that don't come to them readily. They are fully capable of this when they see the situation with a balanced point of view, staving off adolescent cynicism and realizing the value of their early education.

For example, sketching the chemical structure of a hydrocarbon may seem like busywork – until Advocates begin to ruminate on the possibilities of chemistry to solve world hunger or cure devastating diseases. The motivating potential of Advocates' passion can't be understated. They just need to be exposed to bodies of knowledge and ideas that they didn't think they were interested in.

To let down their guard and open themselves up to such alternatives, they can look to the Socratic paradox for inspiration: "I know one thing: that I know nothing." The sooner they recognize that hard, unforgiving work is necessary to make their visions a reality and that there is *always* room for their insights to grow, the sooner they'll be able to take meaningful steps toward realizing a better world.

Realistic Standards

Advocates subscribe to a work ethic that correlates directly with their passion, and they keep working without breaks when passion is ignited. They dislike the idea of not fulfilling their commitments and moral obligations. That said, Advocates who approach their studies with a balanced mindset aren't keen on sacrificing their health to meet goals, nor are they overly perfectionistic. They do what they can to turn in quality work but avoid agonizing over the details when there's no more to gain. They schedule time to commit the effort needed to succeed, but they set realistic expectations.

Hardworking Advocates aren't completely against letting loose occasionally. They take their interests very seriously, yes, but they aren't completely against hanging out with friends on a school night – taking the time to remember that they're just teenagers. Nobody is expected to have everything figured out, and much of their joy is in the discovery.

Unbalanced High School Learning

Dismissing Details

Advocates who spend math class reading English literature may not be the picture of teenage rebellion, but their grades can plummet as surely as if their time was spent shooting spitballs or sending secret texts. In a larger sense, Advocates who pursue their narrow scholarly

obsessions with no concern for the broader curriculum may discover that knowledge gaps limit them in unforeseeable ways. Budding environmentalists with a tenuous grasp of the underpinnings of climate science may be able to convince only the already converted.

Ignoring finer details is a troublesome habit for those who indulge in only their interests – one that can hinder their progress even in classes that they otherwise wholeheartedly engage in. Young Advocates with a passion for history intuitively may understand the importance of individual events but not feel the need to memorize actual dates for a test. Students with a more literary bent might have points deducted from even the most articulate essay due to a failure to properly cite their sources. Their refusal to meet the demands of a rigid curriculum can hold them back in both the short and long term. A few such bad experiences may cause them to drift away from an academic path that previously felt like destiny, in which they could have done lots of good.

Impossible Standards

Another hurdle for Advocates to overcome in high school is their relentless internal perfectionism and noble ambition, which all too often manifest as work turned in late or not at all. Having bitten off more than they can chew and refusing to “cut corners” or take an easier path, some may discover that they can’t possibly get done what they set out to achieve in the time allotted, leading to stress, rushed work, and missed deadlines. No matter how exhaustive the research or articulate the writing, a term paper on the history of capital punishment that is delivered two weeks after the term ends will probably be greeted with the same unenthusiastic response – and a grade to match – as an essay that still exists only in the realm of the Advocate’s imagination.

Rebalancing High School Learning

Forming a Connection

Attending to details, no matter how mundane, is an important part of life. Ask any student who has graduated high school only to wonder how to apply for financial aid for college, how to interview properly for a job, or how to keep track of deadlines. Advocates try not to neglect

their work, but they may feel reluctant to lend the same passion to “mundane” topics as they do to their preferred subjects. However, to rebalance this, they must choose to have faith that such banal, technical, and day-to-day information will one day prove its value.

One possible approach is developing a mentor relationship with the instructor of a class that’s giving them trouble. This can help Advocates understand where the instructor is coming from while also adding depth to the course by filtering it through the lens of that instructor’s perspective. It’s no longer geology, it’s Ms. Smith’s passion for the Earth expressed through teaching, a childhood dream that found a way into the real world.

Now this relationship, which is something more personal, can convince Advocates to approach some of the humdrum details – sources to cite, dates to memorize – as a favor to Ms. Smith, which is something Advocates are geared toward naturally. It’s not Ms. Smith’s fault that she has to hand out tests, so it’s not fair to her (or to Advocates themselves) to punish her with poor performance.

Advocates are perfectly capable of dealing with routine details if they find a way to make them personally relevant. By creating such relationships with their instructors, they can discover new relevance in topics and their specifics, boosting their motivation and attention.

Tempering Perfectionism

High school is difficult. With the added pressures of the future, parents, peers, and extracurricular activities, it can be exhausting to even the most laid-back people – and downright backbreaking to expectation-laden Advocates. Always looking to do their best in whatever they commit to, Advocates often sacrifice themselves to sustain their other obligations.

Advocates who learn to take a kinder, more measured view of themselves may find that their accomplishments and efforts, even if they fall short of an idealized vision, are still worth taking pride in. This is the principle expressed in the Japanese aesthetic concept of *wabi sabi*: perfection lacks depth. In flaws and fragility, real beauty is discovered. Practicing imperfection in small ways – trying to paint a photorealistic

image with little painting experience, for example – can help build a sense that failure is acceptable, even necessary: a critical aspect of self-acceptance in the learning process. With this in mind, Advocates can resolve to learn the way that children do, with unencumbered wonder and exploration.

Young Advocates can develop healthy school-life balance by creating a schedule that makes room for real life. A schedule isn't just a productivity-boosting tool – allocating time for chores and assignments makes it easier to set aside time for friends as well as time to be alone and relax. Schedules allow Advocates to press the “off” button that they usually deny themselves. This is a personal act of kindness – and a sanity saver. Setting realistic expectations for their time allows teenagers to enjoy their lives.

Here are some suggestions to help Advocate students rebalance:

- Create a fixed schedule. Work when needed, and rest when it's over. For example: Dedicate one hour to studying during school hours (study hall, perhaps) and two hours after school. In those two hours, focus on the most important tasks first – an essay due next week, five math equations, 30 minutes of assigned reading – and then close everything once those two hours are up.
- Eliminate distractions during scheduled study time. Turn off the phone, log out of social media, and avoid social situations that would interfere with getting the work finished.
- Relax after time is up. Finally sitting down to finish that TV show that has been in your Netflix queue for two months can be a terrific way to reward yourself for a job well done.

Work or College

By many measures, Advocates are an uncommon personality type, but they still face a common dilemma when leaving high school. Should they immediately go into the world of work, or should they continue their studies?

For some Advocates, the choice is obvious: academic certification is a requirement for several occupations that these types might be drawn

to, including teaching, psychotherapy, and law. If they don't attend college, the doors that they long to open will remain closed to them. Some Advocates have a nonnegotiable stopover on their journey to becoming the people that they wish to be.

The college experience doesn't have to be a chore. In fact, many Advocates find their crusade for social justice, tempered beneath their stoicism, to be an integral part of the curriculum. Through the simple camaraderie of so many like-minded people – finally! – their flower of rebellion finds space to bloom. Even so, Advocates are usually too mission oriented to remain in academia for long before venturing out to put theory into practice.

Some choose work over college because they can't bear the costs of college – whether personal, financial, practical, or principled – or because their zeal for change is so potent that it just can't be deferred any longer. Without the guidance of education or their parents, they may need time to define themselves and their goals. It's reasonable to accept more basic positions like waiting tables or doing physical work while continuing a path of self-discovery outside the regimen of school and parental oversight. Working to support interests and save money, whether for eventual schooling or some other future interest, is a balanced reason to delay school in favor of work.

Others know full well what they want and find rewarding careers by climbing up the corporate ladder or working for themselves. They might also take paths somewhere in between, leveraging recognition for their community service to secure a role in a not-for-profit organization or using their passion for writing to contribute freelance articles as an activist while still dealing with the reality of paying the bills.

It's important for Advocates to realize that many roads can be rewarding. If they truly wish to build a better world, they'll find a way to do so, even if their role is smaller – or merely different – than they had originally anticipated.

Balanced Decision-Making

Embracing Honesty

It's important for Advocates to consider their options with unwavering honesty. The difficulty of this task shouldn't be underestimated. When surveying the world through a healthy lens, Advocates know perhaps better than anyone how good people are at deceiving themselves. They may be tempted to believe that, because they see it in others, they're immune to it themselves. They can ask themselves questions, consult with friends and mentors, gather a range of opinions and information, and perform other reality checks to help orient and clarify their worldviews.

Any option can be just the challenge that Advocates need to move their visions forward or a means of escape from the weight of responsibility. It can be all too easy to convince themselves that one is the same as the other. When honest and patient with themselves, they can distinguish between an obstacle and an excuse, then progress.

Following Through

Advocates leaning toward college understand that it's a long commitment, though following through on a conviction is hardly a challenge for this type. They recognize that time spent on self-improvement isn't an exercise in narcissism. This is especially true if it provides them with the credentials necessary for entering a helping profession that delivers good to humanity or a complex intellectual and moral framework for handling the personal or global problems that they long to solve. When taking a balanced approach, Advocates embrace the idea that college isn't an abdication of responsibility but an acceptance of it – if time there is used effectively.

Advocates who don't attend college can still find ways to advance their goals. Entry-level jobs in the service industry can be meaningful if Advocates find satisfaction in their community of coworkers and customers. Such positions can also support them financially while they volunteer for a social cause that they consider to be their "true" career, especially if the skills that they develop during their volunteer work make them more viable candidates for positions in the nonprofit sector.

Unbalanced Decision-Making

Eternal Waiting

Advocates' combination of imagination and perfectionism can sometimes manifest as inaction. The period after high school is a time of exceptional personal consequence, and Advocates in unbalanced mindsets may allow the weightiness of decisions to sink them into inaction. Their imaginations, though a powerful tool, can work against Advocates, as they envision a perfectly formed solution falling into their lap.

The habit of waiting for the “right” opportunities while ignoring other viable options can be supremely unhealthy. Advocates may wait for signs from the universe to dictate their next course of action, spending more time deciding if something *feels* right rather than *making* it feel right. Those who spend years agonizing over a course of study or employment may find that, in retrospect, little was gained from excessive deliberation, and much perhaps was lost.

Haunted Rumination

Choices that are later seen as “wrong” have a way of haunting Advocates. When they have an unbalanced view of their own decisions, they overanalyze not only future decisions but also past decisions with little self-confidence or self-forgiveness. Learning to live with their choices is as necessary as making choices in the first place.

What some Advocates may not realize is that endless rumination and self-consumption are choices in and of themselves. Thinking through choices helps avoid future mistakes, but it also can keep Advocates from acting, and that inactivity can cost far more than either time spent in school or a more intentional push into the professional world.

Rebalancing Decision-Making

Adjusting Course

There's a fine line between deliberation and procrastination, and Advocates need to work harder than most to distinguish between the two. Their tendency to delay stems, ironically, from their need

to commit to a course of action. When they feel that nothing can be *undone*, their only choice is well-considered decisions, but what counts as “well-considered” can be altered to fit any mood. The question is, does this deliberation arise out of sensible caution or a lack of self-confidence to step into the unknown?

Advocates must learn to understand that few decisions are permanent. Changing their minds based on new information is their prerogative – and a sign of maturity. Snap decision-making feels unnatural to Advocates, but those who err a bit more on the side of rashness may find that even when they make a wrong choice, the consequences may not be nearly as irreversible as they had feared.

Here are some steps for Advocates considering their course, as it's never too late to act:

- Request a tour of a local university.
- Attend the orientation of a university or local college.
- Request an informational interview at an interesting company or nongovernmental organization.

Advocates don't have to make a commitment to a particular course of action to learn about it. They're simply obtaining information, and they should feel no pressure to sign up for anything that isn't inspiring. Hopefully, though, the rush of inspiration will fill them again – and then, voilà, they're off on another life chapter.

Finding Inspiration in Others

Not everything calls for Advocates' admirable dedication to examining root causes and first principles. People with this personality type are often best served by ignoring their impulse to build from scratch and instead embracing faith in humanity. Trusting the efforts of others who came before them sometimes requires repeated failures to improve on processes that were already in common use. Trusting previous work makes it possible to build on others' accomplishments to advance vital causes.

Besides saving time that might be wasted reinventing the wheel, these little leaps of faith are personally essential for a personality type that puts so much stock in the well-being of humanity. Without faith – in the people they’re trying to work with and help and in the individuals who are seeking to help them – Advocates deem little worth fighting for.

A huge reason these types procrastinate is because they’re not sure where to begin. They can remedy this by utilizing those around them for research, support, and perspective:

- Find others that you admire, preferably mentors you’re close to or local entrepreneurs whose work you follow.
- Have in-depth conversations with them about their own academic paths.
- Ask questions like, “When you were my age, did you know what you wanted to do?” and “How many times did you stumble on your path?”

When looking at the greats, we often see only their accomplishments – bitter nights and horrid failures are edited out as history makes men and women into myths and legends. The truth is that everyone fails, even the prodigies and the talented. Advocates shouldn’t fear failure. As the adage goes, “The master has failed more times than the beginner has tried.”

Advocates in College

Disappearing Mirage

Younger Advocates who chafed against the strict schedules and curricula of high school may initially see the university ivory tower as a welcome hermitage, a place where their burgeoning ideas can, at last, begin to take shape. The liberty of higher learning can be a boon to budding Advocates, but college has its challenges. Those who are lulled by the siren song of endless electives and roving Socratic discussions may be rudely awakened by the steeper expectations and heavy workload inherent in higher education.

Not to say their dreams for college are illusory, only that Advocates are often caught flat-footed by the shift, having strode so easily through their

previous academic years. College may be the first time that these types will confront the disconnect between their ideals and reality (but hardly the last!). Bridging this gap can propel Advocates through life – college is frequently an amenable practice ground for conflicts and challenges to come. Their guiding spirit of principled rebellion, often misunderstood in the more rigid environs of high school, may serve them well in college, where they're likely to encounter professors and classmates who encourage what a little pushback does to open up a conversation.

Growing into Themselves

Few Advocates are satisfied restricting their moral deconstruction to the classroom. Their fellow students may appear more riotous in their attempts to break from tradition – juvenile campus pranks, shadowy hazing rituals, and all-night keggers – while Advocates' revolts are quieter and filled with purpose. For them, extracurricular activities aren't limited to intramural sports and amateur stagecraft. They include campaigns and protests, each a response to some egregious policy or action that they couldn't stand to see go unchallenged. After all, they seek to change the world – so why not start with the institutions that are supposed to represent that change?

Advocates, as they grow more into themselves, learn the difference between protesting for meaningful change and protesting over every hurt feeling. They come to know where their efforts do the greatest good as they look at a problem's underlying cause rather than fight with every symptom of it. This means setting aside some battles, passing over a scrape so that they can survey the broken leg – knowing when to do that is a balanced approach to their revolutionary spirit.

It's also important that "Advocates" not become "Adversaries," at least not entirely. If they're going to protest, it should be an act of communication with the other side rather than demonization, or they will only polarize the issue and make others feel as though they need to defend themselves.

Balanced College Life

Understanding Others

Advocates may struggle to reconcile their utopian ideal of the university experience with the shabbier realities of campus life. Just as they once looked askance at high school classmates who viewed study solely as a means to an end – get good grades to get into a good college – Advocates in college are equally puzzled by university students who see their degree as merely a passport to higher paying work. The same confusion about this attitude that drove them to deep introspection as adolescents draws their attention outward in college. Advocates' passion is fierce, and when it is marshaled in the service of their studies, few can match their rigor or eloquence.

Advocates who make the effort to understand others remember that compromise is essential to their goals even if it sometimes feels like politics. They do not need to compromise their values, however – after all, the changes that they strive for are usually social ones, and no movement for social justice has rested entirely on the back of one person, no quest for equity on unilateral action. Forging alliances to broaden acceptance is an essential skill for Advocates to master. Fortunately, they're excellent listeners, and if they learn to incorporate what they hear into what they say, they can build support for their ideas.

Learning beyond Coursework

People with this personality type enjoy classes within their chosen field, but the same general education courses that left them cold in high school are no more compelling in their college incarnations, and they are just as much a requirement. Advocates who summoned the discipline to conquer these obstacles back then may have less trouble doing so now because they have at least the semblance of choice in the matter. This is assuming that they neither attempt to get those courses all out of the way in the beginning (potentially souring their college experience from the outset) nor save them for last (when academic fatigue might undo all that they've worked so hard to achieve).

Advocates should realize that the necessary and the desirable can go together. They may roll their eyes at basic prerequisites like introductory composition, perhaps even marveling at their peers' poor writing

or shallow thinking, but what they learn isn't determined by those peers. They should instead recognize the value of their time, commit to learning what they can from basic and advanced studies alike, and push themselves to be creative with opportunities, not just taking a syllabus at face value. They must recognize that in every course, their education is in their own hands.

Unbalanced College Life

A Negative Outlook

Putting an idea out there for all to judge can be difficult, and some Advocates immediately hide behind righteousness and shoot down the suggestions of those around them. They're certain of what's wrong but are unable to discern what's right.

Aside from the financial burden that a lengthy college career can exact on Advocates – whose academic debts might later force them into professions that fulfill their fiscal needs while robbing them of their spirit – the mental toll shouldn't be underestimated either. When taking an unhealthy approach, they pursue their studies with the weight of the world on their minds, an all-or-nothing attitude that often exacerbates the pressures of mere academic performance. Even in the absence of family or work responsibilities (and students often have either or both), Advocates in college who burn too brightly risk flaming out far too soon.

False Growth

Finally, a protracted academic stint (or one that ends too soon) can exact a burden on personal growth. Unwary Advocates can make college a gilded cage, losing themselves in a maze of theories and ideas. All they learn only convinces them that they must find out more, and as they do, some risk becoming comfortable, wielding their philosophical might against younger minds in classroom discussions rather than trying themselves in the broader world – the proverbial big fish in a small pond.

In some cases, this route is less circuitous than it seems, particularly if the destination is a tenured professorship that grants them the liberty of mind that they have long sought. More often, however, a protracted

college stay indicates that they're only delaying the life that waits outside the cloister of academia.

Rebalancing College Life

Cost-Benefit Analysis

When contemplating their path through college, Advocates might consider this thought experiment: A genie offers them the ability to accomplish anything human beings can achieve – ending hunger, curing disease, providing comfort and opportunity to the homeless, preventing war – but it asks for two to eight years of their lives and some percentage of future earnings as a price in return. Is it worth it?

Equating college with magic may be far-fetched, but in a sense, this is the bargain that higher education offers, granting the skills, experience, and, yes, credentials needed to advance such causes. It's by no means the only path, but it's a powerful one.

To calculate their cost-benefit analysis and rebalance their approach to college, Advocates can take the following steps:

- Contact potential mentors that you admire through email or personal introduction. Explain that you're getting in touch for advice about your path.
- Consult school resources and information about outreach and informed planning.
- Form an academic planning "dream team" made up of:
 - A guidance counselor who can help you direct emotional intuition into a fulfilling path.
 - Friends with personal insight regarding the chosen path.
 - Financial planning and career counselors who can help you create a concrete plan for the next two to four years.

Advocates don't need to do things the way their mentors lay out, but it also does no harm to gather information from people who know the academic system well. If they find themselves navigating the complex

terrain of the collegiate world, Advocates will find even a small amount of preparation invaluable.

Balancing the Burden

For those who feel restless in a purely academic environment, internships and volunteer work may bridge the gap, not only giving them the sense that they're already "being the change they wish to see in the world" but perhaps shortening their postcollege transition into that world. Advocates can overburden themselves, though. A full course load is often more than enough to handle, and although unpaid work may eventually lead to a suitable career, those who are supporting themselves with a part-time (or full-time) job may not have the luxury of devoting their attention to anything more than what's already on their plate.

Though college should be taken seriously, Advocates need not see everything they do as a matter of apocalyptic concern. Even they need to blow off steam, and refusing to make time for less mentally and emotionally taxing pursuits is a recipe for burnout. Aside from making sure that they get out into nature or to a festival or fair from time to time, Advocates may want to ensure that their course schedules always include a "fun" class, whether it directly relates to their chosen major or not.

Here are some suggestions for Advocates who want to let loose without guilt:

- Set aside an hour every day dedicated solely to self-care that adheres to these guidelines:
 - Nothing related to personal development. No learning new languages, trying out computer programming, volunteering on a campaign – this time should be focused on relaxing the mind and body.
 - Low- or no-stress activities are best. For example, while traveling sounds like a good idea in theory to expand personal horizons, going to a foreign country often comes with unexpected challenges. Make it easy on yourself.

- Something that is wholeheartedly enjoyable and doesn't feel like work: watching guilty pleasure TV shows, for instance, or taking long, luxurious bubble baths.
- Schedule your time around that self-care hour. Map out the rest of your schedule to distribute work equally to ensure that the self-care hour is possible. It's hard to enjoy one hour of self-care if it leads to cramming for a test the next morning.
- Take time to enjoy life – your assignments can wait.

Lifelong Learning

Lifelong learning goes beyond the rigors of school, though a return to academia is certainly an option. Older Advocates who have embraced themselves fully are better able to give the benefit of the doubt to areas of study or schools of thought that might have struck them as irrelevant – or worse – in their younger years.

Gathering the Necessities

For many, “learning” and “education” are virtually synonymous, and both terms are bound by the formal institutions, schools, and universities that confer certificates upon graduation. This isn't the case for Advocates, who are often profoundly ambivalent about the prospect of formal education, simultaneously reverent of its potential for personal transformation yet acutely aware of its uses as a tool for indoctrination. As much as Advocates feel that they're “in the world, but not of it,” they might take a similar approach to education, gathering from it what they need while being careful to remain untainted by what they don't.

To outside observers, people with this personality type may have strange notions of what counts as necessary. In some cases, they will discover as they mature that there are, in fact, deficits in their knowledge base, then work diligently to remedy their ignorance. Other Advocates, however, will continue treading the same well-worn paths, stubbornly insisting that, though they haven't learned everything they can know, they at least know what's important.

Forever Learning

Of all the personality types, Advocates are among those who feel most comfortable with the prospect of lifelong learning – the notion that education isn't a thing to possess nor something that must be gained from some institution, but that it is instead a never-ending journey into the unknown. They know that their hunger for knowledge will never be truly fulfilled, just as their yen for justice will never be sated. All Advocates can hope for is that every day brings them a bit closer to their unreachable ideal and that, somehow, they can find balance in their discontent.

Balanced Lifelong Learning

Joy in Learning

Understanding that there is beauty in a clumsy first effort – just as there's beauty in a child's excitement when they first learn that red and yellow make orange – Advocates pursue many things that too many people attempt only in childhood, such as a new instrument, art medium, dance style, unfamiliar sport or game, distant campsite, or hobby in nature.

Many Advocates, when content, continue to learn throughout their lives, not to prove anything to anyone, least of all themselves, but for the joy of trying things and getting better at them. They can do something not because it serves some greater altruistic purpose but simply because it's fun. Engaging with the world around them with no other agenda but curiosity and a light heart resonates with Advocates' deeply cherished authenticity, and it is perhaps the greatest expression of their individuality.

Enjoying Learning over Improvement

Self-improvement is important, but so is enjoyment. Advocates can take a more balanced approach to lifelong learning by taking time to appreciate the life that they've developed for themselves as well as praising themselves for the skills that they've learned. They can also develop the ability to separate learning a new skill from needing to perform that skill *well* the first time around.

In fact, Advocates may separate learning new skills from their self-image completely. They feel accomplished when they succeed at something, but they don't base their self-worth upon what they have learned (or failed to learn). This personality type can accept themselves as they are but also strive to learn when they can.

Unbalanced Lifelong Learning

Stubborn Worldviews

From an early age, Advocates tend to formulate a cohesive set of opinions about the world. Those who refuse to adjust their ideas when appropriate find themselves lacking. By focusing on honing their mastery of subjects that they already have an affinity for rather than diversifying their learning, they often pursue only knowledge that supports their fundamental views. This limits their growth – and even solidifies their ignorance – as they focus on one thing without truly having an open mind to others.

Although some Advocates recognize and compensate for their certitude, knowing that different perspectives bring forward different and equal truths about the world, others unfortunately just allow their beliefs to congeal into an impenetrable ideological mass. This can conflict with their perception of themselves as fundamentally correct in their views. While the world changes around them, such Advocates may be reluctant to learn about new technologies, philosophies, or methods, always considering their own to be better than the rest.

Making the Magnificent the Mundane

Aside from the diminishing returns of a too-narrow focus, Advocates who refuse to diversify their learning and self-exploration risk growing weary of the very obsessions that once ignited their passion. Their overly serious approach to knowledge robs them of the joy of learning and discovery. Unable to divert their attentions from their mission, whether fixing the world's suffering or exercising their moral purity, the pure pleasure of a day off to learn a lighthearted skill can become perverse and selfish in their eyes.

This unrelenting, adamant nature can hold Advocates back as powerfully as it once propelled them forth. Once just one strong argument away from changing the world, those suffering a severe case of burnout may be equally certain that no such argument exists – or if one does, everyone else is too stubborn and apathetic to hear it. Early cynicism has its disadvantages, but late-blooming cynicism can grip the hearts of older Advocates and be particularly devastating. With nothing to replace their former passion, they can quickly become despondent, so certain are they that every alternative course was ruled out in their youth.

Rebalancing Lifelong Learning

Broadening Scope

The goals that Advocates pursue are often so grand that they can consume their lives – and many see little reason to avoid that. Any sacrifice in the service of such ideals seems a small price to pay for the good that they can do. But that point of view can easily grow to be quite exaggerated and often unhealthy.

Although Advocates might spend their formative years becoming authorities in their chosen subjects, as they mature they might find at least some of their time better spent attaining a greater breadth of knowledge. Seemingly unrelated topics could yield fresh insights into their principal areas of concern.

Being “set in your ways” isn’t inherently bad. However, there’s always room for improving on an existing routine. Advocates can begin by picking a contrary opinion – considering, for example, an opposing opinion on yellow mustard when they prefer honey mustard. Here are some steps that they can follow:

- Rather than immediately dismissing an argument, choose to take time to understand the other side. Even a small variation can loosen up the tight grip that an existing routine has on life. Begin to open new vistas of learning by considering the following:
 - How your stance may appear to others.
 - Some benefits of what the other side is proposing.

- “Trying on” the contrary opinion for a few minutes.
- Based on these small excursions:
 - Adjust your routine based on what you liked or disliked.
 - Keep your old routines “as is” if that’s what works better.
 - Make the choice to apply this exploratory spirit to other areas of your life.

There are always new experiences and new things to learn. They don’t have to be earthshaking or life changing. Learning can benefit life without being too disruptive. And once Advocates rediscover the joy in learning something new, they might choose to stretch their experiences even more. They may find that the benefits of continued learning far outweigh the risks.

Reclaiming Innocence

Advocates’ greatest peril is that learning can become a joyless process tied to endless rumination on the injustice and misery inflicted on others. Buried in articles and political philosophies, these types can lose touch with the human beings those ideas represent. Learning something fun – to craft things or to play an instrument – isn’t a distraction from their greater concerns. It’s an opportunity to share time and effort, to reconnect with the friends, family members, and communities that those concerns serve. It’s a return to what makes humanity beautiful, and that upwelling of pure positive emotion can breathe new life into the darkest struggles. A good way that Advocates can do this is through simple mindfulness exercises. Here are a few steps:

- Find an object to focus on.
 - A plant
 - A cup
 - A body of water
- Take a few minutes to focus on the following aspects of the object.
 - What colors are there to it?

- What is the texture of its surface?
- Does it have a scent?
- What are its physical features?
- In what ways has it been used in the past?
- In what ways can it be used in the future?

This simple exercise takes only about five minutes, and it can pull Advocates out of a bad head space and into the reality around them. They can focus on what's in front of them and how they feel in that moment, completely unaware of the future – just as children would.

Conclusion

Education can mean a lot of things to a lot of people. For Advocates, it's a way to advance their life goals and help them contribute to causes that they care about. But it can be so much more if given a chance. Advocates' challenge isn't so much in the hard work of learning. It's more about managing expectations and finding a reasonable pace, so that learning doesn't become soulless drudgery but a rewarding experience. This involves blending their passion and soft hearts with practical, realistic expectations.

By taking time for self-care, setting plausible expectations for themselves, and finding meaning and merit in the mundane, such balance is within their reach. They can understand that an "A+" doesn't equate to self-worth and give themselves room to fail and to be wrong as well as celebrate their accomplishments.

People are never simply "balanced" or "unbalanced." All of us go back and forth, evolving and devolving. Balance is more akin to the seasons – winter, spring, summer, and fall. They come and go, but they always repeat. Progress, however, comes when Advocates learn how to deal with those seasons.



Career and Professional Development

Advocates want to be both satisfied and challenged by their work. Although many other types are motivated by compensation or recognition, Advocates have different aspirations. Idealistic and creative, they seek to use their skills and knowledge to make a difference.

The following sections discuss Advocates' needs regarding professional development, the common frustrations that they face, and ways that they can use their strengths to find meaning and purpose in their careers. Ultimately, we hope that this guide provides the knowledge and tools for Advocates to pursue their ideal career paths.

Meaningful Work

Even stable jobs with good compensation won't satisfy Advocates unless they feel that they're helping others on a significant level. They want to work on behalf of those who don't have the resources to fight for themselves – and against those who use their clout only for personal gain. For Advocates, earning money and winning "Employee of the Month" awards matter less than honoring their values.

Meaningful work can be found in many fields, even those that initially seem better suited to other personality types. Technical and data driven, engineering might seem disconnected from Advocates' interests, but engineers tackle some of the major issues facing the world today. This kind of big-picture usefulness brings out the best in Advocates, whatever their field.

Nor are people with this personality type limited within cubicle walls. They might derive satisfaction from helping customers find ingredients for healthy meals, finish up home projects, or host events. Because they're driven by a sense of purpose, Advocates tend to thrive in a range of professions.

Creativity and Insight

In addition to a sense of meaning, Advocates need to have creativity in their work. The best careers for them combine innovation with a relatively high degree of independence. Adept at spotting opportunities to step in and make a difference, they will likely feel constrained when they can't pursue such desires.

Their needs may be incompatible with some work environments, particularly those driven by profit rather than service. High-pressure sales and cutthroat business practices are particularly distasteful to people with this personality type. When an employer's priorities don't match their own, many establish their independence – either by assuming leadership positions or by starting their own companies.

Personal and Professional Growth

For Advocates, “professional growth” has little to do with promotions and pay increases. They want to learn and develop, growing their skills as well as their understanding. Thanks to this mindset, they have the capacity to achieve amazing things and the determination to put their idealism to work.

Despite their indifference to prestige, Advocates may ascend the career ladder to mentor and support their colleagues. For people with this personality type, professional growth is most rewarding when it promotes their ideals and enables them to make a difference in others' lives.

These ideals can take on abstract forms as well. Advocates are often drawn to creative pursuits such as writing, music, and art, which allow them to explore deeper themes of personal growth, morality, and spirituality. Through such endeavors, they can share their worldviews in a positive, proactive fashion, enriching the lives of their audience.

Jobs and Skill Sets for Advocates

Advocates do their best work in positions that combine creativity with compassion. What follows isn't a firm prescription as to what they must do to be successful or happy. Rather, we hope it provides some decision-making insight. Perhaps the most important question for them to ask when searching for a career isn't, "What do I want to do for a living?" but rather, "How can I pursue purpose and meaning?"

Health Care

Counseling, psychology, and medicine speak to two of Advocates' primary motivators: service and purpose. In these fields, they enjoy helping others improve their minds and bodies. These professions also exercise Advocates' creativity, requiring them to synthesize information and insights as they determine how to best help their patients.

These jobs also suit Advocates' Introverted nature, allowing them to work with patients individually and then step away to ponder the experiences. Although medical TV dramas don't depict it, these careers are about more than time spent with patients. Researching, writing notes, and filling in charts are equally necessary for these positions, which allows Advocates time to reflect in solitude. Here are a few specific healthcare careers that are a good fit for Advocates' skills and preferences:

- Physician
- Physician's assistant
- Nurse practitioner
- Nursing assistant
- Physical therapist or physical therapist aide
- Medical technician
- Pharmacy technician
- Optician
- Midwife or doula
- Massage therapist
- Healthcare administrator
- Community health worker

- Hospital orderly
- Psychiatrist
- Psychologist
- Therapist
- Addiction counselor
- Marriage counselor
- Social worker
- Career counselor
- Religious worker

Education

Growth and learning are central to Advocates' worldview, so working with students suits them well. Imaginative and curious, they connect with younger students using their intuition and empathy. With older students, they present their subjects with unique passion, particularly the humanities.

Advocates tend to treat their students as individuals with specific traits and needs. Looking beyond test scores and conventional metrics of success, they glimpse the unique potential of each student. Even though these types may feel taxed by constant contact with pupils and colleagues throughout the day, they nevertheless believe that they're changing lives for the better.

Advocates rarely seek leadership roles, but they are likely to make good administrators. In general, they do better as visionary leaders rather than rule enforcers and paper pushers. Given the right administrative opportunities, Advocates may enact reforms that improve the academic environment and boost students' morale. Here are a few positions in the field of education that will likely suit Advocates well:

- Preschool, elementary, or high school teacher
- School principal
- Special education teacher
- Teacher's aide or teaching assistant

- Adult education teacher
- English as a Second Language (ESL) teacher
- Tutor
- College lecturer
- Guidance counselor
- School psychologist
- Religious educator

Social Activism

Advocates care about values, justice, and fairness. Other types might pursue careers in law for the drama, the power, or the paycheck. Advocates, however, pursue them to uphold their values and assist those who can't defend themselves.

These types contribute more than ideals to their work. They also bring determination, good will, and insight into human behavior, and this combination of traits makes them potent agents of change. By combining thoughtful deliberation with grand vision, they move and inspire all but the most unreasonable of adversaries. What follows are some positions in social justice that may work well for Advocates.

Entry level:

- Communications associate at a nonprofit organization
- Volunteer or assistant in a political campaign
- Foreign aid worker
- Legal advocate

Intermediate level:

- Documentary filmmaker or photographer
- Dispatcher (e.g., for emergency dispatch, domestic violence hotlines, or suicide hotlines)
- Social worker
- Manager or specialist at a nonprofit organization

Career Alternatives

Professional:

- Lawyer at a nongovernmental organization (also known as an NGO)
- Diplomat or liaison
- Researcher at a policy institute
- Environmental impact researcher
- Investigative journalist

We live in an age of possibilities where putting in time at a corporation isn't the only way to earn money. Advocates are imaginative and bold, and their ability to identify and empathize with people's needs enables them to add value beyond the confines of conventional employment.

Self-Employment

Advocates value self-determination and independence, so working for themselves is a natural fit. Self-employed people can thrive in a range of fields, including photography, graphic design, freelance writing, information technology (IT), and website design. To identify suitable opportunities, Advocates should consider the talents and interests that they bring to their hobbies and passion projects.

Although no job is perfect, self-employed individuals create their positions through passion and reinvention. Their work is dictated more by personal choice than by a manager's imperatives. When they channel their interests in a way that truly benefits their clients, they experience the true rewards of their ideas and efforts. Creative, principled, and mission driven, Advocates can derive great satisfaction from these aspects of self-employment.

Professional Volunteerism

Supported by minor income from other endeavors, some Advocates devote themselves to matters of conscience and progress. Although unlikely to lead to financial prosperity, this path may offer unparalleled personal satisfaction and growth. Some Advocates transition into volunteerism later in life, providing wisdom and vigor as well as expertise from previous occupations.

Advocates with specialized training – from welders and carpenters to teachers and doctors – can be a blessing in underserved communities. Whatever their work experience, they can join nonprofit organizations, found their own groups, and even act individually. Almost anyone with warmth, patience, and a high school education can tutor younger children, making an incredible difference in their lives and futures.

By following such a path, Advocates satisfy their desire to foster harmony and healing in the world. They can dip their toe in while keeping a day job or plunge in and devote their time to helping others without the distraction of a profit motive.

Workplace Cooperation Between Types

The following sections cover pairings between Advocates and each of the four Role groups in the workplace. They include brief overviews of potential synergies and obstacles as well as some tips to help Advocates navigate these tricky waters. By taking this information to heart, Advocates can promote harmony, positivity, and progress in their work environments.

Advocate-Analyst Cooperation



Like Advocates, Analysts thrive on big-picture visions and bold creativity. Imaginative, abstract thinkers, they spot strange patterns and generate wholly unexpected new ideas. Together, these types can combine their imaginative firepower to hatch big plans and tackle major challenges. When an organization needs an injection of fresh ideas, they can look to Advocates and Analysts as a brainstorming dynamo. Together, these personalities create a feedback loop of constant improvement, ushering in novelty and catalyzing change.

Balanced Advocate-Analyst Cooperation

Big-Picture Creativity

They're not blinded by the status quo, so Advocates and Analysts spot potential where others might not see it, seizing opportunities that no one else even recognizes. They also balance each other's strengths well, with Analysts focusing on systems and rationality and Advocates attending to human thought and emotion. As collaborators, these personality types can venture into entirely new territory, tackling problems previously deemed unsolvable.

Rational Counterbalance

Advocates' altruistic instincts are wonderful but at times impractical. Compared to Advocates, Analysts tend to be more comfortable with the impersonal world of systems and puzzles, allowing them to optimize and streamline processes. As a result, ever-rational Analysts can help ensure that Advocates' efforts aren't only well intended but also feasible and sustainable.

Advocates can turn to Analysts when they need people to evaluate or improve the viability of their ideas. Given their candor and incisiveness, Analysts are likely to diagnose Advocates' blind spots and emotional biases, then suggest course corrections and strategy enhancements that make Advocates' initiatives feasible in the long run.

Unbalanced Advocate-Analyst Cooperation

Ivory Towers

When Advocates and Analysts work well together, they enjoy a sort of intellectual head rush. For these types, the joy of finally finding conversation partners who banter about big concepts and abstract ideas is powerful. If this devolves into cliquishness, however, they may wall themselves off from other colleagues, closing their ears to alternative viewpoints and worldviews.

Although Advocates and Analysts counterbalance some of each other's weaknesses, their similarities leave them susceptible to blind spots. These types may overlook nitty-gritty details – and implementation isn't

among their strong points. As a result, when they make plans without consulting more pragmatic colleagues, they may set themselves up to fail, whether by neglecting practical details or by creating incredible visions without the ability to implement them.

Values versus Logic

When it prioritizes optimization over compassion, Analysts' hardline rationality can dismay Advocates. Meanwhile, Advocates who honor their values of harmony and cooperation may find that Analysts accuse them of being too soft or overemotional. When their working relationships fall into this pattern, Advocates and Analysts may become locked into debate over their different approaches.

These debates can veer into pedantic, unproductive territory, preventing the colleagues from addressing other issues and tasks. If they work too hard to prove themselves right instead of arriving at a solution, their hostility and refusal to communicate may dampen overall workplace morale and productivity. Other colleagues may even dismiss Advocates and Analysts as impractical or inefficient for spending so much time and energy on their philosophical disagreements.

Over time, Advocates' aversion to open conflict may cause them to disengage entirely from these debates. Although they may no longer argue, they're likely to be seething internally, seeing their Analyst colleagues as imperious and insensitive. Points of contention can't be resolved without open discussion, so when they disengage in this manner, Advocates worsen the working relationship, reducing their chances of making progress.

Rebalancing Advocate-Analyst Cooperation

Asking Why

By asking thoughtful questions, Advocates can break stalemates with Analyst colleagues. Analysts tend to be pleasantly surprised when people are curious enough to ask them to explain their opinions or comments. In this context, they don't mind being challenged a bit, provided it enhances the discussion. This gives Advocates the opportunity to make a counterargument or offer their own analysis.

To initiate civil, worthwhile conversations with Analysts, the key is to ask for additional details through “why,” “how,” and “what” questions – for example, “Why do you recommend that course of action?” or “What do you think needs to change?” These queries prompt the type of intellectual engagement that Analysts respect. Loaded or rhetorical questions – such as, “Do you have any idea how this would affect our client base?” – are unhelpful and should be avoided. Remember, Analysts’ interest in optimization and effectiveness may be one-sided, but it’s valid, so try the following steps:

- Ask Analysts thoughtful questions about their motivations and rationale. Don’t hesitate to ask for clarification.
- Avoid loaded or rhetorical questions.
- Stick to “why,” “how,” and “what” questions that demonstrate real curiosity.
- Listen honestly and patiently to their responses, considering the reasoning behind Analysts’ perspectives.

Intellectual engagement is a hallmark of positive Advocate-Analyst communication. By asking thoughtful questions, Advocates can ease tensions and create the momentum to move forward.

Inquiring and Explaining

Unlike Analysts, Advocates crave discussions about “who,” not just “why” or “how.” By asking questions that steer conversations in this direction, they can help their Analyst colleagues understand how best to communicate with them. For example, Advocates might say, “Who will benefit from your proposed changes?” to encourage Analysts to consider some of the human ramifications of their ideas.

Like Advocates, Analysts care about improvements and positive change, and they appreciate when Advocates explain the conditions under which they work best. Analysts don’t excel in terms of emotional intelligence, and they’re certainly not mind readers. By explaining what makes them tick, Advocates give their Analyst colleagues the tools to improve their relationship and facilitate productive collaboration. Try the following:

- Directly and respectfully explain that human considerations are simply an important component in the situation, so it makes sense to take them into account.
- Steer the conversation toward social dynamics or interpersonal concerns by asking questions that show the utility and necessity of exploring this terrain. This can promote the style of big-picture collaboration that Analysts and Advocates do best.
- Grant Analyst colleagues the same consideration when they steer a conversation toward systems or analysis.
- Make requests or suggestions by emphasizing that a constructive working environment is necessary to generate improvement and positive impact.

Advocates can help Analysts to see to the usefulness of considering the human impact of their decisions. In doing so, they can create common ground with even the most optimization-oriented of Analysts.

Advocate-Diplomat Cooperation



Advocates and other Diplomats have the advantage of speaking the same language. For them, purpose matters more than profit, and they aim to better society and improve lives through their work. Because they're so often accused of idealism and impracticality, Advocates and Diplomats delight in finding others who are as values driven as they are.

Balanced Advocate-Diplomat Cooperation

Visionaries with Purpose

Together, Advocates and other Diplomats can foster harmony and growth within an organization. They excel at creating new initiatives, particularly those with qualitative rather than quantitative upsides. They might envision campaigns to improve customer loyalty, bolster employee morale, or rebrand an organization in a fresh and more approachable way. These types also believe in helping their colleagues reach their full potential, which can breathe new life into their workplace. Although their contributions might not immediately boost the bottom line, Advocates and Diplomats act in ways that benefit organizations – and the people they serve – in the long run.

Change Agents

These types may seem to be all talk and no action, but this isn't the case. When necessary, they translate their big ideas into bold steps to make their dreams of a better world into reality. In the workplace, they feed off each other's sense of mission and purpose, which strengthens their resolve and gives them the motivation to tackle major challenges – particularly those that result in quality of life improvements for their customers or coworkers.

If they find themselves in an organization that sacrifices people's well-being in favor of profit or productivity, Diplomats won't hesitate to work toward reform, whether in the form of fair compensation or stricter environmental standards. They advocate for others, acting from an essential belief in the goodness and dignity of their customers and colleagues. If they work in the corporate division of a retail chain, they might strive to offer better value to customers *and* better benefits to store employees. Although it may put them at odds with their managers, this mindset creates an organizational culture infused with meaning and purpose – exactly the type of culture toward which many consumers and potential employees gravitate.

Unbalanced Advocate-Diplomat Cooperation

Too Much of a Good Thing

Advocates and other Diplomats may become stuck in their world of values and ideals, inadvertently excluding the insights of those who think differently. If they isolate themselves, they can create a high-minded or even self-righteous echo chamber, dismissing other personality types' pragmatic insights as narrow-minded or boring. Carrying out visions – or turning a profit to make their efforts sustainable – may not be their common strong point, and unheard coworkers may feel frustrated, hurt, or ignored.

Without a concrete “how-to” strategy, inattention to day-to-day details like budgets, timelines, project management, and necessary compromises can derail their visions for change. Unless Advocates and Diplomats recruit other personality types – and value their advice – they may generate beautiful mission statements and grand plans that go nowhere.

Hard Decisions

These types love to spot potential and stick to their ideals, but this can make them shy away from painful but necessary decisions. Even if they rationally recognize the need to slash budgets or fire employees, they may hesitate, imagining and reimagining the potential repercussions for the people affected.

If taken too far, the desire to find an ideal course of action that benefits absolutely everyone can spiral into inaction and denial. Together, Advocates and Diplomats may fixate so much on the silver lining of a bad situation or the possible ramifications of a hard decision that they don't work to fix things. By avoiding difficult but necessary decisions, they may avoid short-term discomfort, but they will also undercut their long-term chances of success.

Rebalancing Advocate-Diplomat Cooperation

Opening the Doors

The Diplomat Role group contains many of the rarest personality types. When they work together, the thrill of finally finding kindred spirits may

make them cliquish or insular. They can build upon their shared strengths, but they may be left with no one to counterbalance their weaknesses.

Instead, they can draw on their natural inclusivity and innate interest in other people to forge connections, inviting various colleagues to share their perspectives. Pragmatic Sentinels, rational Analysts, and in-the-moment Explorers may spot solutions that don't occur to Advocates and their fellow Diplomats. To facilitate this exchange, Advocates can set up meetings or informal chats to run their ideas past colleagues with different thinking styles. This is vital in the early stages of a project, when ideas are still malleable and changes in direction are still easy.

Advocates should also seek others' opinions whenever they feel stalled. Just as it's natural for people with this personality type to struggle with difficult decisions, Sentinels excel at finding practical solutions, Analysts promote efficacy, and Explorers take quick action. These traits can all help Advocates and fellow Diplomats break free of inaction and denial. Ways to go about this include:

- Set up group brainstorming sessions with a range of personality types to receive early feedback on new ideas.
- Ask a range of colleagues for feedback on action plans and in-progress projects.
- Consult colleagues with different thinking styles in the face of difficult, seemingly intractable decisions.
- After projects are completed, set up meetings or informal conversations to discuss what went well and what could be improved in the future.

These strategies can help colleagues feel included and heard, fostering a working environment that benefits from a diversity of perspectives.

Speaking the Truth

Advocates generally avoid open conflict, which can lead them to harbor resentments that boil over. This may manifest as stonewalling, judgment, or avoidance. Alas, sensitive Diplomats struggle to function in tense, unsupportive environments. When they sense Advocates' disapproval, they may drop everything to please or appease these colleagues even if there are more pressing matters to attend to.

Although it runs counter to their nature and may lead to hurt feelings in the short term, Advocates must discuss any frustrations kindly but openly with Diplomat colleagues. Only when issues are addressed and resolved can Diplomats get back to focusing on their work. To air conflicts promptly and create environments where both types speak up and collaborate, maximizing their ability to make valuable contributions, keep these hints in mind:

- In charged situations, settle any emotional energy and return to equilibrium before offering feedback to Diplomats. Try to address issues after the emotional rush has passed but before situations have a chance to repeat themselves.
- Air frustrations in an open, constructive manner. Make “I” statements – for example, “I felt upset when I saw this work hadn’t been done” – rather than judgments or accusations.

It will challenge both types, but Advocates and Diplomats alike should speak their feelings rather than harbor resentments. By bringing issues to the surface, they and their colleagues can set things right, establish mutual understanding, and move on.

Advocate-Sentinel Cooperation



Like Advocates, Sentinels find energy and self-respect in helping others. This shared commitment to service and integrity helps these disparate types find common ground. Although Sentinels are pragmatic, they aren’t ruthless, and Advocates can count them as allies in doing what’s right. As a team, these types can reform organizations, boost employee morale, and encourage honesty and dedication in their coworkers.

Balanced Advocate-Sentinel Cooperation

Caring and Integrity

Although Advocates are ideologically driven and Sentinels tend to be more practical and concrete, their underlying goals are often in alignment. Together, they tend to ensure that the principle of fairness is upheld by concrete actions and enduring changes.

Taking the Devil out of the Details

Advocates love big ideas – sometimes at the expense of small but essential details. This is where Sentinels stand out as excellent collaborators, keeping an eye on day-to-day operations, ensuring that things run smoothly, and anticipating practical challenges. When a budget needs to be upheld or a project timeline needs to be enforced, there are few better allies than Sentinels.

When they want to try something new, Advocates can turn to Sentinels for a grounded point of view. Sentinels have practical savvy, and they know what's worked in the past and what hasn't. Advocates might be tempted to dismiss them as stodgy, but Sentinels' insights can save precious time and energy, particularly in the early stages of a project. In workplace partnerships, Advocates and Sentinels counterbalance each other beautifully, combining idealism with know-how and vision with practicality. The result is likely to be new initiatives that get implemented.

Unbalanced Advocate-Sentinel Cooperation

Broken Communication

Advocates think in terms of grand abstractions – such as purpose, truth, and beauty – and this can lead to miscommunications with concrete-minded Sentinels. When Sentinels push for short-term specifics rather than long-term visions, Advocates might judge them as small minded or unimaginative. In turn, Advocates may find themselves labeled impractical or ineffective.

In unbalanced relationships, Advocates lose respect for Sentinels' opinions, so they don't consult Sentinels regarding new ideas. As a result, they lose the benefit of Sentinels' diligent, detail-oriented approach. Although Advocates may think they're better off without

Sentinels' input, their unwillingness to collaborate with these colleagues can cause frustration and headaches when it's time to implement or troubleshoot projects – two areas where Sentinels excel.

Disparate Values

Advocates share some values with Sentinels – such as loyalty – but they certainly don't agree on all counts. Compared to Advocates, Sentinels are more invested in proven methods and protocols. They think more about what works than about what *might* work, something that can frustrate progress-oriented Advocates. In the workplace, this often manifests as disagreements over the best ways to do things, with Sentinels leaning on historically successful protocols and Advocates pushing for new ideas and advancements.

This can be especially apparent in the ways that these types evaluate their coworkers. In colleagues and potential new hires, Advocates appreciate intangible qualities like thoughtfulness and vision, regardless of proven skills or track records. Meanwhile, Sentinels look to past performance and seniority to assess team members. These differing priorities may create tension when Advocates and Sentinels need to cooperate for hiring, teambuilding, or assessing employee performance.

Rebalancing Advocate-Sentinel Cooperation

Talking Specifics

When Sentinels ask for clarifying details, Advocates might see them as narrow minded or unimaginative. For them, lofty concepts and goals should transcend workaday, practical metrics. Sentinels' interest in specifics is perfectly valid, however, and by honoring it, Advocates can create stronger, more fruitful working relationships.

To communicate effectively with Sentinels, Advocates can ground their use of abstract terms like “vision,” “community,” or even “service” with concrete details. This might entail outlining specific benchmarks that they'd like to hit as opposed to reciting a mission statement or discussing the tangible upsides of a new approach rather than the intangible benefits. At times, Advocates won't realize that they're vague or unclear, so they can benefit from asking their colleagues for feedback:

- Ask Sentinels to ground a qualitative vision or goal, such as improved customer loyalty or employee satisfaction, in concrete details. How can the goal be measured? Is it sufficiently precise? What actions can be taken to achieve it?
- Regularly ask Sentinel colleagues for advice on how to translate ideas into concrete terms, as this is their strong suit. Solicit feedback regarding which aspects of a plan should be more specific or actionable.
- When suggesting a change, support the argument by outlining tangible benefits. Intangible and theoretical aspects concern Sentinels less than the known and predictable details.

By bridging the gap between their big ideas and specific goals, Advocates can win over Sentinels and pave the way for clear communication.

Showing Appreciation and Respect

Sentinels tend to put considerable time and energy into their work. Although they rarely ask for praise, they feel motivated and energized when they receive it. By expressing appreciation for Sentinels' contributions, Advocates can help their colleagues feel seen and respected, paving the way for positive, productive relationships.

The best compliments are genuine, not forced, so Advocates should offer praise only when moved to do so. Whether an informal email, a quick chat, or a verbal thank-you at a group meeting, the goal is to acknowledge Sentinels' specific contributions and explain what makes these contributions praiseworthy.

Consider the following tips for effective communication:

- Don't force compliments. Offer genuine appreciation so that feedback always matters.
- Praise specific actions and explain why. Be as detailed as possible.
- Acknowledge Sentinels via quick thank-you emails whenever they're especially helpful.
- When appropriate, thank Sentinels in front of others.

These gestures allow Advocates to not only offer encouragement but also communicate in the specific terms that Sentinels appreciate.

Advocate-Explorer Cooperation



Like Advocates, Explorers love to move forward with tasks and explore novel solutions. Although they prefer nitty-gritty problems to Advocates' grand challenges, both types value independence and discovery over rules and tradition. They especially enjoy turning a fixed idea on its head, creating a whole new perspective. This common ground enables Advocates and Explorers to work together as innovators.

Balanced Advocate-Explorer Cooperation

New Solutions

Advocates can turn to Explorers whenever they need to break new ground, whether that means revamping an organization's culture, opening a store location, or branching into a different market. Explorers are more comfortable with risk than Advocates, and they may help Advocates move past their cautious natures to spot and pursue new opportunities.

Complementary Strengths

Advocates often find that Explorers' strengths complement their own. Although Advocates excel at grasping, creating, and transforming ideas, they live in their heads, and they sometimes struggle to fit such big ideas into such a small world. Explorers, who are masters of hands-on execution and on-the-fly troubleshooting, can tackle boring details as well as the fraught, time sensitive situations that make Advocates cringe.

Together, these types can generate new ideas and execute them. Let's say that Advocates, who excel at spotting high-level problems, realize

that their company isn't perceived as approachable or accessible. Their Explorer colleagues might address this realization by starting email newsletters, creating behind-the-scenes videos, or launching interactive social media strategies. In such relationships, Advocates can lean on their true strengths – including pattern recognition and idea generation – and then entrust the implementation to Explorers.

Unbalanced Advocate-Explorer Cooperation

Value versus Utility

Although established standards don't bind Explorers or Advocates as tightly as they might Sentinels, Advocates do live by a code. Their values, including thoughtfulness and compassion, are active forces in their lives, as real as any action. Explorers have values of their own, but they focus more on utilitarian solutions than ideals, which influences the way that they handle business.

For instance, Explorers might bolster sales by mining their personal networks or using client lists from previous employers – activities that would probably challenge Advocates' sense of integrity. In such situations, Advocates may stonewall or criticize their Explorer colleagues, refusing to collaborate or even communicate. By writing off colleagues in this manner, Advocates narrow the circle of people whom they can count as allies. This is rarely a wise decision, as Explorers' enthusiasm and resourcefulness may make all the difference in bringing projects to fruition.

Now or Later

In stark contrast to Advocates, Explorers often downplay consequences. Given a choice between a bird in the hand or two in the bush, Advocates might well choose the two in the bush. Explorers, on the other hand, tend to shy away from long-term planning and prioritize immediate gains.

In the workplace, this can manifest as priority misalignment. Advocates tend to focus on building lasting relationships with clients and upholding mission statements, whereas Explorers likely favor near-term profits and risky ventures with big payoffs. If communication breaks down, Advocates may judge their Explorer colleagues as shortsighted or trigger-

happy. Meanwhile, Explorers may dismiss Advocates as impractical or uptight. If they don't collaborate, Advocates can miss out on exciting opportunities, and Explorers may lose sight of the big picture.

Rebalancing Advocate-Explorer Cooperation

Exciting and Actionable

Although Explorers like new ideas, they aren't as likely to be fulfilled by conceptual discussions as Advocates are. To connect with Explorers, Advocates should set aside philosophical debates and instead explain what makes an idea interesting or exciting. They may highlight the novelty of initiatives or some intriguing challenges that might arise – two surefire ways to capture Explorers' attention.

Explorers also respond well when Advocates communicate in terms of action steps, not just high-level abstractions. Rather than declaring a commitment to environmental sustainability, Advocates might suggest specific behaviors, such as recycling, emailing rather than printing memos, or stocking the kitchenette with reusable mugs rather than paper cups.

Try the following specifics to elicit Explorers' creativity:

- Highlight what makes an idea or initiative exciting, distinctive, or intriguing.
- Communicate large-scale ideas via specific actions, behaviors, and goals.
- Limit philosophical discussions, or at least ground them in concrete details.
- Ask Explorers for input. They excel at identifying – and taking – the next steps to move projects forward.

Explorers' most pronounced strengths include curiosity, openness, and spontaneity. By communicating the novel, exciting aspects of an idea and connecting concepts to action, Advocates can capture the attention and commitment of these valuable team members.

Open Communication

In unbalanced working relationships with Explorers, Advocates may choose to withdraw instead of openly addressing differences of opinions. This stonewalling comes at a cost, however. Beyond generating a surprising amount of drama, it curtails any chance of collaboration.

To revive communication, Advocates can treat Explorers the way that they would wish to be treated. This means soliciting Explorers' opinions and acknowledging their contributions and strengths, such as troubleshooting problems, mastering new techniques, and getting things done. This also entails expressing genuine curiosity about what Explorers hope to achieve and how they plan to achieve it.

The following steps may help these disparate types find common ground:

- Reopen communication by asking Explorers for their input and acknowledging their work.
- Focus on listening, learning, and asking questions rather than debating or being right.
- Express curiosity about their definitions of success.

Resourceful and tenacious, Explorers care about getting things done and moving projects forward. If they practice open, respectful communication, Advocates often come to respect and admire the proactive, fearless spirits that their Explorer colleagues bring to the workplace.

Conclusion

Advocates' strengths – including creativity, dedication, and insight – are invaluable in many workplaces. To achieve job satisfaction, however, they must seek out positions that suit their personalities. This often entails pushing beyond their comfort zones, acclimating themselves to risk, and creating mission statements to maintain the motivation needed to reach their full potential.

When interacting with coworkers, Advocates must balance their principles and their desire for independence with the necessities of collaboration, communication, and openness to other mindsets. This can be achieved by taking alone time, setting boundaries, and soliciting the opinions of people who think differently. By taking the time to find both the right field and the right workplace, Advocates may carry the resulting sense of meaning and purpose into every aspect of their lives.





Final Words

Advocate, this has been quite a journey. In these pages, you've gained insights into your learning style and how you can develop your mind in the direction of your passions and interests throughout your life. You've also learned about your strengths in the workplace, how to look for a career path – even if it's unconventional – that honors those strengths, and how to collaborate with colleagues who don't see eye to eye with you.

As you've read, you've most likely gained further clarity into what success means to you. You may feel especially motivated and empowered to go after your personal mission in life, whether that's studying poetry, founding a nonprofit, enhancing your skills in your current career, or something else entirely. If you feel uncertainty, too, that's perfectly normal, particularly if you're contemplating a change in your academic or professional path.

A core message of this guide is that circumstances needn't be perfect for you to thrive. Difficult teachers and bosses are inevitable. Every course of study and every job comes with its share of less-than-glamorous tasks and assignments. But by drawing on the insights in these pages, you can create your own opportunities to grow into your best self, bring your strengths to your learning and your work, and contribute to the world around you. Our hope is that this guide has helped you recognize and appreciate just how capable you are of overcoming challenges, navigating frustrations, and finding a deep sense of calling and meaning in your schooling and in your work.

So... What's Next?

You've reached the end of this book, but fear not, dear Advocate – we've created many more resources for you. Here are a few that might capture your interest:

- Want more tests and insights to help you on your professional development journey? Explore our [Career Specialized Tests](#).
- Looking to enhance your friendships, romantic relationships, or family relationships? Check out the [Advocate Guide to Relationships](#).
- Ready to build a strong foundation for your self-development? Our [Advocate Guide to Personal Growth](#) may be just what you need.



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