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# Myers-Briggs Type Indicator® Career Report

Developed by Allen L. Hammer

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## Introduction

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

### This Report Can Help You

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

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

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

### How Your MBTI® Career Report Is Organized

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



## Summary of Your MBTI® Results

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

### Reported Type: INTJ

Where you  
focus your  
attention

**E**

#### Extraversion

People who prefer Extraversion tend to focus on the outer world of people and activity.

**I**

#### Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

The way  
you take in  
information

**S**

#### Sensing

People who prefer Sensing tend to take in information through the five senses and focus on the here and now.

**N**

#### Intuition

People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.

The way  
you make  
decisions

**T**

#### Thinking

People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.

**F**

#### Feeling

People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.

How you  
deal with the  
outer world

**J**

#### Judging

People who prefer Judging tend to like a planned and organized approach to life and want to have things settled.

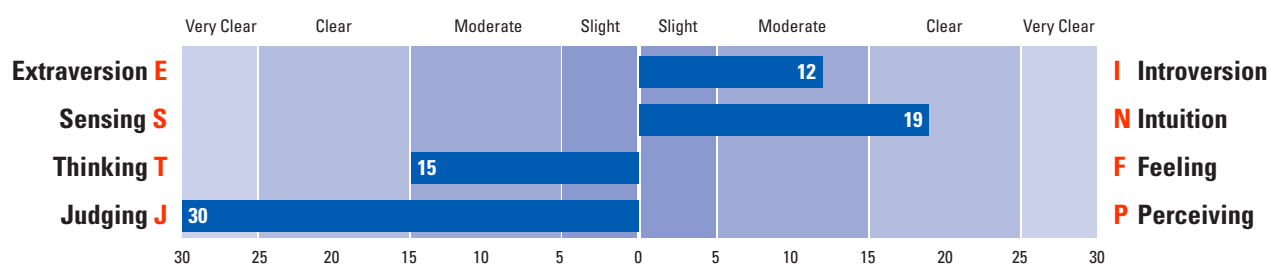
**P**

#### Perceiving

People who prefer Perceiving tend to like a flexible and spontaneous approach to life and want to keep their options open.

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

### Clarity of Reported Preferences: INTJ



PCI Results    Introversion 12    Intuition 19    Thinking 15    Judging 30



## How Your Type Affects Your Career Choice

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

### Preferred Work Tasks

- Analyzing complex problems
- Devising technical solutions to problems
- Applying creativity to improve processes or products
- Organizing resources to achieve lofty goals
- Devising complex systems to implement a vision
- Thinking strategically

### Preferred Work Environment

- Offers opportunities to work with people who are experts in their field
- Is on the cutting edge or innovative
- Provides opportunities to work on complex problems
- Is hard driving and achievement oriented
- Challenges people intellectually

### Action Steps

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



## How Your Type Affects Your Career Exploration

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

### Your type strengths will help you:

- Determine your long-range goal
- Develop a plan to achieve your goal
- Logically analyze the pros and cons of your career options
- Focus on the big picture
- Use technology effectively in your career exploration

### Challenges

- You may come across as impersonal during job interviews.
- You may decide too quickly.
- You may focus on the big picture and neglect the details of the current position.
- You may miss opportunities because you are reluctant to do the necessary networking.

### Suggested Strategies

- Take time to establish a personal connection with interviewers.
- Make sure you have collected all the facts about the job and plan for a “cooling off” period before you make a decision.
- Prepare a fact sheet of specific questions to ask about the current job.
- Start with close friends, then gradually expand your networking list; remember, people will enjoy helping you.

### Action Steps

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



## How Your Type Affects Your Career Development

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

### Your style has probably helped you develop strengths in:

- Defining a compelling, long-range vision
- Devising innovative solutions to complex problems
- Applying technical expertise to solve problems
- Thinking strategically and seeing the big picture
- Looking beyond the symptoms and solving problems at the systems level

### Challenges

### Suggested Strategies

- |  |   |
|--|---|
| • You may appear cold or distant to others as you focus exclusively on the task at hand. | • Take some time to ask your coworkers personal questions and listen to their answers.<br>• Celebrate accomplishments and anniversaries.  |
| • You may neglect to consider the needs of the people who must implement your plans.     | • When you make a decision, ask yourself how it may be perceived by those you must count on to implement it.<br>• Better yet, ask one of those people how his or her reaction will affect implementation; then revisit your decision and factor in this additional information. |
| • You may neglect to recognize and appreciate the contributions of others.               | • Make a written note of a person's contributions in a meeting or during a project and then follow up with an acknowledgment.<br>• Set a goal to give a certain number of "appreciations" per day.  |

### Action Steps

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



## Job Families and Occupations for INTJs

The following pages of your Career Report present 22 broad occupational categories, or “job families,” and a number of specific occupations and show how they rank in popularity among INTJs. This ranking is based on information from a sample of more than 92,000 people in 282 jobs who said they were satisfied with their jobs. There were 4,190 INTJs in this sample.

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

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

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

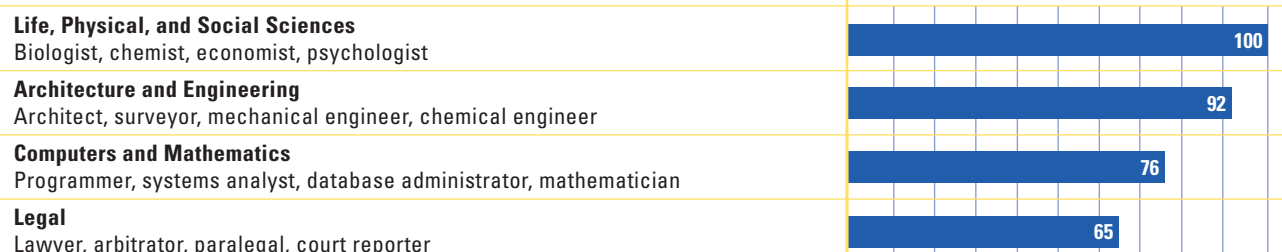
### Working with Your Job Families and Occupational Lists

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

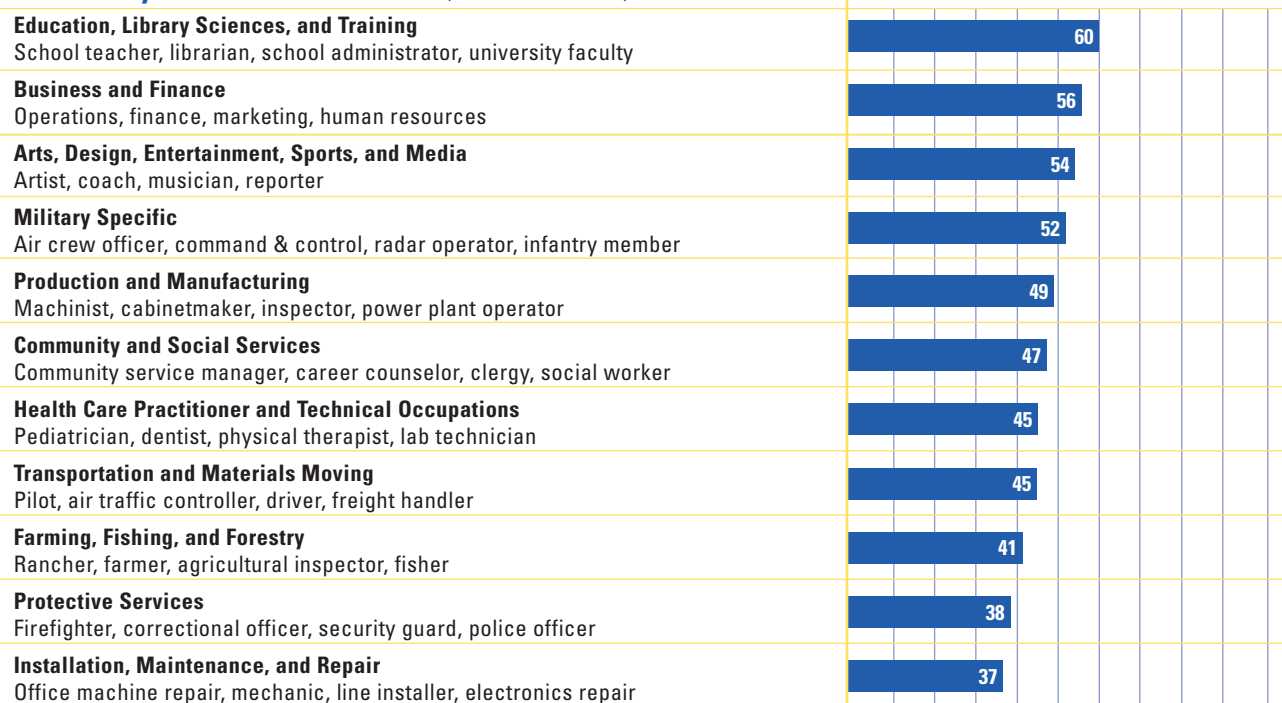


## Ranking of Job Families for INTJs

### Most Attractive Job Families (scores of 62–100)



### Moderately Attractive Job Families (scores of 31–61)



### Least Attractive Job Families (scores of 0–30)







## Most Popular Occupations for INTJs

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

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

### Career Trends for INTJs

There are two main groups of occupations that appeal to INTJs. The first group involves careers in the sciences, primarily in the life, physical, and social sciences, but also in the natural sciences. The other group involves applied science, with occupations in the architecture and engineering group. The remaining occupations in the most popular 24 cover a variety of fields, but many have in common an interest in being the top executive in that field.

### Most Popular Occupations for INTJs

- |   |  |
|---|--|
| 1 Survey researcher                                   | 13 Industrial/organizational psychologist          |
| 2 Natural sciences manager                            | 14 Petroleum engineer                              |
| 3 Medical scientist                                   | 15 Computer hardware engineer                      |
| 4 Plant scientist                                     | 16 Economist                                       |
| 5 Top executive, Protective services                  | 17 Top executive, Education, training, and library |
| 6 Nuclear engineer                                    | 18 Materials engineer                              |
| 7 Management consultant                               | 19 Multimedia artist/ animator                     |
| 8 Architect   | 20 Top executive, Community and social services    |
| 9 Internist   | 21 Actuary   |
| 10 Manager/supervisor of architects                   | 22 Food scientist                                  |
| 11 Top executive, Military specific                   | 23 Urban/regional planner                          |
| 12 Top executive, Life, physical, and social sciences | 24 Landscape architect                             |

### Action Steps

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



### Least Popular Occupations for INTJs

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

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

#### Least Popular Occupations for INTJs

Civil engineering technician	Manager/supervisor of personal service workers
Engine/equipment mechanic	Pharmacy technician
Hotel/motel clerk	Recreation worker
Landscape gardener/lawn maintenance worker	Team assembler
Machinist	Telephone installer/repairer

#### Tips for Succeeding in an “Atypical” Occupation

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

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

