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# Myers-Briggs Type Indicator® Career Report

Developed by Allen L. Hammer

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Report prepared for  
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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: **INTP**.

### Reported Type: INTP

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.

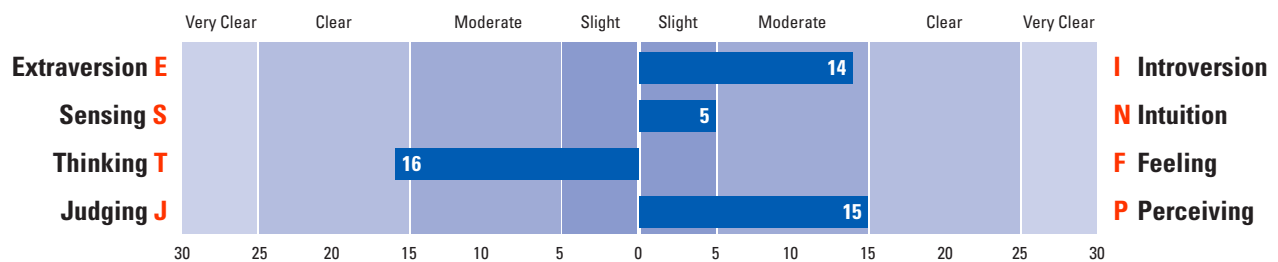
**P**

#### 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: INTP



PCI Results    Introversion 14    Intuition 5    Thinking 16    Perceiving 15



## How Your Type Affects Your Career Choice

The kinds of tasks and work environment that tend to be preferred by INTPs 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
- Working with technology or on technical problems
- Developing conceptual models of systems
- Preparing technical reports or white papers
- Using spreadsheets to analyze quantitative or financial data
- Conducting research

### Preferred Work Environment

- Offers private time and space to concentrate for long periods without interruption
- Offers opportunities to work with people who are experts in their field
- Trusts people to work autonomously without close supervision
- Does not pressure people to work on teams or attend lots of meetings
- Rewards originality and encourages people to break new ground

### 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 INTP 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:

- Read books on the theory of career development
- Logically analyze the pros and cons of your career options
- Be adaptable and respond to new opportunities as they come along
- Seek out experts and ask for information
- Use technology effectively in your career exploration

### Challenges

- You may miss opportunities because you are reluctant to do the necessary networking.
- You may put off making a decision, always waiting for a better opportunity to come along.
- You may have no clear sense of direction.
- You may have no specific action plan in place to reach your long-term goals.
- You may overlook important facts about the job by focusing on possibilities.

### Suggested Strategies

- Start with close friends, then gradually expand your networking list; remember, people will enjoy helping you.
- Set a deadline for making a decision and discuss your options with others.
- Think about where you want to be in 5 or 10 years and then turn those visions into goals.
- Start with a goal and work your way back step-by-step to the present.
- Prepare a checklist of factual questions to ask during the interview.

### 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 INTP 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 INTPs, as well as some suggestions for development.

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

- Building conceptual models to understand complex problems
- Analyzing the logical consequences of alternatives and developing what-if scenarios
- Thinking strategically and seeing the big picture
- Communicating ideas and persuading others through writing
- Conducting research to discover or evaluate new approaches

### Challenges

### Suggested Strategies

- |                                                                                                                                                 |                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• You may have difficulty working on teams, especially those that spend a lot of time off-task.</li></ul> | <ul style="list-style-type: none"><li>• Protect your alone time so you can reenergize after team sessions.</li><li>• Observe someone who can gently bring conversations back to task without being too abrupt, and then practice this behavior.</li></ul>                |
| <ul style="list-style-type: none"><li>• You may assume a problem is solved once you have a conceptual solution.</li></ul>                       | <ul style="list-style-type: none"><li>• Do a gap analysis and ask yourself what steps would have to occur to get from the present state to the desired end state.</li><li>• Show your implementation plan to someone with SJ preferences and ask for feedback.</li></ul> |
| <ul style="list-style-type: none"><li>• You may lose people by being overly complex when communicating your ideas.</li></ul>                    | <ul style="list-style-type: none"><li>• Ask people if they think you are being clear and find out what they did and did not understand.</li><li>• Try to condense your explanation into a paragraph or a set of bullet points.</li></ul>                                 |

### 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 INTPs

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 INTPs. 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 4,550 INTPs in this sample.

The chart on the next page shows the popularity of 22 job families among INTPs divided into three groups: those most attractive to INTPs, 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 INTPs 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 INTPs. 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 INTPs

### Most Attractive Job Families (scores of 61–100)

#### Life, Physical, and Social Sciences

Biologist, chemist, economist, psychologist

100

#### Computers and Mathematics

Programmer, systems analyst, database administrator, mathematician

88

#### Arts, Design, Entertainment, Sports, and Media

Artist, coach, musician, reporter

85

#### Architecture and Engineering

Architect, surveyor, mechanical engineer, chemical engineer

77

#### Legal

Lawyer, arbitrator, paralegal, court reporter

72

### Moderately Attractive Job Families (scores of 46–60)

#### Construction and Extraction

Carpenter, plumber, electrician, stonemason

58

#### Installation, Maintenance, and Repair

Office machine repair, mechanic, line installer, electronics repair

56

#### Business and Finance

Operations, finance, marketing, human resources

53

#### Protective Services

Firefighter, correctional officer, security guard, police officer

52

#### Farming, Fishing, and Forestry

Rancher, farmer, agricultural inspector, fisher

50

#### Education, Library Sciences, and Training

School teacher, librarian, school administrator, university faculty

50

#### Military Specific

Air crew officer, command & control, radar operator, infantry member

49

### Least Attractive Job Families (scores of 0–45)

#### Community and Social Services

Community service manager, career counselor, clergy, social worker

40

#### Production and Manufacturing

Machinist, cabinetmaker, inspector, power plant operator

39

#### Health Care Practitioner and Technical Occupations

Pediatrician, dentist, physical therapist, lab technician

38

#### Food Preparation and Service

Chef, food service manager, bartender, host/hostess

36

#### Sales and Advertising

Sales manager, real estate agent, insurance agent, salesperson

35

#### Transportation and Materials Moving

Pilot, air traffic controller, driver, freight handler

33

#### Personal Care and Service

Lodging manager, personal trainer, hairdresser, child care provider

31

#### Building and Grounds Maintenance

Gardener, tree trimmer, housekeeping, lawn service supervisor

31

#### Office and Administrative Support

Bank teller, receptionist, clerical services, legal secretary

28

#### Health Care Support

Nurse's aide, veterinary assistant, pharmacy aide, physical therapy aide

16





## Most Popular Occupations for INTPs

The occupations listed below in rank order are a sampling of those that are most attractive to INTPs. 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 INTPs

There are three groups of occupations that are most popular among INTPs. The first group involves careers in the arts, with an emphasis on the written word. Second are careers in computers, particularly jobs that involve seeing the whole technology picture. Third are careers in the engineering and architecture fields. Also appealing are positions as a manager or top executive in various fields.

## Most Popular Occupations for INTPs

- |                                               |                                                       |
|-----------------------------------------------|-------------------------------------------------------|
| 1 Biomedical engineer                         | 13 Computer systems software engineer                 |
| 2 Top executive, Legal                        | 14 Chemist                                            |
| 3 Editor                                      | 15 Computer information systems scientist             |
| 4 Craft artist                                | 16 Industrial/organizational psychologist             |
| 5 Computer application software engineer      | 17 Graphic designer                                   |
| 6 Architect                                   | 18 Geologist/geophysicist                             |
| 7 Political scientist                         | 19 Technical writer                                   |
| 8 Aerospace/aeronautical engineer             | 20 Civil engineering technician                       |
| 9 Top executive, Computers and mathematics    | 21 Natural sciences manager                           |
| 10 Top executive, Construction and extraction | 22 Producer, director                                 |
| 11 Power plant operator                       | 23 Network systems administrator                      |
| 12 Writer                                     | 24 Manager/supervisor of police officers/firefighters |

### 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 INTPs

Listed below are 10 occupations in which INTPs 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 INTPs

Dental hygienist	Precision aircraft systems assembler
Freight handler	Recreational service worker
General maintenance repairer	Tax examiner/revenue agent
Home health aide	Team assembler
Manager/supervisor of personal service workers	Top executive, Building and grounds maintenance

### 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

