

INTRODUCTION TO YOUR STRONG AND MBTI® CAREER REPORT

As part of your career exploration process you recently took two powerful assessments:

- The *Strong Interest Inventory*® (*Strong*) assessment
- The *Myers-Briggs Type Indicator*® (MBTI®) assessment

Both of these tools have been revised and updated through many decades of research and provide the latest, most thorough information available relating career interests, personality, and work environments. Although each assessment is helpful in itself, examining your combined results will expand your understanding of both yourself and your career options.

This report builds on what you have learned from prior interpretations of the *Strong* and MBTI tools. Although the following pages include brief summaries of your *Strong* and MBTI results, make sure that you have discussed each assessment with a career professional first in order to get the most from this report.

HOW YOU WILL BENEFIT

The combined Career Report can help you identify:

- Work tasks you might find satisfying
- Work environments that would be a good fit
- Specific occupations and career fields you might enjoy
- Ways to alter your work environment to make it more satisfying
- Leisure activities to balance your work life
- Strategies for career development
- Tactics for staying motivated during the career exploration process

HOW YOUR REPORT IS ORGANIZED

The sections in your combined Career Report are:

- Summary of Your *Strong* and MBTI Results
- Your *Strong* Themes and MBTI Preferences Combined
- Your Personal Style and MBTI Preferences
- Career Fields and Occupations Suggested by Your Combined Results
- Additional Occupations to Explore
- Career Management Strategies
- Successful Career Exploration and Change
- Next Steps



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SUMMARY OF YOUR STRONG AND MBTI® RESULTS

Your results on the *Strong* and MBTI tools are based on the same assumption—that you are most likely to be satisfied and productive if you are working at something you enjoy in an environment you find compatible.

- The *Strong* matches your interests with six types of work environments.
- The MBTI assessment describes your personality type and matches it with types of work.

YOUR STRONG RESULTS

Your *Strong* Profile showed your level of interest in six General Occupational Themes. These themes reflect broad patterns of interest and are used to describe both people's personalities and the environments in which they work. The Themes listed at right are presented in your order of interest.

Your highest Themes are **Enterprising** and **Conventional**.

People with interests in these areas usually enjoy directing the work of others in efficient and results-oriented work environments. Having status and authority is often important to them.

SIX GENERAL OCCUPATIONAL THEMES

- **Enterprising**—Managing, selling
- **Conventional**—Accounting, processing data
- **Social**—Helping, instructing
- **Artistic**—Creating or enjoying art
- **Investigative**—Researching, analyzing
- **Realistic**—Building, repairing

YOUR MBTI® RESULTS

Your MBTI results show these four personality preferences: INTJ

People with INTJ preferences are interested in theories and abstract concepts, and they enjoy developing action plans to implement their ideas. They like to solve problems through logical, objective analysis using their expert knowledge and technical skills.

YOUR FOUR PERSONALITY PREFERENCES

- **Introversion**—Getting energy from and attuning to reflection on ideas and experiences
- **iNtuition**—Focusing on the big picture and future possibilities
- **Thinking**—Making decisions based on logic and analysis
- **Judging**—Being organized and decisive

If you have any questions about your Strong or MBTI results, be sure to ask your career professional for clarification.

YOUR STRONG THEMES AND MBTI® PREFERENCES COMBINED

Your combined *Strong* Theme and MBTI results are **Enterprising + INTJ**.

Your combined results will help you explore:

- What you might like to do
- Where you might like to work
- How you might like to work and learn

This report focuses on your Enterprising *Strong* Theme because that is the Theme in which you showed the greatest interest. The Enterprising Theme likely represents your strongest career motivator and the kinds of activities you find most energizing. Business-related work environments will probably attract you first.

Your *Strong* results show that you are also quite interested in the Conventional and Social Themes. You may find it helpful to discuss with your career professional how these Themes may affect your career exploration.

ENTERPRISING + INTJ—The Theoretical Persuaders

Enterprising work environments	<ul style="list-style-type: none">• Competitive• Fast paced• Business oriented• Focused on those in positions of power and influence
INTJs at work	<ul style="list-style-type: none">• Enjoy strategic planning and problem solving at a systems level• Develop conceptual models• Apply tough-minded analysis• Follow tasks through to completion
Enterprising + INTJ individuals often like	<ul style="list-style-type: none">• Management and administrative positions• Competitive business environments• Designing systems for improving the delivery of products and services• Goal-directed decisiveness

You can probably tell from the descriptions above that Enterprising work environments are sometimes attractive to INTJs. You are likely to be recognized for your ability to:

- Combine imagination and innovation with efficiency and productivity
- Bring a future orientation to decision making
- See the whole picture and envision how things could be done differently
- Follow through on projects and flex when necessary

However, some Enterprising work environments may seem a bit too fast paced to you. Your need for reflection and concern with innovation may at times be viewed by others as putting a damper on their enthusiasm or as a sign that you lack focus on the bottom line.

YOUR PERSONAL STYLE AND MBTI® PREFERENCES

Explained below are your results on the five *Strong* inventory scales that describe your personal style of working and learning, combined with the impact of your MBTI preferences.

STRONG WORK STYLE + INTJ

Your *Strong* result and MBTI preferences for Introversion and Thinking suggest that you may:

- Want a balance between time alone and time with co-workers
- Like to work alone for a while and then discuss the results of your work with a small group or team
- Work best when you, rather than others, control your level of people contact

STRONG LEARNING ENVIRONMENT + INTJ

Your *Strong* result and MBTI preference for Intuition suggest that you would probably:

- Enjoy learning through lecture and reading
- Be interested in knowledge for its own sake
- Like exploring the broad theories and concepts that underlie your field of study
- Want a position in which conceptual knowledge is valued and continual learning opportunities are available

STRONG LEADERSHIP STYLE + INTJ

Your *Strong* result and MBTI preference for Introversion suggest that you may:

- Adopt an outgoing and directive style, but only after much thought and reflection
- Want a job that allows you to work independently on goals and strategies and then direct others to carry them out
- Enjoy being in charge of projects, but prefer infrequent interaction with those you manage

STRONG RISK TAKING + INTJ

Your *Strong* result and MBTI preferences for Thinking and Judging suggest that you may:

- Be most comfortable in positions that provide opportunities to take on new challenges
- Take on new challenges when you have carefully planned for them
- Be willing to take risks in learning some new skill that will help you achieve your goals

STRONG TEAM ORIENTATION + INTJ

Your *Strong* result and MBTI preference for Introversion suggest that you would probably:

- Work as part of a team and participate in group projects when necessary
- Be willing to collaborate on goal setting and problem solving when asked
- Share the recognition for group efforts when appropriate

CAREER FIELDS AND OCCUPATIONS SUGGESTED BY YOUR COMBINED RESULTS

Now that you have seen how your *Strong* Themes and MBTI preferences combine to suggest satisfying tasks and work environments, and how the *Strong* Personal Style Scales and MBTI preferences combine to suggest your styles of working and learning, it is time to narrow your career exploration to career fields and specific occupations.

CAREER FIELDS FOR ENTERPRISING + INTJ TYPES

The career fields to the right reflect both Enterprising work environments suggested by your *Strong* results and O*NET™ job families that attract INTJ types. You can find out more about these career fields by looking up their codes at www.online.onetcenter.org. Your career professional can help you explore many other career fields that may appeal to you. These are just a few suggestions to help you get started.

CAREER FIELD	O*NET CODE(S)
Corporate Executive Management	11-1011.02
Marketing Research	19-3021.00
Management Consulting	13-1111.00
Law and Politics	11-1011.01 23-1011.00

OCCUPATIONS FOR YOUR COMBINED STRONG AND MBTI® RESULTS

The occupations in the table that follows were suggested by both your *Strong* and MBTI results, thus making it likely that you may find these occupations satisfying and enjoyable. Keep in mind that:

- Your interests are similar to those of people working in these occupations who like their work
- These occupations tend to attract people with INTJ preferences who are satisfied with their job

These occupations are based on data collected from more than 68,000 people who are satisfied with their jobs and have taken the *Strong* inventory and from more than 92,000 people who are satisfied with their jobs and have taken the MBTI assessment. The occupations from both sources are linked to the occupations found in the O*NET system of occupational classification developed by the U.S. Department of Labor. O*NET is the standard method for classifying occupations.

YOUR TOP OCCUPATIONS

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Marketing Manager	<ul style="list-style-type: none"> • Determine the demand for products and services and identify potential customers • Develop pricing strategies • Monitor trends that indicate the need for new products and services 	<ul style="list-style-type: none"> • Knowledge of methods for promoting and selling products or services • Knowledge of management principles, including strategic planning, resource allocation, and coordination of people and resources • Knowledge of processes for assessing customer needs and satisfaction and meeting quality standards
Financial Manager	<ul style="list-style-type: none"> • Plan, direct, and coordinate accounting, investing, banking, securities, and other financial activities • Develop control procedures for activities such as budgeting, cash and credit management, and accounting • Direct preparation of financial statements, budgets, or reports required by regulatory agencies 	<ul style="list-style-type: none"> • Knowledge of economic and accounting principles and practices, the financial markets, banking, and the analysis and reporting of financial data • Knowledge of business and management principles • Knowledge of arithmetic, algebra, and statistics and their applications

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YOUR TOP OCCUPATIONS (continued)

OCCUPATION	TYPICAL WORK TASKS	SELECTED KNOWLEDGE, SKILLS, ABILITIES (KSAs)
Top Executive	<ul style="list-style-type: none"> Formulate business strategies and provide overall direction to organizations Review financial statements and activity reports to ensure that objectives are achieved Delegate responsibilities to subordinates 	<ul style="list-style-type: none"> Knowledge of management principles involved in strategic planning, resource allocation, and leadership Knowledge of accounting principles and the analysis and reporting of financial data Ability to establish long-range objectives and specify the strategies and actions to achieve them
Attorney	<ul style="list-style-type: none"> Represent clients in criminal and civil litigation and other legal proceedings Draw up legal documents and manage cases Advise clients on legal or business transactions 	<ul style="list-style-type: none"> Knowledge of laws, court procedures, and government regulations Ability to use logic and reasoning to identify the strengths and weaknesses of alternatives Skill in persuading others to change their minds or behavior
Operations Manager	<ul style="list-style-type: none"> Plan, direct, or coordinate a company's operations Manage daily operations and plan the use of materials and human resources Monitor processes to ensure that they efficiently and effectively provide needed products and services while staying within budget 	<ul style="list-style-type: none"> Knowledge of management principles involved in strategic planning and coordination of people and resources Ability to establish concrete objectives and specify the actions needed to achieve them
Human Resources Manager	<ul style="list-style-type: none"> Maintain functions such as employee compensation, recruitment, personnel policies, and regulatory compliance Work with managers to maximize the strategic use of human resources 	<ul style="list-style-type: none"> Knowledge of procedures for recruitment, selection, and training Knowledge of compensation and benefits, labor relations, and personnel information systems Knowledge of management principles involved in strategic planning and coordination of people and resources
Urban & Regional Planner	<ul style="list-style-type: none"> Develop comprehensive plans for land use Design and administer government plans and policies affecting land use, zoning, public utilities, facilities, housing, and transportation Hold public meetings and confer with interested parties to formulate land use or community plans 	<ul style="list-style-type: none"> Knowledge of techniques and tools used to produce blueprints, drawings, and models Knowledge of laws, legal codes, government regulations, and agency rules Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions
Psychologist	<ul style="list-style-type: none"> Diagnose mental disorders, learning disabilities, and cognitive, behavioral, and emotional problems Provide therapy or counseling to assist individuals in achieving more effective personal, social, educational, and vocational development and adjustment May teach college courses 	<ul style="list-style-type: none"> Knowledge of principles, methods, and procedures for diagnosing, treating, and rehabilitating mental dysfunctions Skill in giving full attention to what other people are saying Skill in developing and maintaining constructive and cooperative working relationships
Actuary	<ul style="list-style-type: none"> Analyze data such as mortality, accident, sickness, disability, and retirement rates and construct probability tables to forecast risk and liability for payment of future benefits Design, review, and help administer insurance, annuity, and pension plans 	<ul style="list-style-type: none"> Ability to choose the correct mathematical methods or formulas to solve a problem Knowledge of economic and accounting principles and practices Skill in using logic and reasoning to identify the strengths and weaknesses of alternative solutions

ACTION STEP

Do you see a pattern in these occupations? Try highlighting any KSAs or words or phrases that particularly appeal to you. You will probably see some trends emerge.

ADDITIONAL OCCUPATIONS TO EXPLORE

The occupations listed on the preceding pages were suggested because they match *both* your *Strong* interests and your MBTI preferences. There are many other occupations that may also be a good fit for your combined results, or for just one of the instruments. Some of them are listed here.

OCCUPATIONS TO EXPLORE

Broadcast journalist	Editor	Medical scientist	Restaurant manager
Business education teacher	Florist	Natural sciences manager	Social science teacher
College instructor	Graphic designer	Parks & recreation mgr	Sociologist
Computer & IS manager	Investments manager	Plant scientist	Survey researcher
Computer systems analyst	Librarian	Public administrator	University professor

Don't be discouraged if the career field or occupation you are considering does not appear on one of your lists. Some people are successful in careers that are not typical for their interest patterns and personality types.

- Try looking at the broader patterns represented by these occupations rather than just at the titles. You may see that certain skill clusters or interest areas emerge.
- You might want to speak with a career professional to explore the unique perspective you could bring to your work, or to head off any stress that might arise as a result of your career choice.

ACTION STEPS

As you consider the occupations suggested by your *Strong* and MBTI results, think about how each one fits with your interests and personality. Ask yourself:

- Will this career allow me to follow projects through to completion?
- Will I have the opportunity to be logical and systematic in the process?
- Will I be appreciated for my long-range vision and analytical thinking?

Consider the patterns and trends that emerged from your occupational lists, or think about how the occupations might differ.

- Are there any skills that are common to almost all of the occupations?
- Can you narrow your choices to those that best fit your personality and current interests?

CAREER MANAGEMENT STRATEGIES

People take the *Strong* and MBTI assessments for many different reasons.

- Some are looking for a good match to start their career.
- Some are considering a career change.
- Some are looking for ways to make their current job more interesting.
- Some are trying to bring more balance into their life.

The activities that follow will help you use your *Strong* and MBTI results to make effective decisions in managing your career.

ARE YOU LOOKING FOR A GOOD MATCH TO START YOUR CAREER?

Students and people who are entering the job market for the first time often take the *Strong* inventory and the MBTI assessment to guide them in a career direction that will be interesting and fulfilling. If this is true for you, be sure to consider entry positions that are a good fit for your *Strong* Theme and MBTI preferences. For each career direction you are considering, ask yourself:

- ☐ Is this an intellectually challenging environment that focuses on the logical analysis of long-range possibilities?
- ☐ Is this an environment in which originality and finding new approaches to problem solving are rewarded?
- ☐ Will I be required to focus on precise facts and details, or to spend more time on bottom-line practicality than I like?

If you answered “yes” to the first two questions, you are probably considering a career or occupation that is a good fit for your INTJ preferences.

The third question is a heads-up: Work often includes tasks that are not very appealing. But it is important that such tasks don’t take up the majority of your work time.

You will also want your first career position to be a good match for your interests in the *Strong* Enterprising Theme.

- ☐ Is this work environment more fast paced and profit oriented than reflective and idea driven?
- ☐ Would I spend more time managing projects and selling products than solving abstract problems?
- ☐ Would this job allow me to be ambitious, persuasive, and entrepreneurial?

If you answered “no” to any of these questions, try to find a work environment that is a closer fit with your Enterprising Theme.

ARE YOU CONSIDERING A CAREER CHANGE?

People who take the *Strong* inventory or the MBTI assessment often do so because they feel some degree of career dissatisfaction. If this is true for you, it may be that your work is not a good fit for your MBTI type, INTJ. Check any of the following statements that apply to you.

- ☐ I work in an environment that is slow to accept new ideas or that requires me to do things that may be efficient but don't necessarily produce the best solutions to problems.
- ☐ I work in an environment where consensus and cooperation are rewarded more than logic and mental challenge.
- ☐ I am required to focus on facts and details, or to spend too much time on bottom-line practicality.

If you checked any of these statements, you probably would be more satisfied in a career that allows you to focus on the big picture and the logical analysis of long-range possibilities.

It is also possible that you are working in an environment that is not a good match for your interests in the Enterprising Theme. Check any of the following statements that apply to you.

- ☐ I work in an environment that is more reflective and idea driven than fast paced and profit oriented.
- ☐ I spend more time solving abstract problems than managing projects and selling products.
- ☐ My job doesn't allow me to be ambitious, persuasive, and entrepreneurial.

If you checked any of the six statements above, consider talking with a career professional about ways to incorporate more of your MBTI preferences into your work or about finding a work environment that is a closer fit with the *Strong* Theme you find most appealing.

DO YOU LIKE MOST OF WHAT YOU DO AT WORK BUT SOMETIMES WISH YOUR JOB COULD BE MORE INTERESTING?

As people mature and acquire work experience, it is quite common for them to begin to find appealing work tasks that are not typical for their personality type. If this is true for you, you might want to consider:

- Thinking about how your research could meet the practical needs of employees and clients
- Spending more time on personal and work relationships than you have been able to in the past
- Paying particular attention to the collection and accuracy of the data that support your vision

It may also be that particular characteristics of Themes other than Enterprising appeal to you more than they used to. Consider your secondary Conventional Theme first, and then the others:

- ☐ **Conventional**—organizing, managing information, planning events; working in an environment that is structured, hierarchical, and predictable
- ☐ **Social**—helping others, developing relationships, teaching; working in an environment that is collaborative, supportive, and cooperative
- ☐ **Artistic**—creating, composing, writing, performing, designing, conceptualizing; working in an environment that is self-expressive, unstructured, and flexible
- ☐ **Investigative**—analyzing, solving problems, designing; working in an environment that is research oriented, scientific, and scholarly
- ☐ **Realistic**—building, repairing, using tools; working in an environment that is product driven, structured, and hands-on

Highlight any portions of the above statements that seem interesting to you, and consider how to use these interests to enrich the work you are already doing.

WOULD YOU LIKE MORE BALANCE BETWEEN WORK & OTHER AREAS OF YOUR LIFE?

Although very important and the major focus of this report, work is only one part of who we are. INTJ types often find a great deal of satisfaction in the following:

- Studying astronomy, oceanography, and the physical sciences
- Learning new computer applications
- Playing games of strategy and solving mathematical puzzles
- Installing and repairing electronics equipment
- Running for political office

The *Strong* Basic Interest Scales also suggest areas that might be interesting to explore outside of work. Consider your five highest BISs and how you could activate them in leisure and volunteer activities, or by continuing your education.

- ☐ **Programming & Information Systems**—Writing software programs; playing computer and video games; designing Web sites; going to electronics trade shows; reading computer magazines; taking classes in management information systems and computer science
- ☐ **Social Sciences**—Being a teaching assistant in a college or university; experiencing and studying different cultures; volunteering at a local historic site or museum; reading about changes in society; taking classes in sociology, psychology, or anthropology
- ☐ **Sales**—Helping with community and service club fund-raising events; mentoring a high school student who is interested in sales; investing in real estate; traveling for business; entertaining clients; reading and watching television programs about successful businesspeople; taking classes in management, communication, or sales techniques
- ☐ **Athletics**—Coaching Little League; participating in team sports; promoting physical fitness; attending sports events; reading sports publications; watching sports on television; taking classes in physical education, recreation, or sports medicine
- ☐ **Entrepreneurship**—Starting a business related to something you are passionate about; meeting or reading about successful businesspeople; listening to motivational tapes; investing in real estate; working with Junior Achievement programs; developing Internet ads; expanding your network of contacts; reading about business success stories, taking classes in marketing or advertising

If any of these suggestions appeal to you, consider exploring how you might use them to enrich your life and enjoy new activities during your leisure time.

SUCCESSFUL CAREER EXPLORATION AND CHANGE

Everyone approaches career exploration and change differently. Your score on the *Strong* Risk Taking Personal Style Scale and your INTJ type may help you understand your unique approach.

RISK TAKING + THINKING–FEELING AND JUDGING–PERCEIVING

Your *Strong* Risk Taking score and your MBTI preference for Thinking and Judging suggest that:

- You are comfortable taking risks
- You will approach change with careful analysis and thorough preparation
- You will want to take the time to think through the logical consequences of your alternatives so that you will not be caught off guard by the unexpected
- If you are considering a new direction, you will need to make sure it is consistent with your goals

STAYING MOTIVATED

Your *Enterprising* Theme suggests that there may be times when the career exploration process seems too internal to you. It may require you to be more contemplative than you like. To keep yourself motivated,

- Try to find a networking group that will expand on your contacts and connections
- Talk to as many people as possible who work in occupations related to your interests, and check out your reactions with a friend or associate
- Ask a friend to help you examine your decision more closely if you seem to be acting too quickly

Be sure to capitalize on your INTJ strengths to help you get past any roadblocks that get in your way:

- Use your **Introversion** to reflect on each step along the way and to take time to reenergize by being alone, especially after a lot of people contact. But don't overlook the importance of networking and fine-tuning your interviewing skills, even though it may take extra effort to do it.
- Use your **Intuition** to explore new opportunities that arise during your career search. But be sure to collect all the necessary facts about your alternatives and find out how others have managed this process, too.
- Use your **Thinking** to objectively examine the logical consequences of each of your career alternatives. But don't forget to pay attention to how well the job matches your personal values—how you feel about each alternative, or how others might be affected by your decision.
- Use your **Judging** to structure your activities, set goals, and establish timelines. But also try to stay open to any new opportunities that may develop along the way.

NEXT STEPS

Career tools such as the *Strong* and MBTI assessments can't answer all your career questions by themselves. They are meant to serve as a starting point in your exploration. You may find the following suggestions helpful:

- First, maximize the value of this report by looking for trends in your results and reviewing all the phrases you highlighted.
- Review your *Strong* Profile and your original MBTI results. What did you highlight there?
- Make a note here of the highlighted phrases that best describe you.

- Talk to a career professional about any questions you still have about your *Strong* and MBTI results, and see if there are any other assessments you might want or need to take.
- If you like using computers, research the career fields and occupations suggested in this report at www.online.onetcenter.org or www.bls.gov/oco.
- If you prefer reading, visit your library or university career center and read about suggested occupations in the *Occupational Outlook Handbook* or other references available there.
- If you prefer discussion, find people who are familiar with the occupations that interest you. Conduct informational interviews with them, keeping your MBTI type preferences and *Strong* results in mind as you explore your options.

You may also find these *Strong* and MBTI interpretation booklets helpful:

- *Where Do I Go Next?* explains *Strong*-related interests, values, skills, and motivators, and the role they play in career decision making.
- *Introduction to Type® and Careers* presents career fields and occupations that attract persons who share your MBTI type.

The final step of your career exploration will be to look for job openings in the occupations that are on your list and to begin the application process. Check in with your career professional frequently to make sure you stay motivated and on target. Good luck as your career continues to unfold and develop!

For more than 60 years, the *Strong* and MBTI® tools have helped millions of people throughout the world gain a deeper understanding of themselves and their career interests. To locate the resources listed above and others that will help you increase your knowledge, visit www.cpp.com.

