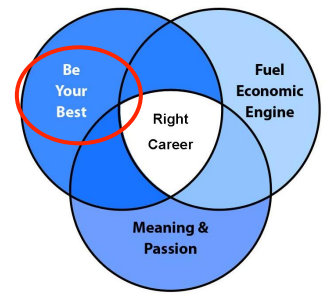


“Be Your Best” Insights

Leverage your natural strengths & personality



Begin at the End Exercise

Since I am thinking of three different career paths this is a little hard to do but here goes:

- Technical: Since my high school math & science teacher recommended I become an engineer because I was good at math & science I guess that is a good indication it is one of my natural strengths. I think I have a more outgoing personality than a lot of my fellow engineering students, but not as much as the ones that talk about going into sales.
- Business: that is such a broad field it is hard to say anything
- Legal: I see lawyers having a lot in common with engineers. I don't see myself being making impassioned arguments in front of the jury.

Personality Exercise

My official Myers-Briggs Type Indicator assessment is an **INTJ**

- **I** (Introversion): I focus on the inner world of ideas and impressions
 - o Clarity is **Moderate**
- **N** (Intuition): I take in information from patterns and the big picture and focus on future possibilities
 - o Clarity is **Clear**
- **T** (Thinking): I make decisions based on logic and on objective analysis of cause and effect
 - o Clarity is **Moderate (almost clear)**
- **J** (Judging): I like a planned and organized approach, plus I want to have things settled
 - o Clarity is **Very Clear**

General Description of my INTJ personality type

- *“Ingenious and innovative, INTJ's have a unique talent for looking at almost anything and seeing how it can be improved, whether it's the smallest product or household chore, or an entire organizational system. By far their favorite subject for improvement is themselves. Most INTJ's are on a constant quest to increase their knowledge and, by extension, their overall competence.”*
 - o I have always enjoyed seeing how a way of doing things can be improved, e.g. the fraternity rush brochure
 - o I always want to broaden my knowledge
 - o This will help me as I move along in my career
- *“INTJs sometimes have difficulty operating comfortably in the “real world.” They tend to spend most of their time and energy in the inner world of ideas and possibilities, and they may be unaware of, or uninterested in, the more*

“Be Your Best” Insights

Leverage your natural strengths & personality

realistic details of their physical surroundings. This can result in small consequences, such as absentmindedly bumping into furniture or wearing mismatched socks, as well as larger ones, such as failing to realistically assess the feasibility of a project because they are unaware of the costs of necessary resources.”

- I really appreciate a well thought out plan or design.
 - Designing the school newspaper and thinking of ways to make it really interesting and different is something I really enjoy. Dealing with the week to week deadlines is not as much fun
 - I will have to watch for this in my work life, maybe getting partners who are more grounded but not as creative
- *“They especially do not like to share their ideas or feelings until they can articulate them perfectly. INTJs are most comfortable operating on an intellectual level, so they are sometimes unaware of or surprised by the emotional reactions of others.”*
- I like to think things out before sharing them with others. Because I have spent so much time and they have not I tend to not give their ideas much weight in the discussions.
 - I fail to realize just the process of asking people for their input is valuable
 - I also fail to realize asking for it earlier in the project will stop me from getting locked into a path that might not be the best
- *“Hard workers capable of persevering against great odds, INTJs have enviable focus and determination, and they will not be deterred from reaching their goals.”*
- I have no problem working for long periods of time on a project.
 - I am definitely goal oriented – I get fixated on achieving goals
- *“Their single-mindedness comes with a price, however, as INTJs also may have trouble making the transition from one project to another. Usually it takes an even more fascinating, unique, or complex challenge to recapture their attention.”*
- I prefer to stay focused on one goal
 - It does take some time to get going on another project but once I switch gears I pick up momentum really fast
 - I will have to learn how to multi-task

“Be Your Best” Insights

Leverage your natural strengths & personality

- Strengths

- Ability to focus and concentrate deeply on issues
 - This has and will be extremely valuable
- Confidence and commitment to your vision
 - I would not have pulled off founding and running the school newspaper w/o believing given some of the doubters.
 - I am sure this will help me in the future
- Ability to work well alone; independent and self-directed
 - I need to find jobs that leverage this talent and preference
- Logical and analytical decision-making skills
 - I need to find jobs that leverage this
- Decisiveness and strong organizational skills
 - I have demonstrated this on the newspaper, the fraternity Rush Brochure and the fraternity Homecoming Display – all of these required me to build a plan and organize and manage people
 - I want to be an executive down the road in my career

- Weaknesses

- Loss of interest in projects after creative process has been completed
 - I hope to find creative projects or create them
 - Where I have to do the implementation and maintenance I have to just suck it up. I have to remain a top performer
- Tendency to drive others as hard as you drive yourself
 - This is not all bad if I can make sure they have also bought in to the goals and we have discussed them before hand
 - If I am just expecting them to work the weekend because I am then that is not good
- Inflexibility about your ideas
 - I need to be more open about other people’s ideas
- Tendency to be too theoretical and not consider practical realities
 - It needs to be on my checklist – is this practical?, Ask XYZ, because he/she has that mindset
- Impatience with “social niceties” required of some jobs
 - I have to learn how to make small talk in a genuine way
 - I need to take other people’s life into account
- Propensity to overemphasize work life to the detriment of home life
 - I need to have a life outside of school work now
 - When I am working I need to have a life outside of work
 - When I have a long term relationship I need to invest time in it and not just work

“Be Your Best” Insights

Leverage your natural strengths & personality

The Secret to Success

Understand that using your strengths is easy.

- 1) It has always been easy for me to make decisions based on an objective analysis of the situation and logic. Many people are impressed by this, but it is not really a skill, rather a part of my personality.
- 2) Taking a planned and organized approach requires no work for me, unlike it does for others. It is second nature because I am obviously wired to take that approach.

The secret to success for an INTJ is learning to:

“Consider practical realities, recognize the value of input from others, and balance your work and personal life.”

- 1) ***Consider practical realities:*** This does not come easily to me and it has tripped me up over and over again in my career (and life). Sometimes I have been able to have people on my staff that would provide a “real world” view. Other times I just had to force myself to stand back. I still struggle with this problem.
- 2) ***Recognize the value of input from others:*** When you spend a lot of time inside your head carefully thinking out your ideas before exposing them to the outside world their ideas can feel like they are not of much value. It took me a long time to realize two things, one logical and one emotional.
 - a. Logically I was better off getting people’s input earlier in the process because they might have views I could see. As a typical linear thinker I could use some lateral input.
 - b. Emotionally people need to feel they have a chance to contribute and waiting so long to ask for input invalidates them. It is even worse when you basically reject their input because you present such an air tight case for your decision. Getting their input earlier makes them feel better about themselves and you. I realized I needed to ask more, not less, people because then I could pick and choose what input I used. Then I did not have to feel pressured to use any one person input, or reject it.
- 3) ***Balance your work and personal life:***
 - a. This started in college and graduate school. When I got out in work world it actually got worse because there were no limits on the amount of work you could do – there was not final or paper that marked the end of the work required. For example as a financial analyst you could always find more things you needed to do on your projects. Then there were things to do to improve yourself to increase your chances for a promotion. The pressure to balance the personal and work life went up after you got married – now someone was at home 7 days/week – not just dates on the weekend. Then when you had kids the balancing act became even more complicated. By then you were higher up in the management chain and the

“Be Your Best” Insights

Leverage your natural strengths & personality

work pressures were more intense, but so were the demands of the family. You wanted to be home for dinner with the family, but there were 7pm meetings.

- b. A lot of this is the down side to my strengths. It might come from taking a planned and organized approach (Judging) to life. I am always driven to get things accomplished and way too focused. It also probably comes from Thinking vs. Feeling method of making decisions. If I had more of a Feeling personality I would take a more people-centered approach and realize how my personal life often suffers when I focus too much on work.
- c. I have made major improvements as I have aged but this insight would have helped earlier in my career.

- Career Satisfiers

- Allows you to work independently but with periodic interaction with a small group of intellectual people within a smooth-running environment free from interpersonal squabbles
 - I like to work by myself on ideas but then I like to get feedback from people who are knowledgeable in that area, but don't have a personal agenda
- Exposes you to a steady stream of new information, providing you with new ways to increase your proficiency and competence
 - I like the chance to learn new things
- Lets you produce a product or service that meets with your own high standards of quality rather than with the personal likes or dislikes of others
 - I do not like to have my success based on the whims of others
- Does not require the repetitive execution of factual and detail-oriented tasks
 - I work on ideas and like to minimize repetitive work
- Provides you with a high degree of autonomy and control, with the freedom to effect change and develop people and systems
 - I work best when I can set my own goals, get agreement to them and are then left alone

- How to use personality strengths to conduct a successful job search

- Build on your unique abilities
 - Anticipate trends, forecast future needs
 - Create your own career options, design your own job
 - Develop an innovative career plan
- Watch for your blind spots
 - Attend to all necessary and relevant facts, not just the new and novel ones
 - Use tact and diplomacy in getting others to buy your ideas
 - Avoid appearing arrogant and condescending to potential employers

“Be Your Best” Insights

Leverage your natural strengths & personality

- Career Insights Summary

- My personality type (INTJ) represents only 2 to 3% of the US population so I am somewhat unique
- But INTJ has a lot of potential careers/jobs that are very appealing to me. They play well to personality preferences I really enjoy
 - Thinking – making decisions based on logic and objective analysis
 - Judging - planned and organized approach where things get settled
- I need to pay attention to the Secrets to Success
 - Consider practical realities
 - Recognize the value of input from others
 - Balance your work and personal life

Strong Interest Inventory (interests might equal strengths)

- General Occupational Themes Insights

- Enterprising:
 - Interests: Business and Entrepreneurship started when I founded the college newspaper as a junior in college; Leadership exhibited itself early when I was the head of the Luther League (teenage group for my church), continued with high school (President of Senior class & President of Letterman Club) and then in college (VP of Sigma Nu fraternity & President of Student Body)
 - Work activity: like managing people (managing Fraternity Homecoming display & editor of school newspaper), persuading people (getting people on the staff of the school newspaper, creating a team to build the Fraternity homecoming display) and marketing (Fraternity Rush Brochure & school newspaper)
 - Potential skills: motivating others (staff as editor of newspaper, homecoming display workers as display manager),
 - Values: risk taker (founding the college newspaper – was told if you fail you won’t get into the Blue Key Honor Fraternity), influence (writing editorials for newspaper)
- Conventional:
 - Interests: Organization (college newspaper, Fraternity Homecoming display), Information Systems (using computer to improve operations)
 - Work activities: Procedures/Systems (newspaper, rush brochure and homecoming display all required procedures), they all also required me to organize people and other resources
 - Skills: very analytical
 - Values: Efficiency (I ran newspaper, rush brochure and homecoming display in a very efficient manner), Accuracy (when I do projects I strive for accuracy)

“Be Your Best” Insights

Leverage your natural strengths & personality

- Social
 - Interests: Teamwork (I learned I can get much more accomplished by leveraging the expertise of others, e.g. newspaper & rush brochure photographers, writers; homecoming display construction and electrical people)
 - Work activity: Teaching (I taught during my summer job at Indiana Bell)
 - Potential skills: People skills (I can get people to work together on projects), Understanding (I can see other people’s point of view)
 - Values: Cooperation (because I have mainly used teams to accomplish things I realize the value of cooperation), Service to others (I am willing to give my time and expertise to others)

- Basic Interest Scales Insights

- Top Five Interest Areas: All of them, except one, fall under my top 3 General Occupational Themes: Enterprising, Conventional and Social. The one exception was Athletics (which is under Realistic)
 - Programming & Information Systems (Enterprising)
 - **Social Sciences (Social) – Not interested**
 - Sales (Enterprising)
 - **Athletics (Realistic) – Not interested**
 - Entrepreneurship (Enterprising)
- Beyond the Top 5 Interest Areas I found others I like:
 - Law (Enterprising)
 - Management (Enterprising)
 - Finance (Conventional)
 - Teaching & Education (Social)

- Strong Theme & MBTI Type Insights

- Enterprising and INTJ = Theoretical Persuaders
 - Like to persuade others, but not in a head on sales approach, rather through logic.
- Enterprising work environments
 - I like a fast paced environment - true, because I want to work in an industry that is leading edge
 - I am business oriented – true, because I am not really interested in non profit world
 - I am focused on those in positions of power & influence – true, because I want to be a senior executive
- INTJs at work
 - Enjoy strategic planning & problem solving at a systems level - true
 - Develop conceptual models – true, I like to understand what is happening at the highest level and then use a model to break it down

“Be Your Best” Insights

Leverage your natural strengths & personality

- Apply tough-minded analysis – true, the conceptual model allows me to then perform analysis
- Follow tasks through to completion – true, I do what I promise.
- Enterprising and INTJ individuals often like....
 - Management positions – true, I have had them in college and want to be part of a management development program in a company
 - Goal-directed decisiveness – true, I am very goal focused and I deliver what I promise.
 - Systems for improving delivery of products & services – true, I like to make things more efficient
- The report says “You may be appreciated for your ability to:”
 - Combine imagination & innovation with efficiency & productivity – while I am creative, I am also practical
 - Bring a future orientation to decision making – I am always thinking about the future
 - See the whole picture and envision how things could be done differently – that is why I use conceptual models
 - Follow through on projects and flex when necessary – I keep my promises

It also says “some Enterprising work environments may seem a bit too fast paced for you.” “Your need for reflection and concern with innovation may at times be viewed by others as putting a damper on their enthusiasm”

“Be Your Best” Insights

Leverage your natural strengths & personality

- Personal Style & MBTI Preferences Insights

- Strong Work style + INTJ preferences for Introversion & Thinking
 - Work best when you, rather than others, control your level of people contact – true, I don’t like being forced to go to lots of meetings
 - Like to work alone for awhile and then share results with a small group or your team – true, that is exactly how I like working. Then I get feedback and some new ideas
- Strong Learning Environment + INTJ preference for Intuition
 - Interested in knowledge for its own sake – true, I enjoy learning things are loosely related or even tangential
 - Like exploring broad theories and concepts underlying your field – true, it allows me to develop conceptual models.
- Leadership style + INTJ preference for Introversion
 - Adopt an outgoing and directive style, but only after much thought and reflection – true, if I have done my homework I feel comfortable in a leadership position
 - Want a job that allows you to work independently on goals and then direct others to carry them out – true, I am more interested in ideas than implementation
- Risk taking + INTJ preferences for Thinking and Judging:
 - Be most comfortable in positions that provide opportunities to take on new challenges – true, I am career oriented and will find ways to move up
- Team orientation + INTJ preferences for Introversion
 - Work as part of a team and participate in group projects when necessary – true, while I enjoy working alone I know a lot of things require me to work in a team or group. It also gives me real world feedback on my work, plus I can pick up some information.

“Be Your Best” Insights

Leverage your natural strengths & personality

Autobiography Exercise

- I am not very practical or “trade” oriented. Even with four years as an apprentice electrician and plumber I still wasn’t that good at it. I knew I would never be as good as my father. Nor would I enjoy doing it.
- I wanted to do something that was mainly in your head, not with your hands.
- Overtime I am realizing engineering is not that hard for most of my fellow Electrical Engineering students (15 of us). I have a 3.0 GPA, but it is a grind for me.
- Able to create new things, e.g. founding the college newspaper
- Willing to take risks, e.g. was told founding the newspaper was too risky and if I failed would damage my chances of getting into an Honor Society
- Can manage others, even when I know less than they do about the area, e.g. Newspaper, Fraternity Rush Brochure and Fraternity Homecoming Display
- In my summer job at Indiana Bell my Director told me I was smart but I should not go into sales – I am still trying to understand that one
- I am a natural leader
 - o In Junior and Senior High School people put me in leadership positions, e.g. President of Letterman’s Club and President of Senior Class
 - o In college sometimes they put me in leadership positions, e.g. VP of my Fraternity, sometimes I sought out the leadership position, e.g. President of Student Body and sometimes I created the leadership position, e.g. founding the college newspaper.
- I am resilient – I can adapt to change, either imposed or created by me
 - o Elementary school to Junior high – merging two small towns
 - o Small town to college- made friends easily and adjusted
 - o Summer jobs in Detroit and Indianapolis – made friends and adjusted to being on my own in the adult work world
- I am objective and logical
- I am organized
-

“Be Your Best” Insights

Leverage your natural strengths & personality

Accomplishments Exercise

Engineering School

I have learned how to compete with people who are doing something that is a natural for them and for which they have passion – but I really don’t want to do that for a living

I have learned to take charge of my life, e.g. switching from AP Calculus to regular Calculus (even though it was a step down) and switching from Civil Eng to Electrical Eng in middle of semester when everyone said it couldn’t be done

I have further honed my ability to think analytically

I now know a lot about engineering and technology

Leadership Roles

Junior High through High School

- People chose me or gave me leadership positions, e.g. President of Letterman’s Club and President of Senior Class
- Think they did that because they saw me as the “adult” who would do the job

College; came about in one of three ways

- I created it myself, e.g. founded the school newspaper
- I ran for it, e.g. VP of fraternity (although others recommended me) and President of Student Body (again others recommended I run)
- It came with another job, e.g. Editor of fraternity Rush Book was one of the jobs of the VP of the fraternity

Leadership Characteristics

Junior High through High School

- o Just carried out the duties of the role without any real creativity

College

- o Became entrepreneurial (didn’t know the word at that time), e.g. starting the college newspaper
- o Learned to manage others who knew more than I did, e.g. I had never been on a newspaper but found I could pull together people who knew all the aspects and put out a high quality weekly newspaper

Sports

- I like improving myself and am willing to put the time in to do it.
- I like being part of a winning team

“Be Your Best” Insights

Leverage your natural strengths & personality

Working for my father as electrician & plumber

- Not really good at practical aspects of being an electrician or plumber
- Doesn't play to my natural strengths
- Could see I was much better with things that were cerebral
- Realized I would be an average, at best, electrician and plumber
- Would always be compared to my father, who was a master

- Also learned about running a business – it isn't just about doing a great job of being an electrician and plumber
 - o estimate & bid jobs
 - o buy parts
 - o decide what his core strength was (stopped selling appliances)
 - o deal with potential customers and existing customers
 - o set prices so he made money, yet got business
 - o do all of the administrative part of the bus, e.g. paying bills, sending out invoices, collecting money, paying employees
- Saw how he made sure the customer got a good deal because they would keep coming back to him – how he saw each job as part of long term relationship

“Be Your Best” Insights

Leverage your natural strengths & personality

Strengths Exercise

I will be my best if I leverage my natural talents and strengths. Each one of the Talents below will lead to better performance.

Achiever

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

- When I get going on a project I can really concentrate and focus
- I like to get things done, to be working on something
- Putting in a lot of time on something I enjoy & value is not hard work
- Because I get so involved in a project I have trouble switching gears and getting started in a new project

Responsibility

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

- I feel compelled to work very hard to meet my obligations, I don't want to disappoint anyone
- My Achiever talent provides the base for meeting my commitments.
- I want people to view me as trustworthy and reliable

Intellection

People who are especially talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

- I approach almost everything from an intellectual viewpoint
- I enjoy comparing my theories with authors or speakers and especially enjoy when I find intellectual support for my ideas
- I will research topics and collect information

Input

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

- For areas in which I have an interest I actively seek out more information
- I am not afraid of large amounts of information because I use my natural analytical talents to sort through it
- I try to figure out the big picture
- I try to be the best prepared person through research

Strategic

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

“Be Your Best” Insights

Leverage your natural strengths & personality

- My logical approach to situations helps calm my colleagues
- I can see the larger issue that is hidden by the day-to-day issues
- I like to think and debate multiple solutions before deciding

Skills Exercise

To be my best I need to leverage the skills I most enjoy using, which are also my strong skills.

Overall Skills Insights

- **Info Skills dominate (8 vs. 3)**
 - To “Be My Best” I should find a career that will leverage my Information skills
 - The Information Skills are the ones I enjoy using most on a day-to-day basis
- **Leadership is important**
 - I am a natural leader and groups have recognized that in the past
 - I need to find a career where I can leverage this leadership ability

Individual Skills Insights

People skills - Leading

- In middle and high school I was almost given my leadership roles (e.g. Church Group leader, Letterman’s Club President and Senior Class President)
- In college I have had to “ask” for the leadership roles (e.g. Fraternity VP, Newspaper Founder/Editor and Student Body President)
- In the work world I will be competing for a leadership role

Information skills

- Analytical Cluster (Analyzing, Evaluating, Organizing)
 - These are my true Core Skills
 - I am a natural at analysis and organization – it requires little thought
- Creative Cluster (Visualizing, Creating/Synthesizing, Improving/Adapting)
 - I get really excited and motivated when I can be involved in something creative
 - I am always looking at things and thinking how they can be improved
 - I am good at building on others ideas
- Personal Technology
 - I try to leverage technology where ever I can
 - My Analytical Cluster is strengthened by my use of computer technology

“Be Your Best” Insights

Leverage your natural strengths & personality

Stories Exercise

I will do my best if I leverage my natural skills, e.g. organizing, analyzing and managing/leading. I can also take risks and try new things. When I am motivated I can really excel.

Rose Newspaper Founder/Editor Insights

Thus he advised not starting the newspaper since I might fail - this just made me want to do it to prove I could do it. INSIGHT: I CAN SEE I WAS AN ENTREPRENEUR WITH A SILICON VALLEY MENTALITY – I WANTED TO DO IT & FAILURE DID NOT BOTHER ME.

So I started to assemble a team to handle all the creative aspects of the newspaper - not an easy task since I had never been the editor of a newspaper. But I was able to find people who had worked on a newspaper in high school or who just had talents in the areas the newspaper needed. INSIGHT: I WAS A NATURAL LEADER AND MANAGER – WHICH I HAD ALSO SEEN IN HIGH SCHOOL.

I really put my heart into the newspaper and was so proud when it would come out. INSIGHT: I HAVE ALWAYS DONE MY BEST WHEN MY HEART, AS WELL AS MY HEAD, IS INVOLVED IN A PROJECT OR A JOB.

I will not be my best if I pursue a career that doesn't use what I do well naturally. But I learned a lot from those four summers that will help me later.

Apprentice Electrician/Plumber Insights

I learned a lot of trade skills working for my father. It was also interesting to actually know what your father does for a living. But it was clear I would not be as accomplished at those 3 trades (electrical, plumbing and heating/air) as my father. I did not have the natural practical approach needed to be a good tradesman. Working for my father, working on farms and working on a road crew convinced me I should pursue a career that was more intellectual. I needed to make use of my natural strengths. I ended up going to engineering school. I also got my 1st lesson in running a business. My father made sure the customer got quality work at a fair price. He knew he would be successful by getting repeat business. Because I also helped him with billing customers and paying vendors I was able to learn about that side of the business. I remember discovering he was charging \$8/hour for my services but only paying me \$5/hour. He told me the extra \$3 pays him to tell/show you what to do and to inspect your work.

I don't have to be the leader to do well. My strong work ethic will be a cornerstone of a career in any field.

Bailing Hay Insights

I actually like to work hard; it gives me a real sense of accomplishment. I enjoy being part of a team, even if I am not the leader. I liked the way the farmers would organize the people and the equipment.

“Be Your Best” Insights

Leverage your natural strengths & personality

Drivers Exercise

Some of my main Drivers will directly help me “Be My Best” (ones in bold). Others will indirectly help by helping me grow (e.g. Lifelong Learning and Experiences).

- Create – I like to create new ideas and outcomes
 - **Creativity** - to be creative, have novel ideas, brainstorm
 - **Leadership** - to be a leader, like to motivate others, often in charge
 - Belonging - to have a sense of belonging, part of a team/task force/org
 - **Accomplishments** - to take on major assignments, sense of completion
 - **Passion** - to pursue a passion, e.g. fulfillment beyond paycheck
- Know – I like to be a “go to” person
 - **Authority** - to be perceived as an expert, people seek your advice
 - Creativity - to be creative, have novel ideas, brainstorm
 - **Problem Solving** - to break down problems & solve them, take on tough ones
 - **Value** – to give value to others & be indispensable
 - Lifelong Learning - to be constantly learning, curious, learn outside job requirements
- Grow – I like to continue to learn & pursue ideas
 - Experiences - to have new experiences; meet new people, novel situations
 - Lifelong Learning - to be constantly learning, curious, learn outside job requirements
 - Problem Solving - to break down problems & solve them, take on tough ones

Measure Your Life Exercise

1) How can I be sure I will be successful and happy in my career?

I believe I will be both successful and happy in my career if I can continually pursue careers that fit the definition of Right Careers. I say careers because I believe I will have multiple careers during my 40+ year professional life. I have read that my generation will have from five to eight careers. The circles in the Right Career Venn diagram provide the structure for my answer:

Last I have to recognize the unique challenge of my INTJ personality posed by the author of “Do What You Are”: “**Consider practical realities, recognize the value of input from others,** and balance your work and personal life.” I can get very inspired by ideas and forget to take into account the practical realities. This enthusiasm and mental quickness leads to me not taking other people’s opinion into account. I need to truly solicit and use opinions from knowledgeable people.

“Be Your Best” Insights

Leverage your natural strengths & personality

2) How can I be sure that my relationships with my spouse, my children, and my extended family and close friends become an enduring source of happiness?

I am very fortunate to have been raised in a Normal Rockwell environment. We lived in a 400-person Midwest town where everyone knew everyone else. My great grandfather had moved there from Sweden in 1874, my grandfather had lived there and my father had lived there. I am also fortunate to have the parents I have. They too were raised in this small close-knit community. I saw how important family, friends and community were to them.

I have to recognize the unique challenge of my INTJ personality posed by the author of “Do What You Are”: “Consider practical realities, recognize the value of input from others, and **balance your work and personal life.**” I must ensure my pursuit of the three Venn circles (Be your Best), Meaning/Passion and Economic Engine doesn’t turn my life into a one-dimensional event. By the time I recognize that is happening it will be too late.

I also have to recognize the challenges to leading a balanced life posed by my strengths. I am someone who will do what I say I will do. I also really like to be productive and busy. I also really like to intellectually explore and work provides that outlet, where home doesn’t.

“Be Your Best” Insights

Leverage your natural strengths & personality

Economic Engine Exercise

For me to increase my income from a starting income of \$40,000 to an Age 30 income of \$100,000 I will have to Be My Best. I will have to make sure I make use of my strengths and personality.

Doing this exercise was eye opening from a career viewpoint. I can see that financial analysis is a form of engineering. It requires the same analytical approach and uses a wide range of computer-based tools. I really enjoyed using the Excel Budget model and doing multiple scenarios. I even created a model that let me compare my Age 30 and Age 22 Summary information.

I also enjoyed using all the Web tools that were provided as resources. It was fascinating to be able to see what price of home you could afford based on your income level and then what down payment would be required.

Looking back at other exercises it is clear the ones that are more analytical are the easiest ones for me and the ones I find the most fascinating. For example I enjoyed the Personality exercise because I liked the apparent precision of the Myers-Briggs Type Indicator. My MBTI of INTJ also felt like it was spot on. Someone with that personality is also someone who would love doing the Economic Engine exercise.