



Myers-Briggs Type Indicator® Career Report

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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: **ENFJ**.

Reported Type: ENFJ

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.

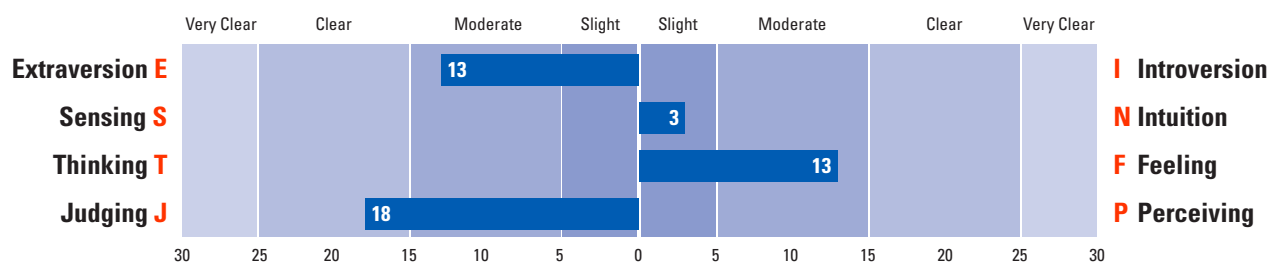
P

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: ENFJ



PCI Results Extraversion 13 Intuition 3 Feeling 13 Judging 18



How Your Type Affects Your Career Choice

The kinds of tasks and work environment that tend to be preferred by ENFJs 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

- Helping others structure their time and meet deadlines
- Helping teams arrive at consensus
- Facilitating teams' achievement of common goals
- Focusing on people and process issues rather than on technical problems
- Listening to and understanding the needs of customers, clients, and colleagues
- Helping others develop new skills

Preferred Work Environment

- Offers opportunities to interact with others
- Has public spaces where people can meet formally or informally
- Offers opportunities to work in harmony with others toward shared goals
- Promotes collaboration and harmony
- Fosters teamwork
- Provides opportunities for volunteering

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 ENFJ 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:

- Establish an extensive network of people you can contact
- Present yourself as a team player
- Convey caring and concern for others
- Establish personal contact with interviewers

Challenges

- You may have trouble adjusting plans to respond to unexpected opportunities.
- You may talk too much in interviews.
- You may overlook important facts about the job.
- You may make decisions you think will please others.
- You may not appear sufficiently task oriented to Thinking interviewers.

Suggested Strategies

- Stop periodically and ask others whether there is any new information that needs to be considered.
- Make an effort to pause during interviews; ask questions and allow others to talk.
- List the questions you want answered and then go online or to a career library and collect the facts.
- Before you make a decision, think about whether it will help you meet your goals.
- Convey how your people skills can help the bottom line.

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 ENFJ 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 ENFJs, as well as some suggestions for development.

Your style has probably helped you develop strengths in:

- Inspiring and motivating others by articulating common values
- Working closely with and getting the most out of teams
- Creating a consensus in a group that everyone can support
- Making decisions that respect and take into account the values of others
- Organizing people to help them achieve common goals

Challenges

- You may expect everyone to sacrifice as much for the task as you do.
- You may tend to ignore the bottom line in your focus on people and processes.
- You may become discouraged if you do not receive a lot of feedback from others.

Suggested Strategies

- Ask people of different types what motivates them.
- Ask yourself what you get out of sacrificing so much.
- Find a coach or mentor to teach you the basics of financial analysis.
- Evaluate the financial consequences of your decisions.
- Ask directly for feedback about specific behaviors.
- Request feedback from people you trust and whose feedback is designed to help you.

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 ENFJs

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 ENFJs. 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 3,942 ENFJs in this sample.

The chart on the next page shows the popularity of 22 job families among ENFJs divided into three groups: those most attractive to ENFJs, 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 ENFJs 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 ENFJs. The most popular occupations are shown first, followed by the least popular.

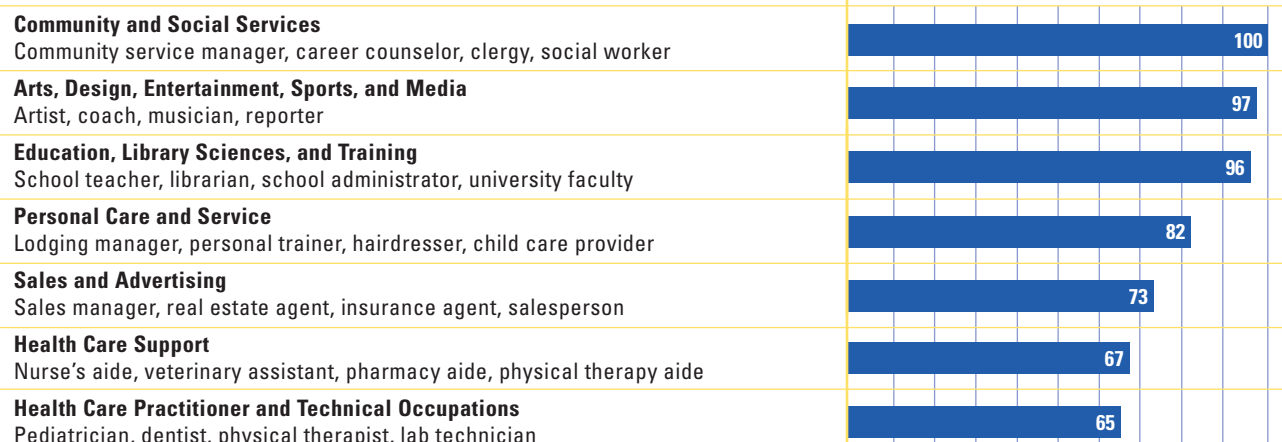
Working with Your Job Families and Occupational Lists

- 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.

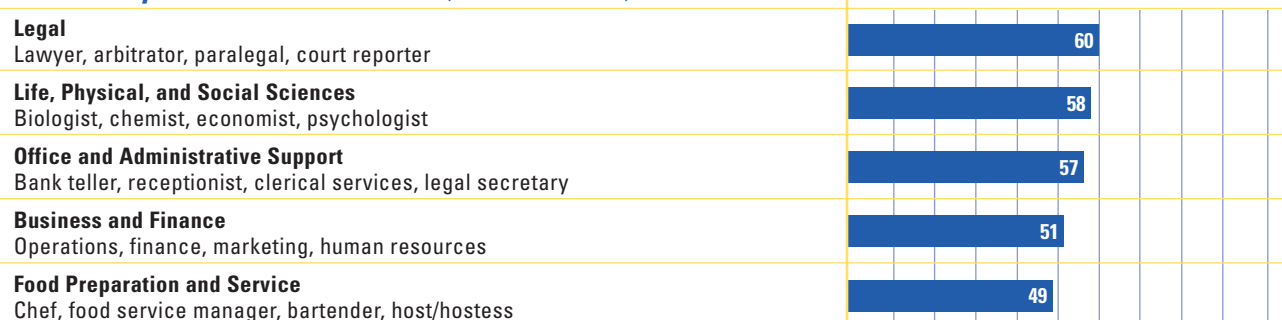


Ranking of Job Families for ENFJs

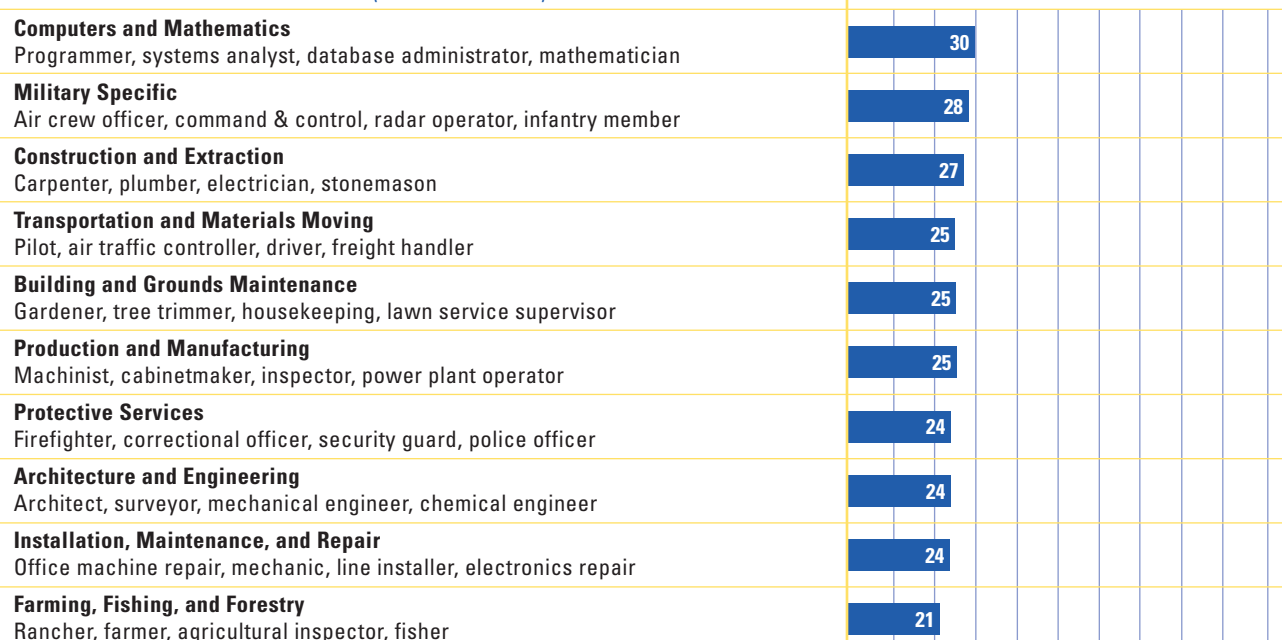
Most Attractive Job Families (scores of 61–100)



Moderately Attractive Job Families (scores of 41–60)



Least Attractive Job Families (scores of 0–40)





Most Popular Occupations for ENFJs

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

There are two major trends in the occupations that appeal to ENFJs. Most of the popular occupations involve working directly with people as a helper, counselor, teacher, or administrator. The next largest group of attractive occupations is found in the arts. In addition, there are some occupations in business that appeal to ENFJs, all of which also involve working closely with people.

Most Popular Occupations for ENFJs

- | | |
|--|---|
| 1 Interior designer | 13 Optometrist |
| 2 Craft artist | 14 Clinical/counseling/educational psychologist |
| 3 Industrial/organizational psychologist | 15 Manager/supervisor of personal service workers |
| 4 Veterinary assistant | 16 Personal home care aide |
| 5 Elementary school teacher | 17 Vocational education teacher |
| 6 Broadcast technician | 18 Child/family social worker |
| 7 Meetings/convention planner | 19 Emergency management specialist |
| 8 Public relations specialist | 20 Public relations manager |
| 9 Career counselor | 21 Political scientist |
| 10 Home health aide | 22 Administrator of postsecondary school |
| 11 Photographer | 23 Physical therapist |
| 12 School counselor | 24 Mental health counselor |

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 ENFJs

Listed below are 10 occupations in which ENFJs 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 ENFJs

Electrical power installer/repairer	Medical records technician
Electronics repairer	Power plant operator
Health and safety engineer	Team assembler
Manager/supervisor of agricultural workers	Telephone installer/repairer
Mechanical engineering technician	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

