



INTRODUCTION TO TYPE[®] AND CAREERS

INTRODUCTION TO TYPE[®] SERIES



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SECOND EDITION

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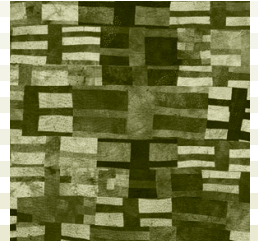
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Introduction



Choosing a job or changing a career can be a major life transition—one that requires careful thought, planning, and work. If you are exploring new career options, you will need to ask yourself two questions:

What do I want to do?

How do I get there from here?



The first question deals with the goal of your career search, the second one with the process of finding a job or career—how to actually go about reaching your goal. The two are

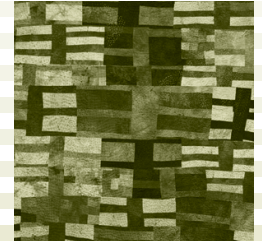
interrelated—you could have a new career clearly in mind but not know how to reach your goal, or you could talk to all the right people and do all the appropriate career exploration tasks without any clear sense of direction.

The purpose of this guide is to suggest how your results from the *Myers-Briggs Type Indicator*® (MBTI®) assessment can help you

- Choose a new job or career
- Change your job or career
- Increase your satisfaction with your present career

This guide can help you formulate answers to the questions “What do I want to do?” and “How do I get there from here?” by showing you how to use your MBTI results to develop your career goals and to establish a process to reach those goals. It should be clear from the MBTI interpretation that you received, or from your own reading about the assessment, that the MBTI assessment is designed to identify your particular strengths—your unique gifts. We will try to suggest some ways that you can best use your gifts during your career exploration. The information contained in this guide is based on extensive research about careers and the MBTI assessment and also on extensive experience using it to help people in their career search.

“What Do I Want to Do?”



The answer to the first question posed in this guide (“What do I want to do?”) is not always an obvious one. It may be helpful to break down an enormous issue like this one into smaller, more manageable questions, such as

- What do I want to do on a day-to-day basis?
- Where do I want to be in one year? five years? ten years?
- What would I like to have accomplished in one year? five years? ten years?
- What kinds of people do I want to work with?
- What kind of working environment do I find most comfortable?
- What kind of working environment allows me to be most productive?
- What motivates me to do my best?

Your answers to these questions are probably related to your MBTI preferences. When you know your preferences and can categorize occupations by their “fit” with your MBTI type, you will be better able to find a job that matches your personality preferences. Or, if finding a good match is not possible or can be only partially realized, the strategies on pages 9 and 10 can help you increase your job satisfaction or survive in a job that is not a good match.

Determining the Fit by MBTI® Preferences

It is useful to evaluate each job you are considering using the MBTI preference pairs as a guide. Career Exploration Activity 3 can help you assess your current job and prospective jobs this way. If you are unfamiliar with what a

particular job might require, consult some of the resources at the end of this guide for more information. Informational interviews may also help you find the answers to these questions.

Obviously, all jobs are more complex than this checklist implies; there are many other factors that you need to consider. Also, there is no “right” type for any job. Use this checklist just to trigger your thinking about how to analyze and evaluate a potential job and to examine the “goodness of fit” or the “match” between your preferences and the tasks or behaviors that may be required. When evaluating a job, it is important to consider not only the actual job title or description but also the possibility that you may be able to mold or change the job to better suit you.

For example, consider an accountant position in a large organization. This job involves responsibility for auditing particular accounts by reviewing financial ledgers and records. This kind of job will tend to attract a person who prefers to work alone or in one-on-one consultation with their contact in the client organization (Introversion), at a task that requires considerable attention to relevant facts and details (Sensing), which must be handled in an objective and analytical manner (Thinking). The task will also likely require an organized and structured approach (Judging). Thus, this position might be characterized as attractive to people with ISTJ preferences.

Note, however, that these preferences may not be appropriate for all accounting positions. Another accounting job requires extensive consultation with clients (Extraversion), systemwide problem solving (Intuition, Thinking), and brainstorming of innovative financial opportunities and alternatives (Intuition). This accounting position might be better characterized as requiring skills that fit with ENTJ preferences. If your type is INFP, you might question whether either of these accounting positions would offer you sufficient opportunities to exercise your preferences. That is not to say that you would be unsuccessful at either of these jobs, but rather that your interest, motivation, satisfaction, and level of stress might all be affected.

Introverted Intuition with Feeling

Most Popular Occupations

Floral designer or florist
 Poet, lyricist, and creative writer
 Counseling psychologist
 English language and literature teacher, postsecondary
 Craft artist
 Copy writer
 Dancer or choreographer
 Library science teacher, postsecondary
 Art, drama, and music teacher, postsecondary
 Curator

Career Trends

The occupations that are most popular with INFJs are found in three major areas: the arts, education, and the helping professions. Artistic and design-related careers allow INFJs to use their usually well-developed preference for Intuition to see the world in new ways. Occupations in education and the helping professions provide INFJs with opportunities to see and support the achievement of possibilities for others.

Potential Strengths

Imagination
 Sense of purpose
 Creativity
 Ability to get things organized
 Can develop human resources

Career Exploration Process	Preferred Method for Your Type	Potential Obstacles	Tips
Setting Goals	Have multiple long-term, idealistic goals Will have action plan to reach goals	May have trouble utilizing unexpected opportunities	Establish goals specific enough to enable a choice among alternatives Plan time to brainstorm about entirely new jobs
Gathering Information	Search for opportunities for growth and learning Read about career opportunities or future trends	May overlook important facts about the job	Establish priorities and prepare a short list of the most interesting possibilities Search for facts about jobs in a career library or database
Making Contact	Contact only carefully selected experts or don't network Appear to be a team player Emphasize your potential and your ability to learn quickly	May miss opportunities because of reluctance to network May appear too quiet in interview; hesitate to "sell" strong points In interviews, may focus too much on potential or possible performance May not appear task oriented to interviewers with a preference for Thinking	Start with close friends and then gradually widen the network Role-play interviews; speak up and "sell" your strong points In interviews, emphasize what contributions you can make to the organization <i>now</i> Convey how your people skills can help the "bottom line" Don't overwhelm Sensing types with too many possibilities
Making Decisions	Use a subjective, person-centered approach, considering what is most valued by you or others	May not consider logical consequences of each alternative May be overly influenced by what others want May make hasty decisions	Don't ignore uncomfortable facts Systematically consider the consequences of alternatives Plan a "cooling off" period before making a decision