



Myers-Briggs Type Indicator® Career Report

Developed by Allen L. Hammer

Report prepared for
JANE SAMPLE
September 14, 2004





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**



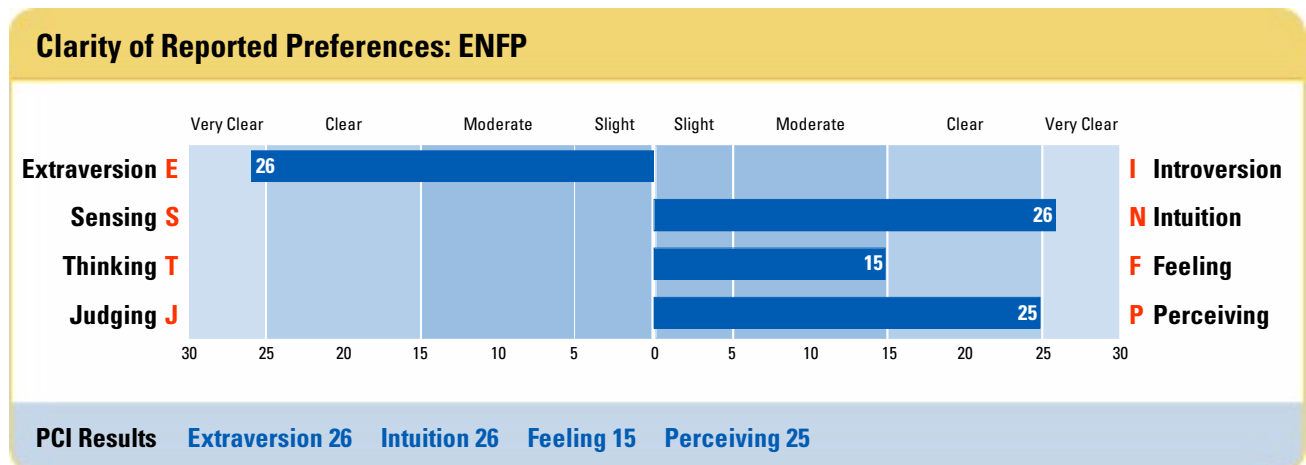
Summary of Your MBTI® Results

Your responses on the MBTI instrument indicate that your reported type is: ENFP

Reported Type: ENFP

Where you focus your attention	E Extraversion People who prefer Extraversion tend to focus their attention on the outer world of people and things.	I Introversion People who prefer Introversion tend to focus their attention 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 prefer to have things settled.	P Perceiving People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer 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.





How Your Type Affects Your Career Choice

The kinds of tasks and work environment that tend to be preferred by ENFPs 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 develop or learn
- Developing multiple solutions to problems
- Seeing the possibilities in any situation or person
- Creating new products or services
- Motivating others by conveying enthusiasm and energy
- Moving quickly from one project to another

Preferred Work Environment

- Offers opportunities to work with a variety of people
- Provides opportunities to travel or to work with people in other countries
- Encourages and rewards creativity
- Has people who get excited by new possibilities
- Has people with a high level of energy
- Fosters teamwork

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 page 9 of this report.



How Your Type Affects Your Career Exploration

How you go about exploring career options will be influenced by your ENFP 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 will help you:

- Think of all the things you have ever wanted to do
- Be willing to consider almost any possibility
- Take advantage of unexpected opportunities
- Establish an extensive network of people you can contact
- Convey enthusiasm and energy to interviewers

Challenges

- You may have a hard time focusing amid all the possibilities
- You may have no concrete action plan to help you meet your goals
- You may spend too much time socializing rather than networking
- You may focus too much on your potential rather than on your actual accomplishments
- You may make decisions based on what is exciting at the moment and neglect long-term issues

Suggested Strategies

- First group all your possibilities into three categories (e.g., high, medium, low), and then work to prioritize those in the top group
- Start with your goal and work backward step-by-step to the present, listing each action necessary to achieve the next step
- Set a goal for how many people you will contact in a given period or place a limit on how much time you will spend meeting with them
- List actual accomplishments on your resume and be sure to convey how you can help the company now
- Don't make an important decision when you are too stimulated; calm down first and reflect on what is important

Action Steps

- ▶ Review the list of strengths (in the top chart on this page) 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 (in the second chart on this page) 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 ENFP 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 ENFPs, as well as some suggestions for development.

Your style has probably helped you develop strengths in:

- Identifying and pursuing multiple possibilities
- Brainstorming and creatively solving problems; developing new products or services
- Motivating others by bringing energy and enthusiasm to any task
- Communicating or selling ideas and possibilities to others
- Working closely with teams

Challenges

- You may have trouble determining priorities amid the many possibilities you can see
- You may burn out from following every possibility and overcommitting
- You may not follow through on decisions or projects

Suggested Strategies

- Reflect quietly on what is most important to you
- Figure out what needs to be done first. What will have the most impact?
- Enroll in stress reduction or yoga classes with some friends
- Every time you take on a new project, ask yourself what you will have to give up
- Ask yourself how you or others will feel if you don't complete this task. Who might you be letting down?
- How will you feel if you develop a reputation as someone who doesn't honor his or her commitments?

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 ENFPs

The next three 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 ENFPs. 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 8,305 ENFPs in this sample.

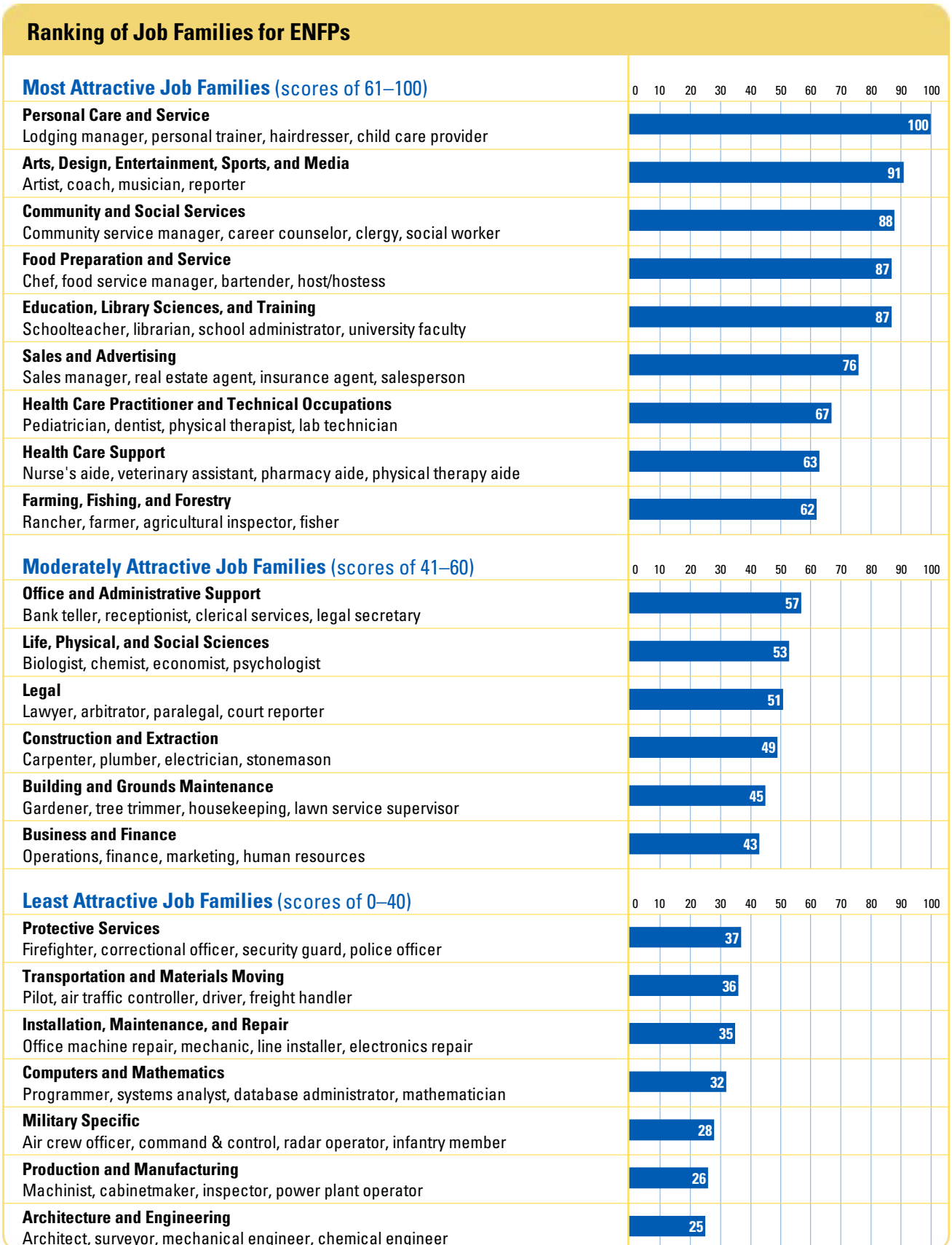
The chart on the next page shows the popularity of 22 job families among ENFPs divided into three groups: those most attractive to ENFPs, those moderately attractive, and those least attractive. The longer the bar on the chart, the more attractive the job family. Those job families listed as most attractive to ENFPs offer the best opportunity for you to find an occupation in which you can use your natural preferences and be satisfied. Those listed as moderately attractive are dependent on how well the tasks and work environment for specific occupations fit with your preferences. Those 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.

Pages 8 and 9 list specific occupations ranked by their popularity among ENFPs. Page 8 presents the most popular occupations, page 9 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 ENFPs.
- The use of job family and occupation lists should be only a first step in your career exploration process.





Most Popular Occupations for ENFPs

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

There are two major trends in the occupations that appeal to ENFPs. Most of the popular occupations involve working with people by providing counseling, personal or spiritual services, or teaching, or by helping them feel or look better. The other group of popular occupations is in the arts; ENFPs are attracted to a variety of roles in this area. There are also two occupations that involve taking care of the environment.

Most Popular Occupations for ENFPs

- | | |
|---|--|
| 1 Craft artist | 13 Clergy |
| 2 Actor/performing artist/dancer | 14 Travel agent/services |
| 3 Photographer | 15 Career counselor |
| 4 Forester | 16 Vocational rehabilitation counselor |
| 5 Musician, singer, music director, composer | 17 Preschool/kindergarten teacher |
| 6 Clinical/counseling/educational psychologist | 18 School counselor |
| 7 Mental health counselor | 19 Landscape architect |
| 8 Fitness trainer | 20 Producer, director |
| 9 Bartender | 21 Psychiatric/substance abuse social worker |
| 10 Artist/visual artist | 22 Adult education teacher |
| 11 Hairdresser, cosmetologist, manicurist, skin care specialist | 23 Receptionist |
| 12 Restaurant host/hostess | 24 Child care worker |

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 ENFPs

Listed below are 10 occupations in which ENFPs are not likely to be found. If you enter one of these occupations:

- You may experience difficulty communicating or agreeing with your co-workers
- 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 ENFPs

Air crew member	Emergency management specialist
Bank teller	Inspector/tester/grader
Civil engineer	Nuclear engineer
Civil engineering technician	Plant scientist
Computer hardware engineer	Top executive, Legal

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 co-workers 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

