



Myers-Briggs Type Indicator® Career Report

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X Sample
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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 verified 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

You have verified that your best-fit type is: ESFP

Verified Type: ESFP				
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.

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How Your Type Affects Your Career Choice

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

- Working closely with others on teams
- Providing a tangible product or service to customers
- Identifying and meeting customers' immediate needs
- Working at tasks that can be done playfully
- Performing tasks that involve constant interaction with others

Preferred Work Environment

- Is customer focused and service oriented
- Is active and energetic
- Offers a family-like atmosphere
- Has people who have fun and enjoy their work
- Has a colorful or stimulating physical environment

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 ESFP 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:

- Have fun during the exploration process
- Establish an extensive network of people you can contact
- Be alert to and take advantage of new opportunities
- Collect the necessary facts to help you make a decision
- Come across as a team player during interviews

Challenges	Suggested Strategies
<ul style="list-style-type: none"> • You may delay making decisions 	<ul style="list-style-type: none"> • Set a deadline for making a decision and discuss your options with others
<ul style="list-style-type: none"> • You may spend too much time socializing rather than networking 	<ul style="list-style-type: none"> • Set goals for what you want to accomplish with each contact
<ul style="list-style-type: none"> • You may not have long-range career goals 	<ul style="list-style-type: none"> • Ask yourself where you want to be in 5 or 10 years
<ul style="list-style-type: none"> • You may not have an action plan to help you reach your goals 	<ul style="list-style-type: none"> • Start with a goal and work backward step-by-step to the present, listing each action necessary to achieve the next step
<ul style="list-style-type: none"> • You may not appear sufficiently task oriented to Thinking interviewers 	<ul style="list-style-type: none"> • 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 ESFP 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 ESFPs, as well as some suggestions for development.

Your style has probably helped you develop strengths in:

- Finding ways to make day-to-day work fun
- Motivating others by bringing energy and enthusiasm to any task
- Adapting easily to changing facts or situations
- Taking a personal interest in others and making them feel comfortable
- Working closely with others to accomplish specific goals

Challenges

- You may be so focused on immediate needs that you ignore long-term systemic problems
- You may have difficulty managing time
- You may not be as efficient or productive as you could be due to socializing

Suggested Strategies

- Keep a log of problems and solutions, look for patterns, and determine why they keep recurring
- Find a coach or mentor with good analytical skills to help you analyze problems and solutions
- Enroll in a time management workshop or course
- Learn to use a PDA that has a fun interface or select a fun scheduling binder
- Keep a log to monitor how much of your time is spent in productive interactions vs. unproductive socializing
- When interacting with others at work, ask yourself how this is helping you accomplish something

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 ESFPs

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 ESFPs. 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 4,321 ESFPs in this sample.

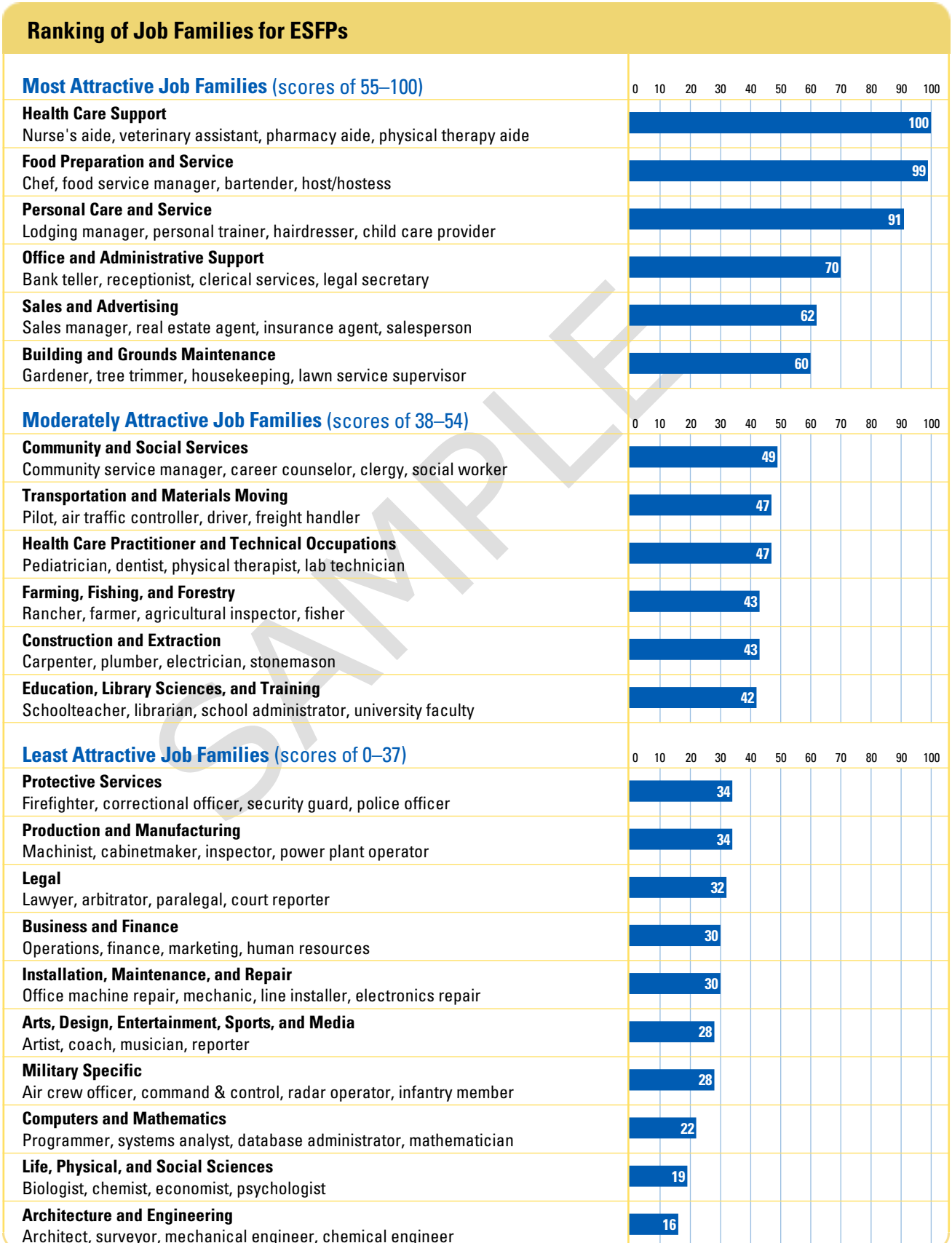
The chart on the next page shows the popularity of 22 job families among ESFPs divided into three groups: those most attractive to ESFPs, those moderately attractive, and those least attractive. The longer the bar on the chart, the more attractive the job family. Those job families listed as most attractive to ESFPs 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.

The following pages list specific occupations ranked by their popularity among ESFPs. 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 ESFPs.
- The use of job family and occupation lists should be only a first step in your career exploration process.





Most Popular Occupations for ESFPs

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

The most popular careers among ESFPs are those that allow them to be of practical service or help to others. These include occupations in health care, food preparation, child care, and personal service. Sales positions also allow them to work with others. The second most popular group of occupations among ESFPs involves working outdoors.

Most Popular Occupations for ESFPs

1 Restaurant host/hostess	13 Pharmacy technician
2 Medical records technician	14 Medical/dental assistant
3 Veterinary technician	15 Nurse's aide/orderly
4 Receptionist	16 Telephone installer/repairer
5 Food preparation worker	17 Farmer/rancher
6 Cashier	18 Teacher's aide
7 Personal home care aide	19 Pharmacy aide
8 Nursery worker/farm laborer	20 Recreation worker
9 Licensed practical nurse	21 Telemarketer
10 Fisher	22 Cook
11 Child care worker	23 Medical secretary
12 Fitness trainer	24 Salesperson

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 ESFPs

Listed below are 10 occupations in which ESFPs 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 ESFPs

Biomedical engineer	Natural sciences manager
Chemical plant operator	Nuclear engineer
Economist	Pilot/copilot
Industrial engineer	Psychiatrist
Management consultant	Top executive, Military specific

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

