



Myers-Briggs Type Indicator® Career Report

Developed by Allen L. Hammer

Report prepared for
DUSTIN TEMPLETON
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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 assessment 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 80 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 US 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 1.3 million working adults who recently took the MBTI assessment. Everyone in the sample had been in their job for more than two years and had 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 www.onetonline.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**
- **Notes**



Summary of Your MBTI® Results

Your responses on the MBTI assessment indicate that your reported type is **ISTP**.

Reported Type: ISTP

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. 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: ISTP



PCI Results **Introversion 2** **Sensing 3** **Thinking 21** **Perceiving 16**



How Your Type Affects Your Career Choice

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

- Responding to crises and quickly resolving urgent problems
- Mastering a skill or craft
- Applying technical expertise to problems
- Analyzing problems
- Amassing great quantities of data that may be needed later

Preferred Work Environment

- Allows people to work autonomously
- Offers opportunities to work with others who are masters of their craft
- Is efficient and productive
- Doesn't waste a lot of time in meetings
- Is not bureaucratic
- Deals with problems immediately

Action Steps

- ▶ Identify a specific job you are considering.
- ▶ Using an occupational library or online source such as the O*NET database, at www.onetonline.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 or no overlap, you may want to rethink your plan. However, see the tips on the last page of this report before you exclude any potential job.



How Your Type Affects Your Career Exploration

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

- Convey a detailed picture of your experience during interviews
- Be open to new opportunities as they present themselves
- Make use of career databases to collect the facts necessary to evaluate each option
- Logically analyze the pros and cons of different career options
- Set tangible goals for your career exploration

Challenges

- You may respond to immediate opportunities with no long-term goal or sense of direction.
- You may miss opportunities because you are reluctant to do the necessary networking.
- You may not have an action plan to help you meet your goals.
- You may overwhelm interviewers who have a preference for Intuition by providing too much detail.
- You may avoid making a decision while you search for more facts.

Suggested Strategies

- Ask yourself where you want to be in 5 or 10 years.
- Start with close friends, then gradually expand your networking list; remember, people will enjoy helping you.
- Start with your goal and work logically backward step-by-step to the present, listing each action necessary to achieve the next step.
- Make periodic efforts to summarize your accomplishments and leave interviewers with the bottom line.
- Set a deadline for making a decision and post it or announce it to friends.

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 ISTP 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 ISTPs, as well as some suggestions for development.

Your style has probably helped you develop strengths in:

- Acquiring a storehouse of knowledge and facts that can be used to solve problems
- Learning and perfecting a craft through patient application of skills
- Remaining calm while managing a crisis
- Quickly deciding what needs to be done and jumping in to solve the immediate problem
- Devising ways to work more efficiently and productively

Challenges

- You may jump from one crisis to another, quickly resolving urgent problems without looking at underlying causes.
- You may focus so much on what needs to be done immediately that you fail to see the big picture.
- You may not follow through on projects that require you to work closely with others.

Suggested Strategies

- Keep a log of problems and solutions, look for patterns, and analyze why they keep recurring.
- Analyze the sequence of steps that leads to each crisis and determine whether there is a root cause that needs to be addressed.
- List the facts in the problem or situation and then review them to see if there is some larger fact or statement that would summarize them.
- Take some workshops or courses on strategic thinking.
- Segment the project into smaller activities and chart the process by which they must be done and who must do them.
- Create a “virtual” team to implement the project, and make sure that all roles and responsibilities are clearly stated.

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 ISTPs

The following pages of your Career Report present 23 broad occupational categories, or “job families,” and a number of specific occupations and show how they rank in popularity among ISTPs. This ranking is based on information from a sample of more than 1.3 million people in 746 jobs who said they were satisfied with their jobs. There were 69,772 ISTPs in this sample.

The chart on the next page shows the popularity of 23 job families among ISTPs, divided into three groups: those most attractive to ISTPs, 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 ISTPs 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 your natural preferences.

When you review 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 on the chart 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 ISTPs. The most popular occupations are shown first, followed by the least popular.

Working with Your Job Families and Occupational Lists

- When you compare 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 healthcare occupation belong in Healthcare Support or in Healthcare Practitioners and Technical? To help you see the relationship, a Career Trends summary is provided with your Most Popular Occupations list.
- You can find out more about the O*NET job families online, at www.onetonline.org. When you select one of the categories from the menu, 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. For example, 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 10 to 122! It’s also important to note that not all the specific occupations found in 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 preferences, even though the job family may not be all that appealing to most people of your type.
- The use of job family and occupational lists should be only a first step in your career exploration process.



Most Popular Occupations for ISTPs

The occupations listed below in rank order are a sampling of those that are most attractive to ISTPs. 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 US 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
- Perform tasks and address problems you find interesting and challenging

Career Trends for ISTPs

The main theme running through the 24 most popular occupations for ISTPs involves applying hands-on skills in installing, maintaining, repairing, or operating machines, engines, and equipment. ISTPs also show an interest in working outdoors. All of these occupations provide opportunities for ISTPs to be involved in practical work that yields tangible outcomes.

Most Popular Occupations for ISTPs [Find information about these occupations at www.onetonline.org](http://www.onetonline.org)

- | | |
|---|---|
| 1 Forest firefighter, inspector | 14 Tractor trailer or heavy truck driver |
| 2 Radio, cellular, and tower equipment installer, mechanic | 15 Heavy equipment operator |
| 3 Highway maintenance worker | 16 Aircraft mechanic or service technician |
| 4 Supervisor of aquacultural workers | 17 Remote sensing scientist or technologist |
| 5 Heating and air-conditioning mechanic and installer | 18 Tool and die maker |
| 6 Printing press operator | 19 Print binding and finishing worker |
| 7 Fisher or related fishing worker | 20 Machinery maintenance worker |
| 8 Cartographer and photogrammetrist | 21 Fish and game warden |
| 9 Industrial machinery mechanic | 22 Farmer or rancher |
| 10 Motor mechanic | 23 Infantry member |
| 11 Automotive body and related repairer | 24 Chemical technician |
| 12 Aircraft launch or recovery officer or specialist | |
| 13 Electronic home entertainment equipment installer and repairer | |

Action Steps

- ▶ Search 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.
- ▶ Click the O*NET link in the chart above, then type the occupation name into the Occupation Quick Search box at the upper right. This will lead you to links to that occupation and related ones. Click the occupation you're interested in to get comprehensive and detailed information, 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.
- ▶ Avoid making quick judgments based on stereotypes about an occupation. Although not necessarily reflected in the name of the occupation, the skills required to perform the tasks in that occupation may have changed significantly over time. Changes may involve the use of computers and technology, and educational requirements may have shifted.



Least Popular Occupations for ISTPs

Listed below are 10 occupations in which ISTPs 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 your natural preferences for too long

Least Popular Occupations for ISTPs

Spa manager	Neuropsychologist and clinical neuropsychologist
Concierge	Actor
Set or exhibit designer	Nurse midwife
Energy auditor	Choreographer
Philosophy and religion teacher, postsecondary	Orthotist and prosthetist

Tips for Succeeding in an "Atypical" Occupation

You should not automatically discount any occupation just because it is not popular among people who share your preferences. In an occupation that is atypical for people of your type, you may find that your different approach is valued and rewarded for being different and you may be 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 to express your preferences, such as in your leisure activities