

INTP

Introvert, Intuitive, Thinking, Perceiving

INTPs represent approximately 3-4% of the American population.

What I Need In A Career For It To Be Satisfying

1. Work in depth on one creative challenge at a time, giving it my full attention without a lot of interruptions
2. The opportunity to develop innovative approaches and systems but not get bogged down in the details of implementation.
3. An atmosphere of professionalism and mutual respect, where my expertise is recognized and respected and I have some say in how I am evaluated and compensated
4. An unstructured environment that encourages free thinking and improvisation, without senseless rules, unnecessary meetings, or paperwork
5. The chance to logically analyze existing and potential systems and make recommendations for strategically sound changes

Careers To Consider

Computer software designer	Computer programmer	Systems analyst
Research/development specialist	Data base manager	Strategic planner
New market/Product designer	Scientist: Chemistry	Neurologist
Psychologist/psychoanalyst	Scientist: Biology	Physicist
Financial analyst	Economist	Plastic surgeon
Archaeologist	Lawyer	Pharmacist
College professor	Investigator	Architect
Inventor	Mathematician	Historian
Creative writer	Researcher	Philosopher
Entertainer/dancer	Photographer	Logician
Musician	Agent	Artist

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Use my long range vision to anticipate future career needs
2. Create my own career or modify available jobs to be more satisfying
3. Communicate my intelligence and competence to interviewers
4. Be innovative when designing my job search plan and creative in getting interviews
5. Weigh the pros and cons of choices and keep my options open

B. Avoiding My Weaknesses, I Need To:

1. Establish and stick to a plan of action
2. Pay attention to important details and facts
3. Follow through on all phases of the search, including the "niceties"
4. Generate and communicate energy and enthusiasm during interviews
5. Make decisions along the way to avoid missing better opportunities

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INTPs represent approximately 3-4% of the American population.

Potential Strengths

INTPs are great strategic thinkers and creative problem solvers. They are especially interested in mastering and perfecting theoretical or complex issues. Quiet, serious, and thoughtful, INTPs are usually intellectual and complicated people who appear quite dispassionate and reserved. However, they can become excited and persuasive about their ideas once they are ready to share them. INTPs are logical and analytical people, with a strong need to make sense of things.

Strongly independent, INTPs are driven to increase their personal mastery of subjects and are drawn to people of power and expertise. They tend to be open minded, intrigued with anything imaginative, and may enjoy risk taking. They prefer to look beyond what is known or accepted at the present time and eagerly consider more creative yet reasonable approaches to problems or ways of perfecting systems.

Potential Weaknesses

Ruled so completely by logic, INTPs can sometimes neglect to consider the more human side of issues. They can be critical and argumentative and may dismiss the feelings of others unless they understand them and can see that they make sense. INTPs are sometimes so single minded and internally focused that they may not be fully aware of the world outside themselves.

Because INTPs use logic to understand their world, they sometimes don't pay enough attention to the emotional part of their lives and may have difficulty reaching out to friends when in need. They set such incredibly high standards for themselves and their projects, they can become discouraged when they do not reach or exceed them. They tend to ignore the more practical phases of their work and may let the follow through and details fall through the cracks.

As An INTP, I Am Good At...

- Using creativity and insight to understand issues in depth
- Logical analysis of complex problems
- Working alone with great focus and concentration
- Learning new skills and technology with ease and competence
- Engaging in long range and strategic thinking

I Need To Watch My Tendency To...

- Be impatient with and critical of people less competent than I
- Develop such complicated arguments or ideas that no one else understands them
- Consider only the possible implications, rather than the realistic applications of my ideas
- Refuse to deal with repetitious or mundane projects
- Intimidate others with my independent and confident style

Additional Career Choices for INTPs

COMPUTERS / TECHNOLOGY

- Information services developer
- Computer programmer
- Information technology
new business developer
- Network integration specialist
(telecommunications)
- Management consultant:
computer, information services,
marketing, reorganization
- Desktop publishing specialist
- Webmaster
- Network administrator
- Internet architect
- Analyst
- Computer animator
- Computer engineer
- Java programmer / analyst
- Software developer
- Computer security specialist
- Internet marketer

PROFESSIONAL / BUSINESS

- Financial planner
- Investment banker
- Business analyst
- Investigator
- Entrepreneur
- New business developer
- Entertainment agent
- Intelligence specialist
- Sports agent
- Chief Financial Officer
- Political analyst
- Aerospace engineer

ACADEMIC

- Academic curriculum designer
- Experimental physicist
- Anthropologist
- Biophysicist
- Interpreter / translator
- Astronomer
- College Life sciences teacher
- Mathematician
- Zoologist

HEALTHCARE / TECHNICAL

- Biophysicist
- Pathologist
- Geneticist
- Microbiologist
- Biomedical engineer /
Researcher

CREATIVE

- Theatrical producer
- Columnist, critic,
commentator
- Music arranger &
orchestrator
- Director, stage, motion
pictures, TV
- Film editor
- Information graphics
Designer
- Art director
- Conference Planner

ISFJ
Introvert, Sensing, Feeling, Judging
ISFJs represent approximately 7-10% of the American population.

What I Need In A Career For It To Be Satisfying

1. The opportunity to work steadily on one project at a time, without a lot of interruptions or changes in plan.
2. Work that requires accuracy and attention to detail, organization, and adherence to standard operating procedures.
3. Work that lets me use a personal approach to helping others, preferably on a one-on-one basis.
4. An environment that is structured and stable, where I know what is expected of me and I am rewarded for my hard work and contribution.
5. Work that is of a practical nature and is service-oriented, so I can see that I am helping others in real and tangible ways.

Careers To Consider

Family physician	Dental hygienist	Nurse
Medical technologist	Physical therapist	Dietitian
Medical equipment salesperson	Speech pathologist	Curator
Health care administrator	Guidance counselor	Secretary
Preschool/Elementary teacher	Personal counselor	Bookkeeper
Librarian/Archivist	Religious educator	Electrician
Educational administrator	Probation officer	Inn keeper
Retail sales person	Fashion merchandiser	Guard
Personnel administrator	Clerical supervisor	Social worker
Interior decorator	Computer operator	
Customer service representative		

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Carefully think through my goals and objectives before beginning
2. Research fully all job options and keep careful track of my progress
3. Present myself as a capable and responsible candidate
4. Document my past work experiences; demonstrate my skills
5. Establish warm and genuine rapport with interviewers
6. Network in a targeted and focused way with people I know

B. Avoiding My Weaknesses, I Need To:

1. Be willing to look beyond the moment and what is already known
2. Be assertive in setting up interviews and asking for jobs
3. Generate enthusiasm and a high energy level
4. Stay objective and not take rejection personally
5. Stay open to new options and be flexible during negotiations
6. Develop a career plan that considers future as well as present goals

ISFJ
Introvert, Sensing, Feeling, Judging
ISFJs represent approximately 7-10% of the American population.

Potential Strengths

Quiet and serious, ISFJs are hard working and conscientious people. They tend to be down to earth and realistic, with great patience for detail. Painstakingly accurate, they have good memories for facts and details, especially those that have some personal reference. ISFJs want clear directions and explicit expectations. They have good common sense and tend to make conservative, thoughtful, and sensible decisions.

ISFJs are patient, loyal, and caring people, interested in the concerns and feelings of others. Because they are quiet and modest people, they prefer to share their strong feelings and deep convictions only with those they know well. They are protective, loyal, and devoted friends and take great pride and satisfaction from the accomplishments of their friends and family. ISFJs have a strong work ethic and take all their commitments seriously.

Potential Weaknesses

Because ISFJs live so completely in the here and now, they sometimes don't "see the forest for the trees". They may not see options and possibilities that either don't exist at the present time, or are untested. They may feel overwhelmed when learning new and technical skills because they want to complete everything they do with meticulous care. They may avoid asking for help, not wanting to trouble anyone else.

Not especially objective, they can make illogical decisions based exclusively on their personal feelings. Because ISFJs are so concerned about others, they tend to put the needs of others above their own. This can result in them becoming overworked or over extended. They need to practice developing their assertiveness so they are not taken advantage of by less considerate people.

As An ISFJ, I Am Good At...

- Working hard, doing whatever is needed until the job is finished
- Respecting the chain of command and following necessary rules and procedures
- Helping others by explaining tasks with patience and clarity
- Working with routines or repeated, sequential tasks
- Carefully and thoroughly dealing with details and documenting activities

I Need To Watch My Tendency To...

- Avoid dealing with conflict and not asserting my needs
- Resist trying new or unconventional methods
- Get mired in the details of my work and not see the big picture
- Become overwhelmed when several projects need my attention at once
- Become discouraged if I don't feel appreciated or needed

Additional Career Choices for ISFJs

HEALTH CARE

- Primary care physician
- Veterinarian
- Hospice worker
- Licensed practical nurse
- Home health aide
- Massage therapist
- Biochemist
- Dentist
- Orthodontist
- Medical researcher
- Radiologist
- Anesthesiologist
- Respiratory therapist
- Pharmaceuticals salesperson
- Occupational therapist
- Dental hygienist
- Surgical technologist
- Corrective therapist
- Dialysis technician
- Audiometrist

- Title examiner and abstractor
- Preferred customer service representative
- Claims representative

SOCIAL SERVICE / EDUCATION

- Child welfare counselor
- Substance abuse counselor
- Home health social worker
- Vocational Rehab. Counselor
- Special education teacher
- Farmer
- Police identification and records specialist
- Athletic trainer
- Horticultural specialty grower
- Zoologist
- Fish and game warden
- Forrest ranger
- Stringed instrument repairer

BUSINESS / SERVICE

- Franchise owner (retail)
- Lawn service manger
- Computer programmer
- Paralegal
- Museum research worker
- Real estate broker/agent
- Funeral director
- Bookkeeper

CREATIVE / TECHNICAL

- Artist
- Musician
- Jeweler
- Craftsmaker
- Sculptor
- Baker
- Chemist

ISFP
Introvert, Sensing, Feeling, Perceiving
ISFPs represent approximately 5-7% of the American population.

What I Need In A Career For It To Be Satisfying

1. An affirming, supportive, and non-competitive atmosphere without a lot of hidden political agendas.
2. Work that has a real and practical purpose and where I can see and experience how I am able to help other people.
3. A balance between working alone and working one-on-one, where the pace of my work is within my control.
4. An environment that is relaxed, without a lot of rules, rigid structure, or restrictions on my personal time.
5. The opportunity to work on a variety of projects that I believe in and where each day is different from the one before.

Careers To Consider

Fashion designer	Carpenter	Jeweler
Tapestry worker	Visiting nurse	Gardener
Interior designer	Physical therapist	Potter
Landscape designer	Massage therapist	Painter
Radiology technologist	Dental hygienist	Dancer
Medical assistant	Computer operator	Chef
Veterinary assistant	Surveyor	Forester
Animal groomer/trainer	Botanist	Geologist
Cleaning service operator	Police officer	Mechanic
Crisis hotline operator	Waiter/waitress	Storekeeper
Teacher: elementary/science	Bookkeeper	Legal secretary
Clerical supervisor	Beautician	Typist

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Network in a focused way, starting with people I know well
2. Ask a lot of question as I gather data and research options
3. Seek out training opportunities where I can learn the skills I will use in a job
4. Use my curious nature to learn plenty of facts about a potential job
5. Stay flexible during negotiations and communicate a willingness and ability to work with others

B. Avoiding My Weaknesses, I Need To:

1. Develop a job search plan and work at sticking to it
2. Be willing to consider less traditional careers or approaches
3. Be objective in my decision making
4. Try to imagine the impact of my decisions on the future
5. Express energy and enthusiasm for job opportunities
6. Be assertive about my career and financial needs

ISFP
Introvert, Sensing, Feeling, Perceiving
ISFPs represent approximately 5-7% of the American population.

Potential Strengths

ISFPs are gentle, soft spoken, and modest people. On the surface, ISFPs often appear cool and impassive but really have deep and passionate feelings that they share only with people they know well and trust. They are loyal, devoted, and patient friends, not particularly interested in trying to control or impose their values on others. They are trusting and sensitive, and need their personal and professional relationships to be harmonious and tension free.

Realistic, sensible, and down to earth, ISFPs are concerned with enjoying life and experiencing all things to the fullest. ISFPs have a spontaneous and playful disposition and tend to prefer to respond to events rather than plan ahead. Often artistic, ISFPs notice the beauty in everything around them and enjoy spending their free time on their hobbies or crafts. They tend to have a small, tight knit group of friends and strive to maintain a balance in their lives, not placing work above the other things that matter most to them.

Potential Weaknesses

Because ISFPs are so trusting, others sometimes take advantage of them. They tend to take people at their word and don't look for or see the less scrupulous motives others may have. They can become mired in unpleasant situations, not easily able to see alternatives and unwilling to risk hurting the feelings of others by confronting conflict. ISFPs use their personal values to judge everything and often don't consider more objective criteria in making decisions. They often need to be more assertive about expressing their feelings so they don't neglect their own needs.

Because ISFPs tend to live completely in the present, they may not see the larger picture or see how their choices impact future events. They often need help prioritizing and organizing their time and can become easily distracted from completing tasks. When overwhelmed by choices and obligations, they need plenty of time alone to regain their balance and perspective.

As An ISFP, I Am Good At...

- Paying close attention to details and facts of projects of interest
- Helping others in direct and tangible ways
- Working well as part of a team of caring people
- Adapting well to change and approaching new situations with curiosity
- Being supportive and helpful to co-workers; respecting supervisors and the chain of command

I Need To Watch My Tendency To...

- Overlook or ignore the hidden meanings and motives of others
- Feel overwhelmed and confused with complicated or theoretical tasks
- Not speak up about the unfairness I experience
- Miss out on opportunities because I don't wish to volunteer or speak up
- Be disorganized and have trouble managing my time

Additional Career Choices for ISFPs

HEALTHCARE

- Surgeon
- Pharmacist
- Occupational therapist
- Substance abuse counselor
- Employee Assistance Counselor
- Registered nurse
- Emergency medical technician
- Pharmaceutical researcher
- Recreational therapist
- Hospice director / worker
- Licensed practical nurse
- Cardiology technologist
- Surgical technologist
- Respiratory therapist
- Medical researcher
- Radiology technologist
- Exercise physiologist
- Speech and language pathologist

- Merchandise planner
- Sports equipment salesperson
- Exotic animal breeder / salesperson
- Home healthcare salesperson
- Teacher: preschool
- Teacher: emotionally impaired and physically challenged
- Art and manual arts therapist
- Fish and game warden
- Insurance fraud investigator
- Airplane traffic controller
- Emergency service dispatcher
- Commercial airplane and helicopter pilot
- High school and college athletic coach
- Farmer
- Wilderness adventure leader
- Landscape designer
- Insurance investigator
- Dance instructor

SCIENCE / TECHNICAL

- Computer operator
- Soil conservationist
- Systems analyst
- Aviation inspector
- Television camera operator

SALES / SERVICE

- Preferred customer service representative

CRAFTS / ARTISIAN

- Musical instrument maker
- Artist
- Cartoonist and animator
- Sketch artist
- Tailor
- Actor
- Musician
- Gardner

ISTP

Introvert, Sensing, Thinking, Perceiving

ISTPs represent approximately 4-7% of the American population.

What I Need In A Career For It To Be Satisfying

1. Work that is clearly defined and specific in nature, where I master and then use my well-developed skills.
2. The opportunity to work at my own pace, independently, without a lot of restrictions on my activities or demands on my time.
3. An environment that is relaxed and informal, where I work along side other skilled people I respect and who respect me.
4. The opportunity to engage in short-term problem solving, trouble shooting activities, and crisis management.
5. Work that is practical and uses my ability to make sense of things logically; work that applies my technical knowledge of how things work.

Careers To Consider

Police officer	Race car driver	Pilot
Intelligence agent	Weapons operator	Hunter
Chiropractor	Fire fighter	Banker
Medical technician	Computer programmer	Forest ranger
Dental hygienist	Electrical engineer	Economist
Purchasing agent	Legal secretary	Farmer
Securities analyst	Coach/trainer	Mechanic
Computer repair person	Commercial artist	Carpenter
Automotive products retailer	Private detective	

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Gather and remember detailed and factual information
2. Respond to opportunities that pop up unexpectedly
3. Take risks and try unconventional approaches
4. Logically analyze my options in terms of my real and practical needs
5. Demonstrate my skills and document my experiences

B. Avoiding My Weaknesses, I Need To:

1. Look down the road and try to imagine future career needs
2. Generate and maintain a high energy level for the search
3. Look for possible job opportunities that are not immediately obvious
4. Set and stick to deadlines for making decisions
5. Develop a job search plan to help me stay organized
6. Be enthusiastic and outgoing when meeting interviewers

ISTP
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Potential Strengths

ISTPs are generally quiet and independent people. They like to be busy and involved with projects that are of importance and interest to them and they value skills and quality performance in themselves and others. Rather reserved and private, ISTPs do not usually share their reactions or responses unless urged to do so. They tend to be straightforward, honest, and more interested in action than conversation, unless it is a subject about which they know a lot. Unpretentious and down to earth, ISTPs operate more on curiosity and impulses than organization or plans.

ISTPs usually have a good sense of how mechanical things work and are logical in their analysis. They are realistic in their assessments and trust hard facts they have gained through personal experience. They are good observers and enjoy working with real things. ISTPs tend to be spontaneous and easy going, always ready and eager to get involved with fun or physical activities, especially those out of doors or containing a level of risk, thrill, or excitement.

Potential Weaknesses

Because ISTPs tend to be so intensively private, they rarely share their feelings or express themselves emotionally to others. In fact, they often do not consider their emotional lives to be particularly important. Their aloofness may be seen as intentional coldness, especially when they don't bother to explain their behavior. This can be frustrating and hurtful to the people close to them, and may place the ISTP at risk for not developing the emotional side of their lives.

ISTPs' need for excitement and fun can lead them to take unnecessary risks and shirk other responsibilities. They may have trouble following through with commitments and often find themselves bored. They are especially prone to skipping over the planning or organizing portion of projects, preferring to just get busy with the parts with which they are already proficient. They tend to be skeptical of unusual approaches and can get caught unprepared when they don't anticipate future events.

As An ISTP, I Am Good At...

- Making careful, thorough observations; paying attention to details
- Working alone with great ability to concentrate on projects I enjoy
- Mastering skills, especially those requiring the use of my hands or tools; using those skills with precision
- Working with real things and tangible products

I Need To Watch My Tendency To...

- Leave projects unfinished in order to start something more fun
- Not follow through on my commitments and responsibilities
- Ignore or overlook plans for the future
- Be impatient with theoretical discussions or vague instructions
- Avoid working as part of a group, preferring to work alone

Additional Career Choices for ISTPs

SALES / SERVICE/ ACTION

- Child support, missing persons Investigator
- Animal breeder
- High school and college athletic coach and trainer
- Photographer
- Criminalist and ballistics expert
- Weapons designer / operator
- U.S. Marshal
- Animal breeder
- Military officer

- Surgical assistant
- EKG technologist
- Coroner

BUSINESS / FINANCE

- Claims examiner
- Management consultant (business operations)
- Cost estimator
- Insurance adjuster and examiner
- Recreational facility manager
- Price analyst
- Health club manager

TECHNOLOGY

- Mechanical engineer
- Agricultural engineer
- Civil engineer
- Technical trainer (one-on-one setting)
- Logistics and supply manager (manufacturing)
- Network integration specialist (telecommunications)
- Data processing equipment repairer
- Quality assurance technician
- Systems analyst
- Home network installer / Troubleshooter
- Information processing specialist
- Soil conservationist

“HANDS ON” / TRADES

- Umpire / referee
- Lawn service manager
- Park naturalist
- Audiovisual / sound specialist
- Television camera operator
- Criminal investigator
- Insurance appraiser
- Flight engineer / instructor
- Farmer
- Studio, stage and special effects specialist
- Silversmith
- Gunsmith
- Cabinetmaker and finish carpenter
- Sketch artist
- Wilderness adventure leader
- Building inspector

HEALTHCARE

- Ophthalmologist
- Orthodontist
- Emergency medical technician

INFJ

Introvert, Intuitive, Feeling, Judging

INFJs represent approximately 2-3% of the American population.

What I Need In A Career For It To Be Satisfying

1. Work that I believe in which lets me use my imagination and creativity daily.
2. A caring and supportive environment where I am encouraged to learn, grow, and develop my talents and skills.
3. The opportunity to work on a variety of issues, creating new programs, services, or solutions to challenging problems that help others.
4. An environment where my integrity is respected and where I am appreciated for my unique contributions.
5. Plenty of time to prepare and produce work I am proud of, organize my own time, and retain control and responsibility for my projects.

Careers To Consider

Career counselor	Director: social services	Artist
Psychologist	EAP coordinator/counselor	Librarian
Teacher: humanities/arts	Job analyst	Playwrite
Health care administrator	Social scientist	Novelist
Mediator/conflict-resolver	Social worker	Poet
Educational consultant	Mental health worker	Designer
Priest/clergy/monk/nun	Human resource manager	Consultant
Religious worker	Marketer (ideas/services)	
Director of religious education	Organizational consultant	

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Thoughtfully plan out and carefully organize my career goals
2. Follow through with all phases of the job search
3. Use my creativity to develop innovative ways of presenting myself
4. Use my network of people I know well to find out about opportunities
5. Anticipate the needs of employers and create a job that meets them

B. Avoiding My Weaknesses, I Need To:

1. Pay closer attention to the details and facts
2. Ask more questions, being sure I know enough before making a decision
3. Be realistic about how long the job search may take
4. Consider more than one option at a time
5. Be willing to contact people I do not know
6. Consider objective information, not just how I feel when making decisions

INFJ

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INFJs represent approximately 2-3% of the American population.

Potential Strengths

INFJs are complex, creative people with deep feelings and strong convictions that guide their lives. They are fascinated with original ways of looking at the world and are inspired by innovation and the chance to solve problems in creative ways. They are good at leading others toward positive changes with their gentle yet unswerving example. INFJs use their own inner vision to find meaning and new possibilities all around them.

Often somewhat reserved, INFJs have a capacity for great warmth and empathy but are most comfortable sharing those feelings once they feel they know the person. They are thoughtful and careful decision makers, often needing plenty of time to reflect on issues in depth and consider the many implications before taking action. Bound by their convictions, INFJs are people of great integrity, willing to face resistance from others without backing down. They value harmony and cooperation and use praise and affirmation to motivate and win the loyalties of others.

Potential Weaknesses

Because INFJs are so committed to their ideas and vision even when others disagree, they can be stubborn and single minded. They are most excited by their own unique ideas. They can become frustrated when they finally realize that their ideas are not workable. They are least interested in details and may not bother to notice the realities around them. They need to pay close attention to their facts to avoid making mistakes in judgment.

Since INFJs are very aware of the feelings of others, they are sensitive to criticism and adversely affected by unresolved tension or unhappiness. Because INFJs have such passionate feelings, they can be very strong-willed and may run the risk of being judgmental and rigid in their views. Once they've made up their minds, they sometimes have trouble seeing any conflicting information.

As An INFJ, I Am Good At...

- Seeing new ways of approaching problems and generating lots of options
- Using creativity in myself and encouraging it in others
- Expressing my ideas in ways that excite and inspire others
- Understanding complicated issues and simplifying them for others
- Creating and maintaining a harmonious and caring team spirit
- Listening to the concerns of others and helping them see alternatives

I Need To Watch My Tendency To...

- Spend more time considering possibilities than acting on them
- Ignore the less interesting but important practical concerns
- Not admit I'm wrong and resist changing directions midstream
- Focus only on my goal and miss other opportunities along the way
- Express my values in ways that pass judgment on others
- Be inflexible about plans and arrangements

- ously considered and where I am psychologically supported for my efforts
7. Can be done independently but with the opportunity to share frequently with others in an environment that is friendly and free of interpersonal conflict
 8. Lets me organize my own time and work environment and exert significant control over both the process and product
 9. Gives me adequate time to formulate and process my ideas so they are thoroughly prepared
 10. Is in harmony with my personal values and beliefs and lets me maintain a high degree of personal and professional integrity

Popular Occupations for INFJs

In listing occupations that are popular among INFJs, it is important to note that there are successful people of all types in all occupations. However, the following are careers INFJs may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others. Based upon our research, the occupations that are italicized in the lists below are forecast to enjoy the fastest rate of growth over the next several years.

COUNSELING/EDUCATION

- *Career counselor*
- Clinical psychologist
- Teacher: high school or college English, art, music, social sciences, drama
- Educational consultant
- Librarian

- *Special education teacher*
- *Bilingual education teacher*
- *Early education teacher*
- *Employee assistance counselor*
- *Child welfare counselor*
- *Substance abuse counselor*
- *Social worker (elderly and child day care issues)*
- Sociologist
- Museum research worker
- Public health educator
- *Occupational therapist*
- Educational program director
- *Parenting instructor, child development course*
- Developmental psychologist

These occupations allow INFJs to use their ideas and knowledge to help others. The counseling and teaching fields require very personal interaction, often on a one-to-one basis, allowing INFJs to make in-depth connections with others. INFJs also enjoy studying, learning, and the growth opportunities found in an educational context, so they are usually quite comfortable in an academic setting.

RELIGION

- Priest/clergy/monk/nun
- Religious worker
- Director of religious education

Religious work requires a deep and personal commitment and a work philosophy that can be characterized as a mission. INFJs frequently see their work that way and find deep satisfaction in sharing their philosophy and beliefs with others.

CREATIVE

- Artist
- Playwright
- Novelist
- Poet

- Interior designer
- *Informational-graphics designer*
- *Universal design architect*
- *Freelance media planner*
- *Editor/art director (magazine)*
- *Genealogist (family tree researcher)*
- *Desktop publisher/editor*
- *Multimedia producer*
- *Editor/art director (Web sites)*
- Film editor
- Documentary filmmaker
- Set designer
- *Educational software developer*
- Exhibit designer
- Costume and wardrobe specialist
- Merchandise designer and displayer

The appeal of the arts to the INFJ is the ability to create unique works, using their own ideas and vision. The arts enable INFJs to express themselves in a personal way, and the result is often to have an impact on others. With these occupations, the work is generally done independently, allowing the INFJ to organize and control the environment, the process, and the product.

HEALTH CARE/SOCIAL SERVICES

- Health care administrator
- Director, social service agency
- Mediator/conflict resolver
- Social scientist
- Social worker
- Mental health counselor
- *Dietitian/nutritionist*
- *Speech-language pathologist/audiologist*
- *Holistic health practitioner (alternative medicine)*
- *Massage therapist*
- *Occupational therapist*
- *Chiropractor*
- *Grant coordinator*
- *Fund-raising director*
- *Legal mediator*
- *Adult day care coordinator*
- *Corrective therapist*

- Crisis hotline operator
- Legislative assistant

The social service occupations require a commitment to helping others, often within an organizational structure. Most INFJs enjoy working in such a setting, especially when it involves a small and close-knit staff. Social service enables the INFJ to consider and develop new approaches to the problems of individuals or society. Many times social workers work independently on a caseload, allowing them to have frequent and one-on-one interaction with clients and colleagues.

BUSINESS

- Human resources manager
- Marketer (of ideas and/or services)
- Organizational development consultant
- *Employee assistance program coordinator/counselor*
- Job analyst
- *Diversity manager-human resources*
- *Corporate/team trainer*
- *Preferred customer sales representative*
- *Merchandise planner*
- *Environmental lawyer*
- *Interpreter/translator*
- *Planned-giving officer*
- *Philanthropic consultant*
- Curator
- Literary agent
- *Outplacement consultant*

Although INFJs do not tend to gravitate toward business careers in large numbers, there are areas of business in which INFJs may find satisfaction.

Human resources, or personnel, and organizational development consulting are the "people" parts of business, requiring an interest in and facility with many different types of people. These occupations enable the INFJ to help others find jobs, structure effective work environments, and engage in

creative problem solving in which people are the focus.

The marketing occupations enable INFJs to use their creative problem-solving abilities, often working on a team. If INFJs have significant input into the process and are able to maintain a comfortable level of personal and professional integrity, they can find this type of work satisfying.

Remember, these are only some of the areas that provide satisfying expression for the unique natural talents of the INFJ.

TECHNOLOGY

- *Customer relations manager*
- *Staff advocate (technology consultant)*
- *Coach*
- *Project manager*
- *Engagement manager*
- *Human resources recruiter*

With the proliferation of technology, there is a rapidly growing need for people who understand technology but also have good people and communication skills. Being the liaison between the technology people and the end users appeals to many INFJs, who find these jobs satisfy their need to help and be connected with their co-workers.

Customizing Your Job Search

Knowing the particular strengths and blind spots of your type can afford you a tremendous advantage in your job search campaign. In all aspects of the process, from conducting research into available positions, identifying and contacting prospective employers, developing personal marketing tools such as résumés, arranging and conducting job interviews, negotiating salaries, to finally accepting a position, people will act true to their type. Being able to capitalize on your assets and compensate for your liabilities can make the difference between a successful and unsuccessful job search.

The differences between types are sometimes subtle and other times dramatic. It is the subtle variations in advice we offer that make the real difference between success and failure in a job search. The concept of "networking," or meeting with and talking to people to gather information about potential jobs, serves as a good example.

Extraverts will naturally enjoy networking and are advised to do so on a large scale, while Introverts find more limited and targeted networking, especially with people they already know, easier. Sensors tend to network with people in a defined scope, while Intuitives will go far and wide to find people often seemingly unrelated to their field of interest. Further, Feelers take networking, like everything else, very personally and enjoy establishing warm rapport, while Thinkers will be more objective and detached in their style. Finally, Judgers tend to ask fewer and more structured questions during their networking, while Perceivers could ask questions of all sorts all day long! One valuable search technique, many ways to implement it.

Pathways to Success: Using Your Strengths

As we will detail in the following pages, your strength and talent for the job search lie in thoughtful planning, creative problem solving, and your ability to communicate your commitment to what you believe in. But beware your tendency to become single-minded in your research and unrealistic in your objectives.

As an INFJ, your most effective strategies will build on your abilities to:

Think through and formulate an innovative, organized job search plan.

- Use your creativity to plot out a campaign in a new and different way —

ISTJ
Introvert, Sensing, Thinking, Judging
ISTJs represent approximately 7-10% of the American population.

What I Need In A Career For It To Be Satisfying

1. A stable and traditional work environment, with a clear reporting structure and explicit expectations.
2. The opportunity to work on one project at a time, with plenty of time to plan my work and execute it without interruption.
3. Work that involves real products and services, where I can see the immediate results of my efforts, and where I am evaluated on my merits.
4. A promotional system that rewards my hard work, experience, and accomplishments with increasing levels of responsibility and compensation.
5. Opportunities to develop and use my technical skills in subjects of practical value and those I fully understand.

Careers To Consider

Manager/supervisor	Office manager	Accountant
Word processing specialist	Military officer	Auditor
Efficiency expert/analyst	Bank examiner	IRS agent
Insurance underwriter	Tax examiner	Credit analyst
Government employee	Stock broker	Estate planner
Police officer/detective	School principal	Librarian
Corrections officer	Law researcher	Administrator
Teacher: technical/math/ physical education	Legal secretary	Electrician
Computer programmer	Technical writer	Engineer
Nursing administrator	General surgeon	Mechanic
Health care administrator	Veterinarian	Dentist
	Lab technician	Pharmacist

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Research all potential careers carefully and thoroughly
2. Prepare my marketing materials with painstaking accuracy and care
3. Present myself as a capable and competent candidate, documenting my experience
4. Am patient with the length of the search and with the procedures I need to follow
5. Follow through with all details; respect deadlines and commitments

B. Avoiding My Weaknesses, I Need To:

1. Be willing to consider less obvious career opportunities
2. Look down the road to imagine the future implications of my decisions
3. Resist the urge to be overly cautious about change
4. Remember to send thank you notes and other niceties
5. Express my enthusiasm and be assertive in marketing myself
6. Postpone making decisions until I have considered all my options

ISTJ
Introvert, Sensing, Thinking, Judging
ISTJs represent approximately 7-10% of the American population.

Potential Strengths

ISTJs are quiet, serious, and traditional people, who communicate in a style that is clear, simple, and direct. They are careful observers with a realistic and practical perspective that guides their lives. They notice details that interest or relate to them and have great memories for things they have personally experienced. They like to think things through before acting and tend to be cautious about change. ISTJs are responsible, stable, and capable in all situations they know.

Conscientious and logical, ISTJs like to make decisions that are sensible and that help things stay orderly and efficient. Very organized and productive, they are duty bound, hard workers with a great ability to concentrate and get things done. They like to be judged on their merits and are fair and consistent when dealing with others. They take all their commitments seriously and prefer people who are genuine and down to earth.

Potential Weaknesses

ISTJs trust proven facts and experience so they tend to be skeptical and sometimes suspicious of untested ways of doing things. They often prefer to "wait and see" rather than take immediate action and can run the risk of missing opportunities because they hesitated. They can get lost in the minutia of details they focus on and can lose sight of the larger context or purpose of their work. They may become stalled and discouraged when they can't see a way out of a bad situation.

Their conservative natures can make them rather rigid because they have such clear and unquestionable standards of right and wrong. They may demand conformity to their way of doing things and not encourage or allow other, less conventional methods to be tried. Because of their calm and cool exterior, ISTJs can appear disinterested or uncaring about what's going on around them. They don't naturally offer their insights or feelings unless they are asked and are comfortable with the people around them.

As An ISTJ, I Am Good At...

- Following and adhering to established routines and procedures
- Working alone without being supervised or needing to socialize
- Handling situations of high pressure and stress with calm
- Completing all parts of my work with accuracy and precision
- Remembering the important details of projects and not letting them fall through the cracks

I Need To Watch My Tendency To...

- Avoid trying new ways of doing things or untested approaches
- Discourage dissension or resist change
- Make snap decisions without consulting other people
- Be impatient with inefficient people or systems
- Forget to offer compliments and express my appreciation of others

Additional Career Choices for ISTJs

BUSINESS

- Chief information officer
- Regulatory compliance officer
- Property manager: commercial / Residential
- Construction and building inspector
- Construction manager
- Purchasing agent / contract specialist
- Insurance claims examiner
- Statistician
- Real estate appraiser
- Association administrator
- Home inspector

FINANCE

- Treasurer, controller, and CFO
- Investment securities officer
- Budget analyst
- Cost estimator

SALES / SERVICE

- Sports equipment / merchandise sales
- Real estate agent
- Industrial safety / health engineer
- Commercial pilot
- Probation officer
- Flight engineer or navigator
- Environmental compliance inspector
- Immigration and customs inspector
- Forest / park ranger
- Farmer
- Electrician

LEGAL / TECHNOLOGY

- Criminalist and ballistics expert
- Court clerk
- Pharmaceutical sales/researcher
- Geologist
- Agricultural scientist
- Reliability engineer
- Systems analyst
- Web editor
- Computer engineer
- Law researcher
- Data processing equipment repairer
- Hardware engineer
- Hardware/software tester
- Technical writer

HEALTH CARE

- Nursing home administrator
- Radiologist
- Lab technician
- Medical researcher
- Exercise physiologist
- Orthodontist
- Coroner
- Optometrist
- Environmental science technician
- Medical records administrator
- EKG technologist

INTJ

Introvert, Intuitive, Thinking, Judging

INTJs represent approximately 2-3% of the American population.

What I Need In A Career For It To Be Satisfying

1. The opportunity to work independently, thinking things through at great depth, and preparing fully before presenting my work.
2. Creative and intellectual challenges that keep me stimulated and involved with my work.
3. Evaluation and compensation that is based upon my perseverance and accomplishments, where I am respected by others in my field.
4. The freedom to take a task and run with it, maintain control over its outcome, and use my judgment and creativity to complete it according to my own high standards of success.
5. Projects that let me constantly increase my knowledge and competence and develop original solutions to new problems.

Careers To Consider

Scientist/scientific researcher	Manager	Astronomer
Computer systems analyst	Judge	News analyst
Computer programmer	News writer	Design Engineer
Technician: electrical/electronic	Psychologist	Administrator
Environmental planner	Psychiatrist	Architect
Teacher: university	Neurologist	Engineer
Investment/business analyst	Cardiologist	Writer/editor
Biomedical engineer	Pharmacologist	Artist
Attorney: litigator/commercial	Inventor	Designer
Management consultant	Strategic planner	

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Develop and implement a creative job search plan
2. Anticipate future trends and communicate those predictions and how I might meet those needs
3. Create my own career opportunities - design a job to match my requirements
4. Am persistent in getting interviews
5. Impress interviewers with my confidence and credibility

B. Avoiding My Weaknesses, I Need To:

1. Pay close attention to the routine and less interesting facts
2. Be willing to be flexible when negotiating job offers
3. Generate a high energy level when pursuing opportunities
4. Put myself in my employers shoes and communicate eagerness for the job
5. Be polite and friendly with everyone I meet in my search
6. Work on expanding my network and meeting new contacts

INTJ

Introvert, Intuitive, Thinking, Judging

INTJs represent approximately 2-3% of the American population.

Potential Strengths

INTJs have creative minds and independent spirits. Logical and ingenious, they are confident in their ideas and their ability to meet or exceed their goals. They tend to aim high with everything they attempt and are driven to be competent and original in all they do. They have a keen sense of what is possible and have a global perspective. INTJs are good strategic thinkers, looking beyond what is known and seeing the inter-relatedness of elements.

Critical and demanding of themselves, with incredibly high standards, INTJs are not deterred or intimidated by opposition. They have great powers of concentration, and are so determined to see their vision become a reality, they will work with tireless energy to turn out a flawless idea or product.

Potential Weaknesses

Because of their sometimes impossibly high standards, INTJs tend to be perfectionists. They are such complex people that their ideas are sometimes too complicated for others to understand. They have trouble communicating in simple terms and can grow impatient with people who don't catch on quickly enough. They may not take the time to communicate appreciation or encouragement to those around them and can be harsh in their criticism. They need to learn to accept the feelings of those around them as valid and important, even if they don't "make sense".

Most interested in their ideas and plans for the future, INTJs can miss some of the important practical concerns or realities that need to be considered to make their plans really workable. Their unwillingness to share their thoughts with others before they are fully formed places them at risk for completing a project before they have noticed an essential error in fact.

As An INTJ, I Am Good At...

- Brainstorming and strategizing new ways of doing things
- Working alone for extended periods of time with great depth of focus
- Analyzing technical problems and using logic to understand them
- Understanding complex issues and difficult problems
- Taking on intellectual challenges
- Using creativity to develop ingenious and original systems

I Need To Watch My Tendency To...

- Lose interest in projects after the creative problem solving is over
- Not invite outside involvement in my work
- Become single-minded in my efforts and miss other opportunities
- Be impatient and disrespectful of those I consider less competent
- Be unwilling to adapt to other environments or work styles
- Be rigid in my viewpoints, dismissing opposing ones without full consideration

Additional Career Choices for INTJs

TECHNOLOGY

- Biomedical researcher / engineer
- Information services developer
- Software and systems researcher
- Software and systems developer
- Network administrator
- Systems administrator
- Webmaster
- Database administrator
- Systems analyst
- Computer animator
- Local Area Network (LAN) Administrator
- Computer engineer
- Desktop publishing specialist
- Java programmer / analyst
- Web developer
- Application architect
- Computer security specialist
- Broadcast engineer

EDUCATION

- Academic curriculum designer
- Anthropologist
- Curator
- Historian
- Philosopher

CREATIVE

- Graphic designer
- Editor / art director

- Columnist, critic, and commentator
- Director, stage, motion picture, TV

BUSINESS / FINANCE

- Telecommunications security
- Investment banker
- International banker
- Financial analyst
- Treasurer or controller
- Private sector executive
- Business analyst

HEALTHCARE /MEDICINE

- Pharmaceutical researcher
- Biomedical researcher
- Pathologist
- Microbiologist
- Geneticist
- Biophysicist
- Experimental psychologist

PROFESSIONAL

- Management consultant
- Investment / business analyst
- Intellectual properties attorney
- Aerospace engineer
- Nuclear engineer
- Environmental scientist
- Intelligence specialist
- Criminalist & ballistics expert
- Project manager

INFP

Introvert, Intuitive, Feeling, Perceiving

INFPs represent approximately 3-4% of the American population.

What I Need In A Career For It To Be Satisfying

1. To believe completely in the value of my work and be rewarded for my unique contribution.
2. The freedom to work on projects that inspire me, with plenty of time for reflection and quiet to focus in depth.
3. A supportive and friendly environment, where I work with people I trust and respect.
4. The opportunity to grow personally and professionally, where my originality is appreciated and encouraged.
5. The chance to consider and try creative approaches to solve problems that help other people improve their lives.

Careers To Consider

Therapist	College professor: humanities/arts	Artist
Journalist	Social worker	Poet
Architect	Educational consultant	Novelist
Researcher	Speech pathologist	Actor
Psychologist	Religious educator	Editor
Minister/priest	Missionary	Musician
Church worker	HR development worker	Entertainer
Social scientist	Employee development specialist	Career counselor

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Carefully think through my goals and objectives before starting
2. Begin networking with people I know well and trust
3. Communicate with warmth, especially in writing
4. Easily see possibilities and generate creative options
5. Show employers my commitment to work I believe in

B. Avoiding My Weaknesses, I Need To:

1. Work at staying objective - not just relying on my personal feelings
2. Keep my energy up and work hard at my job search
3. Be realistic about what the job search requires
4. Not take rejection or criticism personally and get discouraged
5. Spend time organizing myself and not get sidetracked
6. Consider the logical consequences of my decisions and choices

INFP

Introvert, Intuitive, Feeling, Perceiving

INFPs represent approximately 3-4% of the American population.

Potential Strengths

INFPs are sensitive and idealistic people, who strive for inner harmony. Devoted to the people and things they care deeply about, they can be loyal and empathetic friends. While they appear cool and even detached, INFPs have private feelings which are strong and passionate. They trust their personal reactions and perceptions and use their own set of values to rule their lives.

Curious about possibilities, INFPs enjoy all sorts of creative endeavors. Often insightful, they can be original thinkers who enjoy using their imagination to consider new ways of doing things. They can be very persuasive about their dreams and ideas, but only with people they trust, because they make such a personal investment in everything they do. Thoughtful and complex, INFPs are not especially interested in imposing their views on others but are very protective of their privacy and are highly selective about their friends.

Potential Weaknesses

When working on a cause they believe in, they can lose themselves in the project and ignore the pressing realities of life around them. INFPs are very sensitive to interpersonal tension and tend to avoid conflict. They have trouble letting go of hurts and often hold grudges. Because they only see the good in those they care about, they run the risk of being disillusioned and disappointed easily.

INFPs need to find creative ways of expressing themselves. Not very realistic or logical, they sometimes get off track with their projects. They usually set impossibly high standards for themselves and are often not willing to share their ideas until they are flawless. They can be hypersensitive to criticism and tend to take all feedback personally. Without outside reactions, they may never make necessary alterations and end up with unworkable or unfinished projects. If they view these as failures, they may see everything as negative. INFPs need to ask for constructive advice and then be willing to listen to it with objectivity.

As An INFP, I Am Good At...

- Throwing myself into projects I believe in and causes I care about
- Working alone, without a lot of supervision
- Solving challenges as they arise in original and creative ways
- Listening carefully to people and engendering trust
- Empathizing with the concerns and problems of others
- Getting past the superficial and directly to the meaning of issues

I Need To Watch My Tendency To...

- Get discouraged if I don't feel my contributions are appreciated
 - Be unrealistic in planning my work and make mistakes in fact
 - Lose interest if I no longer control my projects
 - Become exhausted from competition
 - Not make the effort to organize projects that aren't original
-

Additional Careers Choices for INFPs

CREATIVE / ARTS

- Documentary filmmaker
- Speechwriter
- Set designer
- Film editor
- Composer
- Graphic designer
- Interior designer
- Fashion designer
- Editor / art director (magazine)
- Editor / art director (web site)
- Multi-media producer
- Commercial artist
- Music director
- Costume / wardrobe designer

- Legal mediator
- Pastoral counselor
- Planned giving officer
- Philanthropic consultant
- Curator
- Developmental physiatrist

HEALTH CARE

- Occupational therapist
- Physical therapist
- Patient advocate
- Massage therapist
- Geneticist
- Ethicist

EDUCATION / COUNSELING

- Researcher
- Librarian
- Educational program director
- Early childhood education teacher
- Social psychologist
- Public health educator
- Bilingual education teacher
- College administrator
- Employee assistance counselor
- Substance abuse counselor
- Project manager
- Social worker (elderly and child care issues)
- High school guidance counselor
- High school art teacher

ORGANIZATIONS / BUSINESS

- Consultant: team building / conflict resolution
- Outplacement consultant
- Industrial psychologist
- Human resources manager
- Conference planner
- Urban Planner

TECHNOLOGY

- Customer relations manager
- Staff advocate (technology consultant)
- Project manager
- Educational software developer

ESFJ
Extravert, Sensing, Feeling, Judging
ESFJs represent approximately 11-14% of the American population.

What I Need In A Career For It To Be Satisfying

1. A stable and traditional environment where I feel appreciated for my hard work and contributions and where I feel part of a caring team.
2. Explicit and clear rules, regulations, and expectations where I know my responsibilities and am compensated for what I produce.
3. Work that lets me see the tangible results of my efforts and has a direct and positive effect on people.
4. The opportunity to establish meaningful and ongoing relationships by working directly with a variety of people throughout the day.
5. The chance to learn and master the skills of my trade, and organize and retain control over my projects.

Careers To Consider

Family physician	Medical secretary	Nurse
Medical/dental assistant	Optometrist	Dentist
Speech pathologist	Child care provider	Social worker
Exercise physiologist	Athletic coach	Counselor
Elementary school teacher	Speech pathologist	Telemarketer
Special education teacher	Religious educator	Personal banker
Home economics teacher	Professional volunteer	Office manager
Community welfare worker	Minister/priest/rabbi	Receptionist
Real estate agent/broker	Retail owner/operator	Hairdresser
Sales representative	Funeral home director	Cosmetologist
Public relations specialist	Flight attendant	Host/hostess
Customer service rep.	Bookkeeper	Caterer
Office machine operator	Secretary/typist	Fundraiser

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Use my extensive network of friends and associates to conduct informational interviews
2. Plan and conduct an organized, efficient career search
3. Approach my job search as a job - working hard on it each day
4. Demonstrate my enthusiasm for the job and detail my past experience
5. Follow through on all details and commitments
6. Rule out inappropriate options along the way

B. Avoiding My Weaknesses, I Need To:

1. Postpone making decisions until I have researched them fully
2. Stay objective and not take rejection personally
3. Consider the future as well as the present implications of my choices
4. Be willing to try less conventional techniques to get interviews
5. Consider the logical cause and effect of decisions, not just my personal feelings

ESFJ

Extravert, Sensing, Feeling, Judging

ESFJs represent approximately 11-14% of the American population.

Potential Strengths

ESFJs enjoy meeting and helping people and are friendly, outgoing, and talkative. They place a high value on relationships, are very concerned with the feelings of others and eager to please in real and tangible ways. They are sympathetic and caring people, with strong opinions based on their values. Often popular, they have great energy for their many projects, activities, and friends.

ESFJs have great common sense and good minds and memories for details, especially those that relate to people. They are hard working, organized, and conscientious, liking best to be part of a cooperative team. Rather traditional by nature, they are willing to put large amounts of energy into the things they believe in and faithfully follow through on all their commitments.

Potential Weaknesses

Because ESFJs need harmony in their relationships, they seldom risk hurting anyone else's feelings and tend to avoid conflict. They often take any criticism personally and get their feelings hurt easily. Once they've made up their minds, it is often hard for them to reverse their positions even if new information is revealed. In their zeal to get things done, they sometimes make decisions too quickly and then feel stuck with those choices, even if they are not the best ones for them.

ESFJs do not naturally see possibilities, especially less obvious ones. This means that they may get discouraged if they don't see a way out of a bad situation. Once frustrated, they have the tendency to either label the project as hopeless and give up, or become negative and critical about everything. They sometimes need help looking past the immediate to the future implications of their choices. The more uncomfortable they feel with change, the more rigid they tend to become, wanting to regain some of the control they fear they are losing.

As An ESFJ, I Am Good At...

- Working hard as a cooperative team member
- Organizing and following through on all part of my projects
- Getting things done; being responsible and productive
- Approaching all interactions with friendliness and warmth
- Working well with routine and paying close attention to details
- Following sensible rules, policies, and procedures

I Need To Watch My Tendency To...

- Become stressed in highly competitive or tension-filled environments
- Get discouraged if I don't feel appreciated or receive praise for my efforts
- Socialize excessively, especially if I have to work alone for too long
- Assume the only right way is the way I've always done things
- Avoid projects that require that I learn a lot of new skills

Additional Career Choices for ESFJs

HEALTH CARE / EDUCATION

- Pharmacist/pharmacy technician
- Massage therapist
- Personal fitness trainer
- Medical/dental assistant
- Licensed practical nurse
- Physical therapist
- Medical secretary
- Hospice worker
- Recreational therapist
- Health care administrator
- Chiropractor
- Dental hygienist
- Aerobics instructor
- Home economics teacher
- Nursing instructor
- School principal
- Dietitian
- Nutrients

SOCIAL SERVICE / COUNSELING

- Welfare counselor
- Law clerk
- Court reporter
- Cable broadcast industry worker
- Wilderness adventure leader

SALES / SERVICE

- Travel agent
- Flight attendant
- Eco-tourism specialist

- Translator / interpreter
- Genealogist
- Home health care products salesperson
- Sports equipment / merchandise salesperson
- Merchandiser; planner; buyer
- Animal trainer

BUSINESS

- Land leasing and development specialist
- Sales representative (tangibles)
- Management consultant: human resource / training
- Insurance agent
- Customer service manager
- Health club manager
- Franchise owner / operator
- Property manager: commercial / residential
- Child care center director
- Customer relations manager (technology)
- Advocate (technology)
- Food service manager
- Nursery and greenhouse manager
- Hotel and motel manager
- Real estate appraiser
- Project manager
- Professional Association manager
- Marketing executive: radio/TV cable broadcast industry
- Personnel Administrator

ENTP

Extravert, Intuitive, Thinking, Perceiving

ENTPs represent approximately 4-6% of the American population.

What I Need In A Career For It To Be Satisfying

1. The opportunity to work on a variety of creative challenges that let me try new and different approaches.
2. A casual yet exciting atmosphere where rules and restrictions are kept to a minimum.
3. Plenty of opportunities to meet influential people and constantly increase my own level of personal power.
4. To be recognized, evaluated, and compensated for my creativity, expertise, and competence.
5. A support staff to whom I can delegate much of the follow through or the detail management of my work.

Careers To Consider

Politician	Strategic planner	Investment broker
Political manager	Real estate agent	Computer analyst
Political analyst	Real estate developer	Entrepreneur
Social scientist	Public relations specialist	Inventor
Design manager	Management consultant	Photographer
Systems designer	Venture capitalist	Literary agent
Special projects developer	Marketing researcher	Journalist
Advertising director	Restaurant/bar owner	Actor

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Create career opportunities for myself; design my own job
2. Impress interviewers with my confidence and competence
3. See possibilities and anticipate employers' needs
4. Use my large and varied network of contacts to meet new people
5. Demonstrate my ability to improvise and think on my feet
6. Consider and analyze several options at once

B. Avoiding My Weaknesses, I Need To:

1. Develop and stick to a plan of action and resist the urge to "play"
2. Concentrate on the realities of a job option, not just its possibilities
3. Be sure to listen fully to others and not assume I know what they are going to say
4. Make decisions and rule out less desirable options along the way
5. Be realistic about how long the job search may take and not settle for the first intriguing option that comes along

ENTP

Extravert, Intuitive, Thinking, Perceiving

ENTPs represent approximately 4-6% of the American population.

Potential Strengths

ENTPs are exciting and enthusiastic, friendly, outgoing and talkative people. They can be clever and amusing, constantly scanning for the new and unusual around them. They notice possibilities everywhere and are resourceful in making what they imagine to become a reality. Impulsive and versatile, ENTPs love surprises and are adaptable to change. They are creative problem solvers and can be especially good at using their interpersonal charm and wit to turn impasses into opportunities.

Logical thinkers, ENTPs are easily able to weigh the cause and effect of various choices and critique several options at once. They often enjoy debating issues, with equal passion for either side! Spontaneous and easy going, they look for fun in everything they do and bring zest and originality to every project.

Potential Weaknesses

While ENTPs are motivated by creative endeavors, they are quickly bored by anything repetitive or routine. Once they have mastered a subject or solved all the creative problems, they frequently lose interest and may leave projects half finished. They tend to ignore the details when they are not interesting and can resist taking a more traditional route simply because it has been done before. In their desire to take full advantage of every opportunity that intrigues them, they can be less than dependable with commitments.

Even though ENTPs need people to stay inspired, they are easily distracted by them. They can find themselves neglecting their responsibilities in lieu of anything fun. They need to take the time to focus fully on their projects, rather than relying on their ability to improvise. Even though ENTPs can be very charming and entertaining, they run the risk of saying just what people want to hear, and being perceived as ingenuine.

As An ENTP, I Am Good At...

- Communicating with enthusiasm and inspiring others to buy my ideas
- Seeing unique ways of solving problems and using creativity
- Public speaking and leading meetings
- Working with a diverse group of people on a variety of tasks
- Detecting flaws in logic and debating issues with conviction

I Need To Watch My Tendency To...

- Start many more projects that I can realistically finish
- Overlook essential facts and details
- Talk over other people when I anticipate what they will say
- Be irresponsible with deadlines and commitments
- Make promises I can not keep

Additional Career Choices for ENTPs

ENTREPRENEURSHIP / BUSINESS

- Agent and business manager
- Property manager: commercial / residential real estate
- Diversity manager / trainer
- Marketing / reorganization / compensation specialist
- University or college president
- Sales agent: securities & commodities
- Human resources recruiter
- Ombudsperson
- Security analyst
- Manufacturer's service rep.
- Hotel or motel manager
- Employee relations specialist
- Meeting and convention planner

MARKETING / CREATIVE

- Art director, magazine
- Motivational speaker
- Cartoonist and animator
- Architect
- Theatrical producer
- Informational – graphics designer
- New business developer
- Creative director on multimedia team
- Desktop publishing specialist
- Internet marketer
- Internet architect
- Creative writer
- Copywriter

- Director: stage, motion pictures, TV
- Columnist, critic, commentator

PLANNING & DEVELOPMENT

- Personnel systems developer
- Special projects coordinator
- Property manager: commercial /
- Industrial design manager
- Logistics consultant (manufacturing)
- Network integration specialist (telecommunications)
- Investment banker
- Training and development manager

MISCELLANEOUS

- Psychiatrist
- Sociologist
- Archaeologist
- Chiropractor
- Environmental scientist
- Educational psychologist
- Athletic coach and scout
- Criminalist and ballistics expert
- Social scientist
- College professor: humanities
- High school teacher: English, art, music, marketing
- Park naturalist
- Software developer
- Political analyst

ESTP
Extravert, Sensing, Thinking, Perceiving
ESTPs represent approximately 6-8% of the American population.

What I Need In A Career For It To Be Satisfying

1. The opportunity to have personal and direct involvement with my projects, where at the end of the day, I can see the tangible results of my efforts.
2. The freedom to work in a relaxed and friendly environment with opportunities to interact throughout the day with a variety of different people.
3. An environment with a minimum of rules and restrictions; where I am in charge of my time and responsible for my actions.
4. The opportunity to use my excellent logical reasoning to determine the best and most efficient solutions to tactical problems.
5. A constantly changing and interesting environment, with plenty of excitement, challenge, fun ways to demonstrate my abilities to respond to immediate challenges.

Careers To Consider

Financial advisor	Police/corrections officer	Paramedic
General Contractor	Entrepreneur	Auctioneer
Stock broker	Physical therapist	Pilot
Insurance sale person	Investigator	Investor/Banker
News reporter	Promoter	Chef/cook
Tour agent	Craftsperson/artisan	Carpenter
Athlete/coach	Land developer	Real estate broker
Sportscaster	Restaurateur	Actor/performer
Pilot	Fire fighter	Farmer

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Notice and remember important facts and details about people and places
2. Impress interviewers with my responsiveness and eagerness
3. Sell myself as a capable and energetic team member
4. Immediately get to work contacting people and gathering information about available options
5. Negotiate with skill, flexibility, and diplomacy
6. Accurately document my past work experiences and accomplishments

B. Avoiding My Weaknesses, I Need To:

1. Be willing to look beyond the moment and what is already known
2. Develop a career plan that considers my future as well as present
3. Follow through on commitments and honor deadlines
4. Be willing to make decisions along the way to rule out options
5. Resist the urge to take stop-gap jobs even when the process seems to take too long
6. Communicate seriousness and genuine appreciation for help received from others

ESTP

Extravert, Sensing, Thinking, Perceiving

ESTPs represent approximately 6-8% of the American population.

Potential Strengths

ESTPs are friendly, energetic, and active people with great powers of observation and the ability to be completely in the moment at all times. They are realistic, curious, and pragmatic, tending to speak directly and clearly without worrying about hidden meanings or ulterior motives. ESTPs are usually easygoing but can be firm believers in taking responsibility for one self. They tend to like activities that are active and physical in nature and enjoy a certain amount of risk taking.

Spontaneous and playful, ESTPs enjoy being at the center of attention and are often the life of a party. They are good at noticing the specific details of any situation, sizing up a problem and then quickly responding to it. They are better at immediate rather than long range problem solving. ESTPs can be good negotiators and tough, logical decision makers when necessary but they prefer a "live and let live" attitude and lifestyle.

Potential Weaknesses

Because ESTPs live so totally in the present moment, they often avoid planning ahead any further than is absolutely necessary. This can result in a disorganized and frantic pace whenever they must meet a deadline. ESTPs don't naturally see future implications or read between the lines to discover more subtle meanings. They tend to be skeptical of the viability of possibilities when they have no first hand experience on which to draw.

While ESTPs can be funny and charming, they can appear insincere when they rely too heavily on humor rather than genuine emotion when responding to others. They can be so eager to respond or to take advantage of a fun or exciting opportunity, they may neglect their responsibilities or forget their previous commitments. They are often surprised to learn they have offended or hurt the feelings of others and need to slow down and consider the possible consequences of their impulses before acting.

As An ESTP, I Am Good At...

- Making an accurate and efficient assessment of a current situation
- Working with a variety of people, making quick connections with others
- Noticing and remembering facts and details
- Public speaking, sales, and negotiating
- Starting projects with energy and exciting others to participate
- Using my hands and tools efficiently and skillfully

I Need To Watch My Tendency To...

- Forget, resist, or ignore the rules and procedures of organizations
- Speak before I think things through carefully
- Take on more projects that I can finish within deadlines
- Accept things at face value without looking beyond the obvious
- Be too casual with authority and insensitive to co-workers

Additional Career Choices for ESTPs

SALES / SERVICE / ACTION

- Detective
- Paramedic
- Real estate agent
- Exercise physiologist / sports
Medicine
- Sports merchandise salesperson
- Personal fitness trainer
- Ship and boat captain
- Military officer
- Probation officer
- Criminologist and ballistics expert
- Insurance adjuster
- Gambling establishment manager
- Chiropractor

ENTERTAINMENT / SPORTS

- Entertainment agent
- Radio and television talk show host
- Television producer
- Musician
- Studio, stage, and special effects
coordinator/technician

BUSINESS

- Real estate broker/agent
- Land developer
- Retail salesperson
- Car salesperson
- Management consultant
(business operations)

- Internet marketer
- Insurance claims examiner
(property and casualty)

TECHNICAL / “HANDS ON”

- Electronics specialist
- Construction foreperson
- Technical trainer
- Logistics and supply manager
(manufacturing)
- Network integration specialist
(telecommunications)
- Private investigator
- Industrial / mechanical engineer
- Aircraft mechanic
- Property manager: commercial /
residential
- Lawn service manager
- Developer of electronic games
- Transport coordinator
- Park naturalist
- Exercise physiologist
- Landscape architect
- Aviation inspector
- Teacher: trade / industrial /
technical
- Audio-video and sound specialist
- Soil conservationist
- Professional photographer
- Wilderness adventure leader
- Police / emergency services dispatcher
- Crisis center worker
- Air traffic controller
- Eco-tourism specialist
- Construction and building inspector

ESTJ
Extravert, Sensing, Thinking, Judging
ESTJs represent approximately 12-15% of the American population.

What I Need In A Career For It To Be Satisfying

1. An organized and efficient environment with explicit rules, expectations, and standards to follow.
2. A busy and active workplace, where I work with many different people throughout the day.
3. The opportunity to hold a high level of responsibility, where my experiences and opinions are respected.
4. Work that is of a practical nature, where I can see the results of my work and where my contributions are measured in fair, logical ways.
5. A stable and predictable environment, where like minded people pull together and to get things done.

Careers To Consider

Police officer/Probation officer	Funeral director	Cook
Sales: computers/real estate	Military officer	Security guard
Teacher: trade/technical	Insurance agent	Auditor
General contractor	Clinical technician	Farmer
Factory supervisor	Computer analyst	Pharmacist
Bank officer/loan officer	Construction worker	Office manager
Purchasing manager	Project manager	Administrator
Physician: general medicine	Data base manager	Credit analyst
Teacher: technical/trades	Stockbroker	Dentist
Engineer: mechanical/applied fields	Executive	Judge

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Use my extensive network of friends and contacts
2. Run an organized and efficient job search
3. Gather all known facts about potential jobs
4. Make decisions based on a realistic assessment of myself and the job
5. Present myself as a capable, competent candidate for the job
6. Give specific examples of my past experiences and accomplishments

B. Avoiding My Weaknesses, I Need To:

1. Postpone making decisions until I have fully considered my options
2. Listen carefully to others, taking care not to interrupt
3. Look down the road and consider the possible impact in the future
4. Be willing to try less conventional approaches to finding a job
5. Take time to establish rapport before getting down to business

ESTJ

Extravert, Sensing, Thinking, Judging

ESTJs represent approximately 12-15% of the American population.

Potential Strengths

ESTJs are friendly, outgoing, and honest. They tend to be traditional and conservative in their views and are comfortable expressing their opinions. Because ESTJs trust their own personal experiences, they are most interested in working with real things, and solving immediate problems rather than dealing with theory or possibilities. Usually well-organized and efficient, ESTJs work hard to meet or exceed the expectations others have for them. They are practical and realistic and want everything to make sense and be in order.

ESTJs are direct and frank, liking to get busy, stay busy, and have a lot to show for their efforts. Using logic to draw their conclusions, ESTJs like to make decisions and get on with their next project. Responsible and conscientious, they enjoy being in charge and therefore are usually great managers, able to keep others organized and on track.

Potential Weaknesses

Because ESTJs are comfortable with structure, they can sometimes try to impose it on others and be rather rigid in their style. Their strong opinions are sometimes communicated as judgements and harsh criticism, even if they are not intended to be. Without others telling them, they may not think about the impact their decisions have on people. They need to consider the feelings of people around them, even if they do not completely understand them.

Not particularly interested in possibilities, ESTJs sometimes resist considering anything other than proven experience. They don't naturally question what options may exist, if they aren't obvious at the moment. In their haste to make a decision, ESTJs sometimes don't wait to gather all the information they may need to make a sound choice. Taking time to look at all the information can help them be more effective.

As An ESTJ, I Am Good At...

- Working hard, pulling my weight, and contributing to a team effort
- Communicating directly and honestly, without a hidden agenda
- Organizing projects and developing efficient systems
- Making the tough decisions and giving constructive criticism
- Using available resources and solving problems as they arise
- Setting and meeting deadlines and goals

I Need To Watch My Tendency To...

- Speak over others or intimidate them with my forceful style
- Jump to conclusions before I have gathered all the necessary information
- Dismiss as implausible ideas that have not yet been proven
- Hold others to my high standards
- Only notice and comment on the flaws, rather than the positive attributes of projects or people

Additional Career Choices for ESTJs

SALES / SERVICE

- Pharmaceutical salesperson
- Occupational health & safety specialist
- Ship or boat captain
- Regulatory compliance officer
- Purchasing agent
- Athletic coach or trainer
- Insurance underwriter
- Sales agent: securities and commodities
- Cost estimator
- Budget analyst
- Police and detective supervisor
- Commercial airplane pilot
- Flight engineer
- Construction and building inspector
- Licensing examiner and inspector
- Legal assistant
- Insurance adjuster
- Court clerk
- Hotel and motel manager
- Environmental compliance inspector
- Recreational therapist
- Manufacturer's representative

TECHNOLOGY / PHYSICAL

- Technical trainer
- EKG technologist / technician
- Network administrator
- Database administrator

- Sound technician
- Transport coordinator

BUSINESS / MANAGEMENT

- Chief financial officer
- Management consultant: business operations
- Property manager: commercial / residential real estate
- Bill and account collector
- Food service operator
- Construction manager
- Association manager and advisor
- Treasurer, controller and CFO
- Private sector executive
- Credit counselor
- Transportation manager
- Telemarketer

PROFESSIONAL

- Corporate finance attorney
- Electrical engineer
- Physician's assistant
- Radiologist
- Contract attorney
- School principal
- Chief information officer
- Judge
- Orthodontist
- High school business teacher

ESFP
Extravert, Sensing, Feeling, Perceiving
ESFPs represent approximately 8-10% of the American population.

What I Need In A Career For It To Be Satisfying

1. Plenty of opportunities to work closely with a variety of other people on a variety of projects throughout the day.
2. A relaxed, friendly, and active environment where I feel part of a team and I am appreciated and rewarded for my contributions.
3. Work that is of a practical and helpful nature, where I have plenty of hands on involvement and am able to see the results of my efforts.
4. The opportunity to learn and master skills and then use them to solve problems using my common sense and realistic point of view.
5. The chance to mediate problems, solve crises, and use my warmth and sense of humor to defuse difficult or tense situations and bring them to positive endings.

Careers To Consider

Teacher: preschool and elementary	Social worker	Athletic coach
Child care provider	Veterinarian	Photographer
Emergency Room nurse	Veterinary technician	Musician
Special events producer	Dog obedience trainer	Promoter
Performer: dance/comedian	Film Producer	Fundraiser
Travel agent/tour operator	Retail merchandiser	Receptionist
Real estate agent	Labor relations mediator	Secretary
Public relations specialist	Flight attendant	Waiter/waitress
Floral designer	Host/hostess	

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Use and constantly expand my network of contacts to meet new people
2. Ask lots of questions to get factual information about job options
3. Easily establish warm rapport with interviewers
4. Am flexible and accommodating about points of negotiation
5. Am enthusiastic when talking about my experience and abilities
6. Remain open minded about possibilities, considering several options at once

B. Avoiding My Weaknesses, I Need To:

1. Look beyond what is immediately known and consider less obvious job possibilities
2. Be more objective and detached in my decision making
3. Consider future implications of jobs; consider the big picture
4. Establish a plan of action and follow through on all parts of it
5. Work hard at getting things done and sticking to deadlines
6. Not postpone decisions allowing my choices to be made for me

ESFP

Extravert, Sensing, Feeling, Perceiving

ESFPs represent approximately 8-10% of the American population.

Potential Strengths

ESFPs are friendly, warm, and energetic people who usually have a wide and varied circle of friends. They are active, talkative, and easy going with a love of life that is infectious to everyone around them. They look for and find fun in everything they do and are at their best when they are busy doing things with people they enjoy. Realistic, sensible, and down to earth, ESFPs are good with details, and have great memories for the facts that pertain to people.

Sympathetic and eager to help anyone, ESFPs are usually not interested in judging or trying to control others. Many ESFPs have a great love of animals and nature. Using their well developed common sense, they are usually good at solving immediate problems to make things easier or make a real and tangible difference in people's lives. Their spontaneity and adaptability enable them to respond quickly to opportunities and keep several balls in the air at one time.

Potential Weaknesses

ESFPs tendency to live completely in the present makes it difficult for them to look beyond the moment and plan ahead. They run the risk of being caught ill prepared for events that might have been easily anticipated if they had focused further down the road. They tend to be pleasant but skeptical about accepting theories or approaches with which they have no personal experience. Their social nature sometimes distracts them from their commitments and they can find themselves over committed because it is so difficult to turn down invitations.

Because ESFPs take a personal approach to life, they can get their feelings hurt when others are not as generous or loving as they are. They base their decisions almost exclusively on their personal feelings and experiences, and can fail to see more logical consequences of their actions. They need to work at staying objective and reading between the lines to get a more accurate view of the big picture.

As An ESFP, I Am Good At...

- Hands on tasks that let me use my technical or artistic skills
- Bringing energy, enthusiasm, and fun to my work
- Adapting and responding to unexpected changes and crises
- Communicating with a variety of people, making people feel good
- Using my common sense to see what needs to be done and getting started
- Public speaking, teaching, and meeting facilitation

I Need To Watch My Tendency To...

- Become distracted and get off track easily
- Avoid making tough decisions or risking hurting others' feelings by being direct and honest
- Be disorganized, undisciplined, and avoid planning ahead
- Avoid theoretical subjects or working alone
- Accept things at face value and not look for less obvious meanings

Additional Career Choices for ESFPs

EDUCATION / SOCIAL SERVICE

- Childcare provider
- Teacher: art, drama, music
- Teacher: physically, visually impaired
- Teacher: special education
- Developer of educational software

- Entertainment and sports agent
- Forester
- Cartoonist / animator
- Insurance fraud investigator
- Fire investigator
- Police officer (community outreach)
- Wilderness adventure leader
- Radio / television announcer
- Sketch artist

HEALTHCARE

- Primary care physician
- Physical therapist
- Home health aide
- Massage therapist
- Dietitian / nutritionist
- Optician / optometrist
- Radiological technician
- Respiratory therapist
- Personal fitness trainer
- Home care worker: elderly
- Hospice worker
- Podiatrist
- Art therapist
- Chiropractor
- Registered nurse
- Nursing instructor
- Cardiology technologist
- Transplant coordinator

BUSINESS / SALES

- Merchandise planner / buyer
- Diversity manager: human Resources
- Sports equipment sales / marketing
- Retail sales / management

SERVICE

- Animal trainer
- Interior designer
- Corrections officer
- Aerobics instructor
- Landscaper and grounds manager
- Exhibit builder
- Eco-tourism specialist
- Gamekeeper
- Recreational therapist
- Silversmith
- Tour guide
- Event planner / facilitator

ENTERTAINMENT / "ACTION"

- Painter / illustrator / sculptor
- Costume / wardrobe specialist
- Park naturalist
- Flight instructor

ENFJ

Extravert, Intuitive, Feeling, Judging

ENFJs represent approximately 3-5% of the American population.

What I Need In A Career For It To Be Satisfying

1. The opportunity to meet new people and develop warm, long term relationships.
2. Clear expectations from others and a system that recognizes my contributions and lets me grow and develop personally and professionally.
3. The chance to think about possibilities and work on creative solutions to problems that will help others or improve the quality of life.
4. A supportive and friendly environment where I work with people I trust and like, and where I feel appreciated for my efforts.
5. The ability to work on many interesting projects, use my great organizational skills, and maintain a high degree of control and responsibility.

Careers To Consider

Communication director	Dean of students	Entertainer
Writer/journalist	Housing director	Artist
Recreation director	Program designers	Recruiter
Advertising sales executive	Social worker	Newscaster
Public relations manager	Non-profit director	Politician
Sales trainer	Career counselor	TV Producer
Psychologist	Sales manager	Librarian
Personal counselor	Executive: small business	Fund-raiser
Wholistic health advisor	Outplacement counselor	Facilitator
Clergy/minister	College prof.: humanities	
Teacher: art/drama/English	Human resource trainer	

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Organize, implement, and follow through all parts of my job search
2. Network extensively and follow up all contacts
3. Make a great impression at interviews and easily establish rapport
4. Approach problems creatively and stay optimistic
5. Work hard and view my job search as a job

B. Avoiding My Weaknesses, I Need To:

1. Think through all steps and double check all the facts
2. Postpone making a quick decision and try to leave my options open
3. Be realistic about what the job search requires or what a potential job will really be like
4. Stay emotionally detached so I can be more objective
5. Stay confident and not take rejection personally

ENFJ

Extravert, Intuitive, Feeling, Judging

ENFJs represent approximately 3-5% of the American population.

Potential Strengths

For ENFJs, relationships are everything! Because it is so important to them that other people like them, they are outgoing, friendly, and genuinely concerned about the welfare of others. They tend to be rather idealistic and use their personal values to rule their lives. They are caring, warm, and enthusiastic people, with great energy for projects or causes they believe in.

Great diplomats, ENFJs are usually able to communicate in ways that make others feel excited about their ideas. They work hard to develop and maintain harmony in all their relationships. ENFJs are intrigued with new possibilities, especially those that make positive changes, help other people, or generally make the world a better place.

Potential Weaknesses

Because it is so important to ENFJs that they are liked, they often talk around issues or are less than direct and honest in an attempt to avoid conflict. Hence, they sometimes sacrifice their own needs and make choices that are not in their own best interest in order to please others. They may choose not to see the facts that contradict their idealistic view of other people and then end up disappointed and hurt.

ENFJs are so eager to have things decided and projects finished, they sometimes rush through the information collecting stage and make hasty or flawed decisions. Wanting to always appear capable, organized, and in control, they may hesitate from asking for help or admitting they need to start over. Approaching projects with a clearer sense of the logical steps necessary to make them a success will help them avoid making mistakes or committing to causes they might later regret.

As An ENFJ, I Am Good At...

- Organizing and following through on all parts of projects
- Exciting others with my ideas and recruiting them to be part of my team
- Communicating and establishing rapport easily and gracefully
- Public speaking and leading group discussions of any size or subject
- Getting things done, being productive, and working hard
- Enthusiastically taking on new projects and seeing possibilities for solving problems in fresh ways
- Making other people feel important and valued

I Need To Watch My Tendency To...

- Make decisions too quickly before I have gathered all the facts
- Take any criticism personally
- Take on too many projects at once and feel overwhelmed
- Become bored with repetitious tasks and then begin to make mistakes
- Let conflicts build rather than being direct and up front
- See people as I wish they were, rather than as they really are

Additional Careers Choices for ENFJs

COMMUNICATION

- Graphic Artist
- Content editor for web site
- Multi-media producer
- Marketing executive (radio, TV, Cable broadcast industry)
- Copywriter
- Reporter and correspondent
- Managing editor

EDUCATION / HUMAN SERVICES

- Special education teacher
- Bilingual education teacher
- Educational program director
- Life science teacher: high school and college
- Parent instructor, child development
- Public health educator / administrator
- College and university administrator
- Music or art director
- Director of assisted care facility
- Adult day care coordinator
- Child welfare worker
- Social worker (elderly services)
- Social & community service director
- Philanthropic consultant
- Planned giving officer
- Sociologist

TECHNOLOGY

- Customer relations manager
- Staff advocate (tech. consultant)
- Coach
- Project manager
- Engagement manager

BUSINESS / CONSULTING

- Travel agent
- Management consultant: diversity / team building
- Corporate / team trainer
- Eco-tourism specialist
- Labor relations manager
- Meeting / convention planner
- Industrial-organizational psychologist
- Advertising account executive
- Special events coordinator
- Marketing manager
- Set designer
- Hotel and restaurant manager
- Talent director
- Desktop publishing specialist

COUNSELING

- Guidance counselor
- Substance abuse counselor
- Employee assistance counselor
- Vocational rehabilitation counselor
- Educational psychologist

HEALTH CARE

- Dietitian / nutritionist
- Speech-language pathologist
- Occupational therapist
- Chiropractor
- Transport coordinator

ENFP
Extravert, Intuitive, Feeling, Perceiving
ENFPs represent approximately 6-7% of the American population.

What I Need In A Career For It To Be Satisfying

1. A creative and fun environment where I can work with a variety of people each day.
2. Plenty of opportunities to be challenged by new situations, where each day is different from the day before.
3. The ability to talk about ideas, possibilities, and implications and then see my innovations become a reality.
4. An easy going and relaxed atmosphere, without a lot of rules, regulations, or restrictions.
5. The chance to make a difference and work on projects I believe in.

Careers To Consider

Reporter/editor	Public relations specialist	Journalist
Screen/play write	Marketing consultant	Columnist
Musician/composer	Advertising sales executive	Newscaster
Character actor	Advertising creative director	Copywriter
Psychologist	Strategic planner/researcher	Publicist
Interior decorator	Conference planner	Cartoonist
Social worker	Pastoral counselor	Artist
Social scientist	Speech pathologist	Clergy
Housing director	Employee assistant specialist	Consultant
Career counselor	Sales: intangibles/ideas/services	Inventor
Rehabilitation worker	HR development trainer	Ombudsman
Preschool teacher	Teacher: liberal arts/special educa	

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Brainstorm possible careers or jobs without limitations
2. Tap into and then use my extensive network of friends and associates
3. Create jobs and then convince others of the viability of my ideas
4. Establish rapport easily and comfortably with interviewers
5. Don't let road blocks disappoint me or slow me down
6. Stay open to new ideas and potential options throughout the process

B. Avoiding My Weaknesses, I Need To:

1. Pay close attention to the realities, time tables, and deadlines
2. Double check my facts and attend to the less interesting details
3. Work on following through with all phases of the job search
4. Make decisions and rule out options so I don't become overwhelmed
5. Be disciplined and organized about my job search
6. Carefully consider the real requirements of the job, not just its possibilities

ENFP
Extravert, Intuitive, Feeling, Perceiving
ENFPs represent approximately 6-7% of the American population.

Potential Strengths

ENFPs are energized by new ideas and possibilities. They are intrigued with anything original and out of the ordinary. Curious, energetic, and creative they like and need to talk about their ideas to stay interested in them and make them real. Free spirits by nature, ENFPs are not especially impressed with authority and like considering unconventional approaches. Spontaneous, adaptable, and playful people, ENFPs love a challenge and are confident in their ability to find ways to solve problems creatively.

Frequently non-conformists, ENFPs admire others who also march to their own beat. Because they love meeting new people, ENFPs usually have a large and varied group of friends. They work hard to keep all their relationships alive and often have friendships lasting many years. Warm, gentle, and sympathetic, ENFPs are interested in helping others make the most of their talents.

Potential Weaknesses

Because ENFPs are most interested in possibilities, they tend to ignore or avoid anything that has already been done or requires routine maintenance. They much prefer the new and novel and are so eager to get onto the next challenge that they may leave projects unfinished or disorganized. Not especially realistic, ENFPs rarely even notice the routine details or common facts around them. They often have trouble paying attention and focusing on just one thing at a time and can sometimes be irresponsible with their commitments.

Since ENFPs like juggling more than one thought, activity, or person at a time, they sometimes rush through activities and find themselves over-committed socially and professionally. Their reluctance to rule out options or eliminate interesting possibilities means they sometimes miss opportunities because they didn't commit ahead of time. Without outside stimulation, ENFPs often find themselves stagnating. They need to get out in the world and have fun with other people to recharge their batteries.

As An ENFP, I Am Good At...

- Seeing unique ways of solving problems
- Working with all kinds of people as part of a team
- Applying my various experiences and skills to new fields of interest
- Understanding other people and getting them excited about my ideas
- Being flexible, accommodating, and easy to work with

I Need To Watch My Tendency To...

- Get sidetracked or become distracted by something more interesting
- Not prepare properly ahead of time
- Become bored or disinterested if I have to work alone
- Be sloppy with details or facts
- Leave projects unfinished because I have moved onto something new

Additional Careers Choices for ENFPs

CREATIVE / ARTS

- Journalist
- Artist
- Desktop publisher
- Editor / art director (web sites)
- Creative director on a multi-media team
- Developer of educational software
- Multimedia producer
- Director of regional / community Theater
- Documentary filmmaker
- Costume and wardrobe designer
- Television producer
- Broadcast news analyst
- Editor/art director (magazine)

EDUCATION / COUNSELING

- Bilingual educational teacher
- Child welfare counselor
- Parent instructor of child development course
- High school guidance counselor
- Educational psychologist
- Social worker (elderly and (child care issues)
- Development director
- Residential housing director
- Ombudsperson
- Employee assistance counselor
- Planned-giving officer
- Philanthropic consultant
- Social psychologist
- Counseling psychologist
- Anthropologist

ENTREPRENEURIAL / BUSINESS

- Consultant
- Inventor
- Human resources manager
- Conference planner
- Employment development specialist
- Restaurateur
- Management consultant: team building; diversity
- Merchandise planner
- Diversity manager – HR
- Advertising account executive or manager
- Marketing executive: radio/TV cable broadcast industry
- Outplacement consultant
- Environmental attorney
- Personnel recruiter
- Labor relations specialist

HEALTH CARE / SOCIAL SERVICES

- Holistic health practitioner (alternative medicine)
- Occupational therapist
- Chiropractor
- Urban regional planner
- Public health educator
- Speech-language pathologist

TECHNOLOGY

- Customer relations manager
- Staff advocate (tech. consultant)
- Human resources recruiter

ENTJ
Extravert, Intuitive, Thinking, Judging
ENTJs represent approximately 3-5% of the American population.

What I Need In A Career For It To Be Satisfying

1. The opportunity to be a leader while interacting with a variety of people, on a variety of projects throughout the day.
2. A competitive and challenging environment where advancements are available and promotions given on the basis of demonstrated merit and competence.
3. Work that lets me solve complex problems in creative yet logical ways, working with other people I respect.
4. The opportunity to do long range planning and develop strategies that will perfect or improve the efficiency of systems.
5. An environment where I am respected for my contributions of ideas and actions, and where I am evaluated and compensated in a fair and consistent manner.

Careers to Consider

Senior manager	Economic analyst	Executive
Office manager	Mortgage broker	Sales manager
Administrator	Credit investigator	Stock broker
Personnel manager	Business consultant	Program designer
Marketing manager	Management consultant	Management trainer
Investment broker	Educational consultant	Attorney
Personal financial planner	Labor relations	Judge
Teacher:science/social studies	Employment development worker	Psychologist
Chemical engineer		

Recommendations For The Job Search

A. Using My Strengths, I Excel When I:

1. Plan and implement a creative and well organized job search plan
2. Look beyond what is already known and predict future needs and trends
3. Use my extensive network of contacts to meet new people
4. Become an expert about my chosen field or a potential employer's business
5. Impress interviewers with my confidence and competence
6. Approach problems or impasses in creative ways

B. Avoiding My Weaknesses, I Need To:

1. Be sure to listen fully to what others are saying before responding
2. Ask plenty of questions rather than assuming I know what a job is like
3. Be patient with the details and repetition of the job search
4. Postpone making decisions until I am sure of all the facts
5. Take the time to establish rapport with others and thank them for their assistance

ENTJ

Extravert, Intuitive, Thinking, Judging

ENTJs represent approximately 3-5% of the American population.

Potential Strengths

ENTJs are friendly, energetic people who like to be in charge and make things happen. They are strong willed decision makers who are good at seeing the logical consequences of their choices. They tend to be organized and logical in their approach to all situations, readily seeing and correcting flaws in organizations and systems. ENTJs love challenges and face problems head on. They strive to be competent in all they do and enjoy learning new things and adding to their impressive store of knowledge.

Good leaders and communicators, ENTJs command respect from those around them and are able to express their long range vision to others. They value honesty, so they are truthful and direct. ENTJs often know a lot of people and enjoy making connections between unrelated parties to bring about change and improvement in their communities.

Potential Weaknesses

Given their strong and authoritative style, ENTJs can easily run over others and take charge of situations that are not theirs to direct. They can be harsh and blunt in their criticism. They sometimes don't listen or finish other people's sentences when they erroneously assume they know what was going to be said. ENTJs run the risk of being all-business and not spending adequate time and energy on their personal lives.

In their eagerness to move ahead with new challenges, ENTJs sometimes make decisions too quickly, especially missing important practical information or considering how their decisions may affect other people. While they pride themselves on their ability and intellect, ENTJs sometimes do not invite the input or suggestions of other people and can unknowingly communicate a superior attitude that may offend others.

As An ENTJ, I Am Good At...

- Working towards a goal and marshalling available resources
- Grappling with complex problems and seeing possible solutions
- Making tough and logical decisions
- Being productive and organized in my work
- Looking beyond what is already known
- Long range planning; considering many, unrelated variables

I Need To Watch My Tendency To...

- Consider only creative or unusual approaches to problems
- Be critical and demanding with others
- Forget to appreciate others or express encouragement
- Lose sight of the personal side of my life while chasing my ambitions
- Not think things through in enough depth to see all sides

Additional Career Choices for ENTJs

BUSINESS

- Executive
- Administrator
- Technical writer
- Information services –
new business
- Advertising account manager
- Marketing executive: radio/TV/
cable broadcast industry
- International sales & marketing
- College & university admin.
- Managing editor
- Theater producer
- Police & detective supervisor
- Association manager & advisor
- Program director
- Project manager
- Retail manager
- Real estate developer
- Restaurant & food service
manager
- Strategic planner
- Management trainer
- Program designer
- Telecommunications security
- Corporate team trainer
- Legislative assistant
- Political consultant
- Educational consultant

PROFESSIONAL

- Attorney (corporate finance)
- Attorney (estate planning)
- Attorney (intellectual property)
- Microbiologist
- College administrator
- High school principal
- Athletic director
- Military officer
- Pathologist
- Architect
- Pilot
- Political scientist
- School principal
- Neurologist

FINANCE

- Mortgage broker
- Economist
- Treasurer, controller & CFO
- Venture capitalist

TECHNOLOGY

- Engagement manager
- Systems administrator
- Local Area Network administrator
- Project manager
- Software and systems developer

CONSULTING / TRAINING

- Marketing consultant