

# ***Strong* and MBTI® Career Report**

*by Judith Grutter and Allen L. Hammer*

*prepared for*  
**PAT MICHAELS**  
**March 19, 2001**

As part of your career exploration, you have taken two of the most widely used instruments in use today—the *Strong Interest Inventory*™ (*Strong*) and the *Myers-Briggs Type Indicator*® (MBTI).

The purpose of this *Strong* and MBTI Career Report is to help you use your results from these two instruments to better understand yourself and to expand your career options.

Your results from the *Strong* and the MBTI can help you find a job or career, change jobs, or improve your job satisfaction. Both instruments provide you with information that you can use to better understand the connection between your interests, your preferences, and your work environment. Sometimes improving the connection means finding an environment that is a good fit; sometimes it means changing or altering the environment so it better meets your needs; or sometimes it means developing other interests, preferences, or ways of working.

This report is designed to add to what you already have learned from prior interpretations of the *Strong* and the MBTI. Before reading this report, you should discuss your *Strong* and MBTI results with a career professional. The material in this report is based on research on the relationship between the *Strong* and the MBTI, and more than ten years of experience using both instruments in career counseling.

You can use this *Strong* and MBTI Career Report to identify:

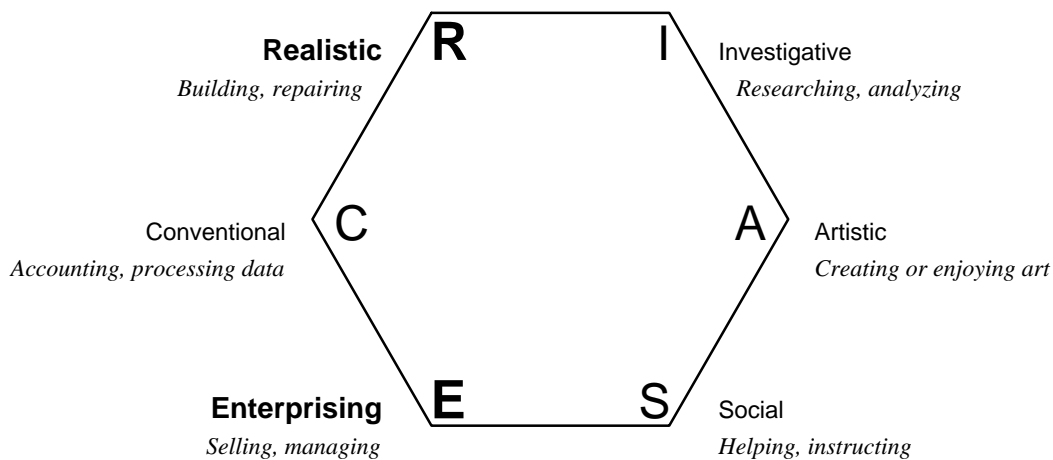
- work environments and tasks that you may find satisfying.
- specific occupations that offer good possibilities for exploration.
- strategies for career development.
- tactics for using your personality preferences to stay motivated during the career exploration process.

## A REVIEW OF YOUR RESULTS

Your combined results on the *Strong* and the MBTI are based on the same assumption—that you are more likely to be satisfied, and therefore more productive, if you are working at something that you find interesting and in an environment that is compatible with your personal characteristics. The *Strong* is based on the idea that there are six types of people and work environments; the MBTI identifies sixteen personality types.

### Your *Strong* Results

As you will recall, your *Strong* Profile showed your level of interest in six General Occupational Themes. The General Occupational Themes and a brief description of them are arranged around the hexagon below. The two Themes in which you showed the highest level of interest are indicated by boldface type.



Your *Strong* results indicate that your interests are primarily in the **Enterprising** and **Realistic** Themes. People with interests in the Enterprising and Realistic Themes usually enjoy directing the production of goods in efficient and action-oriented work environments. Persuading or supervising others within a clear chain of command is important to them.

## Your MBTI Results

Your MBTI results showed your preferences on each of four scales. As a reminder, your results are reported below.

<b>E</b> <b>Extraversion</b>	<b>S</b> <b>Sensing</b>	<b>T</b> <b>Thinking</b>	<b>J</b> <b>Judging</b>
Attuned to the external environment	Focused on relevant facts	Logical and analytical	Decisive and structured

Your results showed that your preferences on the four MBTI scales are ESTJ. People with ESTJ preferences like to take charge and administer programs and procedures smoothly and efficiently. They like to solve problems in a systematic way and to make decisions using logical, objective analysis of data.

## YOUR COMBINED RESULTS

Now that you have reviewed your *Strong* and MBTI results separately, you can consider your combined results.

Your combined results on these two instruments suggest:

- What you might like to do.
- How you might like to do it.
- What kind of work environment you might find most satisfying.

Your combined type is Enterprising and ESTJ. This report focuses on characteristics of the Enterprising Theme, because that is the Theme in which you showed the most interest. This Theme probably represents your strongest career motivator and those activities that provide you with the most energy. Work environments that represent these interests will most likely attract you first.

However, remember that your results on the *Strong* show that you also have some interest in the Realistic Theme. You may find it helpful to discuss with your career counselor how this Theme may affect your career exploration.

## **THE ESTJ AND ENTERPRISING AT WORK**

People with ESTJ preferences usually enjoy evaluating information and organizing tasks. They focus on learning the facts necessary for accomplishing a goal, and like to use these facts to make logical, objective decisions. Their work responsibilities often include making decisions, managing, supervising, and seeing that organizations are run smoothly and effectively.

Those with Enterprising interests on the *Strong* are most often attracted to competitive, fast-paced work environments where they can use their status and power to influence others. They usually enjoy working in business or politics and like to sell products, manage others, and persuade people.

You can probably tell from these descriptions that ESTJs are often attracted to Enterprising work environments. Your particular contributions to an Enterprising work environment might include:

- Your ability to follow through on projects
- Your ability to apply what you have learned from past experience
- Your attention to facts and concern with accuracy

In general, management and administrative positions in competitive business environments will probably appeal most to you. Retailing, small business management, corporate management, and insurance sales are among the many career fields you might want to consider.

## **YOUR PERSONAL STYLE AND PREFERENCES**

### **Work Style**

Your score on the *Strong* Work Style scale suggests that you may enjoy both working with others as well as some time to be alone. On the MBTI, you indicated a preference for Extraversion (E). This combination of results suggests that although you like a mixture of working with others and working alone, you tend to get energized by your contacts with the external world. You may find opportunities for some of this “people” contact outside of your work environment.

### **Learning Environment**

Finding a job or developing skills that can lead you to a new career may require you to obtain additional education or training. Your score on the Learning Environment scale of the *Strong* suggests that you prefer a learning environment that will allow you to pursue and achieve specific, short-term educational goals. Your preference for Sensing (S) on the MBTI suggests that you like to see practical applications for your learning. You probably see education or training as a means to acquiring a specific skill or receiving a certificate or degree that indicates your expertise in a particular area.

### **Leadership**

Your score on the *Strong* Leadership Style scale suggests that you would probably prefer a job that provides you with opportunities to take charge and to direct others, and also to lead by example. Your preference for Extraversion (E) on the MBTI suggests that you are energized by what goes on in the external world. This combination of results suggests that while you probably enjoy interacting with others, you don't always have to be the one directing things. In certain situations or at certain times, however, you may be willing to actively take charge.

### **Risk Taking/Adventure**

The remaining *Strong* Personal Style Scale, the Risk Taking/Adventure scale, is more relevant to how you might approach the career exploration process. Therefore, your results on this scale are discussed in the Career Exploration section of this report.

Now that you have seen how your *Strong* results on the Personal Style Scales relate to your MBTI type, you can identify specific occupations to explore. For each of the occupations that you consider, think about how it fits with what you know about your preferences and personal style.

## OCCUPATIONS TO EXPLORE

Now that you have a general idea of how you like to work and the environments you might find most satisfying, you can focus on some specific occupations that are suggested by both your *Strong* and your MBTI results. The chances are good that one or more of these occupations would be an excellent career opportunity for you, and that you will find the work satisfying and enjoyable, because, for the occupations on this list:

- Your interests are similar or very similar to people working in that occupation who reported that they were satisfied with their job, and
- These occupations tend to attract people with ESTJ preferences.

### Occupations Suggested by Your Combined Results

Occupation	Knowledge or Skills	Tasks
Food Service Manager	Menu planning, food quality & costs; leadership; accurate record-keeping; verbal communication	Coordinate food service activities Estimate costs & requisition or purchase supplies Hire & assign personnel
Purchasing Agent	Accounting & mathematics; using calculators & business machines; accurate record-keeping	Purchase equipment & supplies Interview & manage vendors Evaluate costs, product performance, inventories
Restaurant Manager	Management techniques, accounting; leadership; verbal communication; social skills	Hire & supervise food service employees Keep records of supplies & equipment May direct preparation of food & plan menus
Store Manager	Accounting, management; social skills; leadership; speaking & writing clearly; accurate record-keeping	Develop & implement policies & processes Manage financial operations Supervise & train workers
Banker	Business & financial information systems; using computers & related equipment; making decisions from data	Direct bank monetary programs Review financial & operating statements Maintain business affiliations
Public Administrator	Management methods; leadership; speaking & writing clearly & persuasively; social skills	Manage or evaluate government activities & government-owned-&-operated institutions Develop/administer/prepare budgets & studies
Farmer	Agricultural science, financial analysis, management; operating farm machinery; accurate record-keeping	Manage agricultural land Raise crops & livestock Select & purchase farm supplies
Police Officer	Criminology, law, & first aid; using firearms; agility; physical strength; speaking & writing clearly	Patrol assigned beat; write & file daily report Render first aid Investigate causes & results of accidents

## MORE OCCUPATIONS TO EXPLORE

The occupations on the previous page were recommended for exploration because they match both your *Strong* interests and your MBTI preferences. However, that list was just a starting point for your career exploration. The list below provides more occupations for you to investigate. Some occupations listed here may have been suggested by both instruments. Others listed here are suggested by one or the other of the instruments. (This may occur simply because the occupations on the *Strong* and the MBTI overlap to some extent but they do not match exactly.)

### More Occupations Suggested by Your Results

Actuary	Broadcaster
Chef	Credit Manager
Dietitian	Emergency Medical Technician
Flight Attendant	Gardener/Groundskeeper
Geographer	Housekeeping & Maintenance Supr.
Medical Records Technician	Military Enlisted Personnel
Military Officer	Nursing Home Administrator
Optician	Paralegal
Parks & Recreation Coordinator	Small Business Owner
Social Science Teacher	Travel Agent

### SUGGESTIONS FOR EXPLORING YOUR OCCUPATIONS LISTS

As you consider the occupations listed in this report that are suggested by your results, think about how each one of them fits with your personality. To do this, you might ask yourself:

- Will this career allow me to make decisions and to manage others?
- Will I be able to influence the way the organization is run?
- Will I be appreciated for my logical and systematic follow-through?

To help you further define what job satisfaction means to you, also think about what the suggested occupations have in common, or how they might be different. Are there any skills that seem to transfer across all of the occupations? Can you narrow down your choices to those that best fit your current interests?

## **STRATEGIES FOR CAREER DEVELOPMENT**

Although you did not respond to the question on the *Strong* that asked how you feel about your work, many people who take the *Strong* or MBTI do so because they feel some degree of dissatisfaction. If this is true for you, it may be that your work requires you to perform tasks that are not a best fit for your MBTI type, ESTJ. Ask yourself:

- Am I working in an environment where the way things are done frequently changes?
- Do I work in an environment where interacting with and motivating others are rewarded, rather than efficient, bottom-line results?
- Am I required to focus on theoretical concepts that are complex and imprecise, and therefore find that I am losing my motivation?

If your answer to some of these questions is “yes,” then you would probably find more satisfaction in a career that allows you to focus on facts and accuracy, and to deal directly with what is practical and useful.

Another possible source of your dissatisfaction may be that you are working in an environment that is not a good match for your interests in the Enterprising Theme. Ask yourself:

- Am I working in an environment that is more intellectual than business-oriented or entrepreneurial?
- Am I spending more time gathering data than influencing others?
- Do I feel that this job doesn’t allow me to persuade, sell, debate, or assume a leadership role?

If your answer to some of these questions is “yes,” consider talking with a career professional about ways to incorporate more of your ESTJ preferences into your work and/or about finding a work environment that is a closer fit with your interests in the Enterprising Theme.

## SUGGESTIONS FOR SUCCESSFUL CAREER EXPLORATION

You have reviewed your *Strong* and MBTI results, and you've identified work environments, tasks, and occupations that you might find satisfying. Here are some points to keep in mind as you continue your career exploration:

Your score on the *Strong* Risk Taking/Adventure scale suggests that although you may be somewhat comfortable taking risks, the idea of moving in a new career direction may not come easily for you. At times you may even feel that it would be easier to stay with what has worked well for you in the past.

However, there may come a time when you will need to assess the risks of doing things differently, when you will need to move ahead even though success cannot be 100 percent guaranteed. Doing adequate preparation and taking small steps will make any change that you make easier than trying to make blind, sweeping changes.

### Staying Motivated

There may be times when the career exploration process seems too internal to you. It may require you to be more contemplative than you like to be. To keep yourself motivated,

- Try to find a networking group so you can expand your own contacts and connections.
- Talk to as many people as possible who work in occupations related to your interests, and discuss your questions with someone in those career fields.
- Ask a friend to provide objective feedback if you seem to be acting too quickly.

Be sure to capitalize on your ESTJ strengths to help you get over any roadblocks in the career exploration process:

Use your **Extraversion** to discuss each stage of the process with others, to move to action, to network, and to fine-tune your interviewing skills. But don't overlook the importance of reflecting on each step that you take.

Use your **Sensing** to collect all the necessary facts about your alternatives, and find out how others have managed their career search. But be sure to explore new opportunities that occur during your career exploration, too.

Use your **Thinking** to examine objectively the logical consequences of your alternatives. But don't forget to pay attention to how the job matches your personal values—how you feel about each alternative, or how others might be affected by your decision.

Use your **Judging** to structure your activities, set goals, and establish time lines. But try to take advantage of new opportunities that may develop along the way.

## THE ONGOING CAREER EXPLORATION PROCESS

If you think that you would find additional self-assessment helpful, ask a career professional about taking some other assessment instruments. For example, the Values Scale can help you identify what values might be important to you; the Career Beliefs Inventory can help you identify issues that may block or hinder your career exploration. You may also find the booklet *Where Do I Go Next?* helpful; it explains *Strong*-related interests, values, skills, and motivators and the role they play in career decision-making. These resources are all available from Consulting Psychologists Press.

In addition, you can read detailed descriptions of the occupations that interest you in the *Dictionary of Occupational Titles* and the *Occupational Outlook Handbook*. Both of these publications are available in most public and school libraries. Your career professional may also have copies of these resources. To read interviews with people who work in a variety of careers, get the book *Real People, Real Jobs*. Forty people whose interests represent each of the six broad General Occupational Themes are interviewed. This book is available from Davies-Black Publishing.

You might also want to talk to people who are familiar with the occupations that interest you. Conduct informational interviews with them, keeping your preferences and your interests in mind as you focus on your options. The final step of your career exploration will be to look for job openings in the occupations that are on your list and to begin the application process. Check with your career professional frequently to make sure that you stay motivated and on target. Good luck as your career continues to unfold and develop!

*Strong and MBTI Career Report* © 1995 by Consulting Psychologists Press, Inc. All rights reserved.  
*Strong Interest Inventory* of the *Strong Vocational Interest Blanks* ®, Form T317. Copyright © 1933, 1938, 1945, 1946, 1966, 1968, 1974, 1981, 1985, 1993, 1994 by the Board of Trustees of the Leland Stanford Junior University. All rights reserved. Printed and scored under license from Stanford University Press, Stanford, California 94305.  
*Strong Interest Inventory* is a trademark and *Strong Vocational Interest Blanks* is a registered trademark of Stanford University Press.

<sup>SM</sup> is a registered trademark of Consulting Psychologists Press, Inc.

*Myers-Briggs Type Indicator* and MBTI are registered trademarks of Consulting Psychologists Press, Inc.