

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

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*prepared for*  
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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:

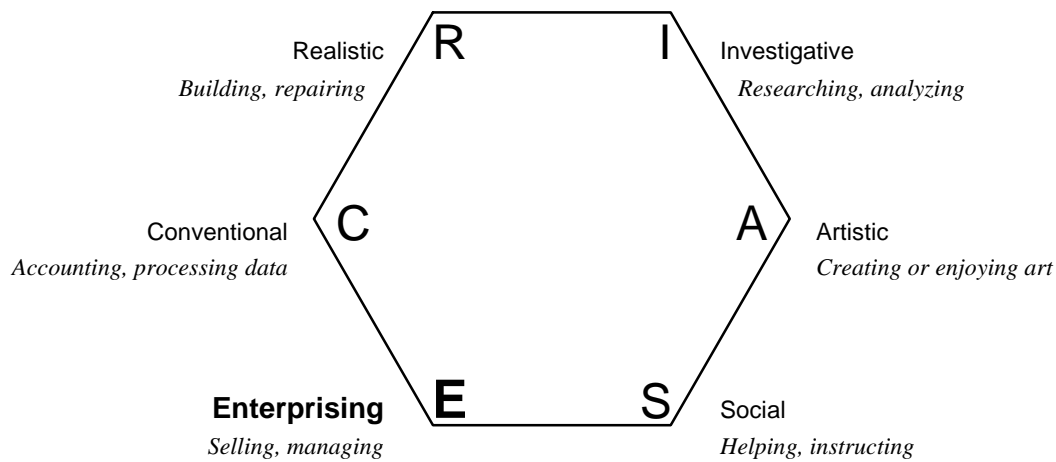
- work environments and tasks that you may find satisfying.
- specific occupations that offer good possibilities for exploration.
- strategies for career development.
- tactics for using your personality preferences to stay motivated during the career exploration process.

## 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 the six General Occupational Themes. The General Occupational Themes and a brief description of them are arranged around the hexagon below. The Theme in which you showed the highest level of interest is indicated by boldface type.



Your *Strong* results indicate that your interests are primarily in the **Enterprising** Theme. People with interests in the Enterprising Theme usually enjoy persuading or convincing others. They like supervising or managing others, or selling products or ideas. Having status and influence is important to them.

## Your MBTI Results

Your MBTI results showed your preferences on each of the four scales, as determined by your answers to the MBTI items. However, when verifying your type, you indicated that another set of preferences might be a better fit for you. *Therefore, your “best-fit” type is the one used throughout this report.* You indicated that your best-fit type was as follows:

<b>E</b>	<b>N</b>	<b>T</b>	<b>J</b>
<b>Extraversion</b>	<b>Intuition</b>	<b>Thinking</b>	<b>Judging</b>
Attuned to the external environment	Focused on the “big picture”	Logical and analytical	Decisive and structured

People with ENTJ preferences like to discuss theories and abstract ideas and to direct others in carrying out their long-range visions. They like to solve problems at a systems level and to make decisions using logical, objective analysis.

## 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 ENTJ. 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.

## **THE ENTJ AND ENTERPRISING AT WORK**

People with ENTJ preferences usually enjoy management and leadership positions in which they can energize others to carry out their vision of what is right. They are generally able to connect the routines of everyday life to a bigger-picture context, and can use this insight for making complex, technical decisions. Their work responsibilities often include organizational change, managing, and advising.

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 ENTJs are often attracted to Enterprising work environments. Your particular contributions to an Enterprising work environment might include:

- Your forward-looking orientation
- Your ability to combine imagination and innovation with efficiency and productivity
- Your ability to see the big picture as you deal with day-to-day responsibilities

At times, however, an Enterprising work environment may seem a bit rigid to you. Because of your openness to new ideas, some co-workers may see you as impractical or not concerned primarily with bottom-line efficiency.

In general, management and leadership positions requiring tough-minded analysis and a talent for organization in a competitive business environment will probably appeal most to you. Sales, business management, management consulting, retailing, and law 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 Intuition (N) on the MBTI suggests that you will be interested in the “big picture” and in concepts and theories.

### **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 ENTJ preferences.

### Occupations Suggested by Your Combined Results

Occupation	Knowledge or Skills	Tasks
Special Education Teacher	Special curriculum, child development, assessment methods; empathy; verbal communication	Teach & advise disabled students Plan curriculum; devise teaching tools/techniques Participate in faculty & professional meetings
Small Business Owner	Accounting, marketing, business practices; making decisions based on data	May plan & prepare work schedules & employee assignments, set pricing policies, plan marketing, take inventory, reconcile books, prepare displays

## 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

Actor	Auditor
Corporate Executive	Corrections or Probation Officer
Credit Investigator or Mortgage Broker	Education Consultant
Electronics Technician	Engineering or Science Technician
Federal Government Executive	Financial Manager
Health Care Administrator	Local Government Manager
Management Consultant	Personnel or Labor Relations Worker
Physical Scientist	Plumber
Research Assistant	Sales Manager
Social Scientist	Social Services Worker

### 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 use my analytical thinking and problem-solving ability?
- Will I be able to influence the way the organization is run?
- Will I be appreciated for my decisiveness and my ability to manage others?

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, ENTJ. Ask yourself:

- Am I working in a highly practical environment that is slow to accept new ideas, or that sometimes requires me to do things that do not seem logical?
- Do I work in an environment where efficient, bottom-line results rather than developing and exploring new concepts are rewarded?
- Am I required to focus on precise facts and accuracy, or to spend too much time on bottom-line practicality, and therefore find that I am losing my motivation?

If your answer to some of these questions is “yes,” then you would probably be more satisfied with a career that allows you to focus on the big picture and to deal directly with the logical analysis of long-range opportunities.

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 ENTJ 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 because you are comfortable taking risks, exploring new career opportunities is probably exciting for you. However, you probably will not want to make a change suddenly, without careful analysis and preparation.

Take the time to work out as many of the details as you can ahead of time, so that you are not caught off-guard by the unexpected. Be sure that the new direction you are considering is consistent with your long-range vision and strongly held ideals.

### 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 ENTJ 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 **Intuition** to explore new opportunities that occur during your career search. But be sure to collect all of the necessary facts about your alternatives, and find out how others have managed this process, 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!

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