

Personality Type Characteristics

The Myers-Briggs Type Indicator® (MBTI®) assessment is based on the theory described by Carl Jung. For more information on the theory and the assessment itself, go to www.myersbriggs.org. The MBTI was developed in the 1940s and is the most widely used personality assessment instrument in the world. This overview reflects some of the characteristics associated with each personality type using the MBTI four-letter type code explained by others and interpreted by me.¹ The descriptions are very brief and only give you:

- A general idea of how one might describe a person with each type.
- Some keywords relating to the skills or strengths associated with each type.
- Some generalized careers where people with each type find happiness.

Tip: If you want to get outside the box that you're currently in and explore all your career options, read *Do What You Are* by Paul D. Tieger and Barbara Barron-Tieger² and *NOW, Discover Your Strengths* by Marcus Buckingham and Donald O. Clifton³. You can compare and contrast the careers these two sources identify as possible options for you. Since you'll have many options to consider, working with a career coach at this stage can help you focus your efforts more effectively.

INTROVERTS

Sensing Types

ISTJ – Planner Inspector – Guardian, Chart-the-Course

Snapshot: Quiet, serious, earn success by thoroughness and dependability. Practical, matter-of-fact, realistic and responsible. Decide logically what should be done and work toward it steadily, regardless of distractions. Take pleasure in making everything orderly and organized—their work, their home, their life. Value traditions and loyalty.

Keywords: Organized, decisive, follows-through, gets things done, maintains existing framework.

Typical careers: Management and administration, law enforcement, accounting.

¹ Adapted from Berens, Linda V. and Nardi, Dario. *The Sixteen Personality Types: Descriptions for Self-Discovery*. Telos Publications. 1999, Hammer, Allen L. *Introduction to Type and Careers*. Consulting Psychologists Press, Inc. 1993, and other sources.

² Tieger, Paul D. & Barron-Tieger, Barbara. *Do What You Are*. Little, Brown & Co. 2001

³ Buckingham, Marcus and Clifton, Donald O. *NOW, Discover Your Strengths*. The Free Press. 2001.

ISTP – Analyzer Operator – Artisan, Chart-the-Course

Snapshot: Tolerant and flexible, quiet observers until a problem appears, then act quickly to find workable solutions. Analyze what makes things work and readily get through large amounts of data to isolate the core of practical problems. Interested in cause and effect, organize facts using logical principles, value efficiency.

Keywords: Analytical, problem-solver, technical knowledge and expertise, adaptable, takes risks.

Typical careers: Technically oriented profession, engineer, lawyer, science, military, and law enforcement.

ISFJ – Protector Supporter – Guardian, Behind-the-Scenes

Snapshot: Quiet, friendly, responsible, and conscientious. Committed and steady in meeting their obligations. Thorough, painstaking and accurate. Loyal, considerate, notice and remember specifics about people who are important to them, concerned with how others feel. Strive to create an orderly and harmonious environment at work and at home.

Keywords: Organized, preserves what works, builds consensus, people skills.

Typical careers: Health care professional and support personnel, teaching, religious, and social services.

ISFP – Producer Composer – Artisan, Behind-the-Scenes

Snapshot: Quiet, friendly, sensitive and kind. Enjoy the present moment, what's going on around them. Like to have their own space and work within their own time frame. Loyal and committed to their values and to people who are important to them. Dislike disagreements and conflicts, don't force their opinions or values on others.

Keywords: Gentle persuader, craftsman, adaptable, people skills, builds consensus.

Typical careers: Service occupations in health care and business, skilled trades.

*Intuitive Types***INTJ – Conceptualizer Director – Rational, Chart-the-Course**

Snapshot: Have original minds and great drive for implementing their ideas and achieving their goals. Quickly see patterns in external events and develop long-range explanatory perspectives. When committed, organize a job and carry it through. Skeptical and independent, have high standards of competence and performance – for themselves and others.

Keywords: Strategic, analytical, problem solver, conceptual design, planning.

Typical careers: Executive, law, architect, computer professional, management consultant, engineer, scientist.

INTP – Designer Theorizer – Rational, Behind-the-Scenes

Snapshot: Seek to develop logical explanations for everything that interests them.

Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical.

Keywords: Analytical, problem solving at system level, technical knowledge and expertise, adaptable, conceptual design.

Typical careers: Computer professional, architect, executive, social scientist, writer, artist.

INFJ – Foreseer Developer – Idealist, Chart-the-Course

Snapshot: Seek meaning and connection in ideas, relationships and material possessions.

Want to understand what motivates people and are insightful about others. Conscientious and committed to their firm values. Develop a clear vision about how best to serve the common good. Organized and decisive in implementing their vision.

Keywords: Imagination, sense of purpose, creativity, organized, develops others.

Typical careers: Counselor, psychiatrist, psychologist, religion, teacher, trainer, marketing, artist.

INFP – Harmonizer Clarifier – Idealist, Behind-the-Scenes

Snapshot: Idealistic, loyal to their values and to people who are important to them. Want an external life that is congruent with their values. Curious, quick to see possibilities, can be catalysts for implementing ideas. Seek to understand people and to help them fulfill their potential. Adaptable, flexible and accepting unless a value is threatened.

Keywords: Sense of purpose, creative, people skills, adaptable, gentle persuader.

Typical careers: Counselor, psychologist, social worker, artist.

EXTROVERTS*Sensing Types***ESTP – Promoter Executor – Artisan, In-charge**

Snapshot: Flexible and tolerant, they take a pragmatic approach focused on immediate results. Theories and conceptual explanations bore them – they want to act energetically to solve the problem. Focus on the here-and-now, spontaneous, enjoy each moment that they can be active with others. Enjoy material comforts and style. Learn best through doing.

Keywords: Entrepreneurial, crisis management, selling and promoting, adaptable, takes risks.

Typical careers: Marketing, skilled trades, sales, small business manager, law enforcement.

ESTJ – Implementer Supervisor – Guardian, In-Charge

Snapshot: Practical, realistic, matter-of-fact. Decisive, quickly move to implement decisions. Organize project and people to get things done, focus on getting results in the most efficient way possible. Take care of routine details. Have a clear set of logical standards, systematically follow them and want others to also. Forceful in implementing their plans.

Keywords: Organize people and tasks, analytical, problem solving at functional level, developing and running processes and procedures, decisive.

Typical careers: Management and administration, law enforcement, small business manager, technical teaching, purchasing, production.

ESFP – Motivator Presenter – Artisan, Get-Things-Going

Snapshot: Outgoing, friendly and accepting. Exuberant lovers of life, people and material comforts. Enjoy working with others to make things happen. Bring common sense and a realistic approach to their work, and make work fun. Flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people.

Keywords: Adaptable, enthusiastic, high energy, motivate others, negotiation, consensus building, problem solving.

Typical careers: Service fields, health care, teaching, coaching, child care, skilled trades, designer.

ESFJ – Facilitator Caretaker, Guardian, Get-Things-Going

Snapshot: Warmhearted, conscientious and cooperative. Want harmony in their environment, work with determination to establish it. Like to work with others to complete tasks accurately and on time. Loyal, follow through even in small matters. Notice what others need in their day-by-day lives and try to provide it. Want to be appreciated for who they are and for what they contribute.

Keywords: Develop effective procedures, decisiveness, maintain and preserve what works, people skills, consensus builder.

Typical careers: Education, healthcare, personal services business as a small company or as a function in a larger organization.

Intuitive Types**ENFP – Discoverer Advocate – Idealist, Get-Things-Going**

Snapshot: Warmly enthusiastic and imaginative. See life as full of possibilities. Make connections between events and information very quickly, and confidently proceed based on the patterns they see. Want a lot of affirmation from others, and readily give appreciation and support. Spontaneous and flexible, often rely on their ability to improvise and their verbal fluency.

Keywords: Ideas and possibilities, enthusiasm, high energy, people skills, adaptable, creative.

Typical careers: Counseling, psychologist, teacher, religion, artist, PR, musician, composer.

ENFJ – Envisioner Mentor – Idealist, In-Charge

Snapshot: Warm, empathetic, responsive and responsible. Highly attuned to the emotions, needs, and motivations of others. Find potential in everyone and want to help others fulfill their potential. May act as catalysts for individual and group growth. Loyal, responsive to praise and criticism. Sociable, facilitate others in a group, and provide inspiring leadership.

Keywords: Organized, develops human resources, consensus builder, people skills, high-energy, enthusiastic.

Typical careers: Religion, counselor, physician, designer, executive and leadership coaches.

ENTP – Explorer Inventor – Rational, Get-Things-Going

Snapshot: Quick, ingenious, stimulating, alert and outspoken. Resourceful in solving new and challenging problems. Adept at generating conceptual possibilities and then analyzing them strategically. Good at reading other people. Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another.

Keywords: Creative, problem solving at systems level, analytical, technical, entrepreneurial.

Typical careers: Science, management, technology, arts, marketing, computer professional, psychiatrist.

ENTJ – Strategist Mobilizer – Rational, In-Charge

Snapshot: Frank, decisive, assume leadership readily. Quickly see illogical and inefficient procedures and policies, develop and implement comprehensive systems to solve organizational problems. Enjoy expanding their knowledge and passing it on to others. Forceful in presenting their ideas.

Keywords: Organization, problem solving at systems level, decisive, analytical, long-range vision.

Typical careers: Executive, management, leadership, consultant, HR, computer professional, physician, marketing.