



---

# Myers-Briggs Type Indicator® Career Report

Developed by Allen L. Hammer

---

Report prepared for

**J. SAMPLE**

June 17, 2026



## Introduction

This report applies your results from the *Myers-Briggs Type Indicator*® (MBTI®) assessment to help you identify job families and occupations that are a good fit for your reported MBTI type. The MBTI assessment was developed by Isabel Briggs Myers and Katharine Briggs and is based on Carl Jung's theory of psychological types. It has been used for more than 80 years to help people become more satisfied and successful in their careers.

### This Report Can Help You

- Identify job families, or broad occupational categories, to help get you started in your career search
- Choose a specific job or career
- Select a college major or course of study
- Identify strengths and potential weaknesses of your type for the career search process
- Increase your job satisfaction
- Make a career transition or shift
- Plan your career development strategy and action steps

The job families and specific occupations used in this report are adapted from the O\*NET™ system of occupational classification developed by the US Department of Labor, which is the standard method for classifying occupations. The relationship between the O\*NET occupations and MBTI types has been established using information from a database of more than 1.3 million working adults who recently took the MBTI assessment. Everyone in the sample had been in their job for more than two years and had reported that they were satisfied with their jobs.

This report is only one source of information. When choosing a career or contemplating a career change, you must also consider your abilities and skills, your occupational and leisure interests, and your values and goals. You will also need information about specific tasks involved in different occupations, as well as current career opportunities. Additional career information can be found online at [www.onetonline.org](http://www.onetonline.org).

### How Your MBTI® Career Report Is Organized

- Summary of Your MBTI® Results
- How Your Type Affects Your Career Choice
- How Your Type Affects Your Career Exploration
- How Your Type Affects Your Career Development
- Job Families and Occupations for Your Type
  - Ranking of Job Families
  - Most Popular Occupations
  - Least Popular Occupations
- Notes



## Summary of Your MBTI® Results

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

### Reported Type: ISTJ

Where you focus your attention



#### Extraversion

People who prefer Extraversion tend to focus on the outer world of people and activity.



#### Introversion

People who prefer Introversion tend to focus on the inner world of ideas and impressions.

The way you take in information



#### Sensing

People who prefer Sensing tend to take in information through the five senses and focus on the here and now.



#### Intuition

People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.

The way you make decisions



#### Thinking

People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.



#### Feeling

People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.

How you deal with the outer world



#### Judging

People who prefer Judging tend to like a planned and organized approach to life and want to have things settled.

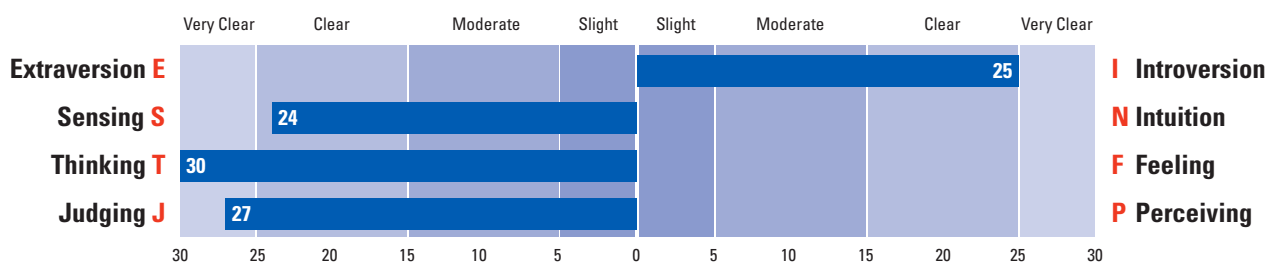


#### Perceiving

People who prefer Perceiving tend to like a flexible and spontaneous approach to life and want to keep their options open.

Your responses on the MBTI assessment not only indicate your preferences; they also indicate the relative *clarity* of your preferences—that is, how clear you were in expressing your preference for a particular pole over its opposite. This is known as the *preference clarity index*, or pci. The bar graph below charts your pci results. A longer bar suggests you are quite sure about your preference, while a shorter bar suggests you are less sure about that preference.

### Clarity of Reported Preferences: ISTJ



PCI Results    **Introversion 25**    **Sensing 24**    **Thinking 30**    **Judging 27**



## How Your Type Affects Your Career Choice

The kinds of tasks and work environment that tend to be preferred by ISTJs are shown in the charts below. Working at these kinds of tasks and in this kind of environment will help you feel more comfortable and satisfied in your day-to-day work because you will have opportunities to express your natural preferences.

### Preferred Work Tasks

- Setting goals and deadlines
- Preparing detailed project plans to meet goals
- Monitoring progress
- Providing the facts necessary to make decisions or solve problems
- Making tough decisions based on careful consideration

### Preferred Work Environment

- Respects traditions
- Has a proven record of success
- Where people take their responsibilities seriously
- Has coworkers who meet deadlines and follow through on commitments
- Offers private time and space where you can concentrate for long periods without interruption

### Action Steps

- ▶ Identify a specific job you are considering.
- ▶ Using an occupational library or online source such as the O\*NET database, at [www.onetonline.org](http://www.onetonline.org), investigate the kinds of tasks you would be doing and the kind of environment you would be working in for this job.
- ▶ Compare these tasks and work environment to those identified for your type in the charts above.
- ▶ If there is considerable overlap, you may want to pursue this opportunity.
- ▶ If there is little or no overlap, you may want to rethink your plan. However, see the tips on the last page of this report before you exclude any potential job.



## How Your Type Affects Your Career Exploration

How you go about exploring career options will be influenced by your ISTJ preferences. Your type will help you in your career exploration activities in distinct ways, just as it may present some distinct challenges for you.

### Your type strengths will help you:

- Set clear, tangible goals for your career exploration
- Make a list of career search tasks, with a deadline for each
- Make a detailed list of your qualifications and accomplishments
- Collect the facts necessary to evaluate each option
- Appear organized and prepared during interviews

### Challenges

- You may focus only on the current job description and neglect to consider the long-term potential of the position.
- You may seem impersonal during job interviews.
- You may overwhelm interviewers who have a preference for Intuition by providing too many details.
- You may miss opportunities because you are reluctant to do the necessary networking.
- You may have trouble identifying new opportunities.

### Suggested Strategies

- Ask about the potential for advancement in a job. Ask about the careers of others who held the job in the past.
- Try to make a personal connection with interviewers. Build rapport with some informal conversation.
- Make periodic efforts to summarize your accomplishments and leave interviewers with the bottom line.
- Start with close friends, then gradually expand your networking list; remember, people will enjoy helping you.
- Stop occasionally and ask yourself whether there is any new information that needs to be considered.

### Action Steps

- ▶ Review the list of strengths that are a natural part of your type. Make sure to rely on them as much as possible throughout your career exploration process, especially when you are feeling anxious.
- ▶ Review the challenges related to your type. The strategies suggested for dealing with these challenges require you to move beyond your natural comfort zone, so don't try to overcome all these challenges at once. Pick one or two to start with and work at them until you feel more comfortable.



## How Your Type Affects Your Career Development

Your career development process will be influenced by your ISTJ preferences. Career development almost always involves coping with new demands that do not come naturally to you and often requires working and communicating with people with different preferences. At times, career change can be a beneficial stimulus to further development of your type. Type development means knowing and accepting your natural preferences and then consciously choosing to use nonpreferred preferences in certain situations when appropriate. Listed below are some typical strengths of and challenges faced by ISTJs, as well as some suggestions for development.

### Your style has probably helped you develop strengths in:

- Applying common sense and experience to problems
- Establishing policies and procedures that make work more productive
- Determining the facts that underlie a problem
- Analyzing problems logically and devising feasible solutions
- Developing and executing carefully worked-out plans

### Challenges

- You may automatically reject new ideas by focusing exclusively on what is wrong with them.
- You may appear impersonal or distant to others as you focus exclusively on the task at hand.
- You may reduce productivity by refusing to delegate and trying to do everything yourself.

### Suggested Strategies

- When you hear a new idea, ask yourself what specifically would be needed to make it succeed.
- Frame your analysis of the weaknesses of an idea as a way to improve it.
- Take some time to ask your coworkers personal questions and listen to their answers.
- Celebrate accomplishments and anniversaries.
- Analyze the talents and competencies of the people you work with and assign them tasks from your to-do list.
- Analyze what skills others would need in order for you to trust them with tasks and then teach them those behaviors.

### Action Steps

- ▶ Identify a career or job you are considering.
- ▶ Review the list of strengths and challenges above.
- ▶ Evaluate how much the job you have in mind will allow you to use your natural strengths and challenge you to use other preferences. You will probably be most satisfied with a job that allows you to use your strengths most of the time but also provides a manageable degree of challenge.



## Job Families and Occupations for ISTJs

The following pages of your Career Report present 23 broad occupational categories, or “job families,” and a number of specific occupations and show how they rank in popularity among ISTJs. This ranking is based on information from a sample of more than 1.3 million people in 746 jobs who said they were satisfied with their jobs. There were 218,013 ISTJs in this sample.

The chart on the next page shows the popularity of 23 job families among ISTJs, divided into three groups: those most attractive to ISTJs, those moderately attractive, and those least attractive. The longer the bar on the chart, the more attractive the job family.

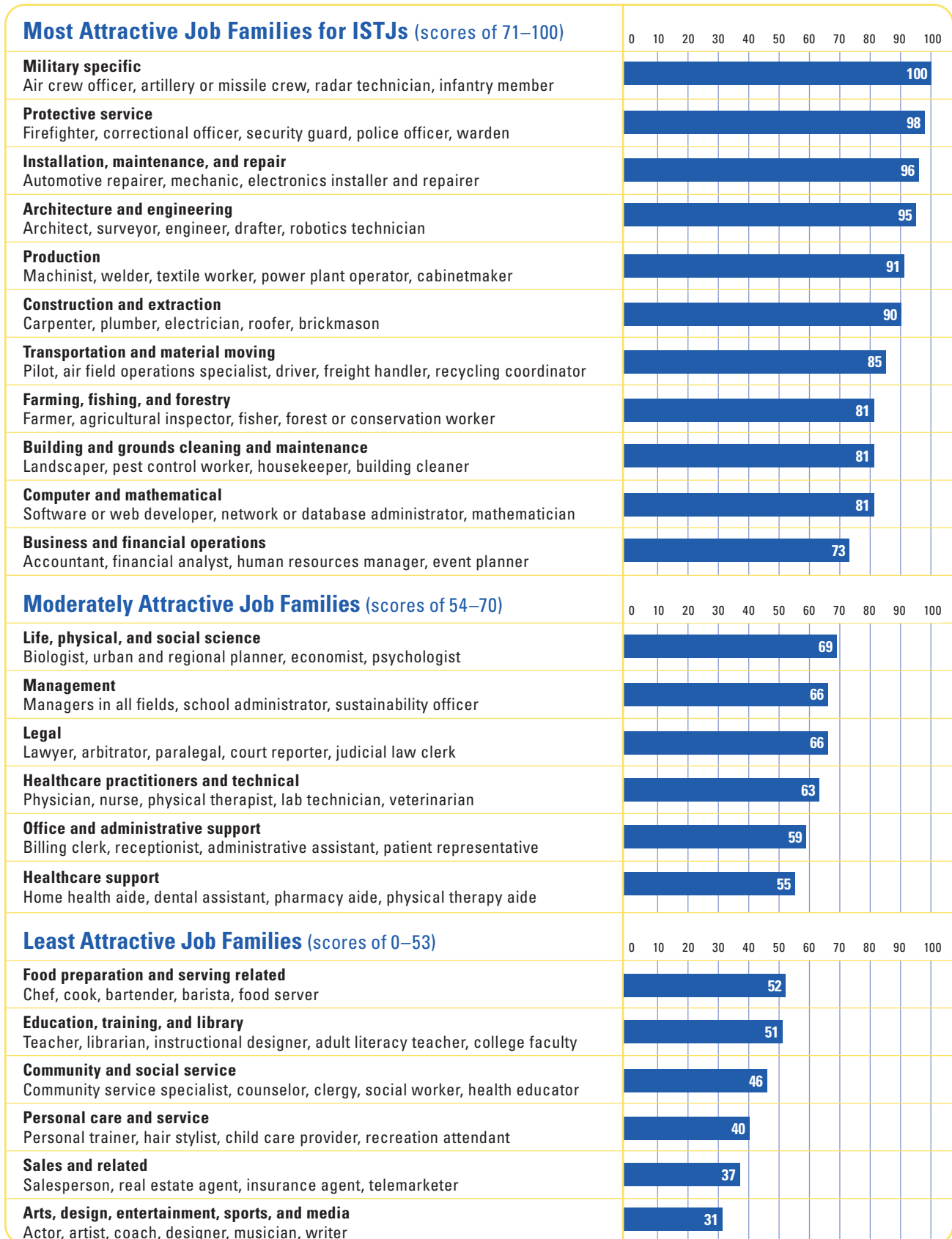
- Those job families listed as most attractive to ISTJs offer the best opportunity for you to find an occupation in which you can use your natural preferences and be satisfied.
- Those job families listed as moderately attractive may or may not offer opportunities for expressing your preferences—it depends on the tasks and work environment of the specific occupation.
- Those job families listed as least attractive are associated with occupations in which you are least likely to express your preferences. These may require you to work against your natural preferences.

When you review the chart, it is important not to overemphasize the differences between any two adjacent categories. In your career exploration process, consider all the job families in the “most attractive” section, especially if the bars on the chart are about the same length. You should also explore job families in the “moderately” and “least” attractive sections if they appeal to you or you would like to learn more about them.

The following pages list specific occupations ranked by their popularity among ISTJs. The most popular occupations are shown first, followed by the least popular.

### Working with Your Job Families and Occupational Lists

- When you compare job families and the two occupational lists, it may not be entirely clear which occupations fit within which job families. For example, does a particular healthcare occupation belong in Healthcare Support or in Healthcare Practitioners and Technical? To help you see the relationship, a Career Trends summary is provided with your Most Popular Occupations list.
- You can find out more about the O\*NET job families online, at [www.onetonline.org](http://www.onetonline.org). When you select one of the categories from the menu, you will be provided with a list of all specific occupations within that category, each of which is further explained.
- You may notice what appear to be differences between your general and specific lists. For example, you may find a specific occupation ranked higher or lower than you might predict based on the ranking of the corresponding job family. This can occur because the number of specific occupations in an O\*NET category ranges from 10 to 122! It’s also important to note that not all the specific occupations found in the O\*NET database are used in your Career Report. Only those that had a large enough sample of satisfied workers could be used. Think of the job families as an average—there will likely be specific jobs that are a good fit for your preferences, even though the job family may not be all that appealing to most people of your type.
- The use of job family and occupational lists should be only a first step in your career exploration process.





## Most Popular Occupations for ISTJs

The occupations listed below in rank order are a sampling of those that are most attractive to ISTJs. Individuals of this type are found in these occupations in much greater proportion than would be expected based on the frequency of this type in the general US population. You are likely to find these occupations most satisfying because you will:

- Have opportunities to express your preferences
- Be recognized and rewarded for using your natural gifts and strengths
- Perform tasks and address problems you find interesting and challenging

### Career Trends for ISTJs

Three trends appear in the occupations that are most popular with ISTJs. One involves occupations in engineering, which allow ISTJs to use their objective analysis and problem solving to produce tangible outcomes. Another involves occupations in production industries as a plant or equipment operator. A third includes occupations in law enforcement, which provides ISTJs with opportunities to bring order to the outer world.

### Most Popular Occupations for ISTJs

Find information about these occupations at [www.onetonline.org](http://www.onetonline.org)

- |   |   |
|---|---|
| 1 Supervisor of correctional officers         | 13 Manufacturing engineer                                   |
| 2 Marine engineer                             | 14 Mining and geological engineer                           |
| 3 Chemical equipment operator                 | 15 Gas plant operator                                       |
| 4 Power plant operator                        | 16 Forensic science technician                              |
| 5 Nuclear engineer                            | 17 Printing press operator                                  |
| 6 Immigration and customs inspector           | 18 Police detective   |
| 7 Precision instrument and equipment repairer | 19 Industrial production manager                            |
| 8 Supervisor of police and detectives         | 20 Drill operator   |
| 9 Correctional officer and jailer             | 21 Criminal investigator and special agent                  |
| 10 Agricultural engineer                      | 22 Civil engineer or technician                             |
| 11 Nuclear power reactor operator             | 23 Supervisor or manager of tactical operations specialists |
| 12 Artillery or missile crew member           | 24 Biostatistician  |

### Action Steps

- ▶ Search careers in the fields highlighted in the "Career Trends" box above. Write down job titles that seem to match these trends. Then proceed to the next step to look up detailed information about these careers.
- ▶ Click the O\*NET link in the chart above, then type the occupation name into the Occupation Quick Search box at the upper right. This will lead you to links to that occupation and related ones. Click the occupation you're interested in to get comprehensive and detailed information, including the knowledge, skills, and abilities needed to perform the job; the educational and training requirements; and the employment outlook for that occupation by state.
- ▶ Avoid making quick judgments based on stereotypes about an occupation. Although not necessarily reflected in the name of the occupation, the skills required to perform the tasks in that occupation may have changed significantly over time. Changes may involve the use of computers and technology, and educational requirements may have shifted.



### Least Popular Occupations for ISTJs

Listed below are 10 occupations in which ISTJs are not likely to be found. If you enter one of these occupations:

- You may experience difficulty communicating or agreeing with your coworkers
- The particular gifts associated with your preferences may not be recognized or rewarded
- You may eventually experience stress or dissatisfaction if you are required to work against your natural preferences for too long

#### Least Popular Occupations for ISTJs

Fashion designer	Midwife
Actor	Massage therapist
Art director	Poet, lyricist, and creative writer
Fine artist, including painter, sculptor, and illustrator	Dancer
Acupuncturist	Floral designer or florist

#### Tips for Succeeding in an "Atypical" Occupation

You should not automatically discount any occupation just because it is not popular among people who share your preferences. In an occupation that is atypical for people of your type, you may find that your different approach is valued and rewarded for being different and you may be seen as an innovator or leader. You may very well succeed and be satisfied in such an occupation if you:

- Can use your preferences productively by creating a special role in which you do a certain set of tasks or by finding a niche for yourself in a particular environment or with a select group of coworkers you enjoy working with
- Work at understanding or communicating with others whose preferences are different from yours
- Find other opportunities to express your preferences, such as in your leisure activities