



Myers – Briggs Type Indicator® Career Report

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Report prepared for
ESTP
June 23, 2022

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Introduction

This report is prepared to help you understand your results on the **Myers-Briggs Type Indicator®** (MBTI®) instrument and how they can be applied in the organizational settings.

The MBTI assessment is a self awareness tool based on the theories of Swiss psychologist **Carl Gustav Jung** and the work of an American mother-and-daughter team, **Katherine Briggs** and **Isabel Myers**. With more than sixty years of research and development supporting its reliability and validity, the MBTI tool has helped millions worldwide develop a deeper understanding of themselves and others.

The MBTI Assessment is nonjudgmental and helps people learn about themselves through an investigation of what they prefer, or their preferences. The MBTI assessment sorts individuals in terms of four pairs of preferences, or dichotomies, that reflect

Source of Energy

Mode of Taking in Information

Mode of Evaluating Information

Lifestyle

Extraversion-Introversion (E-I)

Sensing – iNtuition (S-N)

Thinking – Feeling (T-F)

Judging – Perceiving (J-P)

In understanding your MBTI results, remember that the MBTI tool

- Describes rather than prescribes, and therefore is used to open possibilities, not to limit options
- Identifies preferences, not skills, abilities, or competencies
- Assumes that all preferences are equally important and can be used by every person
- Is well documented with thousands of scientific studies conducted during a sixty-year period
- Is supported by ongoing research

How Your MBTI® Career Report for Students is Organized

- Summary of your MBTI® Results
- Overview
- Learning
- Writing
- Procrastination
- Work Related Strengths
- Work Related Weaknesses
- Career Satisfaction
- Career Exploration
- Job Search
- Conclusion

Summary of Your MBTI® Results

This report is based on your results (best fit type) you have mentioned in the self scorable MBTI answer sheets after type verification process during the feedback session.

Best Fit Type				
Where you focus their attention	E	Extraversion Preferences for drawing energy from the outside world of people, activities, and things	I	Introversion Preferences for drawing energy from one's inner world of ideas, emotions, and impressions
The way you take in information	S	Sensing Preferences for taking in information through the five senses and noticing what is actual	N	Intuition Preferences for taking in information through a "sixth sense" and noticing what might be
The way you make decisions	T	Thinking Preferences for organizing and structuring information to decide in a logical, objective	F	Feeling Preferences for organizing and structuring information to decide in a personal, values-based way
How you deal with the outer world	J	Judging Preferences for living a planned and organized life	P	Perceiving Preferences for living a spontaneous and flexible life

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

ESTP Snapshot

ESTPs are action-oriented, pragmatic, resourceful, and realistic individuals who prefer to take the most efficient route. They enjoy making things happen now and typically find a way through difficult situations. Although the descriptors below generally describe ESTPs, some may not fit you exactly due to individual differences within each type.

Activity-oriented	Adaptable	Adventurous
Alert	Easygoing	Energetic
Outgoing	Persuasive	Pragmatic
Quick	Spontaneous	Versatile

ESTP Overview

ESTPs are generally straightforward, realistic, spontaneous, and logical. They tend to focus their energy on their surrounding environment and enjoy interacting and socializing with people. They are often quite outgoing and enjoy being the focus of people's attention. The ESTP also tends to be dramatic, enthusiastic, and incorporates fun and humor into all aspects of life. They generally have a high level of energy and a need for action. They live in the moment and are typically interested in new things, ideas, or activities. The ESTP tends to focus on the short-term and will rarely organize or plan ahead. They are often adaptable and feel confident in their ability to handle anything that arises. The ESTP also strongly adheres to their values.

The ESTP is often keenly aware of what goes on around them. They usually excel at gathering detailed observations of their environment and remembering specific facts. They tend to focus on what is practical or real and are generally not interested in theory. ESTPs tend to rely on their past experiences to evaluate current possibilities. They are often able to identify the needs of a situation and provide a practical solution to meet those needs. Their eye for detail contributes to their ability to assess and respond to immediate problems. They tend to take risks and are generally good at handling crisis situations. The ESTP will often logically evaluate their options and make quick decisions as a way to move on to the next thing. Although they prefer a carefree approach to life, they are able to make difficult and logical decisions.

ESTPs are often attracted to work that is challenging, fast-paced, and involves a lot of variety. They often excel when they are involved in a task and have a tendency to become bored with inactivity or repetitive routines. The ESTP tends to use their high energy and enthusiasm to start projects and motivate others to action. They may struggle with meeting deadlines due to their lack of future planning. In their pursuit of excitement and fun, they may also neglect their obligations or previous commitments. They generally do not allow policies or procedures to inhibit their progress and will often find ways to work around the organization's rules or guidelines. The ESTP tends to work well with other people but may fail to consider the impact their actions have on others.

LEARNING

The ESTP student will often...

- Strive to gain a clear understanding of the facts
- Desire to understand the way things work
- Prefer to use a hands-on approach
- Experience difficulty paying attention to information that cannot be applied
- Prefer relevant information that is conveyed in a straightforward and enthusiastic manner
- Prefer to study in a group environment
- Complete no additional reading aside from their assigned work

WRITING

The ESTP often prefers to write on topics that are realistic and applicable and usually dislike writing about personal issues. They tend to use language that is direct and will often write down the details that they observe in their environment. ESTPs typically prefer writing shorter pieces and may experience difficulty when required to compose long documents. They often desire to work within a team-writing environment and may struggle with lengthy independent writing. They may also experience difficulty during the stages that require exploring possibilities. The ESTP may put off getting started. They will likely benefit from starting their writing process early in order to ensure they meet the deadline.

In the writing process, the ESTP will often...

- Use a previously successful writing format
- Gather and use specific and detailed information
- Spend a limited amount of time reflecting on their gathered information
- Present information through visual charts, graphs, and quotation marks
- Need to intentionally consider their reader
- Benefit from proofreading their original draft and omitting unnecessary details

PROCRASTINATION

The ESTP tends to desire immediate gratification and is susceptible to being pulled in many directions. Since ESTPs live in the here and now, they may find it difficult to motivate themselves to complete tasks that provide a future payoff. As well, since they are pulled towards social and interactive activities, they may find it difficult to perform the independent tasks that are often required to complete a project or assignment.

The ESTP may be able to decrease their procrastination by developing their ability to logically assess their actions and counteract their desire for instant gratification. They may also find it beneficial to work on tasks that reflect their natural interests. It may also be advantageous for the ESTP to develop their time management skills, integrate activities throughout their schedule, and designate time alone to focus on learning. They may also find it beneficial to structure their work so that they receive a reward after completing an uninteresting task or spending time on their own.

WORK RELATED STRENGTHS

- Keen powers of observation, with excellent memory for factual information
- Ability to see what needs doing and is realistic about what is necessary to complete a job
- Enjoys initiating and promoting projects
- Lots of energy; enjoy being active on the job
- Ability to adapt well to change and shift gears quickly
- Ability to make work fun and exciting
- Enjoy being part of a team
- Practical, realistic perceptions, and possesses good common sense
- Process oriented approach; creates lively and fun atmosphere at work
- Flexible and willing to take risks and try new approaches
- Willingness to accept differences and has the ability to “go with the flow” learner

WORK RELATED WEAKNESSES

- Difficulty working alone, especially for long periods of time
- Dislike preparing in advance; may have trouble organizing time
- Tendency to be blunt and insensitive to feelings of others or too casual with people’s feelings
- Inability to see opportunities and options that don’t exist at the moment
- Impatient and/or intolerant with administrative details and procedures
- Difficulty making some decisions and/or prioritizing projects
- Tendency to be impulsive and easily tempted or distracted
- Difficulty seeing the long-term consequences of actions
- Dislikes excessive rules and structured bureaucracies
- Resistance to setting long-term goals and difficulty meeting deadlines

CAREER SATISFACTION FOR ESTP

Doing work that

- Lets me meet and interact spontaneously with many people; offers something different everyday, and is fun
- Lets me use my keen powers of observation and my capacity for absorbing and remembering facts
- Lets me use my ability to search for solutions to problems, using firsthand experience and then critically analyzing these solutions to find the best ones
- Is active and full of adventure and fun, where things happen quickly, and where I am allowed to take risks and be alert to new opportunities
- Lets me respond to unplanned situations, using unconventional approaches, where I can skillfully negotiate satisfactory solutions
- Is done in an environment without a lot of rules or restrictions, where I work with other practical and lively people and am able to enjoy free time after completing my assignments
- Lets me organize myself as I go along and as I deem necessary, rather than according to someone else's standards
- Is practical and logical, where I can use my reasoning abilities to find discrepancies or flaws in the logic of a system and fix it on the spot
- Leaves me free to respond to a crisis and work in an expedient manner dealing with pressing issues
- Involves real people and things, not theories or ideas; where my efforts are directed to producing a tangible product or service

CAREER EXPLORATION

An ESTP tends to find career satisfaction with careers that have the following characteristics:

- Involves challenging projects that provide a tangible end result
- Includes a variety of tasks and encourages risk taking
- Provides an opportunity to interact with many different individuals
- Requires a limited adherence to strict policies and rules
- Provides freedom and autonomy to complete daily activities without following specific guidelines
- Involves logically evaluating problems to create immediate solutions
- Involves an exciting and friendly work environment
- Promotes the inclusion of fun and humor into daily tasks

When exploring career options, an ESTP will often...

- Set specific and tangible short-term goals
- Commit a high level of energy to explore their options
- Gather career related information from individuals within their field of interest
- Benefit from creating a long-term career plan and consider future career possibilities
- Logically evaluate career options and benefit from incorporating their values into the final decision
- Benefit from setting a career decision deadline

JOB SEARCH

During their job search, an ESTP will often...

- Prepare job search documents that accurately convey their experience and abilities
- Eagerly contact people and gather information about potential positions
- Observe the environment of potential workplaces to gauge whether they fit with the organization
- Need to be patient and commit to all stages of their job search
- Benefit from considering positions that are not immediately obvious
- Need to ensure they meet the deadlines

During an interview, an ESTP will often...

- Display their enthusiasm for the position
- Create a feeling of rapport with the interviewer
- Convey their ability to work well in a team
- Need to ensure their fun and relaxed disposition does not make them appear too casual or unreliable
- Need to be cautious not to talk excessively

For more than 60 years, the MBTI tool has helped millions of people throughout the world gain a deeper understanding of themselves and how they interact with others, helping them improve how they communicate, work, and learn.

REFERENCES

Tieger, P. D., & Barron, B. (2007). *Do What You Are "Discover the Perfect Career for You Through the Secrets of Personality Type"* (4th ed.). Park Avenue, New York: Hachete Book Group, USA.

Students Employment & Career Centre. (n.d.). Retrieved 12 1, 2012, from University of Saskatchewan: <http://www.usask.ca/secc/>

POPULAR OCCUPATIONS FOR ESTP'S

People with ESTP preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

- Marketing professional
- Law enforcement
- Carpenter
- Manager: Small Business
- Auditor
- Craft Worker
- Farmer
- Laborer
- Transportation worker
- Factory Worker

(ALLEN L. HAMMER - INTRODUCTION TO TYPE AND CAREERS)

- Marketing and sales
- Law enforcement: Police and Detective
- Construction and Trades: Carpentry and Others
- Protective services :Firefighter, Others
- Aviation and Transportation: Pilot , Driver
- Military Careers
- Forestry, Gardening
- Credit Investigator and Loan Officer
- Real Estate and Insurance Sales
- Electrical and Electronically Installation and Repair
- Banking
- Recreation
- Business and Finance
- Engineering: Materials and others
- Reporter and Editor
- Machinist and mechanic
- Pharmacy
- Business Management
- Bartending, Chef and Cook
- Tax examiner and auditor

(CHARLES R. MARTIN, PHD - LOOKING AT YOUR TYPE "YOUR CAREER")

- Computer Programmer
- Electronics Technician
- Engineer
- Optometrist
- Pharmacist
- Park Ranger
- Pilot
- Physical Therapist
- Stock Broker
- Mechanic
- Auditor
- Consultant
- Financial Advisor
- Investigator
- Journalist
- Land Developer
- Purchasing Agent
- Small Business Manager
- Craft Worker
- Plumber
- Community Services
- Community Health Worker
- Correctional Officer
- Guard
- Police Detective
- Probation Officer
- Chef
- Labor
- Mason

(DONNA DUNNING - WHAT'S YOUR TYPE OF CAREER)

- Police Officer
- Fire Fighter
- Paramedic
- Exercise Physiologist
- Respiratory Therapist
- Flight Attendant
- Ship Captain
- Intelligence Specialist
- Probation Officer

- Detective
- Investigator
- Correction Officer
- Real Estate Agent
- Surveyor
- Banker
- Investor
- Insurance Sales
- Dancer
- Musician
- Carpenter
- General Contractor
- Electrical Engineering
- Industrial mechanical Engineer
- Aircraft Mechanic
- EEG Technologist
- Park Naturalist
- Construction Carpenter
- Travel agent
- Real Estate Broker
- Wholesaler
- Sports Merchandise Sales
- Personal Fitness Trainer
- Flight Engineer
- Pilot
- Military Officer
- Budget Analyst
- Sports Caster
- News Reporter
- Bartender
- Studio Stage technician
- Crafts man
- Construction Worker
- Electronics Specialist
- Emergency Medical Technician
- Marine Biologist
- Lawn Service Manager
- Landscape Architect
- Flight Attendant
- Black smith
- Entrepreneur
- Retail Sales
- Criminologist
- Insurance Adjuster
- Personal Financial Advisor
- Auditor
- Stock Broker
- Insurance Agent
- Promoter
- Tour Guide and Agent
- Auctioneer
- Actor and Performer
- Farmer
- Chef
- Civil Engineer
- Developer of Electronic Games
- Transport Coordinator
- System Support Officer & Installer
- Aviation Inspector
- Soil Conservationist
- Ship Carpenter
- Land Developer
- Car Sales

(PAUL D. TIEGER AND BARBARA BARRON - DO WHAT YOU ARE)

However, there are successful people of all types in all occupations. The key to getting where one wants to go involves firstly identifying what one really wants, something that comes from a more individual place than type. Individuals with ESTP preferences then need to use knowledge of their type to gain insight into how they might approach the different activities in planning a career. In other words, ESTPs need to build on the strengths of their type and address potential obstacles that may come along with their style as they explore options, connect with others, make decisions, and manage their careers.

LESS POPULAR CAREERS FOR ESTP

Every type is in virtually every career, and clearly people are drawn to careers for many reasons other than their type. People with ESTP preferences are, however, less often attracted to careers and occupations that require interests or skills in the theoretical, abstract, or symbolic, such as in architecture, life, physical and social sciences, and careers in the arts or teaching. They also tend to be found much less often in organized human care roles such as psychology, health care, and the religious professions.