



Myers-Briggs Type Indicator® Career Report

Developed by Allen L. Hammer

Report prepared for

SAMPLE STUDENT

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Interpreted by

Karan Gupta

KGC

Karan Gupta Consulting



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.

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 **ESTP**.

Reported Type: ESTP

Where you focus your attention

E

Extraversion

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

I

Introversion

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

The way you take in information

S

Sensing

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

N

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

T

Thinking

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

F

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

J

Judging

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

P

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: ESTP



PCI Results Extraversion 9 Sensing 11 Thinking 30 Perceiving 5



How Your Type Affects Your Career Choice

The kinds of tasks and work environment that tend to be preferred by ESTPs 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

- Managing crises or quickly resolving urgent problems
- Moving quickly to take advantage of new circumstances
- Jumping in to solve tangible problems
- Selling and promoting products or services
- Taking risks

Preferred Work Environment

- Has high levels of energy
- Is entrepreneurial
- Has active, task-oriented people
- Offers lots of autonomy in performing tasks
- Is immediate and project oriented

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, 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 ESTP 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:

- Establish an extensive network of people you can contact
- Scan the environment for available jobs
- Be adaptable and quickly respond to new opportunities
- Logically analyze your career options
- Convey energy and enthusiasm during interviews

Challenges

- You may respond to immediate opportunities with no long-term goal or sense of direction.
- You may spend too much time in unproductive networking.
- You may talk too much in interviews.
- You may put off making a decision while you collect more facts or talk to more people.
- You may seem disorganized or haphazard to interviewers who have a preference for Judging.

Suggested Strategies

- Ask yourself where you want to be in 5 or 10 years.
- Set a goal for what you want to accomplish with each contact.
- Pause during interviews; ask questions.
- Set a deadline for making a decision and post it or announce it to friends.
- Make sure you answer a question completely before moving on to another topic.

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 ESTP 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 ESTPs, as well as some suggestions for development.

Your style has probably helped you develop strengths in:

- Applying common sense and experience to problems
- Dealing with crises and jumping in to solve the immediate problem
- Quickly analyzing what is wrong and fixing it
- Motivating others by bringing energy to a project
- Adapting easily to changing facts or situations

Challenges

- You may lose interest in long, complex projects.
- You may have difficulty managing time.
- You may be so focused on immediate problems that you ignore long-term systemic problems.

Suggested Strategies

- Break down complex projects into small pieces that can be addressed quickly.
- Keep a list of all the smaller pieces and work your way through them systematically.
- Take a time management course.
- Learn to use a smartphone or other digital assistant that has interesting technical features.
- Keep a log of problems and solutions, look for patterns, and determine why they keep recurring.
- Find a coach or mentor with good analytical skills to help you analyze problems and solutions.

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 ESTPs

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 ESTPs. 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 76,237 ESTPs in this sample.

The chart on the next page shows the popularity of 23 job families among ESTPs, divided into three groups: those most attractive to ESTPs, 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 ESTPs 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 ESTPs. 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. 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 ESTPs

The occupations listed below in rank order are a sampling of those that are most attractive to ESTPs. 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 ESTPs

The most popular occupations among ESTPs are those that allow them to work with their hands installing, repairing, or operating equipment. Outdoor work on farms or ranches and occupations in firefighting also appeal to them. The remaining occupations are found in a variety of areas that point to the adaptability of ESTPs.

Most Popular Occupations for ESTPs Find information about these occupations at www.onetonline.org

- | | |
|-----------------------------------------------------------------|----------------------------------------------------------|
| 1 Drill operator | 13 Roofer or helper |
| 2 Heavy equipment operator | 14 Municipal firefighter |
| 3 Farmworker and laborer, crop | 15 Farm, ranch, and other agricultural manager |
| 4 Fish and game warden | 16 Carpenter or helper |
| 5 Mining machine operator | 17 Oil, mining, or gas service unit operator |
| 6 Ship, boat captain or mate | 18 Infantry member |
| 7 Freight and cargo inspector | 19 Police detective |
| 8 Energy broker | 20 Fire prevention and protection engineer |
| 9 Petroleum pump system operator, refinery operator, and gauger | 21 Pilot or flight engineer |
| 10 Radio, cellular, and tower equipment installer, mechanic | 22 Municipal firefighting and fire prevention supervisor |
| 11 Farmer or rancher | 23 Electrical power-line installer and repairer |
| 12 Securities trader or sales agent | 24 Marine engineer |

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 ESTPs

Listed below are 10 occupations in which ESTPs 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 ESTPs

English language and literature teacher, postsecondary	Energy auditor
Anthropologist or anthropology teacher	Artists and related workers
Physical therapy aide	Freight forwarder
Choreographer	Advanced practice psychiatric nurse
Copy writer	Hydroelectric production manager

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