**ENTJ Career Profile**

ENTJs are most likely to find interesting and satis­fying those careers that make use of their breadth of interests, their grasp of possibilities, their use of logic and analysis, and their ability to organize. ENTJs are very often found in careers that require drive, leadership, innovation, and tough-minded analysis; hence, they are often found in management and leadership positions. They are often very aware of power and status issues. Their orientation to decision-making and action, and their determination to make things happen often attract them to these careers, and these same qualities can also lead to their developing skills in managing and systematically achieving goals they have set. They are usually comfortable applying their clear sense of what is correct, efficient and effective to all aspects of their environment, and thus can be very analytical and matter-of-fact in their evaluations not only of situations, but of people as well. Their approach to other people tends to be more impersonal, and they value competence in others, even as they value it in themselves.

Their orientation to the big picture and future goals, in conjunction with their drive to establish structure and achieve, often results in their being found in positions where they can make policy, plan for the future, and take on responsibility. Logic rules for ENTJs, and they expect the world to make sense. This analytic stance, combined with their focus on symbols, theories and the abstract often attracts them to careers in the sciences, particularly the physical sciences, though they are found in the social sciences as well. Whatever career area they have chosen, they are often oriented to problem-solving, and they enjoy the challenge of analyzing a complex issue and discovering a new and creative solution. In general, opportunities to interact with others are important to ENTJs, as are work environments that are structured and organized.

These characteristics of ENTJs are also relevant to the other careers in which they are often found, careers where they can make use of their creativity as well as their appreciation for ideas and complexity. They are found not only in technical positions but in some arts­ related careers as well. They report being attracted to positions that are challenging and action-oriented, where there are opportunities for leadership, where they can seek new solutions to problems, and where they can be self-determined. In addition, ENTJs enjoy work where they can engage in long-range planning, where they can feel and demonstrate their competence, and where there are opportunities for advancement.

For ENTJs the job search is an opportunity to use their analytic and planning skills, and their ability to approach the market in an organized and strategic fashion. Decision-making comes naturally to them, and they are able to make use of networks to gather information and to achieve their career search goals. Their drive, problem-solving abilities, competence and willingness to take charge are usually communicated to others during the job search. Potential drawbacks for ENTJs in the job search may include making decisions too quickly and without enough information, a tendency to ignore the interpersonal climate of interviews, failure to communicate diplomacy in interactions with others, and impatience with the details of the job search. Under stress, they may feel overwhelmed or become oversensitive to perceived criticisms of their competence as they engage in the job search, and they may find it useful to consider alternative explanations or to find a larger perspective on their situation. They may also find it useful to consider the importance of patience and of staying open to the roles relationships play in the job search process.

Examples of careers often chosen by ENTJs include a variety of management and administrative positions, business and finance, marketing, psychology and social sciences, law, physical and life sciences, teaching (particularly at the . university level), consulting, human resources, acting, and computer sciences. Other careers in which ENTJs are often found are listed in the next section of this report.

ENTJs are found much less often in careers that require ongoing attention to the spiritual, emotional or personal needs of others, or that require high levels of pragmatic nurturance, including for example religious professions, nursing, or teaching young people. They are also found much less often in careers that involve the providing of domestic or personal services, or that require a great deal of detail-oriented clerical work. Careers in which ENTJs are less often found are also listed in the next section of this report.

## • Careers in which ENTJs are most and least often found

In the previous type description you have read about some of the general career patterns that are often associated with being an ENTJ. The specific occupations listed below are occupations in the CAPT databank that have the highest and lowest percentages of ENTJs. All of the careers in the databank can be ranked from highest to lowest, based on the percentage of ENTJs found in that career. Careers at the top of the ranking are the careers in which there are a greater than average number of ENTJs, and careers at the bottom of the ranking are careers in which there are fewer than the average number of ENTJs. It is important to remember that not all careers or classes of careers are represented in these lists.

I

The careers listed are intended to suggest patterns of interest for ENTJs, and to provide you with specific career ideas you may not have yet considered. They are *not* intended to be a list of careers that would absolutely be "right" for you. In fact, a wide variety of types are found in all careers and in any given career.

## • Careers most often selected by ENTJs

The careers in this list are the careers in CAPT's databank that have the highest percentage of ENTJs. The list begins with the careers that have the highest percentages.

* 1. Management Consultant
  2. Attorney: Administrator, Non-Practicing
  3. Human Resources Planner
  4. Computer Operations, Systems Analyst, or Researcher
  5. Sales Manager
  6. Manager: Corporate Executive
  7. Credit Investigator or Mortgage Broker
  8. Marketing Professional
  9. Personnel or Labor Relations Worker
  10. Administrator: Colleges or Technical Institutes
  11. Administrator: Health
  12. Consultant: Education
  13. Consultant: General
  14. Employment Development Specialist
  15. Scientist: Biology
  16. Research Assistant
  17. Psychologist
  18. Social Scientist
  19. Engineer: Chemical
  20. Social Services Worker
  21. Manager: Federal Executive
  22. Business: General, Self-Employed
  23. Corrections Officer or Probation Officer
  24. Scientist: Life or Physical
  25. School Principal
  26. Manager: Retail Store
  27. Scientist: Chemistry
  28. Administrator: Student Personnel
  29. Auditor
  30. Actor
  31. Manager: Financial or Bank Officer
  32. Teacher: University
  33. Manager: Restaurant, Bar, or Food Service
  34. Dentist
  35. Teacher: Reading
  36. Designer
  37. Lawyer or judge
  38. Administrator: Education
  39. Computer Programmer, Support Representative, or Related Worker
  40. Psychodrama Therapist
  41. Fine Artist
  42. Technician: Electrical or Electronic Engineering
  43. Physician: Family Practice and General Practice
  44. Manager: City, County, or State Government
  45. Administrator: Elementary or Secondary School
  46. Photographer
  47. Teacher: English
  48. Accountant
  49. Nursing: Consultant
  50. Physician: Pathology

## • Careers least often selected by ENTJs

The careers in this list are the careers in CAPT's databank that have the lowest percentage of ENTJs. The list begins with the careers that have the lowest percentages.

1. Police Detective
2. Director of Religious Education
3. Factory or Site Supervisor
4. Clerical Supervisor
5. Cleaning Service Worker
6. Guard or Watch Keeper
7. Bookkeeper
8. School Bus Driver
9. Religious Order: Lay Member
10. Typist
11. Hairdresser or Cosmetologist
12. Physical Therapist
13. Dental Assistant
14. Cashier
15. Priest
16. Food Service Worker
17. Manager: Fire
18. 18.Cook
19. Child Care Worker
20. Journalist

In looking at these lists and related data we find that ENTJs tend to be drawn to those careers that appear to make use of their natural preferences. That is, the careers on the "most often selected" list are the careers to which we would expect ENTJs to be drawn, based on what we know about their type. The careers on the "least often selected" list are also what we would expect based on what we know about ENTJs.

ENTJs who work in careers that make use of their natural type preferences will more likely be satisfied and energized than ENTJs who work in careers that require them to make constant use of their nonpreferred functions. Working in a career that makes use of your natural preferences is more likely to be stimulating and enjoyable, and you are more likely to meet people of "like mind."

ENTJs who enter a career in which their type is more rarely found may find that they are less often working with people of "like mind." This may present you with some disadvantages as well as advantages. You may, for example, have difficulty understanding or being understood by your coworkers. In addition, ongoing use of your nonpreferred functions may lead you to feel stressed or fatigued. On the other hand, you may bring a unique and exceptionally valuable perspective to your work, one that your coworkers will not have considered. You may also carve out a path or choose a specialty within that career that is particularly suited to ENTJs. Alternatively, you may need to find a way outside of your career to satisfy your natural type preferences. As we noted earlier, there is much more to an individual than their type preferences, and all types tend to be found in all careers.

It is a fact that ENTJs are found in many of the careers on the "less often selected" list, but it is equally true that they are not found in very high numbers. If you are considering a career less often selected by ENTJs, you may also want to clarify the different factors influencing your career decisions. Is this a career that you feel a call to pursue? Are your family, friends, or environment pushing you to be in a particular career, one that may be less satisfying to ENTJs? Do you have an accurate picture of what is involved in that career? You may find it helpful to talk to a friend, per­ sons in those careers, or counselor about some of these issues, in order to make more informed decisions.

*Gathering Career Information, Making Decisions, Planning and Taking Action*

You now have some sense of the patterns of career choice among ENTJs. This section of the report will address how your type preferences may influence three activities often involved in career exploration: gathering information, making decisions, and taking action. As you read this section of the report, keep in mind the following question: What do you need to do to make use of your strengths and to mini­ mize the potential blindspots of your type as you go about these activities?

## • Gathering information

An important step in career exploration is finding out more about yourself and the careers you are considering, and there are a variety of ways to do that. You can, for example, call and meet with

people, read biographies or reference materials, talk with a counselor, take career instruments, or do volunteer work.

Gathering information about yourself and about careers is an ongoing process in career exploration. It is important not only to take advantage of your natural strengths, but to be sure you don't miss some forms of information-gathering that may be less preferred by ENTJs. For example:

As an *extravert* you may be more likely or more inclined to engage in information-gathering activities that involve interacting with others or gaining direct experience. Examples include networking, interviewing, volunteering, or interning. You may want to be sure that you also take time to gather information in ways that require alone-time and reflection. Examples include reading career materials, and working through self-assessment exercises.

As an *intuitive type* you may be more inclined to look at patterns in the information that you have, in the careers to which you are attracted, and to look for the meaning in those patterns. You may also be more willing to trust your "hunches" in your career exploration. You may tend to pay attention to possibilities and become excited by distant future goals inherent in a career. You may want to be sure that you attend to factual material and information about careers (e.g., jobs available, salaries, location), and be sure to gather some first-hand experience.

As a *thinking type* you may be inclined to pursue and trust information you consider to be the most objective. Thus, you may be inclined to make use of reference materials and job analyses. You may also be more inclined to work through various exercises and analyses of your interests, skills, and other relevant information. In your pursuit of objective information you may miss information available from significant others or people you trust. You may also want to trust that you care about something, even if it seems illogical.

As a *judging type* you may be inclined to come to closure prematurely, and you may benefit from continuing to gather information, even if the information seems inconsistent with your initial direction

## • Making decisions



Even though it may feel as though there must be one big decision in your career exploration, in fact you are making decisions all along the way. You have probably already made some tentative decisions about your type preferences, and you have probably already decided against some career options even as you have considered others.

The purpose of this section of the report is to help you see what may be the strengths and potential blindspots for your type as you go about making career decisions.

Effective decision-making depends on having both good information (using sensing or intuition) and a reliable method for weighing that information (using thinking or feeling). The two middle letters of your type formula tell you which information-gathering function and which decision-making function you prefer to use.

As someone who prefers *intuition,* you may be most inclined to:

* trust the kind of career information that opens up new possibilities for your imagination.
* pay attention to meanings and/or patterns in the career information you have, and put it in the context of your life and future.
* be concerned with the potential for growth or change in a career, and be concerned with where you want to be several months or years down
* the road.
* consider a variety of career options, whether or not they fit with your past.

For a more thorough assessment of your career situation, it may be important for you to pay attention to pragmatic and factual kinds of career information as you assess yourself, such as education, skills, and work history. You may also benefit from attending to facts about jobs and the job market, such as job avail­ ability, location, and salaries available.

As someone who prefers *thinking,* you may also be inclined to:

* approach your decision-making in a more critical and impersonal manner, attempting to weigh all of the information objectively, including information about yourself.
* look at all of the consequences, both good and bad, of the various choices you have available to you.
* analyze your degree of fit with a career based on what you know of yourself and of your career options make objective decisions which involve ideas or people you care about.

For a more thorough evaluation of your career situation, you may want to consider not only what is logical, but also how much you personally care about the various career options and whether a given career would be good or bad for your well-being. You may also want to consider the impact the choices may have for your long-term values, and on those about whom you care.

There is another factor associated with your type that may have an effect on how quickly you make decisions, and how comfortable you are with those decisions.

Persons with your combination of *extraversion* and *judging* (E-J) are often described as decisive and action-oriented. ENTJ types often say that they decided early on a career or career area and tend to feel generally certain about their decisions. If this description fits for you, it may be important for you to allow yourself the freedom to simply gather career information without rushing to a decision-making mode. In this way you may find new and potentially useful career options.

## • Making plans and taking action

Once you have made some decisions, you need to make plans and take action. Planning may include such things as setting career goals and breaking those goals down into short term tasks to be accomplished. Career goals may include settling on a first career, planning to make changes within a career you already have, or changing careers entirely. Short term tasks may include plans for getting further training or education, making business contacts, going on information interviews, and/or (re-)writing your resume. Taking action means moving from the plan ning to the doing phase and acting on the goals and tasks you have set for yourself.

The purpose of this section of the report is to make you aware of some of the strengths and potential blindspots your type may bring to these planning and action steps.

Your preference for extraversion may show in a tendency to:

* network naturally and already have access to a large network.
* be comfortable with information interviewing.
* move readily to the action phases
* represent yourself well verbally in interviews.

Possible blindspots may be that you discuss the career exploration process *too* much with others, or that you interact for the sake of interacting and do not gather appropriate information. Another blindspot may be that you act too quickly without reflecting and may mistake activity for results. It is also possible that you may come on too strong by talking too much and not listening enough.

Your preference for intuition may show in a tendency to:

* be very good at setting up long term goals and envisioning steps for getting there.
* be good at seeing alternatives to traditional career search and development paths.
* represent yourself in an optimistic way in inter­ views and be very convincing (especially if extraverted as well).
* see possibilities for employment where others do not.

Possible blindspots may be that you see too many possibilities and have difficulty focusing or have difficulty acting on the possibilities. Other potential blind­ spots may be that you have difficulty following through once goals and plans are made, or that you underestimate or leave out important pragmatic steps in setting and achieving goals. It is also possible that you may not respond as well to interview questions asking for specific details.

Your preference for thinking may show in a tendency to:

* establish a strategy for the job search, and move logically from step to step.
* be good at doing objective research on a career or employer.
* be good at communicating competencies on paper or in interviews.
* be good at standing your ground in a tough interview.

Possible blindspots may be that you expect the process to proceed more logically than real life usu­ ally does, or that you may be too rigid in your use of a particular strategy. Other potential blindspots may be that you ignore useful information if the interviewer does not meet your expectations of competence, or that you appear too task-oriented in the interview and not sensitive to any interpersonal concerns involved in the position.

Your preference for *judging* may show in a tendency to:

* be good at developing a series of steps for reaching goals and planning actions.
* be good at meeting deadlines and achieving goals set, and be more willing to act once a deci­ sion is made.
* communicate a task-orientation in interviews.
* communicate a willingness to take on responsibility.

Possible blindspots may be that you are impatient with the gathering of information and move to premature closure. You may also have difficulty staying open to new information as it presents itself if it does not fit your plan, or you may be rigid about career goals. Other potential blindspots may be that you appear inflexible in interviews, or that you mistake efficiency for effectiveness in planning and acting.