

Career Development Report

Based on Jung Typology Profiler for Workplace™ (JTPW™)

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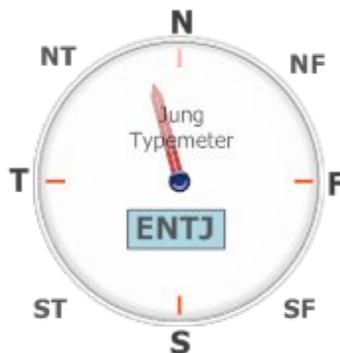
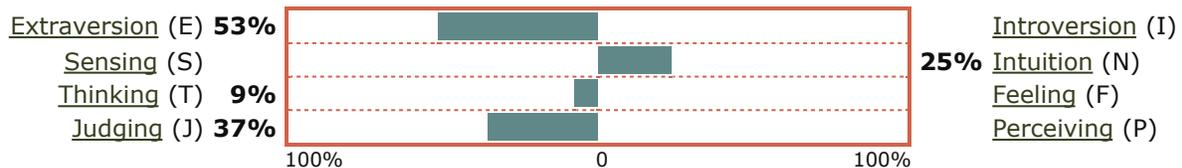
Your Personality Type: ENTJ

People can be characterized by their preferences in four main areas (or *dimensions*) - each dimension is represented by two opposite preferences (or *poles*): Extraversion vs. Introversion, Sensing vs. Intuition, Thinking vs. Feeling, and Judging vs. Perceiving. The combination of these preferences determines *personality type*. Your personality type is:

ENTJ - Extraversion intuition Thinking Judging

Individuals may show behaviours characteristic of both poles in a dimension, but typically they have a preference of one way over the other. The letters in the type name acronym indicate your preference in each of the four dimensions.

Each dimension can be seen as a continuum between two opposite preferences (for example, a continuum between a 100% introvert at one end and a 100% extravert at the opposite end). Two individuals sharing the same personality type acronym (e.g. ENTJ) may have different strengths of preferences in each of the dimensions. This is how your personality type preferences score in each of the four dimensions:



What Does It Mean?

- You have *moderate* preference of Extraversion over Introversion (53%)
- You have *moderate* preference of Intuition over Sensing (25%)
- You have *slight* preference of Thinking over Feeling (9%)
- You have *moderate* preference of Judging over Perceiving (37%)

The approach to personality type used here was first introduced by the famous psychologist Carl G. Jung.

Most Favourable Work Environment

Describes the main characteristics of a work environment where you would be able to leverage strong areas of your personality, and be the most successful, fulfilled and content.

ENTJs, like any other personality type, realize their potential and succeed when their workplace environment is in harmony with their core personality traits. According to the approach to personality used here, the core personality traits of ENTJs are *logic* and *intuition*.

They are characterized by their ability to make objective logical conclusions based on an understanding of the “big picture” and their knowledge of a broad range of subjects. As result, ENTJs typically have well thought out views regarding various workplace aspects and issues. Their status in an organization is important to them; typically they strive for a higher status position, material wealth and an opportunity to leverage their talents.

Due to their natural strengths, ENTJs often find themselves in occupations that require good analytical and planning skills. In large organizations they strive for higher rank positions to be able to play a more influential role and have a stronger impact. They are also able to realize their potential in smaller organizations and start-ups where they often fulfill management positions or take responsibility for the whole project.

Generally, ENTJs build successful careers in the areas requiring considerable organizational skills and intellectual efforts, presenting a challenge, and calling for creativity. ENTJs are found across a wide range of industries and verticals. They are greatly represented in technological and management consulting companies among engineers and developers, and among high- and mid-rank managers.

Routine work however, would be a much less suitable environment for an ENTJ, especially if this routine work is continuous. Such an environment will be stressful to ENTJs, and will make them unhappy and disappointed with their situation. In addition, based on the assessment of your personality, it will always feel uncomfortable to you to be in a position of a little or no authority, a follower or a subordinate. Look for an opportunity that gives you more authority and room for influence.

For more examples of careers favourable for your type please [click here](#).

Personality Strengths

Knowing and leveraging your personality strengths is important for career success. This section of the Career Development Profile describes distinct features of your personality such as leadership qualities, results orientation, creativity, the ability to establish effective collaboration, and so on.

- You are good at analysing facts, understanding how things work and discovering inter-dependencies.
- You are able to establish a strategy of actions.
- You can see the big picture as well as recognize and take advantage of the present moment/current situation.

- You use rational and at the same time heuristic, approach to problem solving, i.e. able to quickly find a solution by using expert judgement, rules of thumb or whatever other methods deemed practical.
- You can easily change your methods and tactics to achieve goals.
- You are enthusiastic in your undertakings and you want to pass this enthusiasm on to others and actively engage them. Please note, however, that more often than not, you are unable to leverage this style of leadership and instead use a directive, instructional management style. You require staff to do a quality job and fulfill their responsibilities precisely. On the strong side, such leadership style is useful when activities must be carried out efficiently and exactly as planned, or when managing a crisis.
- You, as well as many other ENTJs, are quite ambitious. This quality helps you in achieving your goals.
- In communication with other people you are able to get your point across or obtain the required information. You are also pleasant and easy to communicate with. People find communication with you valuable.
- You are very industrious and conscientious. You try to fulfill your responsibilities in the best possible way. For you, integrity and ethics are the first priority.
- You prefer win-win solutions to a conflict. That said, sometimes you are ready to disagree and go up against your opponent.

Career Development Methods

Describes career development methods tailored to the specifics of your personality. Using these methods may help you in career advancement.

Understanding your own personality strengths and weaknesses is crucial for career development. This section outlines some methods you can use to leverage your natural personality strengths. As well, recognizing and understanding the personality types of other people you interact with in the workplace can help in establishing more effective relationships with these people. Here are some typological traits of your personality and some practical tips to achieve the best results.

Predominantly, ENTJs process and communicate information in a logical and conceptualized way, but it is not the same way some other types process and communicate information. For example, you will communicate well with people of ENTJ, INTJ, ENTP, INTP types (i.e. all who belong to the NT group), but not necessarily communicate effectively with individuals belonging to the SF group (ESFJ, ISFJ, ESFP, ISFP). This is because SF people process and communicate information in the manner which differs most from you. Specifically, they process and communicate information in a sensory and emotional way rather than a logical and conceptualized one. [How to determine the type of another person.](#)



When communicating with SF people, appeal to feelings and emotions. Also, use specific facts and concrete, tangible examples.

In communicating, ENTJs are typically *well-reasoned* and *expressive*, but sometimes may also be *forceful*. However, to effectively communicate to your most difficult communication opponents - SF people, one needs to be *supportive*. [Click here to learn more about communication styles.](#)

Based on your personality assessment, showing feelings and emotions is not your strength.



Be aware that your natural habit of being objective and logical in communications may appear to some SF people as being harsh, lead to disapproval and make them less satisfied with your actions.



Try to be supportive when interacting with SF people. For example, when appropriate, express praise and approval of their accomplishments and actions and cheer them up for upcoming tasks.

To succeed in a career one has to be ambitious. You, as well as many other ENTJs, are quite ambitious. This quality helps you actively pursue your goals.



In your pursuit of career and achievements, don't forget to take time to care about your closest and dearest ones, family and friends, or this may jeopardize your personal relationships.

Your leadership style is an important factor for your career success. [Click here to read about leadership styles.](#) For you, leadership, to a great extent, is a means for bringing your ideas and projects to fruition. You are trying to get a leadership role or a higher rank position to be able to implement your ideas and projects, but also, to satisfy your ambitions regarding status, authority and material wealth.

Your leadership style is more often *transactional*, task-oriented rather than *transformational*; you provide directives and give instructions.



The transactional type of leadership can be effective in a highly regulated environment, when managing crises or responding to a threat. For further career development it is

recommended to acquire transformational leadership skills (oriented on encouraging and motivating others to achieve goals).

Being diplomatic is another very important skill for successful career development. In communication with other people you are able to get your point across or obtain the required information. You are also pleasant and easy to communicate with. People find communications with you valuable.

Conflict situations are another important aspect within the workplace. A conflict is a situation when the interests, needs, goals or values of the involved parties interfere with one another. A conflict is a common phenomenon in the workplace. Different stakeholders may have different priorities; conflicts may involve team members, departments, projects, organization and client, boss and subordinate, organization needs vs. personal needs. Often, a conflict is a result of perception. Is conflict a bad thing? Not necessarily. Often, a conflict presents opportunities for improvement. Therefore, it is important to understand (and apply) various conflict resolution techniques. [Click here to learn more about conflict resolution.](#)

Market Yourself

This section lists your personality strengths. Use it for self-marketing. For example, you can incorporate the strengths into your resume, mention at the interview or at other appropriate situations to promote yourself.

- A strong leader
- A visionary
- Very resourceful
- Very assertive
- Has excellent communication skills
- A strong leader
- A visionary
- Very resourceful
- Very assertive
- Has excellent communication skills
- Very sociable
- Very conscientious
- Very rational
- Very creative
- Very sociable
- Very conscientious
- Very rational
- Very creative

Pitfalls

As with anyone else, some of your natural personality traits may become your weaknesses or become obstacles in successful career development. These "weaknesses" or pitfalls typically manifest themselves when certain workplace circumstances are in place. This section describes some pitfalls related to the specifics of your personality which you should be aware of, as well as some useful tips to help you manage these issues.

You are not comfortable being in a position of little or no authority, or being micro-managed.



Look for an opportunity that gives you more authority, latitude and influence and/or frees you from being micro-managed.

Continuous routine at work will be stressful to you and will cause disappointment.



If you are constantly caught in a routine and it makes you feel frustrated, perhaps it is time for a change. See if there is a way to diversify your routine, establish some room for creativity and make a use of your natural gifts.

Generally you are a good communicator but it is possible that sometimes you are being too pushy when trying to promote your ideas and achieve your goals.



Remember, establishing an effective, long-lasting relationship is only possible when the involved parties feel comfortable with it.

You are objective and unbiased in your judgments. Sometimes you appear lacking empathy and warmth toward others. This, together with being too direct and objective, may sometimes prevent you from establishing an effective, productive relationship.



Be aware of this potential caveat of your natural personality traits. When appropriate, try to communicate and act more disposed toward others and in a more personable way.

Career and Job Change

Outlines conditions and "symptoms" of when a career or job change may be desirable, from a standpoint of personality fit.

A successful career is often characterized not only by climbing up the corporate ladder within the same organization but also by making job or career moves in order to get an opportunity to utilize the strongest areas of one's personality, and therefore make work more fulfilling. Another reason is to reduce stress resulting from work demands that conflict with an individual's natural personality traits and preferences, possibly causing severe frustration and burnout.

Of course, no workplace is perfect and there is always something that is not in line with your preferences. So when does it become reasonable to consider a career or job change? Here are some guidelines that will help answer this question in your situation. Please note that there may be other reasons (job market trends, financial, geographical and so on) that drive career and job change and are not reviewed here. The guidelines presented here relate to the fit between an individual's personality and the job.

Use the worksheet below to assess your current workplace suitability. On the scale of 1 - 10 evaluate the extent your current job matches the described characteristics in each of the 3 areas. A higher score – the current job matches the characteristics to a greater extent. A lower score – the current job is opposite to the described characteristics to a greater extent. Each of the three areas may include one or more job characteristics. Please note that the score you provide for an area is the overall score regardless the number of job characteristics it includes.

	Best-Fit Job Characteristics (for your personality)	Comment	Score (1 - 10)
Presence of favourable job characteristics	<ul style="list-style-type: none"> • You play a leadership role (leadership, management, supervision) • You are given a wide enough degree of latitude in making decisions • Job calls for strategic thinking and planning, seeing the "big picture" • Job is in line with your own plans, helps in accomplishing your own plans • Provides an environment where your accomplishments are seen and recognized • You play a leadership role (leadership, management, supervision) • You are given a wide enough degree of latitude in making decisions • Job calls for strategic thinking and planning, seeing the "big picture" • Job is in line with your own plans, helps in accomplishing your own plans • Provides an environment where your accomplishments are seen and recognized 	<ul style="list-style-type: none"> • You will work to your full capacity and realize your natural potential when these conditions are in place • You will work to your full capacity and realize your natural potential when these conditions are in place 	<input type="text" value="1"/>
	<ul style="list-style-type: none"> • None, or few, routine tasks and administrative 		

	Best-Fit Job Characteristics (for your personality)	Comment	Score (1 - 10)
Absence of unfavourable job characteristics	<p>procedures</p> <ul style="list-style-type: none"> • Not being micro-managed, or closely supervised • You are not in a position of a little or no authority • Job does not require constant expression of empathy and warmth in interactions with others • Does not require dealing excessively with interpersonal conflicts • None, or few, routine tasks and administrative procedures • Not being micro-managed, or closely supervised • You are not in a position of a little or no authority • Job does not require constant expression of empathy and warmth in interactions with others • Does not require dealing excessively with interpersonal conflicts 	<ul style="list-style-type: none"> • Routine tasks and administrative procedures may cause stress and dissatisfaction to you • Being micro-managed, having little or no latitude in decisions will be stressful to you and will make you feel disappointed with your situation • It is possible that constantly trying to be personable, empathic and warm toward others and dealing excessively with interpersonal conflicts will exhaust you • Routine tasks and administrative procedures may cause stress and dissatisfaction to you • Being micro-managed, having little or no latitude in decisions will be stressful to you and will make you feel disappointed with your situation • It is possible that constantly trying to be personable, empathic and warm toward others and dealing excessively with interpersonal conflicts will exhaust you 	<input type="text" value="1"/>
Leadership requirements	<ul style="list-style-type: none"> • Provide strong leadership. Lead, manage, or supervise others. • Establish vision, strategy and goals • Foresee next steps / how things may develop • Achieve major goals and implement major projects • Provide strong leadership. Lead, 	<ul style="list-style-type: none"> • Potentially, you are a strong leader. You see perspective, have a vision, and strive to realize major opportunities and accomplish ambitious plans • Potentially, you are a strong leader. You see perspective, have a vision, 	<input type="text" value="1"/>

	Best-Fit Job Characteristics (for your personality)	Comment	Score (1 - 10)
	manage, or supervise others. <ul style="list-style-type: none"> • Establish vision, strategy and goals • Foresee next steps / how things may develop • Achieve major goals and implement major projects 	and strive to realize major opportunities and accomplish ambitious plans	
Total			

Interpretation

If your total score is 23 or higher, there is no indication for career or job change.

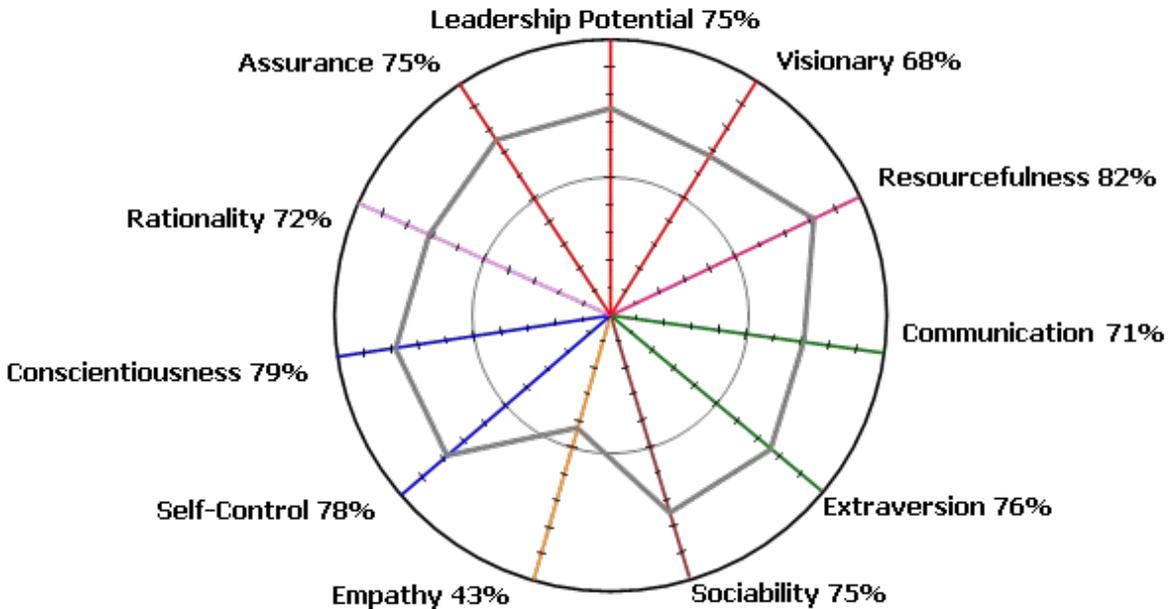
If your total score is less than 14, you should seriously consider a career or job change to find a job that better fits your personality.

If your total score is 14-22 check which of the 3 areas received the least score. See if your present job responsibilities may be changed so they better fit the desired characteristics. If this is not possible, you may want to explore changing your job to a job that is a better fit for your personality.

For some examples of careers favourable for your type please [click here](#).

Personality Radar

Personality Radar visually represents and summarizes strengths of the key workplace-related behavioural qualities of your personality.



* All indices range from 0% to 100%. The centre point of the radar is 0%, the inner circle is 50% and the outer circle is 100%

These key behavioural qualities influence the following 5 areas of behaviour in the workplace:

Area	Behavioural Qualities
Leadership	Leadership Potential ("Power"), Assurance, Visionary, Resourcefulness
Communication and interpersonal relations	Communication, Extraversion, Sociability
Empathy	Empathy, Sociability(to an extent)
Diligence	Conscientiousness, Self-control(to an extent)
Rationality and Analyticity	Rationality

Leadership Potential

The Leadership Potential (or the "Power index") is indicative of the drive to take a lead, win and be in charge. The higher the index, the higher the likelihood that the individual has natural leadership skills and takes leadership roles.

Visionary

The Visionary index is indicative of the ability to shape and/or understand strategic vision and goals, see new opportunities, bring fresh approaches, and understand how things and events may develop.

Assurance

The Assurance index refers to the ability to defend your point of view and the ability to accept criticism, as well as the ability to take responsibility for an action.

Resourcefulness

The Resourcefulness index reflects the ability to deal creatively and effectively with difficult or unanticipated situations and/or find unconventional solutions.

Communication

The Communication index reflects the ability to communicate effectively, i.e. the ability to bring your point across to others, as well as the ability to listen and comprehend other people's opinions.

Extraversion

The Extraversion index reflects the extent of the respondent's value and interest in the outside world, i.e. their interest in and involvement with people and things outside the self. People who score high on extraversion derive the energy for their undertakings from the outside world. The outside world is the main driver of their actions and the main motivational factor.

Sociability

The Sociability index reflects your expectation of engagement with others, i.e. the need and eagerness to seek company, engage in and be open to direct interaction with many people.

Empathy

The Empathy index reflects the ability to understand and identify with other people's feelings or concerns.

Conscientiousness

The Conscientiousness index refers to conscientious application to work.

Self-Control

The Self-Control index reflects the ability to control own actions, desires, or emotions.

Rationality

The Rationality index reflects the ability to think rationally, i.e. operating with values, beliefs, and techniques based on logical, explicable principles.
