



Defining your future:

A practical guide to finding the career that best suits your unique interests, skill sets, and personality type




What is your ideal career?

Find the right answer for you!

There are a number of typical paths that high schoolers consider taking after they've received their diploma.

- **Career/On-The-Job Training** – Acquire a couple of part-time jobs or a full-time job that don't require a certain certification or college degree.
- **Skill Certification** – Begin taking courses to receive a specialized technical or medical certificate that typically takes less than a year.
- **College** – Enter an institution part-time or full-time to complete an associate's or bachelor's degree.
- **Military** – Volunteer to be a member of the United States Armed Forces.

The first step in deciding which path is best for your unique talents and personality is to “First Know Yourself”. When you complete this research project on your values, beliefs, what is important to you, and how you make your decisions, you can identify the types of career paths that can lead you to a successful career and life.



The first step in deciding which path is best for your unique talents and personality is to “First Know Yourself”.

Find your personality type

- Go to the website www.16personalities.com and take the personality quiz

Make sure that when you answer the questions you are answering them in the mindset of who you are on nights, weekends, and vacation. Another way of looking at this is, “who are you when nobody is looking?” Be truthful to yourself as you answer the questions in order to get the most accurate result.

Personality type examples:

- ISTJ stands for Introverted, Sensing, Thinking, Judging
- ENFP stands for Extraverted, iNtuitive, Feeling, Perceiving

Personality Type Explained

Your personality type can be determined by answering a series of questions that identify your general attitude, how you look at the world, and how you make judgements.

- The first letter in the personality type acronym corresponds to the first letter of the preference of **general attitude** - “E” for extraversion and “I” for introversion.
- The second letter in the personality type acronym corresponds to the preference within the **sensing-intuition dimension**: “S” stands for sensing and “N” stands for intuition.
- The third letter in the personality type acronym corresponds to the preference within the **thinking-feeling pair**: “T” stands for thinking and “F” stands for feeling.
- The fourth letter in the personality type acronym corresponds to a person’s preference within the **judging-perceiving pair**: “J” for judging and “P” for perception.

Personality types overview

ISTJ: The Logician

ISTJs have one character trait that puts them at a definite advantage in terms of career success – Perseverance. An ISTJ can do almost anything that they have decided to do. However, there are areas in which they will function more happily and naturally. An ISTJ will do best in a career in which they can use their excellent organizational skills and their powers of concentration to create order and structure.

Potential careers:

- Business Executive
- Attorney
- Medical Doctor
- Computer Programmer

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ISFJ: The Defender

have two basic traits that help define their best career direction: 1) they are extremely interested and in-tune with how other people are feeling, and 2) they enjoy creating structure and order, and are extremely good at it. Ideally, the ISFJ will choose a career in which they can use their exceptional people-observation skills to determine what people want or need.

Potential careers:

- Interior Decorator
- Nurse
- Business Manager
- Shopkeeper

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ISTP: The Virtuoso

The ISTP is fortunate because they have the ability to be good at many different kinds of tasks. Their introverted nature and thinking preferences give them the ability to concentrate and work through problems. However, to be happiest, the ISTP needs to lead a lifestyle that offers a great deal of autonomy and does not include much external enforcement of structure.

Potential careers:

- Entrepreneur
- Construction
- Computer Programmer
- Mechanic

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ESTP: The Entrepreneur

ESTPs have skills of observation, which make them extremely good at correctly analyzing and assessing other peoples' motives or perspectives. Their people skills allow them to use this knowledge to their advantage while interacting with people. They also have a special ability to react quickly and effectively to an immediate need. ESTPs enjoy new experiences and dealing with people, and dislike being confined in structured or regimented environments.

Potential careers:

- Facilitator
- Sales Representatives
- Paramedic/ Emergency Medical Technician
- Police/Detective Work

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ESFP: The Performer

ESFPs are good at many things, but will not be happy unless they have a lot of contact with people, and a lot of new experiences. They should choose careers that provide them with the opportunity to use their great people skills and practical perspective, that will also provide them with enough new challenges that they will not become bored.

Potential careers:

- Sales Representative
- Photographer
- Consultant
- Interior Designer

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ISFP: The Adventurer

The ISFP is a very special individual who needs to have a career that is more than a job. They need to have a career that is consistent with their strong inner values. They need a great deal of space and freedom if they are going to function in their natural realm of acute sensory awareness. Almost every major artist in the world has been an ISFP. Since the ISFP is so acutely aware of people's feelings and reactions and is driven by their inner values to help people, the ISFP is also a natural counselor and teacher

Potential careers:

- Artist
- Veterinarian
- Child Care
- Forest Ranger

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INTJ: The Architect

More so than any other personality type, INTJs are brilliant when it comes to grasping complex theories and applying them to problems to come up with long-term strategies. The INTJ is happiest and most effective in careers that allow this type of processing, and that promote an environment in which the INTJ is given a lot of autonomy over their daily lives.

Potential careers:

- Scientist
- Engineer
- Teacher
- Medical Doctor

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INTP: The Logician

INTPs have a special gift for generating and analyzing theories and possibilities to prove or disprove them. They have exceptional logical and rational reasoning skills, which allows them to thoroughly analyze theories to discover the truth about them. INTPs will be happiest in careers that allow them a great deal of autonomy in which they can work primarily alone on developing and analyzing complex theories.

Potential careers:

- Photographer
- Strategic Planner
- Chemist
- Attorney

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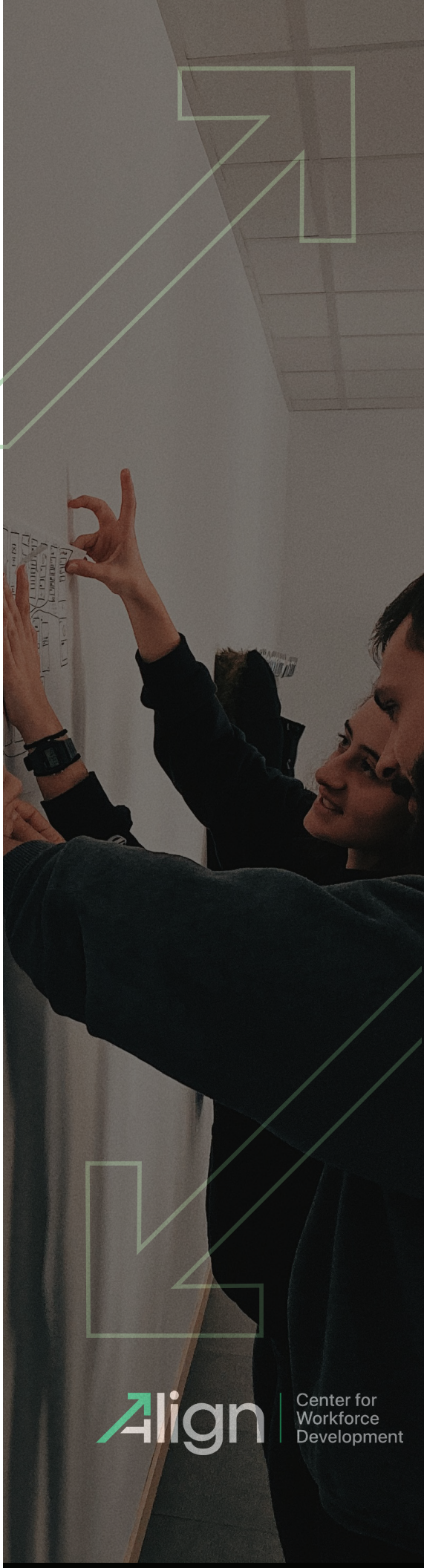
ENTJ: The Commander

ENTJs are especially well-suited to be leaders and organization builders. They have the ability to clearly identify problems and innovative solutions for the short and long-term well-being of an organization. Having a strong desire to lead, they're not likely to be happy as followers. ENTJs like to be in charge and need to be in charge to take advantage of their special capabilities.

Potential careers:

- Business Executive
- Organization Builder
- Business Administrator
- Entrepreneur

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ENTP: The Debater

ENTPs are fortunate to have a wide range of capabilities. They are generally good at anything that has captured their interest. ENTPs are likely to be successful in many different careers. ENTPs will do well to choose professions that allow them a lot of personal freedom where they can use their creativity to generate new ideas and solve problems. They will not be completely happy in positions that are regimented or confining.

Potential careers:

- Attorney
- Psychologist
- Consultant
- Marketing Rep

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INFJ: The Advocate

The INFJ is a special individual who needs more out of a career than a job. They need to feel as if everything they do in their lives is in sync with their strong value systems. Accordingly, the INFJ should choose a career in which they're able to live their daily lives in accordance with their deeply-held principles, and that supports them in their life quest to be doing something meaningful.

Potential careers:

- Clergy / Religious Work
- Teachers
- Counselors and Social Workers
- Medical Doctors / Dentists

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INFP: The Mediator

The INFP is a special, sensitive individual who needs a career that is more than a job. The INFP needs to feel that everything they do in their lives is in accordance with their strongly-felt value systems, and is moving them and/or others in a positive, growth-oriented direction. They are driven to do something meaningful and purposeful with their lives. The INFP will be happiest in careers that allow them to live their daily lives in accordance with their values, and that work towards the greater good of humanity.

Potential careers:

- Teachers / Professors
- Psychiatrists
- Writers
- Counselors / Social Workers

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ENFJ: The Protagonist

As long as they're in a supportive environment in which they can work with people and are presented with sufficient diverse challenges to stimulate their creativity, they should do very well.

Potential careers:

- Human Resources
- Events Coordinator
- Politician
- Consultant

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ESTJ: The Executive

ESTJs have a lot of flexibility in the types of careers that they choose. They are good at a lot of different things, because they put forth a tremendous amount of effort towards doing things the right way. They are best suited for jobs that require creating order and structure.

Potential careers:

- Business Administrator
- Manager
- Judge
- Teacher

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ESFJ: The Consul

The ESFJ has two primary traits that will help define their best career direction: 1) they are extremely organized and enjoy creating order, and 2) much of their self-satisfaction is gotten through giving and helping others. Accordingly, they will do well at tasks that involve creating or maintaining order and structure, and they will be happiest when they are serving others.


Potential careers:

- Nurse
- Teacher
- Administrator
- Physician

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Research the best and worst career choices for your personality type

Pay close attention to the skills and environments that are most common in these jobs that make people with your personality type successful.

Use the Internet to learn more about career options

- Pay close attention to the skills and environments that are most common in these jobs that make people with your personality type successful. These lists are not all-inclusive, but they do a very good job at identifying the situations and types careers that are a good fit for someone with your type.
- Visit <https://www.16personalities.com/personality-types> and click on the profiles that match your personality type.
- Google, “Best jobs for INTJ” (or whatever your four-letter personality type is) and learn as much as you can about where people with your personality type are successful in the world of work.

Our goal for this step is for you to answer specific questions about the work you want to do and to build a profile for where that type of work might exist. Try to answer the questions below. Are you more likely to...

- Work alone or in a team?
- Work with people or things?
- Work with existing ideas or create new ideas?
- Work with physical things or ideas?
- Value creativity or functionality?
- Solve problems involving people or process?
- Build something or write something?

Search for Five Jobs

Using job search websites, find five jobs that are currently listed anywhere in the country that you think you would be interested in if it were in your city.

- Using the job titles that you identified as possibilities, go to LinkedIn.com and/or Indeed.com and individually search five jobs anywhere in the country that you think sound interesting and fit your personality type.


When doing this search, **disregard location, pay, and educational requirements**, as you won't be applying for these positions!

Simply look at the duties, tasks, responsibilities, working environment, and problems you would solve in each.

Then, ask these questions:

- What will I actually be doing on a daily basis?
- What problems will I be required to solve?
- Who will I be working with?
- What type of organization does this type of work (large, small, for profit, nonprofit, etc.)?

Share this information with your trusted person. Does this work make sense for you to them? Also, what indications from your current work or experiences show a preference for this type of work already?



Understand the Educational Requirements

- Using the jobs that you found on LinkedIn and Indeed, identify the level of education that is required for each of the jobs and determine whether you will need: on the job training, trade school or apprenticeship,

2-year technical degree,

4-year degree,

Master's degree, or PHD.

Educational options in Lenawee County:

[Align Center for Workforce Development](#)

[Adrian College](#)


[Siena Heights University](#)

[Jackson College](#)

[The LISD TECH Center](#)

[Southern Michigan Center for Science and Industry](#)

Determine whether you will need a degree, on job training, trade school or apprenticeship.





Explore Local Job Options

Find organizations and businesses within 30 miles of your hometown that have the types of jobs that you have identified with your research.

- Use Google to locate all of the companies in your geographical region that fit the profile of the type of work and the organization that you hope to work for. Whatever you're interested in, whether it be in manufacturing, law enforcement, or healthcare, simply search your desired career within 40 miles of your city or town.
- Identify at least five different organizations within 40 miles of your town that may have the work that you hope to do in the future.

Learn everything you can about these organizations by going to their websites:

What do they do?

What do they value?

What type of people work there?

How do they show their appreciation to their employees?

Do people have long careers there?

Are they involved in the community?

Can a person grow their career within the company?

[Download our list of hiring employers in Lenawee County](#)


Make a Great Decision

You will find that every question you have about where you belong in the world of work can be answered through a little bit of research. Don't feel alone or afraid. People want to help you with this journey and your decision.

The decision will always be yours. Let's make a great one!

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