

# Career Personality Assessment

CHRIS MILLER: Thank you, everyone, for attending. Like Andrea said, we'll be covering career personality assessment tonight, specifically talking about any kind of career personality assessment that's based on Carl Jung's typological theory, so the Myers-Briggs Type Indicator the MBTI, the Keirsey Temperaments Order, the Human Metrics free version also.

So hopefully you had a chance to complete that before attending tonight's webinar. But if not, this will still be useful information that you can use going forward. And yeah, if you have any questions, put them in the chat box and I will get to those at the end of the presentation. And at some point I'll be asking if you'd like to share your results for your MBTI-ish assessment. You can enter those in the chat box. I'll let you know a little bit later when to do that, and then I can share a little bit more about that specific type. But thanks again for attending, and we shall move along.

So I start my webinars off with this image here that is an overall look at the career development process, mostly as I see it. I think a lot of things are good about this. And I like that it's circular because people usually go through this process several times over their lifetime as they get interested in doing something career-wise or just have general interests that change and maybe find out things about themselves over time and find out new information about different careers. And they lose interest in whatever career they were pursuing or are currently pursuing and want to switch gears and do something different. So this is a pretty decent snapshot here.

So tonight we're really mostly in the know yourself section as we're talking about this idea of career personality-- not so much traits, something on the ambition side, someone on the strength side, kind of interests. It's like it kind of hits on all of those little parts of knowing yourself. It's personality. It's ambiguous. It's something that is all that, and it's also none of that. It's very different at the same time.

But what I'm going to share with you tonight is kind of the limitations of career assessments in general, the limitations of this one, specifically, and also its strengths. I'll talk about the different types. I will show you a sample of the official MBTI, if you found this free version to be meaningful. I'll show you what the assessment results are like for the MBTI if you want to go ahead and take it as a student and kind of discuss career researching along the way too.

So just general limitations for career assessments, and these are taken from Dick Bolle's rules for career assessment. And he is the legendary author of *What Color is Your Parachute*, which is updated every year, and the new version just came out in December. And he identifies these on the companion piece for that book which is the [jobhuntersbible.com](http://jobhuntersbible.com) website, that there are a lot of limitations to career assessments and there are certain strategies to employ whenever you're taking them and also how to use the results.

But some of these basic ones, that no test can fully measure you. It's important to let intuition be your guide when you are doing any of these assessments. Try not to predetermine how you want the test to

turn out. So if you know what you want to do for a career, try not to put that mindset of, well, this is how whatever this person in this career, this is how a lawyer might answer this question, whatever it is. You're looking for clues and suggestions, and it's important to try out several different assessments if it's something that's meaningful for you. Now, some people don't like doing these, and for those people they shouldn't do it because they're probably not going to get much out of it except frustration.

In terms of MBTI specific limitations-- you know, the Myers-Briggs-- and I'm going to use that terminology to talk about the assessment that you did, which wasn't officially a Myers-Briggs, but it's basically the same thing, just a boiled-down free version. So I might use some of the titles interchangeably, but when I say MBTI, I'm talking about the free assessment that hopefully you were able to do before the webinar that it was linked to. So its applications are used beyond career development. Obviously, that's just what I do as a career advisor. But they are used by marriage and family therapists and couples counselors and people in human resources and career coaching-- those are all kind of interrelated, but-- team building exercises, any kind of speaker that's doing something along those lines.

There are different applications, and of course I'm just talking about career tonight. It's not a good assessment of general personality. As I mentioned before, it's such an ambiguous thing anyway. It's impossible to really assess one's personality. One of the most well-known personality assessments is the MMPI, the Minnesota Multiphasic Personality Inventory, and that's used basically for psychopathology, so to really potentially tell a psychological researcher or a counselor or a doctor what could potentially be wrong with someone. And so that's not anything we want to do for career development either.

And that one in itself, it's just for psychopathology. It's not a good assessment of personality. So the thing is with MBTI, though, it's super popular. A lot of people have been exposed to that, have taken it before. A lot of people do in high school for the first time. It's wildly popular.

So there are a lot of good uses for it, but there are some things that I will stress as I go along where it's really excellent assessment in conjunction with other ones. As a standalone assessment, it has some strengths, but not for career exploration itself to find which potential job might be good for me. It can help you as you're doing career research to kind of look at how you might fit into different work environments, but not specifically which job might be right for you.

So like it says here, understanding and clarifying specific work preferences and possible links to job families and occupations. MBTI is super popular in the business sector, but it does exhibit significant psychometric deficiencies, such as validity and reliability. So it doesn't exactly measure what it purports to, and it often gives different results for the same person on different occasions. I know I've seen up to a 50% chance of getting a different code after six months when you do a retake.

So it's not a useful predictor for job performance. It measures preferences, not ability. So it shouldn't be used as a predictor for job success.

So these are the 16 Jungian types based on these four different spectra. There's pairs, dichotomies for each one. And it has these titles here, like ENFJ is the teacher. And you'll see different titles for each ones in different places. Some of the names have kind of changed over time too. But it's all essentially

describing the same thing. Just you can see different headings in different places, so I just don't want you to be too concerned with that.

So I'll go ahead and share a brief snippet of all the 16 types. Then I'll talk about each of the four pairs specifically and what each one means, and then I'll talk a little bit more about any one specifically that you might want to know about. So I will start actually with ISTJ, the inspector, and these people are serious and quiet, interested in security and peaceful living, extremely thorough, responsible, and dependable.

ISTP is the operator, quiet and reserved, interested in how and why things work, excellent skills in mechanical things, risk takers who live for the moment. ISFJ is the protector known as quiet and kind and conscientious, can be dependent on to follow through, usually puts the needs of others above their own needs. The composer is ISFP, quiet, serious, sensitive and kind, does not like conflict, and not likely to do things which may generate conflict. They are loyal and faithful.

INFJ is the counselor, quietly forceful, original, and sensitive, tends to stick to things until they are done, extremely intuitive about people and concern for their feelings. INFP is the healer-- that is my type, shout out to the INFPs-- quiet, reflective, and idealistic, interested in serving humanity, well-developed value system which they strive to live in accordance with, and very loyal.

INTJ is the mastermind. Independent, original, analytical, and determined, have an exceptional ability to turn theories into solid plans of action. INTP is the architect. Logical, original, creative thinkers, can become very excited about theories and ideas, exceptionally capable and driven to turn theories into clear understandings. ESTP is the promoter. Friendly, adaptable, action-oriented, these are doers who are focused on immediate results, living in the here and now.

ESTJ, the supervisor. Practical, traditional, and organized, likely to be athletic, not interested in theory or abstraction unless they see the practical application. ESFP is the performer, people-oriented and fun-loving, they make things more fun for others by their own enjoyment, living for the moment. They love new experiences.

ESFJ, the provider. They're warm-hearted, popular, and conscientious, tend to put the needs of others over their own, feel a strong sense of responsibility and duty. ENFP is the champion. Enthusiastic, idealistic, and creative, able to do almost anything that interests them. Great people skills.

ENFJ is the teacher. Popular and sensitive with outstanding people skills, externally focused with a real concern for how others think and feel, and usually dislike being alone. ENTP is the inventor. Creative, resourceful, and intellectually quick, good at a broad range of things, enjoy debating issues and maybe into one-upsmanship.

ENTJ, the field marshal. Assertive and outspoken, they're driven to lead, excellent ability to understand difficult organizational problems and create solid solutions. So those are just a brief descriptors for each of the 16 types. So like I said, these all exist, these four pairs. We find ourselves-- we have a preference on the spectrum of one being very extroverted and introverted, sensing and intuiting, judging and perceiving, thinking and feeling.

But what does each one of those mean? Because introversion and extroversion are similar to the way we use them in common language, but not exactly the same also. So for the first one, introverts and extroverts, it's how we interact with the world, where we prefer to focus our attention, internally versus externally, and from where we derive our energy. So extroverts are energized by being with people. They like being the center of attention.

They act and then think. Easy to read, share personal information freely. They talk more than they listen. Prefer breadth to depth. Whereas introverts are energized by time alone, avoid being the center of attention. They think and then act. More private, share personal information with few, listen more than talk, and prefer depth to breadth.

Sensors and intuitors, this is how we take in and process information. So sensors trust what is certain and concrete. They like new ideas if they have a practical application. They value realism and common sense. They like to use and hone established skills and present information in a step-by-step manner and are oriented to the present. Whereas intuitors trust inspiration and inference, like new ideas and concepts for their own sake, value imagination and innovation, tend to be general and figurative, present information in a roundabout way, and are oriented toward the future.

Judging and perceiving is the next one. This is how we prefer to live, structure versus spontaneous, and how we orient ourselves to the external world. Judges are happiest after decisions have been made, have a work ethic of work first, play later. Set goals and work toward achieving them on time, are product-oriented and see time as a finite resource and take deadlines seriously. Whereas perceivers are happiest leaving options open, have a play ethic, enjoy now, finish the job later. Change goals as new information becomes available, are process-oriented and see time as a renewable resource, see deadlines as elastic.

And lastly, thinkers and feelers, how we take in and process information. Oops, I'm sorry that's a redo. Thinking and feeling, the way we make decisions or come to conclusions. So thinkers step back, apply impersonal analysis to problems, value logic, justice, and fairness, one standard for all, naturally see flaws and tend to be critical, may be seen as insensitive, believe feelings are valid only if they're logical.

Whereas feelers step forward, consider effective actions on others, value empathy and harmony, see the exception to the rule, like to please others and show appreciation, may be seen as overemotional, important to be both truthful and tactful, and are motivated by the desire to be appreciated. So that gives you an idea of the dichotomies there of each one. Kind of show you might have preferences really somewhere in the center, and that doesn't lean so much one way or the other, whereas on other ones, you might very clearly have a preference towards how-- you know, with extroversion and introversion, how you derive energy.

You're energized by being around people. You're energized by being alone. It can vary so much from person to person. And even with people who have the same type, they'll have different levels of preference for each one. So I'll share a little bit more about the Myers-Briggs just to give you a little bit of background, not too much history here. This is a snapshot that shows the population distribution in the United States.

It's the last one I had. I don't remember the exact date for this one, but it's I think within the last 10 years. So to just kind of give you an idea of what the general population of the US is like when it comes to different Myers-Briggs types. So as you'll look at the distribution, you'll see that the INFJ, which is-- let me pull that up again if I can find it.

INFJ, the counselor, 1.5%, that's pretty rare. Also ENTJ-- or let's do INTJ also, which is the mastermind. And then ENTJ is the field marshal. So there are fewer of those people according to the research that are in the US population that are out there.

And this will somewhat come into play when I talk about how they match up career suggestions based on your type, when I show you the sample of Myers-Briggs. But if you want to share what your type is, I'll try to highlight a couple of them. They're pretty in-depth to go all the way through each one. But if you want to share some, I'll try to pick some out and just give you some more information about your type.

And then also-- first, go ahead and throw that in the chat box. And I will read a little bit just to give you an idea about where this is all coming from. So this was constructed by Katharine Cook Briggs and her daughter, Isabel Briggs Myers. The MBTI emphasizes that we all have specific preferences in the way we construe our experiences, and these preferences underlie our interests, needs, values and motivations.

Like I said before, it's based on Carl Jung's typological theory, which was not based on controlled scientific studies, but observation, introspection, and anecdote. Sorry about that. They began their research into personality in 1917-- the mom did, Katharine Cook Briggs. Upon meeting her future son-in-law, she observed that he was very interesting and very different. His personality is very different from that of other family members.

So he must have been a pretty interesting character. And then she embarked on a project of reading biographies and subsequently developed a typology wherein she proposed four temperaments-- meditative, spontaneous, executive, and social. And then Carl Jung's book, *Psychological Types*, was published in English for the first time in 1923. And she recognized a lot of similarities in their theories, but his just went a little bit farther beyond.

And then eventually, her daughter Isabel added to her research and would take over entirely eventually. They began creating the MBTI during World War II in the belief that a knowledge of personality preference would help women who were entering the industrial workforce for the first time and to help identify and sort war time jobs they would be most effective in. So that's pretty interesting, and that's kind of how it is for a lot of these assessments that have been around a long time.

They started to really develop around World War II for either the army, for soldiers going off to war and coming back and figuring out how can we place them in a relevant position still within the army, or as they transition to civilian life, what might they be good at. And the same goes here. As the soldiers were going over to war, that's when Myers-Briggs started developing this theory to help place women in the industrial workforce.

So the Jung model regards psychological types as similar to left- or right-handedness, so people are either born with it or develop a certain preference for ways of perceiving and deciding, and this is where they get this preference on these dichotomies. And it sorts for type, not trait. It does not indicate strength of ability, but it allows the clarity of a preference to be ascertained.

So for example, Bill clearly prefers introversion, but not the strength of the preference. Jane strongly prefers extroversion, and not that-- whoever-- Jane is good at thinking or judging or whatever it is. It's just a clarity of preference. So just a little bit about the history of the assessment I think is always interesting.

So I'll go ahead now and pop over to the chat box and see what types we have. And I'll share a little bit about a couple here. I'm trying to grab the first one I can and then jump around. I see ISTJ. One second.

ENTJ, is that the first one? Just bear with me. There we go. I see ENTJ is the first one, so I'll go there. I've got to sort through 16 types, so just bear with me one moment. EN, EN, EN, S, TJ. There you are, hiding.

For the ENTJ at work, what you might notice first, ENTJs are goal-directed and task-oriented, take work seriously and are hardworking, are energetic and action-oriented, have a get-it-done attitude. For work style, they rely on facts, logic, experience, are systematic, structured, and efficient, like practical, real world aspects of work, prepare thoroughly. In groups and on teams, they like a structured environment with clear procedures that can be counted on and clear roles and responsibilities that people are accountable for, are friendly but not personal, prefer to keep discussions centered on business at hand. Again, this is at work.

During change, they like stability and order and are uncomfortable with frequent change or ambiguous situations. They respect tradition and lessons learned, have lucid, often strongly held views about what ought to happen. During times of conflict, they experience conflict when things are not logical or don't go according to plan, have a solution in mind, and strongly advocate it. They become frustrated with those with a different view. In terms of contributions at work, they get things organized and keep groups and institutions on an even keel, push for clarity above all things, goals, roles, assignments, standards, and timelines.

And they may be experienced as-- so that's always interesting to see. They'll do the flip of the coin, how others might view the ESTJs-- as decisive and organized and sometimes as closing off options abruptly and leaving others out of the process. Efficient and productive and sometimes as impersonal. Impatient, especially with those regarded as inefficient, lacking direction or common sense. Have definite viewpoints and sometimes as not listening well to ideas which deviate from their own.

So that's a little bit about the ESTJ. Let's do an I now. INFJ is the next one I see. INFJ. Right? That's one of the 1.5s. That's the counselor I believe, right? Yeah, that would be the counselor.

So for the INFJ at work what you might notice first, they're warm and cooperative, trusting, sensitive, tactful, easy to get along with, have good communication skills, are persuasive and good listeners, seem to have their act together. Work style, prefer a supportive environment that is friendly and non-

competitive, see work as a mission or service, like variety and opportunities to be creative and dream up new approaches to the routine. INFJs at work in groups and on teams are imaginative and have or generate ideas, are comfortable with abstraction and complexity, encourage and empower others, are good at working on teams, though too much of a group can fatigue or overload them. That's the introversion part.

During times of change, they may experience tension between being too oriented toward newness and change and honoring traditions, what has been proven to be comfortable for people. Look for and may be aware of significance in events that others may miss or deem unimportant, may withdraw if their ideas are not accepted or if their values are not respected. During times of conflict, they prize and strive for harmony, take a facilitative approach, may take on and/or internalize others' concerns, under stress may want to be alone. With contributions, their strong and idealistic belief in people and in what they can accomplish and encouragement of others to maximize their abilities and potential, insight into people sometimes, being aware of others' needs before others themselves are.

They may be experienced as having strong convictions, inner visions, and lofty goals, and sometimes as being single-minded and inflexible, indirect, and private, so they may be hard to get to know. May be experienced as self-critical and perfectionistic and liking to dig into things deeply and sometimes as tending to exhaustive exploration or over-analysis, analysis paralysis. Let's see. I'll do one more here. I'm just going to go-- I'm going to scroll through the checkbox and randomly stop.

That's the same one. And randomly stop, and randomly stop, and randomly stop on-- that's funny there. That's true. It's a comment about INFJs being in here. What else did I miss? ISTJ, here we go.

ISTJ making up 11.6% of the US population. OK. ISTJ, let me search through. Oh, it's on the very bottom. Of course.

The ISTJ at work, you might notice, first are organized, dependable, persistent, and do what's sensible, are quiet and less engaged with others. So they may seem impersonal or detached. Have a strong sense of duty and responsibility. They do not waste time, money, or other resources. In terms of work style, they are methodical and they like to have as much information as possible about the task before proceeding, plan their work, and strive to stick to the plan.

Like clear responsibilities and rewards, prefer to work on one thing at a time and not to be pulled in too many directions. In groups and on teams, are often relied on for accurate information. Are task-oriented, so their first concern is to get work done. Like a clear structure, a chain of command. During times of change, they bring realism and have a clear notion of what seems feasible.

Are stabilizers who are cautious and naturally conservative, and because of these views, may be experienced as resistant to change. During conflict, they project calm, often do not appear bothered by conflicts which are upsetting others. They try to remain rational and reasonable and objective, seek the support of someone with whom they are close to confide in.

In terms of contributions, they bring the historical perspective, may be the team or organizational memory or historian, emphasize productivity and efficiency, strong allegiance to individuals and organizations. And then they may be experienced as determined, establishing objectives and doing what it takes to reach them, and sometimes are so determined that they seem set in their ways, stubborn, and not open to other alternatives. Noticing and pointing out things which are inconsistent with standard practices or seem to be unfair, and hard to get to know.

So just a little bit more about those types. I hope you were able to gain something. And again, this is the free version. Someone pointed out there were three INFJs, which is pretty rare. If you do identify with that, if what I was reading seems dead on, then, hey, that's probably what you are. But again, this is the free version, not the official MBTI. And also it has a reliability issue with MBTI, so it also could be the case. So that's very interesting.

Let's move along here. So in terms of the strength very, very useful for team building exercises, group dynamics, professional development, marketing, thinking about how others take in energy and make decisions, leadership training, coaching, couples therapy, great tool for organizational success. I will share just a sample of what the MBTI looks like if you're interested in taking it. It is offered to WSU students for \$15.

So if you're a Global Campus student, you can reach out to me, and my contact info will be at the end here. And I can set that up for you if that's something you want to do. There will be a section of the MBTI where they talk about the most attractive occupations, and this is determined from the SSR, the self-selection ratio. And basically what that means is that they look at the proportion of the type in a given occupation, divide it by the proportion of the type in the general population.

So whichever type is kind of just generally drawn to a certain type of job, they'll say, hey, you have this type too, this type tends to be in this job compared to the general population. So that's kind of how they work on their attractive occupation family lists. So let me share that so you can get an idea of what it would look like if you were to do the MBTI.

Bear with me one moment while I jump over there. And just to make sure-- do that again.

So they're just cover pages. The Jane sample is not a real person. But just to see what it may look like. It's more straightforward, I think, than the other assessments that are available. So I always ask students to start with an interest inventory, the Strong Interest Inventory. I'll have them do the free version first, because that's really the better assessment for career exploration if they were just doing one.

The MBTI I find to just be more self-explanatory. There's not a lot of little things for me to point out when I'm doing an interpretation. So you can just kind of follow-- if you were to do the assessment, you would just kind of read and follow along. I would still record an interpretation for you, but it's pretty self-explanatory, I feel like. So in the introduction here, it talks about how it can help you-- I would say how it may help you. Some of these things, I think, are kind of a reach.

But identify job families or broad occupational categories, I think that's important-- broad occupational categories. Choose a specific job or career-- by itself alone, I would say no. In conjunction with maybe a Strong Interest Inventory, it would be helpful. Again, no assessment is going to tell you, this is what you should be doing with your life, this is what you need to do. These are just to give you clues and suggestions.

Select a college major or course of study-- potentially. Identify strengths and potential weaknesses of your type for the career research or search process-- very true. Increase your job satisfaction-- that's a stretch, I'd say. Maybe if it helps you reframe and rethink how you interact with your co-workers. And if it does help you get a different point of view, then potentially.

Make a career transition or shift-- again, it'd play a very minor role in that. And plan your career development strategy and action steps-- there are some good action steps here. So it'll go over the same stuff that we've been over already about the spectra here. The clarity of preference is where you can see how you actually score on them.

So you can see for Jane's sample, clearly extroverted-- or I should say, clearly prefers extroversion. Clearly prefers intuition, only slightly prefers feeling. So maybe after a retest in six months, the Jane sample might be an ENTP. So yeah, who knows? But clearly prefers perceiving.

But then meat and potatoes here, how it actually affects your career choice for Jane. Preferred work tasks, preferred work environment. So these are the things that are helpful as you're doing some career research. Whichever job I'm looking at, will I be in this work environment where I can work with a variety of different people? For Jane.

Will I be able to travel? Will I be rewarded for creativity? Is it a fast-paced environment that fosters teamwork? Action steps for each section. How it affects your career exploration. Challenges and suggested strategies.

So for this type, you may have a hard time focusing amid all the possibilities. So the strategy is to first group all your possibilities into three categories, high, medium, and low, and work to prioritize those in the top group. Again, it does action steps for each section. Your style has probably helped you develop strength in identifying and pursuing multiple possibilities, brainstorming and creatively solving problems, developing new products or services, working closely with teams.

Challenges, strategies, action steps. The part that I did want to show you was the job families. Here we go. And like I said, this is based on the self-selection ratio. So how your type in the career or the job family compares the general population. So for Jane's sample, personal care and service, so lodging manager, personal trainer, hairdresser, childcare provider, so high scores here for that.

Arts, design, entertainment, sports and media, community and social services. So my recommendation would be if you take an Interest Inventory, such as the Strong or the SDS or whatever it may be, the Holland Code one, and you compare and contrast those results with this one, that's where it could be

helpful in conjunction with that one. It can give you ideas on how to research the work environment to think about how you would actually be in that space.

But for any assessment like this, I think that's basically what I wanted to cover with this one, is that you get these ideas, you get these suggestions, and you further your research. And with both of these assessments, that being the Strong and the Myers-Briggs, it's going to connect you on here to the ONET career library. And I'm trying to find the website for it. It's one of these pages.

There it is, [online.onetcenter.org](http://online.onetcenter.org), which is great, and I wouldn't say don't use that. The one that I prefer is the Occupational Outlook Handbook, which I will also show you right here. Make sure that's good, too. Just want to make sure.

And the web address here is [bls.gov/ooh](http://bls.gov/ooh). And it's a great career researching tool. So whenever you're interested in any kind of career, I recommend going here to just find out more about the career, find out more about what it takes to get started in a given career, what the salary data is like for that career, what the outlook is like. So this is where it gets its name.

What's the outlook for any given career over the next seven to 10 years, it seems like, as they update? And it'll compare, is this a job that's in-- is this an area of growth or is this in an area of decline? It might give you some ideas about things to consider as you're thinking about pursuing a given occupation.

I'm running a little short on time, so I'll just do one quick-- I like to do a refresh here to see what they just throw at me. Financial examiners. Let's see. Multimedia artists, claims adjusters, cashiers, logisticians-- oh, logistic, like logistics, logisticians.

Let's look at this. So for any given career or career cluster-- they can't always give you all the information for something specifically, so they will group things together. For someone who is in logistics-- I am having trouble saying logisticians-- they'll have a summary.

So these little tabs here at the top kind of cover the different sections of the Occupational Outlook Handbook for a given career. So what they do, what do logisticians do, has a list of the duties and just a brief descriptor. So they analyze and coordinate an organization's supply chain, the system that moves a product from supplier to consumer. They manage a product's lifecycle from design to disposal, et cetera, et cetera, et cetera.

What is the work environment like? There'll be interesting local and national stats here. So this one has information about work schedules, how to become one. So this is all important information if someone's researching a career. A bachelor's degree is typically required for most positions, although an associate's degree may be sufficient for some. Talks about specific education, any licenses, certifications, and registrations.

Important qualities here-- so this is great if you are building a resume and you don't have a specific job posting. You can see that, hey, this is something I want to do. These are skills I should highlight in my

resume. Communication skills and specifically what that means to logisticians and critical thinking, customer service, organization, and problem solving.

What the pay is like for different types and also what the median annual wages are. This is information from May 2019. So a lot of this hasn't been updated for what's been going on the last year. So a lot of this-- for any given occupation, it could look very different as they start updating over the course of this and next year.

The job outlook, so where it gets its name, it is projected to grow 4% through 2029, about as fast as the average. So it's a stable area of growth. State and area data. Similar occupations I think is nice. So if you are researching something that really looks interesting, but maybe a lot of education is required and you don't want to do it, it doesn't pay as much as you want, you can look at some areas that might be related and might be of interest to you.

More info is a really helpful tab I think that gets overlooked a lot. It connects often to professional associations that are relevant to whatever job you're researching. And this is a good place to start the research and networking part so you can try to arrange some informational interviews with people that are doing the jobs that you want to do, to get that firsthand knowledge of what it's actually like to do that job in a given place. And so yeah, this is a great place to connect with others that are doing the job that you'd be interested in.

So that's a look at the MBTI and the Occupational Outlook Handbook, and that should bring us to the end. Oh, there are other career assessments too. Like I said, the best use of career assessment is really to do it in combination with others. And so this is just to give you an idea of the different kind of areas of professional development assessments.

So interest ones, like the Strong Interest Inventory, which is one that I love and I always have students start with the free version of that. It's also available to WSU students, any WSU student, for \$15. There are physical skills assessments like the Wiesen Test of Mechanical Aptitude. Most skill assessments that I would actually have you do or would refer to you would just be self-assessments.

Work values assessments I think can be very helpful as most people, I don't think, find the quote unquote, "perfect" job. For most people, I don't know if it exists, personally. But there are a number of work values that anyone can find in a number of different jobs that could potentially make them happy. So I think work values assessments are really useful for career researching, too, in the same way that this personality one is and personality assessments like this one.

And that brings me to the end. Thank you so much for attending and talking about Myers-Briggs and personality assessments and assessments in general. And there's my contact information. If you are a Global Campus student and you're interested in career advising, let me know. There's a career support website on our home page and also the Career Guide Blog where I post information about online career events for Global Campus students. And again, thanks so much.