

Career Report

Type Dynamics Indicator - Version IW

Susan Sample

This report is based on your responses to the Type Dynamics Indicator (TDI). You can use this report to help you understand more about your preferences and how these preferences might affect your choice of careers, the kind of organisation you want to work for, and how you work with others.

The Type Dynamics Indicator looks at your preferences on four scales: Extraversion-Introversion, Sensing-iNtuition, Thinking-Feeling and Judging-Perceiving. Some characteristics of these scales are given below. The preferences you indicated on the TDI are shown in the shaded boxes.

<p style="text-align: center;">Extraversion</p> <ul style="list-style-type: none"> ● Focused on the outside ● Learns by doing and getting involved ● Energised by interacting with people ● Likes action and activity ● Has lots of interests 	<p style="text-align: center;">Introversion</p> <ul style="list-style-type: none"> ● Focused on the inside ● Learns by observation and reflection ● Energised by thinking about ideas ● Likes time to consider ● Has a depth of interest
<p style="text-align: center;">Sensing</p> <ul style="list-style-type: none"> ● Focuses on the here-and-now ● Sees reality, necessity and details ● Convinced more by facts and data ● Learns through practical experience ● Builds a picture in small steps 	<p style="text-align: center;">iNtuition</p> <ul style="list-style-type: none"> ● Focuses on future possibilities ● Sees links, patterns and the 'big picture' ● Relies more on hunches and intuition ● Learns by abstract connection ● Builds a picture in intuitive leaps
<p style="text-align: center;">Thinking</p> <ul style="list-style-type: none"> ● Guided by logic and truth ● Steps back and analyses what is going on ● Comes to logical conclusions ● Questioning and critical ● Decides by linking cause and effect ● Fairness is a principle logically derived 	<p style="text-align: center;">Feeling</p> <ul style="list-style-type: none"> ● Guided by values and feelings ● Gets involved and 'feels' what is going on ● Considers how decisions will affect people ● Questioning and appreciative ● Decides by matching to personal values ● Fairness is a match between values and needs
<p style="text-align: center;">Judging</p> <ul style="list-style-type: none"> ● Decides quickly and closes things down ● Gets things done in plenty of time ● Organised and likes sticking to plan ● Likes to know in advance what will happen ● Needs a schedule and works to a plan 	<p style="text-align: center;">Perceiving</p> <ul style="list-style-type: none"> ● Decides slowly and leaves things open ● Gets things done just in time ● Flexible and willing to change plans ● Likes surprises ● Dislikes schedules and loves spontaneity

When you put all your preferences together it suggests that you prefer Introversion -iNtuition-Thinking-Feeling which, can be summarised as INTJ. This unique set of preferences for INTJ is called the **Investigator**.

Investigator - A brief summary of your preferences

You have indicated a preference for the Investigator style. This style is one of the most focused on change and achievement. Investigators can be relentless in their quest for perfection and they combine a high need for independence with a strong change orientation. This makes them restless re-organisers with a determination to get results. They have an analytical orientation, which makes them research, to solve problems always keeping the longer-term in mind. They approach problems in a logical and systematic way and are particularly effective when they can follow a personal vision of the future. They impose their own high personal standards of quality and accuracy on themselves and may have little need for outside influence. They trust their insights and personal vision in the face of opposition to a much higher degree than most other types.

What sort of role might you enjoy?

Investigators like to solve problems. They enjoy probing, questioning and challenging. They flourish in roles where they can work independently and they react strongly against working within a tight straitjacket of instructions and procedures. They work best alone and on a few manageable topics. They enjoy:

- Opportunities to use their brain and to solve problems with creativity and insight
- Working towards longer-term goals and strategic objectives - not the day-to-day
- Freedom to try things out, make their own mistakes and rise or fall by their own efforts
- Taking complexity and making it clear and understandable to all - but beware, they do not suffer fools gladly.

How might you approach your work?

Investigators enjoy being structured and organised and their time management is at its best when they are left to get on with things independently. They are great makers of lists - listing goals and targets rather than actions - although sometimes too optimistically. Their approach is to:

- Build an overall plan and framework - getting the big picture and the major milestones clear
- Avoid time wasting, irrelevance and (perceived) inefficiency
- Set high standards and try to pack more into the time available than can fit
- Make decisions based on a strict logical rationale and to apply it dispassionately.

Why do you work?

Investigators need a challenge and this generally means taking on a job where there is room for improvement. They get little satisfaction from maintaining an existing system. They want the freedom to question and challenge, to introduce their own view of what needs to be improved and the authority to see it implemented. They want to:

- Focus on overcoming challenges - work needs to be demanding and fulfilling
- Sharpen their intellect and develop a high level of competence
- Build better theories and create new ways of thinking and understanding
- Be a pioneer going where no-one has been before.

Where do people fit in?

People often see Investigators as reserved and can even be intimidating. They see themselves as fair-minded and objective and may be unaware how their drive for competence and high standards can come across as distant and critical. They are seen as:

- Reserved about themselves - they talk happily about ideas but can find intimacy uncomfortable
- Ruthlessly fair - they build trust through their integrity rather than by empathy
- Tough, firm-minded and prepared to ruffle feathers - a useful ally but a formidable enemy
- Putting achievements and respect before relationships and being liked.

Career ideas to explore

Investigators look for challenge, development and growth through their work. When these requirements are fulfilled, the organisation will get the full benefit of their insight, energy and vision. Otherwise, that drive and commitment can turn to challenge and even rebellion. They are often found where society's principles and values are radically called into question, for example in groups and movements that promote rational alternatives to the status quo. Investigators don't usually stay long in a job, which doesn't fulfil them. They usually give of their best when:

- Decides slowly and leaves things open **The Role** - allows the opportunity to think deeply, challenge the status quo and see their ideas and concepts turned into reality
- Decides slowly and leaves things open **The Environment** - is interesting and allows the freedom to question
- Decides slowly and leaves things open **The People** - are talented, stimulating and open to new ideas
- Decides slowly and leaves things open **The Work Purpose** - extends knowledge and serves some rational goal.

Looking at the number of Investigators, working in different areas, gives an idea of which types of work Investigators are likely to find more satisfying and which less satisfying. More popular and less popular occupations for Investigators are shown in the table below.

More Popular Occupations	Less Popular Occupations
Architects Dentistry Engineering IT Professionals Lawyers and Judges Management Management Consultancy Research/Investigation Teacher of sciences	Accountancy and Book-keeping Engineers Farmers Librarians and Archivists Mechanics Nurses

Personality and career interests

If you have completed a career interests questionnaire it may be useful to know that Investigators have interests that are often labelled as being Investigative, Artistic, Realistic, Social or Enterprising.

Investigative types like to investigate, analyse and solve problems in a systematic way. They often prefer to work in scientific or similar jobs.

Artistic types place great value on personal expression and enjoy activities that have a creative element. They are found in jobs involving writing, music and design; as well as those that involve making things.

Realistic types enjoy using their practical or manual abilities to solve problems. They are often drawn to outdoor jobs, and may be found in a variety of areas such as agriculture, engineering, construction and other similar technical areas.

Social types prefer activities that involve influencing others, and also helping, caring, teaching and training. They are drawn to 'people' jobs like teaching and nursing.

Enterprising types are concerned with making things happen in a business context. They often prefer jobs in management or sales.

Career exploration - Things to consider

Here are some points to consider when thinking about your career:

- The occupations given above are just a starting point; you will need to find out more about any specific jobs you are interested in.
- There are many different things to think about when choosing a career - your motivations, the type of organisation you want to work for, what type of people you want to work with - try and consider all these points when making important decisions about your career.
- The occupations given above simply describe where more or less Investigators are found than would be expected by chance, but some Investigators can be very happy in jobs that would not appear to match their preferences - possibly because being different from others around them is a motivator in itself.
- The TDI looks at what you said your preferences were - **it is important to remember that it does not say anything about your ability to do any jobs you may find appealing.**

Where to next

The result of the TDI offers some direction as to the types of career you should be finding out about. Begin your search by focusing on the types of jobs listed in your report or look at the range of careers linked to the Investigative, Artistic, Realistic, Social and Enterprising job categories. Make a list of careers that appear to match your work preferences. The local Careers library is a good place to start your careers research. The Internet is also a good source of information about jobs. Look at some of the websites listed below.

www.connexions-direct.com/jobs4u

www.careerswales.com

www.careers-scotland.org.uk

www.careersserviceni.com

www.learnirect.co.uk

www.worktrain.gov.uk

Careers Guidance

If you have access to a careers adviser, he/she can also give you important guidance about different careers and how they might relate to you. They will also be able to give you advice and information about education and training courses.