Technical Brief for the
Updated (2020)
MBTI® Career Report

December 15, 2020

In 2020, Dr. Allen Hammer used occupational and MBTI® type findings from more than 10 years of Myers-Briggs commercial data, plus the latest information available from the government's O*NET database, to update the MBTI® Career Report. The new sample description, job family rankings, Most Popular Occupations lists, and Least Popular Occupations lists make the report more current and relevant for those exploring career options today. This document provides a brief overview of these changes.

Updated Sample

The data used in the updated Career Report are drawn from The Myers-Briggs Company's commercial archive of MBTI users from 2008 to 2019. To be included a respondent had to have provided responses to several demographic items, which were used to derive the updated sample of more than 1.3 million people.[1] All of the included respondents were 18 years old or older, were employed full-time, had been in their current occupation for at least 2 years, and were at least moderately satisfied with their occupation. Finally, all respondents were residents of the United States. Table 1 shows the type distribution of the sample used in the updated Career Report. Of the sample, 52.8 percent of respondents identified as female, and 47.2 percent identified as male. Regarding ethnicity or race, 70.8 percent identified as white, 7.4 percent as black or African American, 6.7 percent as Hispanic or Latin American, 4.7 percent as Asian, 2.3 percent as Native American or Alaskan Native, and 0.3 percent as Hawaiian Native or Pacific Islander. The remaining respondents did not reply to this item or indicated Other or Multiethnic.

Table 1. Myers-Briggs type summary of Career Report sample

Sensing		Intuition			
Thinking	Feeling		Thinking		
ISTJ *n* = 218,013 16.4%	ISFJ *n* = 87,892 6.6%	INFJ *n* = 32,410 2.4%	INTJ *n* = 58,791 4.4%	Judging	Introversion
ISTP *n* = 69,772 5.3%	ISFP *n* = 36,585 2.8%	INFP *n* = 43,616 3.3%	INTP *n* = 55,840 4.2%	Perceiving	
ESTP *n* = 76,237 5.7%	ESFP *n* = 49,666 3.7%	ENFP *n* = 83,545 6.3%	ENTP *n* = 76,939 5.8%	Perceiving	Extraversion
ESTJ *n* = 205,969 15.5%	ESFJ *n* = 99,587 7.5%	ENFJ *n* = 53,077 4.0%	ENTJ *n* = 76,224 5.7%	Judging	

In addition to responding to the demographic items noted above, all respondents included in the sample had to answer a two-part question regarding their current occupation. The first part of the question asked the respondent to identify their occupational category from a list of 23 job families used by O*NET, the US Department of Labor's job classification database. For the second part of the question, respondents identified their specific occupation from the set of O*NET occupations within that job family. These responses were used for the analysis of job families and occupations in the updated Career Report.

Updated Job Families

The updated sample was used to examine the O*NET job families in relation to each of the four-letter types identified by the MBTI assessment. The 23 job families (up from 22 when the Career Report was last updated, with the addition of Management) are summarized in table 2. The rankings for the job families within each MBTI type are based on self-selection ratios (SSRs), which are computed as SSR = (frequency of the type in this job family) / (frequency of the type in the total sample). The job family with the highest SSR within a type is ranked number one, the job family with the second-highest SSR is ranked number two, and so on. Next, the SSR for each job family is expressed as a number on a scale of 0 to 100: within a given type, the job family with the highest SSR is assigned a score of 100, and the scores for the rest of the job families are then assigned proportional to 100. So, for example, if the highest SSR is 3.5, with a job family score of 100, then a second-highest SSR of 2.7 would result in a score of 77 for that job family (3.5 is to 100 as 2.7 is to 77), and so on. These scaled scores are the ones reported for each job family in the Career Report

Table 2. Job families used in the updated Career Report

Architecture and engineering	Installation, maintenance, and repair
Arts, design, entertainment, sports, and media	Legal
Building and grounds cleaning and maintenance	Life, physical, and social science
Business and financial operations	Management
Community and social service	Military specific
Computer and mathematical	Office and administrative support
Construction and extraction	Personal care and service
Education, training, and library	Production
Farming, fishing, and forestry	Protective service
Food preparation and serving related	Sales and related
Healthcare practitioners and technical	Transportation and material moving
Healthcare support	

Updated Occupations

The occupations used in the updated Career Report are also adapted from O*NET. The updated sample, whose respondents worked in 746 occupations, was used to examine the occupations in relation to each of the four-letter types identified by the MBTI assessment. The rankings of the occupations were derived using the same SSR procedure as noted above for job families, except that the numerator of the SSR uses the frequency of the type in the specific occupation, rather than in the job family.

Clicking the link in the Most Popular Occupations list will take the Career Report user to the O*NET website, where information such as specific skills, tasks, and activities related to the occupation; level of education required; and career opportunities can be found.

[1] Final sample prior to SSR analysis is 1,327,247 respondents.