

University of Vaasa

Department of Management and Organization



LEADEC TEAM

MBTI SERIES 11

MARIA HONKONEN:

**Personality and work expectations of Finnish business students: An application of J. L. Holland's perspective. 1998.**

Published in: Proceedings of the Psychological Type and Culture East and West: Third Multicultural Research Symposium, January 9-11, Waikiki, Hawaii, 1998.

VAASA 1999

---

### Abstract

*The purpose of this study was to examine the relationship between MBTI and work expectations of students. The correlation between MBTI and J. L. Holland's work environments was studied. The main research question was: Do certain types conform more to one of Holland's profiles than other types? Some ideal case descriptions were selected from data and presented. MBTI was administered by using the F-version of the MBTI (the Finnish research version). Questions concerning work expectations and work environments were asked using the Vocational Orientation Form. The sample consisted of 1192 business students, of whom 52% were women. The respondents were mostly ESTJs (18%), ENTJs (14%), ISTJs (11%) and ENTPs (10%). Business students selected mostly Enterprising (44%) and Social (21%) environments. The Conventional environment was the least selected, by merely 6% of the students. The **Realistic** environment attracted ISTJs (\*\*\*) and ESTJs (\*), the **Investigative** INTPs (\*\*\*) , INTJs (\*\*), INFJs (\*) and ISTJs (\*) , the **Artistic** ENFPs, (\*\*\*) INTPs (\*\*\*) and INFPs (\*\*\*) , the **Social** ENFJs (\*\*\*) , ESFPs (\*\*) and ESFJs (\*), the **Enterprising** ESTPs (\*\*), ESTJs (\*) and ENTJs (\*), and the **Conventional** ISTJs, (\*\*\*) ISFJs (\*\*\*) and ESTJs (\*\*).*