

University of Vaasa

Department of Management and Organization



LEADEC TEAM

MBTI SERIES 3

VESA ROUTAMAA & MARIA HONKONEN:

Occupations desired by young Finnish graduates in the context of the occupational distribution of U.S. types. 1996.

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Abstract

It is assumed that an individual orients him/herself to occupations whose role models correspond to his/her personality, i.e., individuals try to find work that is congruent with their personal preferences. In this paper, the basic question was, do the types' occupational choices vary in the meaning how uniformly they make choices. Accordingly, the aim was to find out the desired occupations of each type in relation to the prevailing occupational distribution typical of the types. At the same time, the conformity of the choices of the Finnish types compared mostly with U.S. types were discussed. The sample consisted of 255 Finnish graduates. All sixteen MBTI types were represented, even though ESTJs, ENTJs, ENTPs and ISTJs were emphasized. The uniformity of different types varied a lot. ENTJs most often chose from the top 50 of the occupational ranking for each type. ISTJ, INTJ, and ENTP were also somewhat but not significantly overrepresented. ISFJs, INFPs and ESFPs were most 'unsuccessful' in their choices. More significant differences were found between preferences, pairs and temperaments.