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How can MBTI and Value Elicitation unlock your hidden potential to design a career of your choice?

- Job Preferences
- Career Values
- Leadership Styles

MBTI (Myers-Briggs Type Indicator) and **Value Elicitation** are two tools that can help you identify your strengths, preferences, and values, which in turn can help you find a job that is a good fit for you and unlock your hidden potential.

The MBTI does not value one type above another; no traits are considered better or worse than others. It helps you realize what areas corporate careers demand and might not be your strengths, so that you can work on self-improvement.

Similarly, core values may remain the same, but life-shaking events can alter the top career values over time.

The **MBTI** is a personality assessment tool that can help you understand your personality type, including your preferences for how you interact with the world and how seemingly random variations in behavior are actually quite orderly and consistent, process information, make decisions, and manage your energy. By understanding your personality type, you can identify careers that align with your natural strengths and preferences.

Values elicitation is a process that can have a powerful impact on your life. You will discover what your current values are – a process that few people have ever even contemplated before working with a coach – and the results you are achieving in your life as a consequence. Values are like the compass guiding us whenever we are at a crossroads. It is the first step to self-introspection, and making a career choice with values is paramount. Considering values can help you to be more congruent with what you desire and, therefore, more successful in your career.

Personality Test + Value Elicitation = Congruent Careers

6 Steps to unlock your hidden potential by combining two approaches and get your dream job -

(Refer to the next section on how to take the MBTI test and do self-Value Elicitation to implement these steps)

1. **Gain self-awareness:** The MBTI and value elicitation can help individuals gain a deeper understanding of themselves, their strengths, and their weaknesses. This self-awareness can help individuals identify career paths that align with their natural tendencies and values.
2. **Identify ideal work environments:** The MBTI can help individuals identify work environments that are best suited to their personality type. For example, introverted individuals may prefer jobs that allow them to work independently, while extroverted individuals may thrive in team-based environments. Value elicitation can also help individuals identify work environments that align with their core values.
3. **Evaluate your current job or career:** Consider how well your current job or career aligns with your personality type and values. Are you using your strengths and preferences? Are you fulfilled and motivated by your work? Do you feel like your values are being honored? If not, what specific aspects of your job or career are misaligned?
4. **Research career options:** Look for career options that match your personality type and values. You can use online resources, such as the O*NET OnLine database, to explore different careers and their requirements, work tasks, and work environments. Also, talk to professionals in fields that interest you and ask them about their experiences.
5. **Make a career plan:** Once you have identified potential career options that align with your personality type and values, make a plan for how to get there. This can involve specific job titles, work environment, industry, and a working culture that aligns with your preferences.
In addition, get training, take courses, network with professionals in your desired field, and gain relevant work experience through special volunteer or contract projects.
6. **Enhance communication and teamwork:** The MBTI can also help individuals improve their communication and teamwork skills by understanding the communication preferences and working styles of others. This can be particularly helpful in the workplace, where effective communication and collaboration are key to success.

What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type. For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer

E
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer

I
Introversion

2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer

S
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer

N
Intuition

3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer

T
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer

F
Feeling

4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer

J
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer

P
Perceiving



Myers–Briggs Type Indicator. (2023, March 19). In Wikipedia.

Validity of MBTI

More recent research from 2009 (presented in the MBTI Form M Manual Supplement) by the Foundation shows an average test-retest reliability of 72% over more than a year, comparable to DISC or NEO personality tests.

(Reference- <https://psychometric-success.com/>)

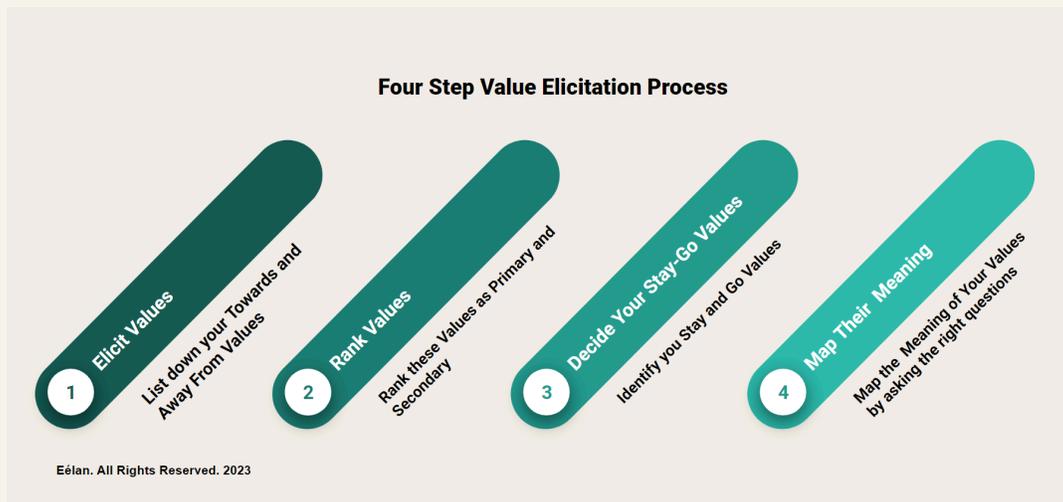
Job Test Prep

[MBTI Test Prep](#)

Take the MBTI Instrument

[MBTI Instrument](#)

What do you value in your career?



Remember the old cartoons, like Tom and Jerry? In those cartoons, whenever a character was shown in a dilemma, two miniature selves of the character used to revolve over its head, one with thorns and the other with a halo. This is nothing but a representation of ‘the good’ and ‘the bad’ and was made to teach us the importance of values.

Your professional values are the core values and ethics you adopt and demonstrate in the workplace. These traits include skills, behaviors, and actions that many employers look for and desire in an employee. When your career decision does not correspond with your personal and career values, it may lead to dissatisfaction and guilt in your professional life. Identifying your values can help in many ways to find your dream job.

Four Simple Steps to Elicit and Rank Values Based on the Science of Neuro-Linguistic Programming (NLP).

Step 1: Elicit Values

Step 2: Rank Values

Step 3: Decide your Stay-Go Values

Step 4: Map their meaning

Step 1: Elicit Values:

List down as many Values that come to you without much conscious thought and bifurcate them as ‘**Towards the Value**’ and ‘**Away from the Value**’.

Toward is what you would like to have in your job environment and career goals, and **Away** are values that you would not like to have in a job you desire.

Write them down as they come to you. Exact phrases, do not overthink or focus too much on language. Simply put, whatever comes to you. What is truly important to me in a career (must-have)? What emotional states are important for me in my career?

<u>TOWARDS VALUES</u>	<u>AWAY-FROM VALUES</u>
What is important to you in your career ?	What is important for you to avoid in your career?
<ul style="list-style-type: none">• Money/Prosperity• Recognition• Travel• Helping people• Independence• Variety• Working in a service industry• Solving problems• Respect• Growth/Opportunities	<ul style="list-style-type: none">• Harmful products• Toxic work culture• Not a multinational• Poor working conditions• Lack of respect• Not keeping a promise/lack of commitment• Lack of CSR/not giving back to society

Step 2: Rank Values:

Now review the list again and rank these Values as Primary and Secondary. Primary Values usually will be the topmost value that is important for you in life (both personal and professional).

E.g.. Freedom/Autonomy, Fun/Enjoyment

The question you need to ask is, if you could have just one of all the listed values on a given day, what would it be?

Step 3: Decide your GoAway and Stay Values

This is your GoAway Value.

Ask the question: If I had all the things that are important to me in a career, what would still make me leave a job?

For example, it could be something harmful to health, like many people do not want to work for a cigarette or an alcohol brand.

This is your Stay Value.

Now ask the Question – Despite knowing my GoAway Value, what would still make me take or stay in a similar job?

In this example, it could be, let's say, a foreign placement or more money.

Now you have Towards Value, Away from Values, GoAway Value, and Stay Value.

Step 4: Map Their Meaning

Lastly, map the meaning for your Towards and Stay Value.

It is important to ask the right questions here.

- What is important for you about this (Toward/Stay) Value?
- What does this value mean to you?
- When and how will you know you are living this (Toward/Stay) Value?
- What will change if you are able to practice this (Toward/Stay) Value?
- What will change if you are not able to practice this (Toward/Stay) Value?
- What other aspects of your life will be impacted by this (Toward/Stay) value being part of your work?

We highly recommend these two processes, MBTI and Value Elicitation, before you start looking for the next career move within your current organization or outside. Refer and keep these insights handy before you appear for a career growth conversation or an interview. It's important to ask relevant questions to your seniors or the interviewer to discover if they and their organization showcase some of the values that align with your values. If there is a match with your top values, that job role and organization can most likely be the one for you when put together with other essential components.

All the best in your leadership journey!

About the Author:

Shivaani Talesra is an **ICF PCC and EMCC Senior Practitioner** with expertise as an Executive & Leadership Coach, Senior Trainer & Facilitator, and HR/OD Consultant specialising in leadership growth, transition and presence, conflict resolution, and helping leaders navigate complex interpersonal dynamics. With 20+ years of senior leadership experience, she helps executives build the inner clarity and emotional regulation needed to lead through conflict effectively.

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