



Personality Types of Managers



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Statistical analysis of Personality Type (MBTI) associated with management as an occupation provides some interesting results.

Numerous studies have been conducted – largely surrounding the CAPT's (Centre for Applies Psychological Type) database of MBTI results.

Most of these results are from a US database – however statistical modelling has shown us that whilst there are some differences between various countries, the variation is minimal.

What type of Manager?

Presented here are the results pertaining to management in the following contexts; managers, administrators and supervisors; managers – government executives; managers – corporate executives; managers – office; managers – retail; anagers – sales; managers – small business.

In addition, 'norm' data of the general population is provided for the purposes of comparison.

We hope you find these results interesting but remember, people of all types can do a job - it's just that many people move towards occupations that suit their 'preferences'. **These statistics identify the most common types (statistically) for various management occupations.**

For information in more detail, explanations, MBTI assessments, reports, resources, workshops and facilitated processes, please contact **Sandra Gillanders** at;

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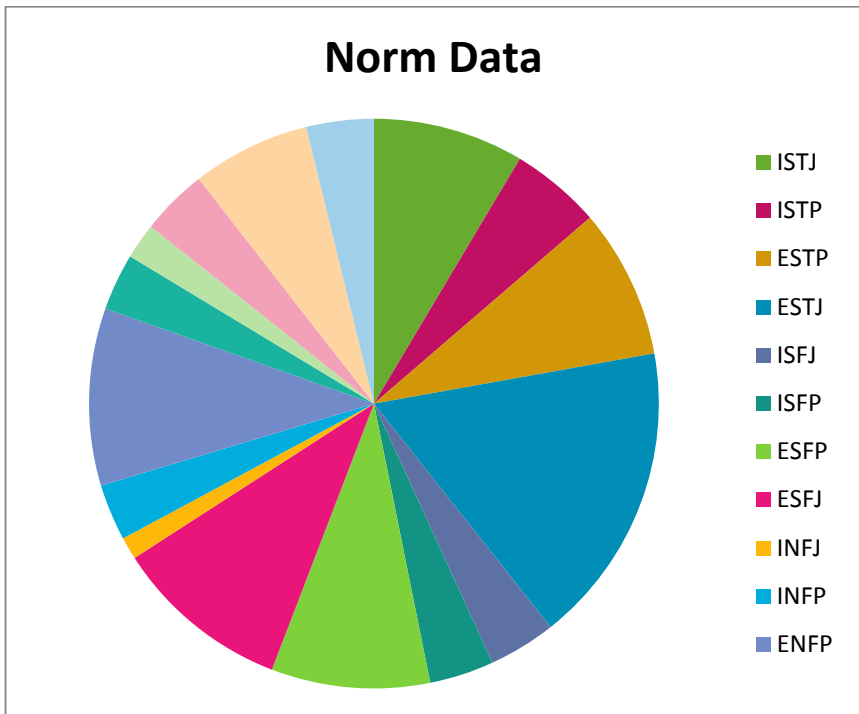


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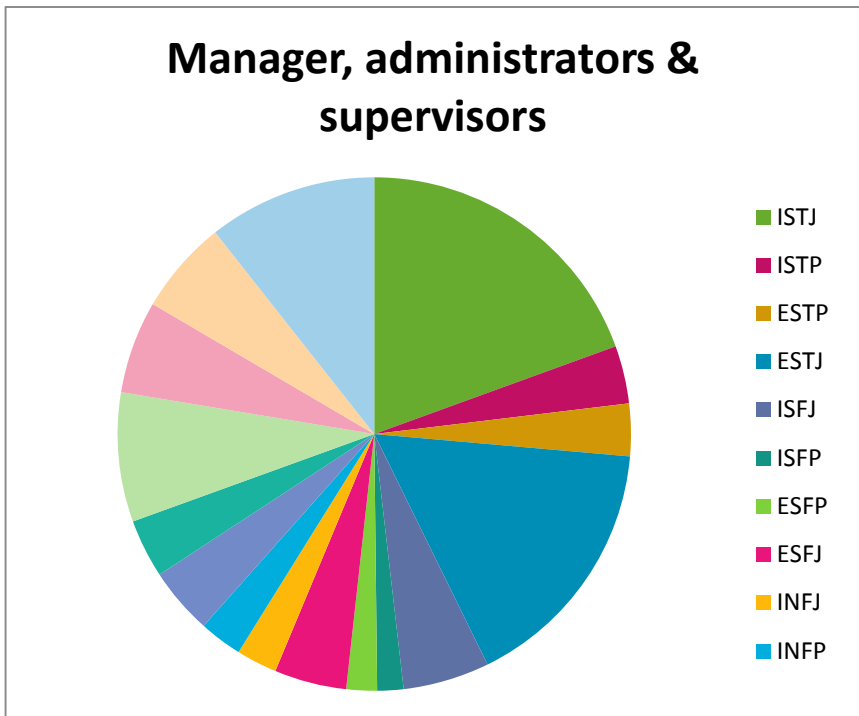
Norm Data

ISTJ	8.60%	ISFJ	3.85%	INFJ	1.27%	INTJ	2.05%
ISTP	5.16%	ISFP	3.68%	INFP	3.23%	INTP	3.82%
ESTP	8.54%	ESFP	9.04%	ENFP	10.11%	ENTP	6.73%
ESTJ	17.25%	ESFJ	10.11%	ENFJ	3.23%	ENTJ	3.85%



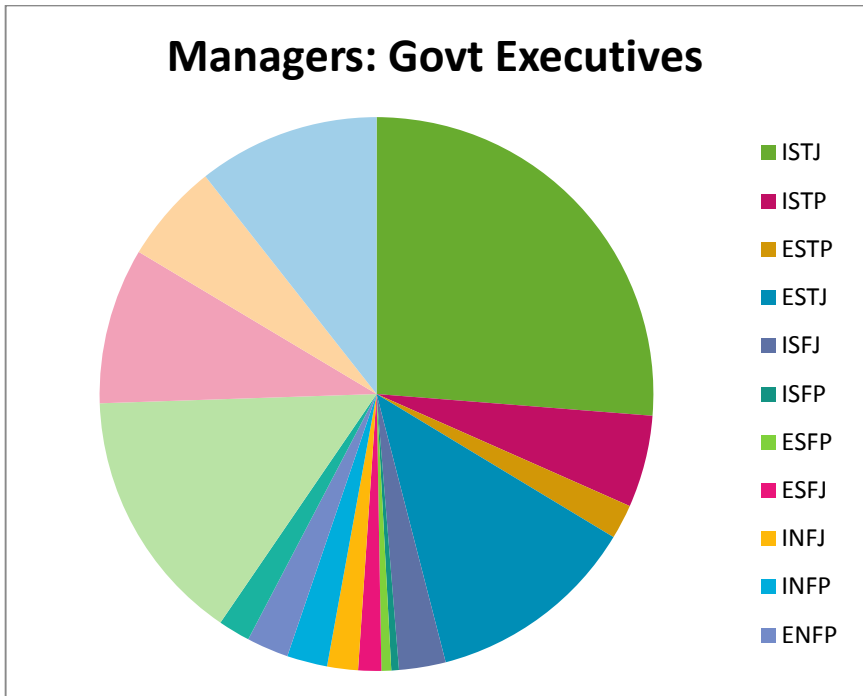
Managers, administrators and supervisors

ISTJ	19.45%	ISFJ	5.43%	INFJ	2.58%	INTJ	8.15%
ISTP	3.64%	ISFP	1.66%	INFP	2.70%	INTP	5.82%
ESTP	3.29%	ESFP	1.93%	ENFP	4.22%	ENTP	5.93%
ESTJ	16.35%	ESFJ	4.53%	ENFJ	3.68%	ENTJ	10.63%



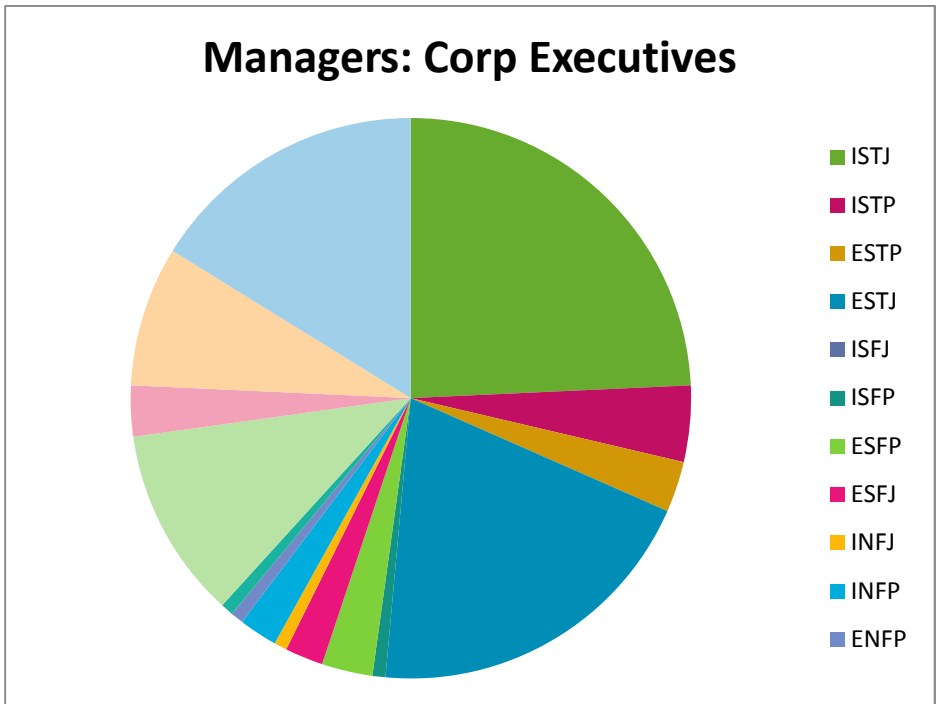
Managers - government executives

ISTJ	26.26%	ISFJ	2.73%	INFJ	1.79%	INTJ	14.92%
ISTP	5.38%	ISFP	0.43%	INFP	2.37%	INTP	9.11%
ESTP	2.01%	ESFP	0.57%	ENFP	2.44%	ENTP	5.81%
ESTJ	12.34%	ESFJ	1.36%	ENFJ	1.87%	ENTJ	10.62%



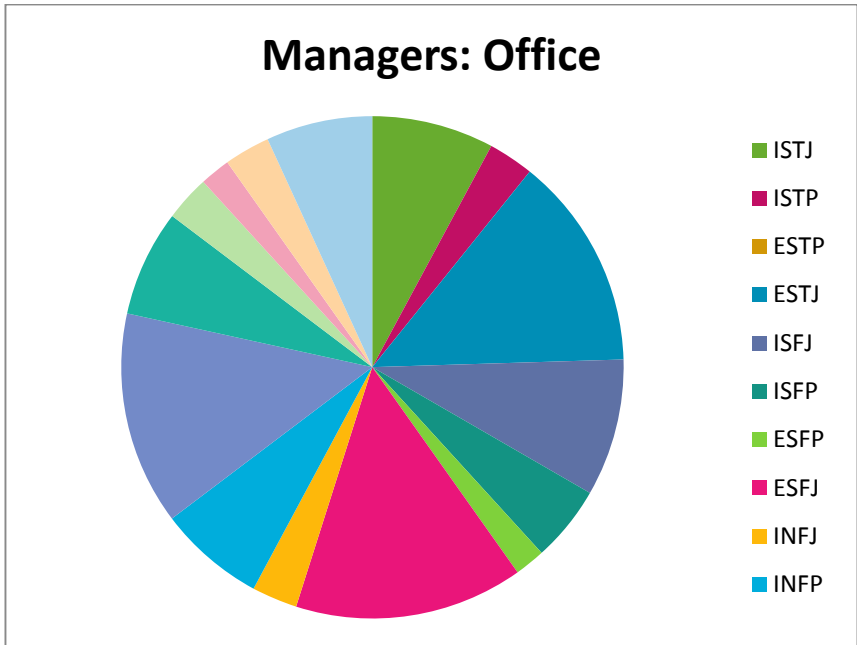
Managers - corporate executives

ISTJ	24.26%	ISFJ	0.00%	INFJ	0.74%	INTJ	11.03%
ISTP	4.41%	ISFP	0.74%	INFP	2.21%	INTP	2.94%
ESTP	2.94%	ESFP	2.94%	ENFP	0.74%	ENTP	8.09%
ESTJ	19.85%	ESFJ	2.21%	ENFJ	0.74%	ENTJ	16.18%



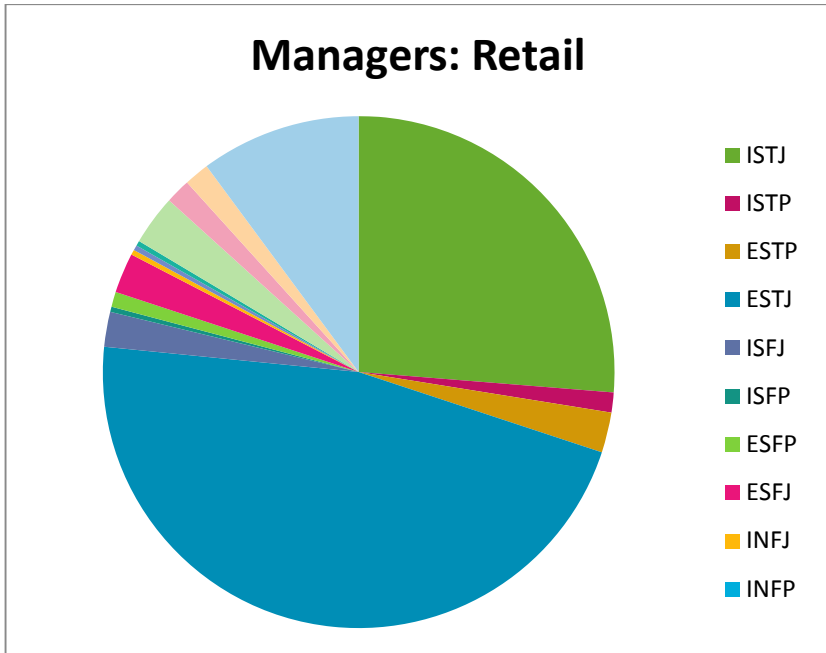
Managers - office

ISTJ	7.84%	ISFJ	8.82%	INFJ	2.94%	INTJ	2.94%
ISTP	2.94%	ISFP	4.90%	INFP	6.86%	INTP	1.96%
ESTP	0.00%	ESFP	1.96%	ENFP	13.73%	ENTP	2.94%
ESTJ	13.73%	ESFJ	14.71%	ENFJ	6.86%	ENTJ	6.86%



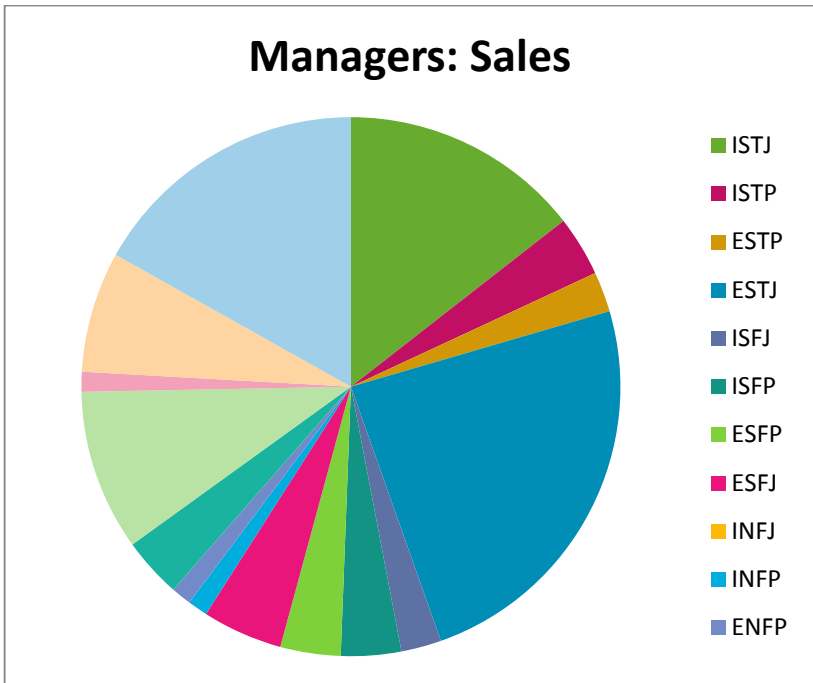
Managers - retail

ISTJ	26.27%	ISFJ	2.22%	INFJ	0.32%	INTJ	3.16%
ISTP	1.27%	ISFP	0.32%	INFP	0.00%	INTP	1.58%
ESTP	2.53%	ESFP	0.95%	ENFP	0.32%	ENTP	1.58%
ESTJ	46.52%	ESFJ	2.53%	ENFJ	0.32%	ENTJ	10.13%



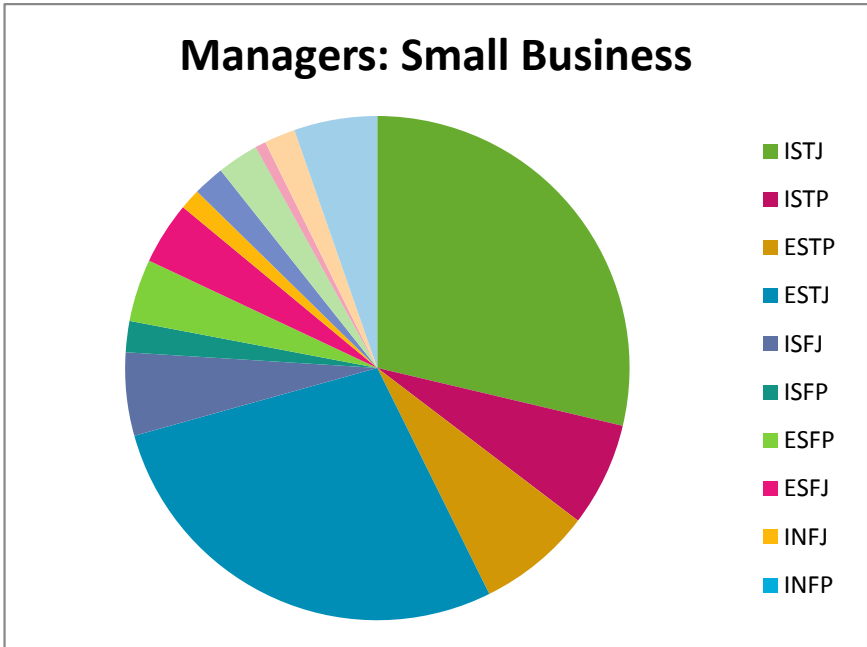
Managers - sales

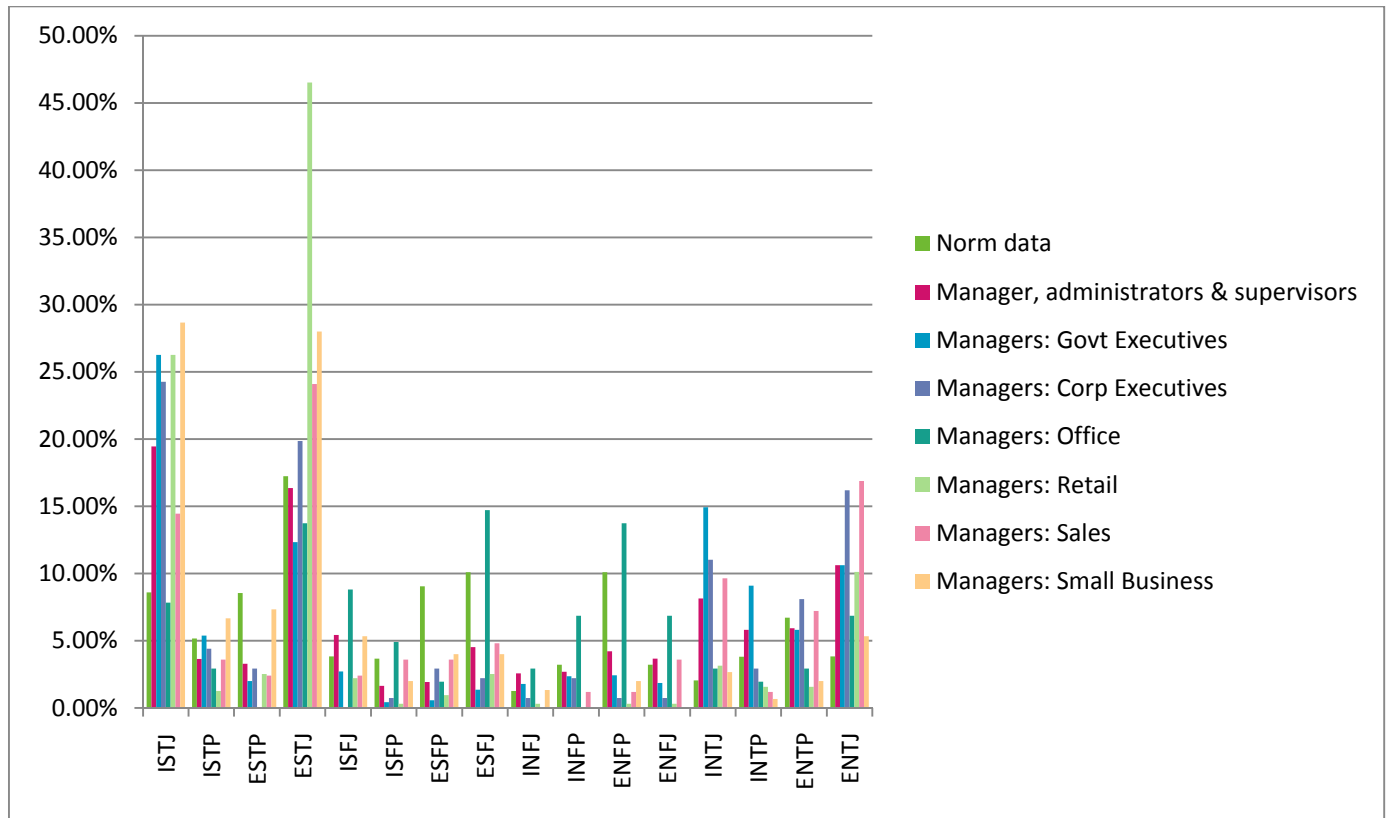
ISTJ	14.46%	ISFJ	2.41%	INFJ	0.00%	INTJ	9.64%
ISTP	3.61%	ISFP	3.61%	INFP	1.20%	INTP	1.20%
ESTP	2.41%	ESFP	3.61%	ENFP	1.20%	ENTP	7.23%
ESTJ	24.10%	ESFJ	4.82%	ENFJ	3.61%	ENTJ	16.87%

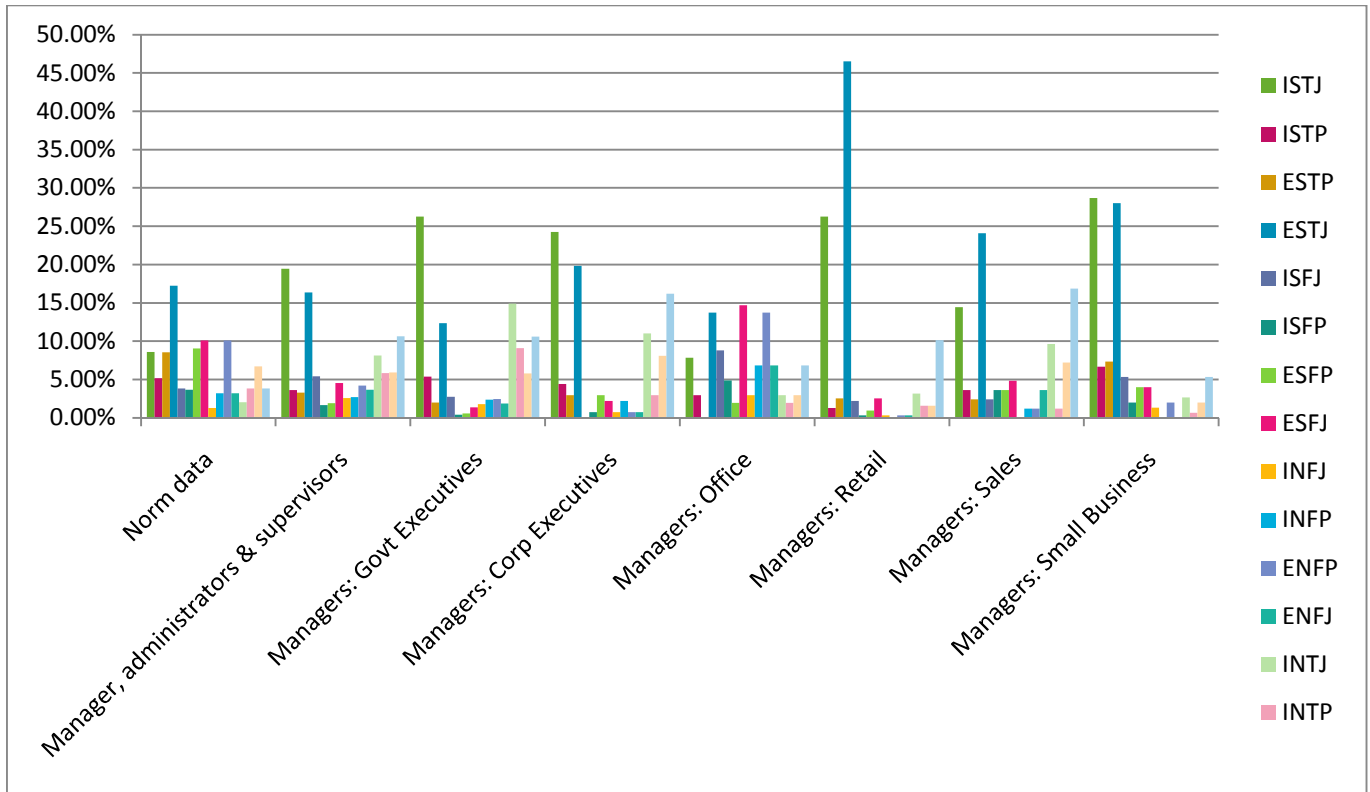


Managers - small business

ISTJ	28.67%	ISFJ	5.33%	INFJ	1.33%	INTJ	2.67%
ISTP	6.67%	ISFP	2.00%	INFP	0.00%	INTP	0.67%
ESTP	7.33%	ESFP	4.00%	ENFP	2.00%	ENTP	2.00%
ESTJ	28.00%	ESFJ	4.00%	ENFJ	0.00%	ENTJ	5.33%







Statistical analysis of all management types

	Norm data	Manager, administrators & supervisors	Managers & Administrators	Managers: Govt Executives	Managers: Corp Executives	Managers: Office	Managers: Retail	Managers: Sales	Managers: Small Business
E	68.86%	50.56%	56.67%	37.02%	53.69%	60.79%	64.88%	63.85%	52.66%
I	31.66%	49.43%	43.34%	62.99%	46.33%	39.20%	35.14%	36.13%	47.34%
S	66.23%	56.28%	56.32%	51.08%	57.35%	54.90%	82.61%	59.03%	86.00%
N	34.29%	43.71%	43.69%	48.93%	42.67%	45.09%	17.41%	40.95%	14.00%
T	56.00%	73.26%	61.56%	86.45%	89.70%	39.21%	93.04%	79.52%	81.34%
F	44.52%	26.73%	38.45%	13.56%	10.32%	60.78%	6.98%	20.46%	18.66%
J	50.21%	70.80%	69.32%	71.89%	75.01%	64.70%	91.47%	75.91%	75.33%
P	50.31%	29.19%	30.69%	28.12%	25.01%	35.29%	8.55%	24.07%	24.67%

	Norm data	Manager, administrators & supervisors	Managers & Administrators	Managers: Govt Executives	Managers: Corp Executives	Managers: Office	Managers: Retail	Managers: Sales	Managers: Small Business
IJ	15.77%	35.61%	29.98%	45.70%	36.03%	22.54%	31.97%	26.51%	38.00%
IP	15.89%	13.82%	13.36%	17.29%	10.30%	16.66%	3.17%	9.62%	9.34%
EP	34.42%	15.37%	17.33%	10.83%	14.71%	18.63%	5.38%	14.45%	15.33%
EJ	34.44%	35.19%	39.34%	26.19%	38.98%	42.16%	59.50%	49.40%	37.33%
ST	39.55%	42.73%	37.39%	45.99%	51.46%	24.51%	76.59%	44.58%	70.67%
SF	26.68%	13.55%	18.93%	5.09%	5.89%	30.39%	6.02%	14.45%	15.33%
NF	17.84%	13.18%	19.52%	8.47%	4.43%	30.39%	0.96%	6.01%	3.33%
NT	16.45%	30.53%	24.17%	40.46%	38.24%	14.70%	16.45%	34.94%	10.67%
SJ	39.81%	45.76%	45.59%	42.69%	46.32%	45.10%	77.54%	45.79%	66.00%
SP	26.42%	10.52%	10.73%	8.39%	11.03%	9.80%	5.07%	13.24%	20.00%
NP	23.89%	18.67%	19.96%	19.73%	13.98%	25.49%	3.48%	10.83%	4.67%
NJ	10.40%	25.04%	23.73%	29.20%	28.69%	19.60%	13.93%	30.12%	9.33%

	Norm data	Manager, administrators & supervisors	Managers & Administrators	Managers: Govt Executives	Managers: Corp Executives	Managers: Office	Managers: Retail	Managers: Sales	Managers: Small Business
TJ	31.75%	54.58%	47.69%	64.14%	71.32%	31.37%	86.08%	65.07%	64.67%
TP	24.25%	18.68%	13.87%	22.31%	18.38%	7.84%	6.96%	14.45%	16.67%
FP	26.06%	10.51%	16.82%	5.81%	6.63%	27.45%	1.59%	9.62%	8.00%
FJ	18.46%	16.22%	21.63%	7.75%	3.69%	33.33%	5.39%	10.84%	10.66%
IN	10.37%	19.25%	16.89%	28.19%	16.92%	14.70%	5.06%	12.04%	4.67%
EN	23.92%	24.46%	26.80%	20.74%	25.75%	30.39%	12.35%	28.91%	9.33%
IS	21.29%	30.18%	26.45%	34.80%	29.41%	24.50%	30.08%	24.09%	42.67%
ES	44.94%	26.10%	29.87%	16.28%	27.94%	30.40%	52.53%	34.94%	43.33%
ET	36.37%	36.20%	34.70%	30.78%	47.06%	23.53%	60.76%	50.61%	42.66%
EF	32.49%	14.36%	21.97%	6.24%	6.63%	37.26%	4.12%	13.24%	10.00%
IF	12.03%	12.37%	16.48%	7.32%	3.69%	23.52%	2.86%	7.22%	8.66%
IT	19.63%	37.06%	26.86%	55.67%	42.64%	15.68%	32.28%	28.91%	38.68%