



QAMAR CONSULTING
Discovering Potential & Optimizing Performance



UNIVERSITY STUDENTS CAREER MANUAL

**CAREER GUIDANCE KIT BASED ON
PERSONALITY TYPES
FOR FEMALE AND MALE**

www.drqamar.com

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CAREER GUIDANCE KIT

ENEFJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

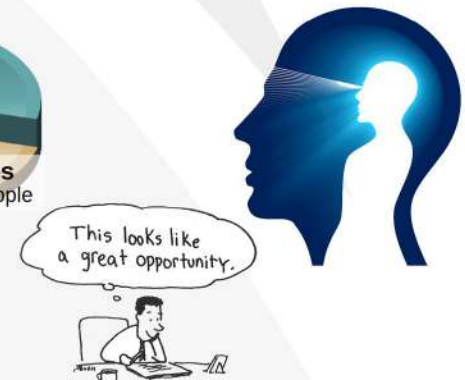
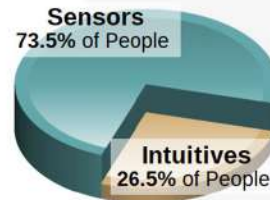
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

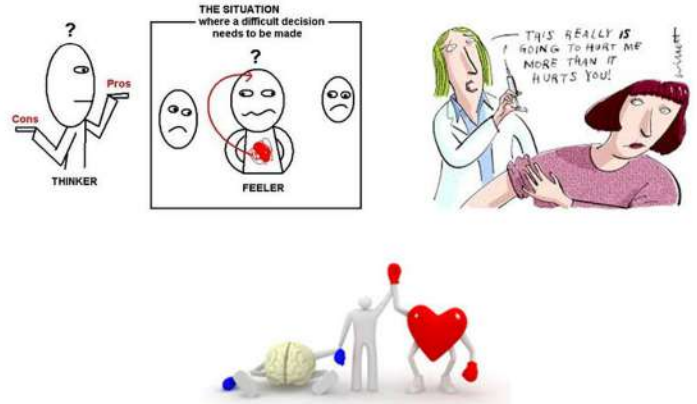
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

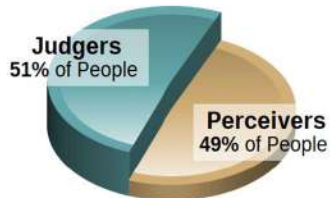
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

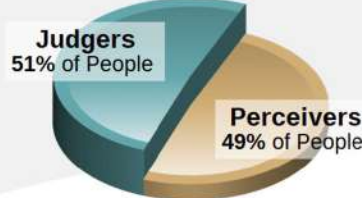
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

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INTJ

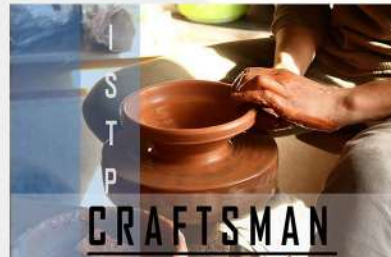


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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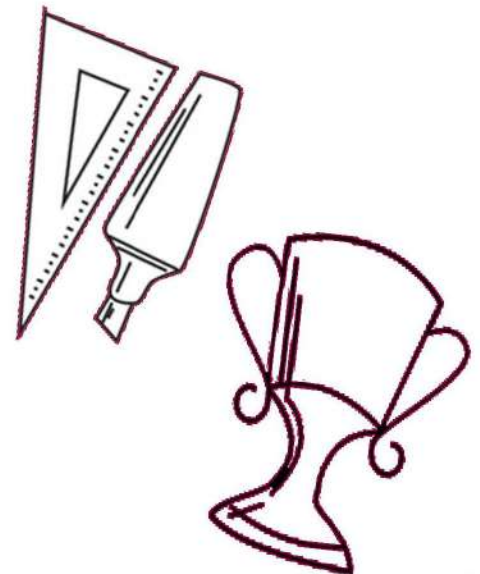
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENFJ (Mentor)

ENFJ Born Talents

Appreciative قدردان

Idealistic تصویری

Congenial ہمدرد

Loyal وفادار

Diplomatic سفارقی

Organized منظم

Energetic جوشیلہ

Personable خوش انداز

Enthusiastic پرجوش

Responsible ذمہ دار

Expressive وضاحت کار

Supportive سہارا دینے والا



MENTOR (ENFJ)

Sincere, sociable, friendly, expressive, open, and supportive

Potential and development of people is their first and foremost focus

Collaborative and cooperative; seek consensus and harmony

Enjoy leading others, organizing projects, and mobilizing people



What I need in a Career for it to be Satisfying

- The opportunity to meet new people and develop warm, long term relationships.
- Clear expectations from others and a system that recognizes my contributions and lets me grow and develop personally and professionally.
- The chance to think about possibilities and work on creative solutions to problems that will help others or improve the quality of life.
- A supportive and friendly environment where I work with people I trust and like, and where I feel appreciated for my efforts.
- The ability to work on many interesting projects, use my great organizational skills, and maintain a high degree of control and responsibility.

As an ENFJ i am Good at....

- Organizing and following through on all parts of projects.
- Exciting others with my ideas and recruiting them to be part of my team.
- Communicating and establishing rapport easily and gracefully.
- Public speaking and leading group discussions of any size or subject.
- Getting things done, being productive, and working hard.
- Enthusiastically taking on new projects and seeing possibilities for solving problems.
- Making other people feel important and valued.

Work Related Strengths

- Integrity that inspires people to value your ideas.
- Focus and single-mindedness about projects that are important to you.
- Decisiveness and strong organizational skills.
- Creative and ability to come up with original solutions.
- Empathy and ability to anticipate others' needs.
- Perspective to see the big picture and the future implications of actions and ideas.
- Ability to understand complex concepts.
- Genuine interest in others and talent for helping others grow and develop.
- Independent streak and strong personal convictions.
- Drive to be productive and reach your goals.
- Deep commitment to work you believe in.

Work Related Blind Areas

- Single-mindedness that can result in inflexibility.
- Unrealistic sense of how long things take.
- Difficulty working on projects that conflict with your values.
- Tendency to be impractical about viability and/or feasibility of some ideas.
- Difficulty working in competitive or tension filled environments.
- Reluctance to revisit or reverse decisions once they've been made.
- Difficulty dealing with conflict and tendency to ignore unpleasantness.
- Trouble disciplining subordinates with objectivity and directness.
- Difficulty changing plans or directions quickly.
- Difficulty communicating complex ideas simply.
- Tendency to be judgmental.



ENFJ Career Trends and Potential Strengths

Career Trends

There are two major trends in the occupations that appeal to ENFJs. Most of the popular occupations involve working directly with people as a helper, counselor, teacher or administration. The next largest group of occupations is found in the arts. There are also some occupations in business that appeal to ENFJs, all of which also involve working closely with people.

Potential Strengths

- Can get things organized
- Ability to develop human resources
- Skilled at building consensus
- People skills
- Energy & enthusiasm

کیریئر ٹرینڈ :

کیریئر کے لحاظ سے دو رجحانات ایسے ہیں جو کہ ENFJ کو پسند ہیں، سب سے زیادہ مقبول پیشے ہیں لوگوں کے ساتھ ان کا مددگار بن کے ان کے ساتھ کام کرنا، ان کو صلاح مشورہ دینا، استاد بن کر سکھانا، یا پھر انتظامیہ سمجھانا۔ اگلا سب سے بڑا پیشوں کا گروپ آرٹ میں پایا جاتا ہے۔ کاروبار میں بھی کچھ ایسے پیشے ہیں جو ENFJ کو پسند ہیں جو کہ لوگوں کے ساتھ مل کر کیے جاسکتے ہیں۔



Popular Occupations of ENFJ

People with ENFJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

COMMUNICATION

- Graphic artist
- Content editor for website
- Multi-media producer
- Marketing executive (radio, T.V, Cable broadcast industry)
- Copywriter
- Reporter and correspondent
- Managing editor

EDUCATION/HUMAN SERVICES

- Special education teacher
- Bilingual education teacher
- Educational program director
- Life science teacher
- Parent instructor, child development
- Public health educator/administrator
- Music or art director
- Director of assisted care facility
- Adult day care coordinator
- Child welfare worker
- Social worker
- Social & community service director
- Planned giving officer
- Sociologist

TECHNOLOGY

- Customer relations manager
- Staff advocate
- Coach
- Project manager
- Engagement manager

COUNSELLING

- Guidance counselor
- Substance abuse counselor
- Employee assistance counselor
- Vocational rehabilitation counselor
- Educational psychologist

BUSINESS / CONSULTING

- Travel agent
- Management consultant
- Corporate/team trainer
- Eco-tourism specialist
- Labor relations manager
- Meeting/convention planner
- Industrial-organizational psychologist
- Advertising account executive
- Special event coordinator
- Marketing manager
- Set designer
- Hotel and restaurant manager
- Talent director
- Desktop publishing specialist

HEALTH CARE

- Dietitian/nutritionist
- Speech-language pathologist
- Occupational therapist
- Chiropractor
- Transport coordinator



Less Popular Occupations of ENFJ

People with ENFJ preference are less often attracted to careers and occupations characterized by a great deal of technical or tough-minded analysis and attention to detail, as in engineering or computer operations. They are also found much less often in careers that involve a great deal of interpersonal conflict (as in police or corrections work), business management (particularly if that work is not related to a people-oriented or service profession), or careers that have a low level of contact with people and/or a significant amount of hands-on precision work, as in many out-of-doors jobs, production/construction, and repair and maintenance jobs.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

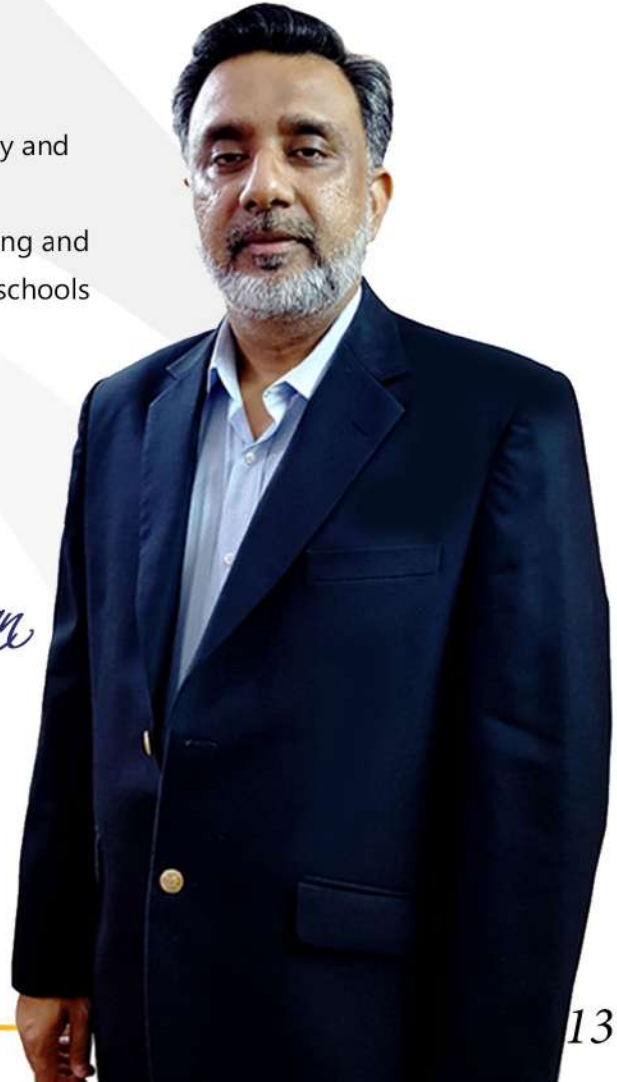
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





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CHAPTER 01

Know Yourself & Understand Others

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LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
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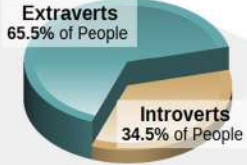
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- Reflective
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- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



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Characteristics:

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صفات:

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- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
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- ☆ عمل کرنے والے

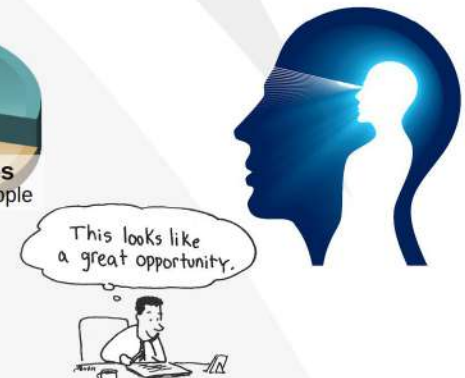
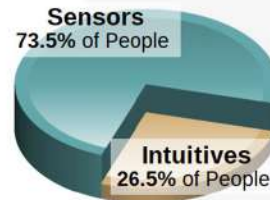
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Characteristics:

- Pay attention to patterns
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- Change oriented
- Variety focused

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- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



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Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

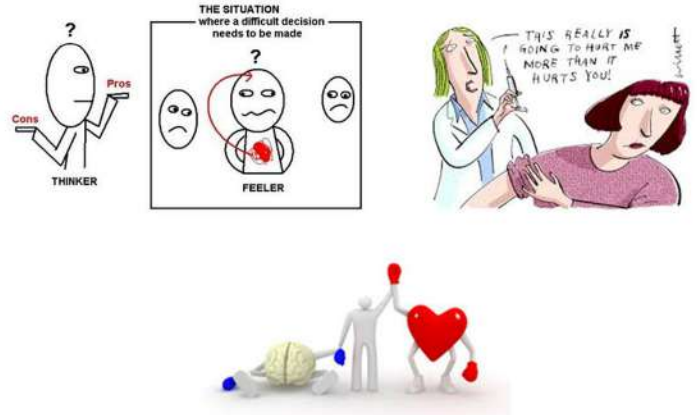
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☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

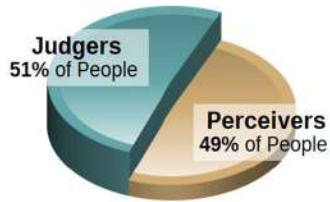
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

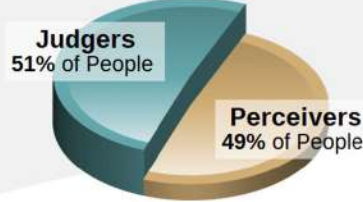
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☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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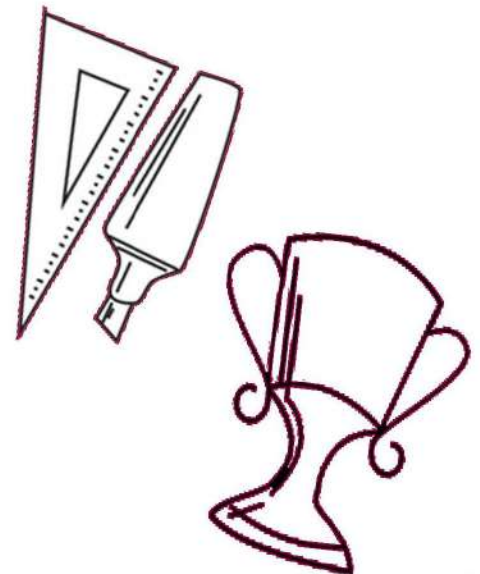
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENFP (Champion)

ENFP Born Talents

Creative ذہین

Curious تجسس میں رہنے والا

Energetic جوشیلہ

Enthusiastic پر جوش

Expressive وضاحت کار

Friendly دوستانہ

Imaginative خیالی

Independent آزاد

Original اصل

Restless بے آرام

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Versatile ہر فن مولا



CHAMPION (ENFP)

Empower, advocate for, & encourage the individual in the organization

See potential & possibilities in people; focused on relationships & growth

Enjoy collaboration, cooperation, & the sharing of ideas

Create & share a wealth of innovative ideas & a vision of the future



What I need in a Career for it to be Satisfying

- > A creative and fun environment where I can work with a variety of people each day.
- > Plenty of opportunities to be challenged by new situation, where each day is different from the day before.
- > The ability to talk about ideas, possibilities and implications and then see my innovations become a reality.
- > An easy going and relaxed atmosphere, without a lot of rules, regulations or restrictions.
- > The chance to make a difference and work on projects I believe in.

As an ENFP i am Good at....

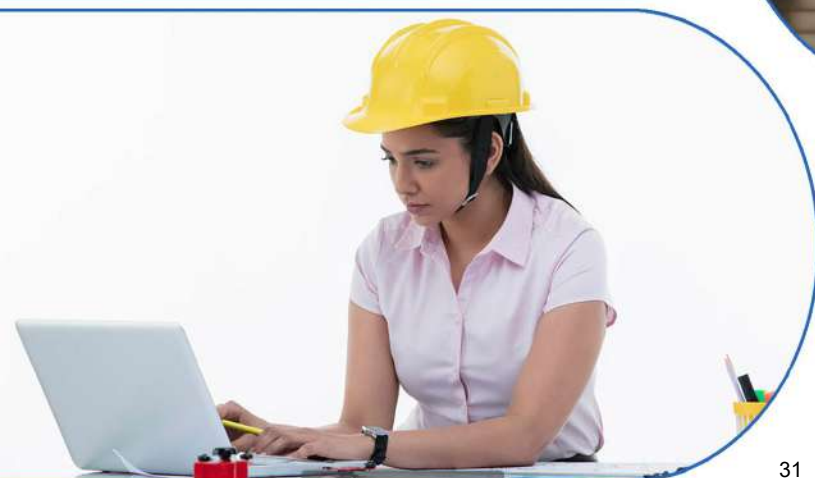
- Seeing unique ways of solving problems.
- Working with all kinds of people as part of a team.
- Applying my various experiences and skills to new fields of interest.
- Understanding other people and getting them excited about my ideas.
- Being flexible, accommodating and easy to work.

Work Related Strengths

- Eager to “think outside the box” and consider new possibilities.
- Courage to take risks, try new things, and overcome obstacles.
- A broad range of interests and ability to quickly learn the things that interest you.
- Natural curiosity and skill for getting the information you need.
- Ability to see the big picture and the implications of actions and ideas.
- Excellent communication skills and ability to rouse other’s enthusiasm.
- Adaptability; can shift gears and change directions quickly.
- Perceptive about people; understand others’ needs and motivations.

Work Related Blind Areas

- Difficulty setting priorities and making decisions.
- Impatience with uncreative people.
- Reluctance to do things in traditional or routine ways.
- Lack of discipline when attending to and following through on important details.
- Tendency to become bored or sidetracked, especially after creative process is done.
- Dislike for doing repetitive tasks.
- Impatience working with systems or people who are too rigid.
- Propensity to always focus on what’s possible rather than what’s doable or probable.
- Tendency to be disorganized.



ENFP Career Trends and Potential Strengths

Career Trends

There are two major trends in the occupations that are most popular with ENFPs. Most of the popular occupations involve working with people by providing counseling, personal or spiritual services or teaching or by helping them feel or look better. The other group of occupations is in the arts. ENFPs like a variety of roles in this area. There is also interest in occupations that involve taking care of the environment.

Potential Strengths

- New ideas & possibilities
- Enthusiasm & energy
- People skills
- Adaptability
- Creativity

کیریئر ٹرینڈ :

دواہم پیشے ہیں جو ENFPs کے لئے مشہور ہیں۔ ان میں سے کچھ ایسے ہیں جو لوگوں کے ساتھ مل کر کام کرنے کے ہیں، جیسے کہ Teaching اور counseling تاکہ لوگوں کو بہتر Feel کرایا جاسکے۔ دوسرا پیشہ آرٹ کا ہے۔ ماحول کی دیکھ بھال کرنے میں بھی ENFP کو مزا آتا ہے۔



Popular Occupations of ENFP

People with ENFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

CREATIVE / ARTS

- Journalist
- Artist
- Desktop publisher
- Editor/art director
- Creative director on a Multi-media team
- Developer of educational software
- Multimedia producer
- Director of regional/community theater
- Documentary filmmaker
- Costume and wardrobe designer
- Television producer
- Broadcast news analyst
- Editor/art director

EDUCATION/COUNSELLING

- Bilingual educational teacher
- Child welfare counselor
- Parent instructor of child development course
- High school guidance counselor
- Educational psychologist
- Social worker
- Development director
- Residential housing director
- Employee assistance counselor
- Planned-giving officer
- Philanthropic consultant
- Social psychologist
- Counseling psychologist
- Anthropologist

ENTREPRENEURIAL/BUSINESS

- Consultant
- Inventor
- Human resource manager
- Conference planner
- Employment development specialist
- Management consultant
- Merchandise planner
- Diversity manager-HR
- Advertising account executive
- Marketing executive
- Environmental attorney
- Personal recruiter
- Labor relations specialist

HEALTH CARE / SOCIAL SERVICES

- Health practitioner
- Occupational therapist
- Urban regional planner
- Public health educator
- Speech-language pathologist
- Customer relations manager
- Staff advocate
- Human resource recruiter



Less Popular Occupations of ENFP

People with ENFP preference are less often attracted to careers and occupations that require a great deal of precision and logical analysis, or careers that are highly structured, such as careers in management, the military, or engineering. They are also found less often in careers that require work in isolation or careers that demand a great deal of routine hands- on manual or mechanical work, as in production or repair jobs.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

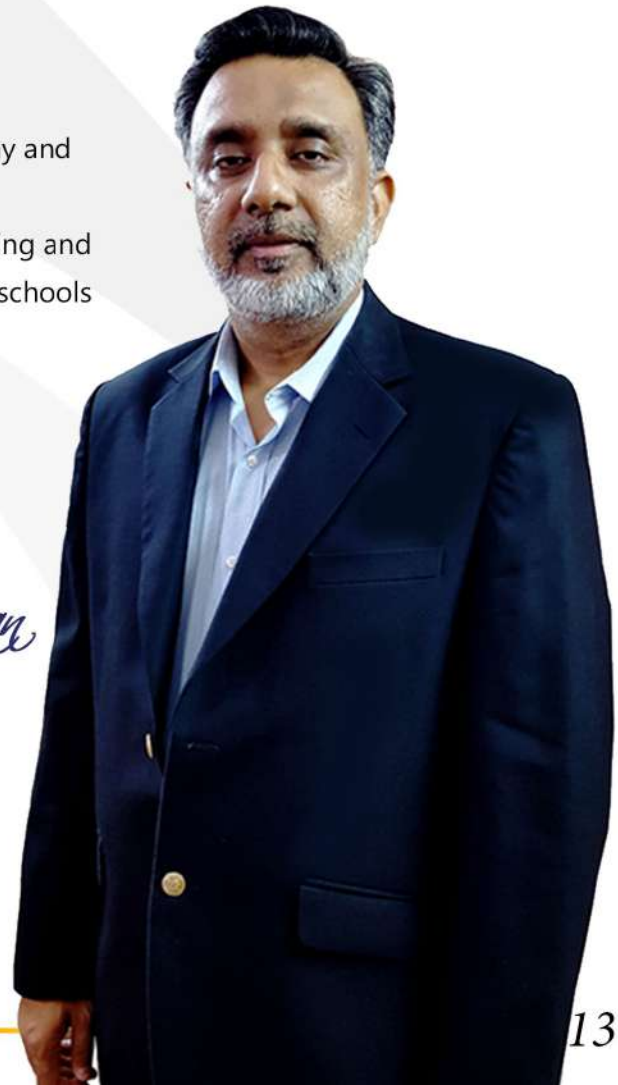
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ENTJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

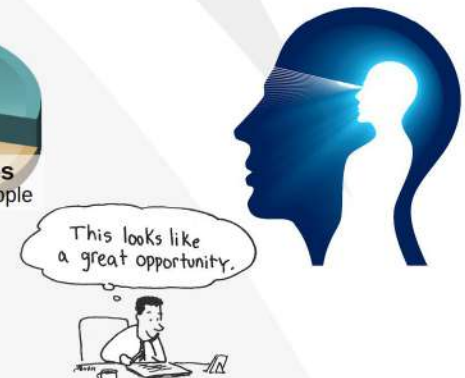
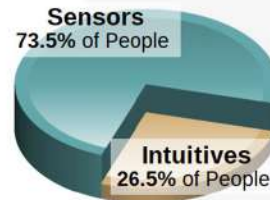
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

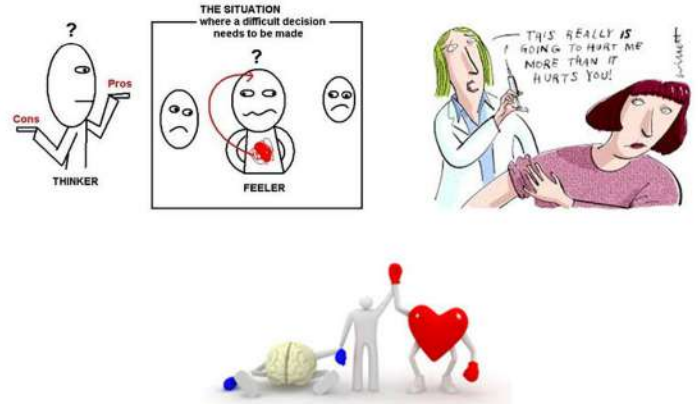
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

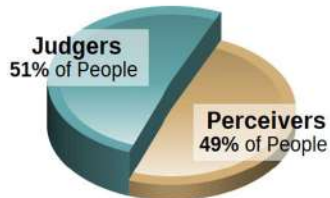
☆ وقت پر کام ختم کرنے والے

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☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

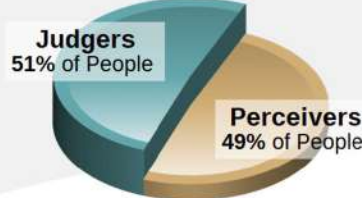
☆ نئے نئے تجربے کرنے والے

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☆ کام کا پریشانی لینے والے



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INTJ

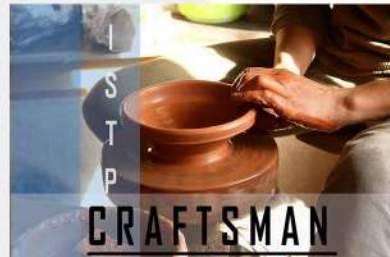


MASTERMIND

ANALYTICAL
 INDEPENDENT
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 PRIVATE
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CRAFTSMAN

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ISFP



ARTIST

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HEALER

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 IDEALISTIC
 IMAGINATIVE
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CONCEPTUALIZER

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ESTP



ACTIVIST

EASYGOING
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 QUICK
 VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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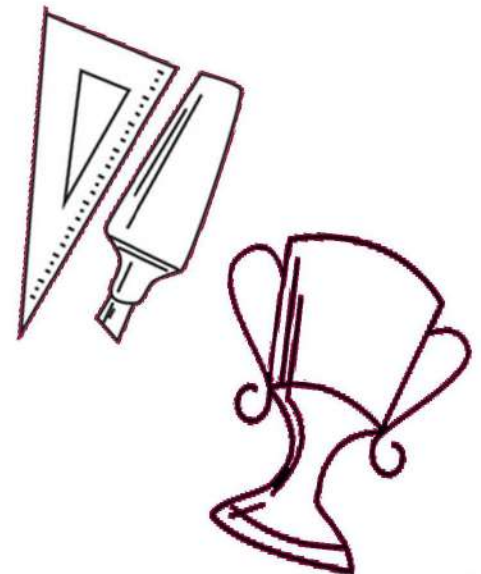
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENTJ (Commander)

ENTJ Born Talents



Challenging مشکل پسند

Objective قانونی

Controlled قابو میں

Opinionated ضدی

Decisive فیصلہ کن

Planful منصوبہ بندی سے بھرپور

Energetic جوشیلہ

Strightforward بے باک

Logical منطقی

Strategic حکمت عملی

Methodical ترتیب وار

Tough-minded مضبوط دماغ



COMMANDER (ENTJ)

Analyze & solve complex problems; quickly create & implement a workable plan

Like to get things moving, initiate action; task completion is the ultimate goal

Critique, evaluate, & improve structures & systems; make systems more efficient

Enjoy complexity & are stimulated by analyzing ideas & possibilities



What I need in a Career for it to be Satisfying

- The opportunity to be a leader while interacting with a variety of people, on a variety of projects throughout the day.
- A competitive and challenging environment where advancements are available and promotions given on the basis of demonstrated merit and competence.
- Work that lets me solve complex problems in creative yet logical ways, working with other people I respect.
- The opportunity to do long range planning and develop strategies that will perfect of improve the efficiency of system.
- An environment where I am respected for my contributions of ideas and actions and, where I am evaluated and compensated in a fair and consistent manner.

As an ENTJ i am Good at....

- Working towards a goal and marshaling available resources.
- Grappling with complex problems and seeing possible solutions.
- Making tough and logical decisions.
- Being productive and organized in my work.
- Looking beyond what is already known.
- Long range planning, considering many unrelated variables.

Work Related Strengths

- Ability to see possibilities and implications.
- Aptitude for creative problem solving; ability to examine issues objectively.
- Understanding of complex issues.
- Drive and ambition to succeed.
- Confidence and natural leadership ability.
- Strong motivation to be competent and to excel.
- High standards and strong work ethic.
- Ability to create systems and models to achieve your objectives.
- Courage to take bold steps and the drive to reach goals.
- Logical and analytical decision making skills.
- Decisiveness and strong organizational skills.
- Comfort with technology; quick learners.

Work Related Blind Areas

- Impatience with others who are not as quick as you are.
- Brusqueness and lack of tact and diplomacy.
- Tendency toward hasty decision making.
- Lack of interest in mundane details.
- Tendency to want to improve something that doesn't need improving.
- Tendency to intimidate or overpower others.
- Tendency to not take the time to adequately appreciate and praise employees, colleagues, and others.
- Reluctance to reexamine issues already decided.
- Propensity to overemphasize work life to the detriment of home life.



ENTJ Career Trends and Potential Strengths

Career Trends

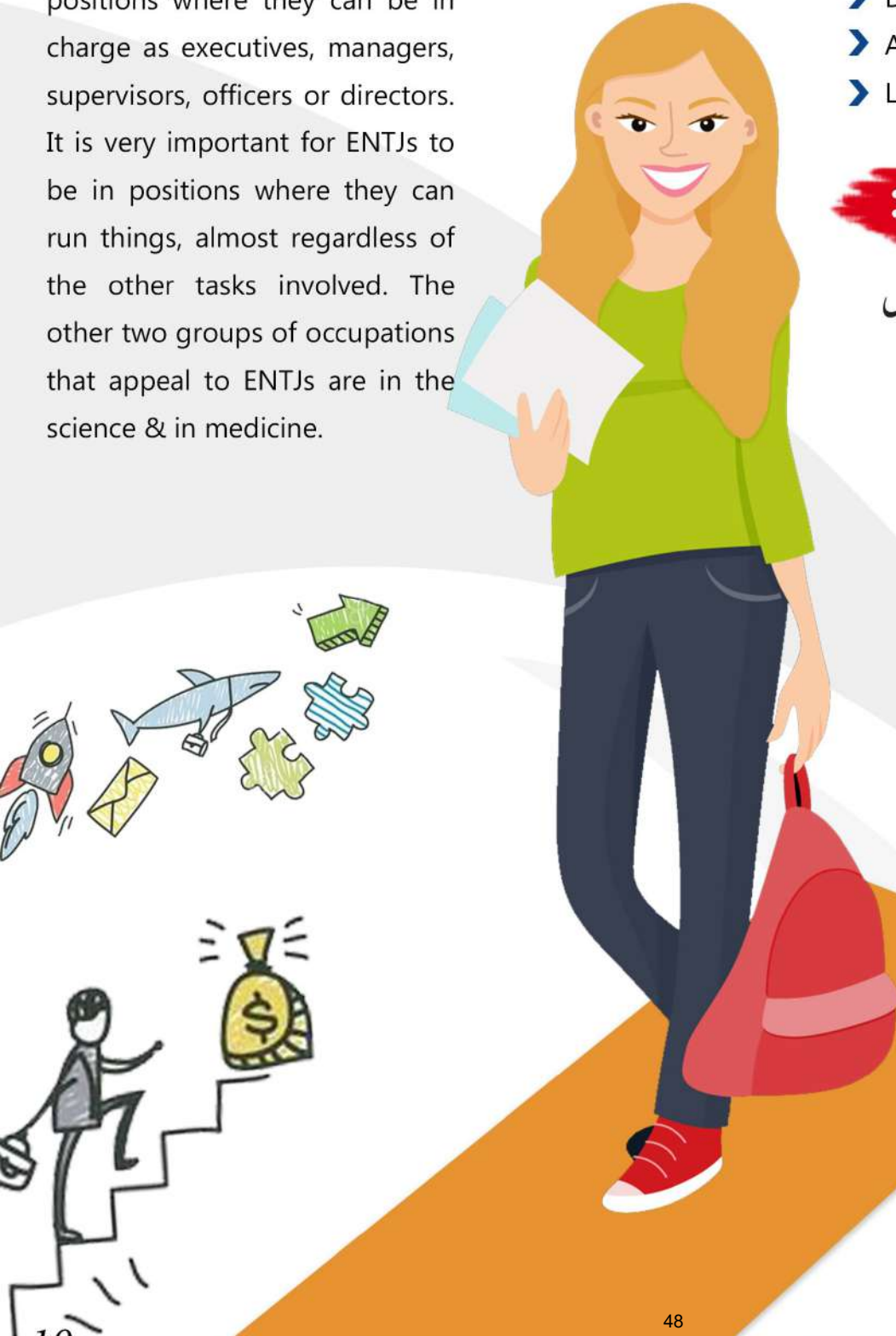
The major occupational trend for ENTJs is their attraction to positions where they can be in charge as executives, managers, supervisors, officers or directors. It is very important for ENTJs to be in positions where they can run things, almost regardless of the other tasks involved. The other two groups of occupations that appeal to ENTJs are in the science & in medicine.

Potential Strengths

- Can get things organized
- Problem solving at system level
- Decisive
- Analytical thinking
- Long-range vision

کیریئر ٹرینڈ :

وہ اہم پیشے جو ENTJs کو پسند آتے ہیں اس میں Supervisor، افسر یا Director بن کر چارج لینا ہے۔ ENTJ کے لئے بہت ضروری ہے کہ ان کے پاس ایسے اختیار ہوں جس میں وہ چیزوں کو لے کر چل سکیں۔ دوسرے کچھ پیشوں میں جو ENTJs کو پسند آتے ہیں اس میں Science اور Medicine کے شعبے شامل ہیں۔



Popular Occupations of ENTJ

People with ENTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

BUSINESS

- Executive
- Administrator
- Technical writer
- Information services
- Advertising account manager
- Marketing executive
- International sales & marketing
- College & University admin
- Managing editor
- Theater producer
- Police & detective supervisor
- Association manager & advisor
- Program director
- Project manager
- Retail manager
- Real estate develop
- Restaurant & food service manager
- Strategic planner

FINANCE

- Mortgage broker
- Economist
- Treasurer, controller & CFO
- Venture capitalist

CONSULTING/TRAINING

- Marketing consultant
- Management trainer
- Program designer
- Telecommunications security
- Corporate team trainer
- Legislative assistant
- Political consultant
- Educational consultant

PROFESSIONAL

- Attorney (corporate finance)
- Attorney (estate planning)
- Attorney (intellectual property)
- Microbiologist
- College administrator
- High school principal
- Athletic director
- Military officer
- Pathologist
- Architect
- Pilot
- Political scientist
- School principal
- Neurologist

TECHNOLOGY

- Engagement manager
- Systems administrator
- Local area network administrator
- Project manager
- Software and systems developer



Less Popular Occupations of ENTJ

People with ENTJ preference are less often attracted to careers and occupations that require ongoing attention to spiritual, emotional, or personal needs of others or that require high level of pragmatic nurturance, including for example religious professions, nursing health-care support, or teaching young people. They are also found much less often in careers in the protective services and careers that require a fair amount of routine hands-on detail-oriented work, such as in building and grounds work and office and administrative support.



ABOUT US

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Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

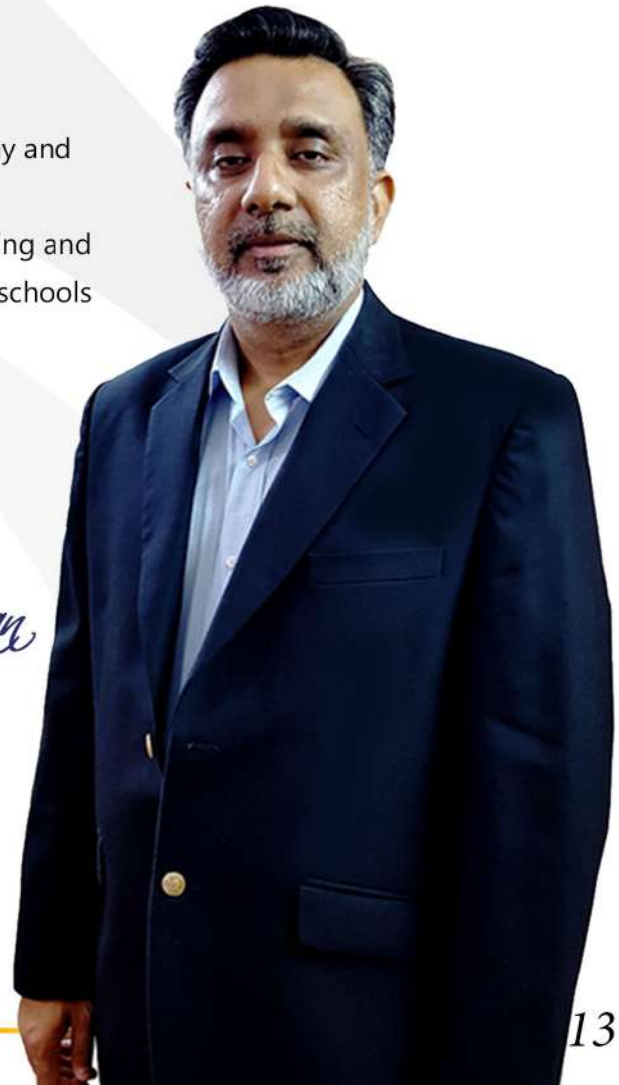
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Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ENTTP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

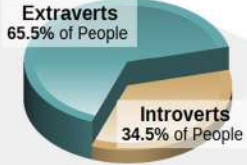
INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

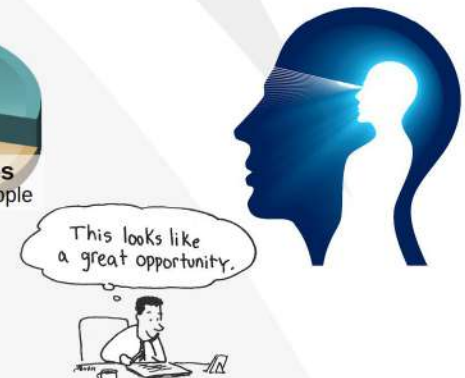
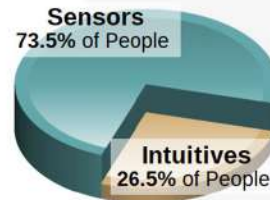
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

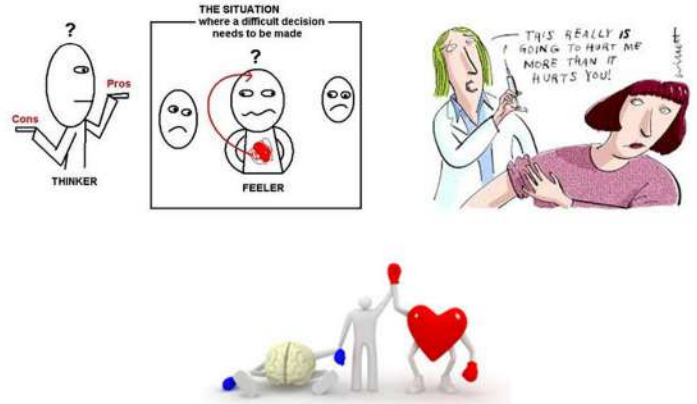
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

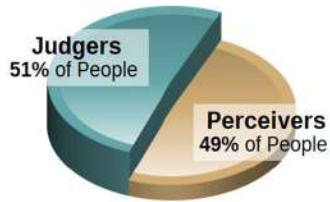
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

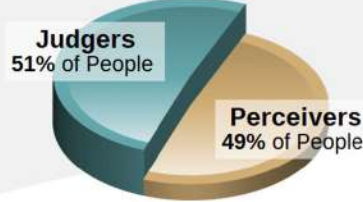
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

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ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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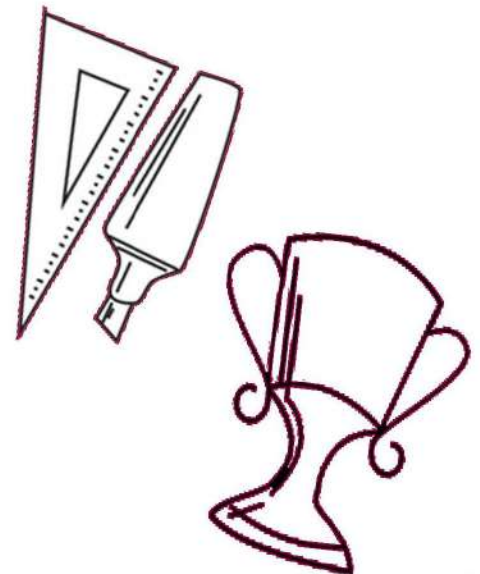
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENTP (*Inventor*)

ENTP Born Talents

Adaptive اپنانا

Analytical تجزیاتی

Challenging مشکلات کا سامنا کرنے والا

Clever ہوشیار

Enterprising منچلا

Independent آزاد

Original اصل

Outspoken صاف بات کرنے والا

Questioning سوال پوچھنے والا

Resourceful وسائل

Strategic حکمت عملی بنانے والا

Theoretical نظریاتی



INVENTOR (ENTP)



Initially seem skeptical, analytic, & detached; can be easygoing, tolerant, & casual

Think outside the box & come up with new & untried solutions to problems

Open ended & exploratory; take in & integrate information from many sources

Energetic & enthusiastic; immersed in projects to actualize their vision

What I need in a Career for it to be Satisfying

- The opportunity to work on a variety of creative challenges that let me try new and different approaches.
- A casual yet exciting atmosphere where rules and restrictions are kept to a minimum.
- Plenty of opportunities to meet influential people and constantly increase my own level of personal power.
- To be recognized, evaluated and compensated for my creativity, expertise and competence.
- A support staff to whom I can delegate much of the follow through or the detail management.

As an ENTP i am Good at....

- Communicating with enthusiasm and inspiring other to buy my ideas.
- Seeing unique ways of solving problems and using creativity.
- Public speaking and leading meetings.
- Detecting flaws in logic and debating issues with conviction.

Work Related Strengths

- Excellent communication skills and the ability to get others excited about your ideas.
- Eagerness to “think outside the box” and consider new possibilities.
- Great creative problem solving skills.
- Courage to take some risks, try new things, and overcome obstacles.
- Broad range of interests and ability to learn new things quickly.
- Ability to withstand rejection and maintain optimism and enthusiasm.
- Great confidence and drive to continually increase your knowledge.
- Natural curiosity and skills for getting the information you need.
- Ability to see the big picture and the implications of actions and ideas.
- Ability to juggle several projects at once.
- Perceptiveness about people — their needs and motivations.
- Adaptability and ease shifting gears and changing directions quickly.

Work Related Blind Areas

- Trouble keeping yourself organized.
- Difficulty setting priorities and making decisions.
- Overconfidence; you may misrepresent your abilities or experience.
- Propensity to always focus on what’s possible rather than what’s doable or probable.
- Tendency to promise more than you can deliver.
- Impatience with unimaginative or inflexible people.
- Tendency to lose interest in projects once problems are solved.
- Dislike of doing things in traditional, established, or routine manner.
- Lack of discipline when it comes to attending to and following through on important details.
- Tendency to become bored or easily sidetracked
- Dislike of repetitive tasks.
- Impatience with people whose competence you question.



ENTP Career Trends and Potential Strengths

Career Trends

What stands out about ENTPs is the breadth of career fields covered by their most popular occupations. One set of occupations involves dealing with things or ideas, such as in architecture, engineering or science. The other involves working with people & includes positions in business, healthcare & education as an executive or manager. The variety indicates that the content of the job may not be as important as the opportunity to continually take on new challenges.

Potential Strengths

- Creativity
- Problem solving at a system level
- Analytical skills
- Technical expertise
- Entrepreneurial approach

کیرئیر ٹرینڈ :

ENTPs کے بارے میں جو چیز پائی جاتی ہے وہ ان کے بہت سے مشہور پیشے ہیں۔

ایک پیشہ ہے جو کہ Engineering, Architecture اور

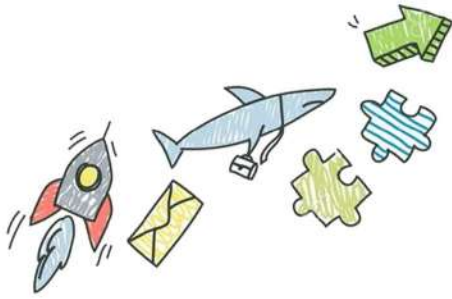
Science کا ہے جس میں ان کو

deal کرنے میں مزا آتا ہے۔ دوسروں کو

Business کے ساتھ کام کرنے میں جیسے کہ

Education یا پھر Healthcare,

کو چلانا۔



Popular Occupations of ENTP

People with ENTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

ENTREPRENEURSHIP/BUSINESS

- Agent and business manager
- Property manager
- Diversity manager/trainer
- University or college president
- Sales agent
- Human resources recruiter
- Security analyst
- Manufacture's service
- Hotel or motel manager
- Employee relations specialist
- Meeting and convention planner

MARKETING/CREATIVE

- Art director (magazine)
- Motivational speaker
- Cartoonist and animator
- Architect
- Theatrical producer
- Informational-graphic designer
- New business developer
- Creative director on multimedia team
- Desktop publishing specialist
- Internet marketer
- Internet architect
- Creative writer
- Copywriter
- Director: stage, motion pic.
- Columnist critic commentator

PLANNING/DEVELOPMENT

- Personnel systems developer
- Special projects coordinator
- Property manager
- Industrial design manager
- Logistics consultant
- Network integration specialist
- Training and development manager

MISCELLANEOUS

- Psychiatrist
- Sociologist
- Archeologist
- Environmental scientist
- Educational psychologist
- Athletic coach and scout
- Criminalist & ballistics expert
- Social scientist
- College professor (Humanities)
- High school teacher
- Park naturalist
- Software developer
- Political analyst



Less Popular Occupations of ENTP

People with ENTP preference are less often attracted to careers and occupations that pragmatic personal care or the fostering of relationships, as in careers in childcare, teaching younger students (preschool through grade 12), nursing, health-care support, or religious careers. They are also found less often in careers that require work in isolation or careers that demand a great deal of routine hands- on or mechanical work, as in office support, production, or repair jobs.



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ESFJ

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CHAPTER 01

Know Yourself & Understand Others

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THINKING

FEELING

What process do you use to make decision?

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JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



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Characteristics:

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- Repetitive

صفات:

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- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

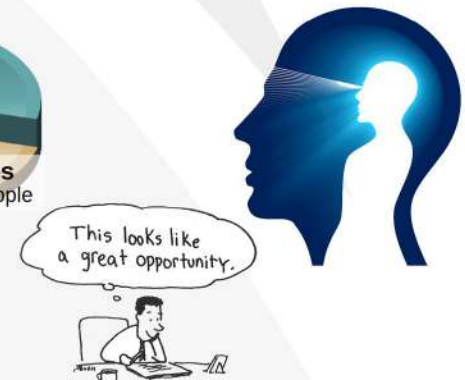
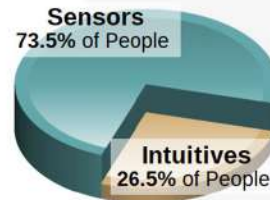
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

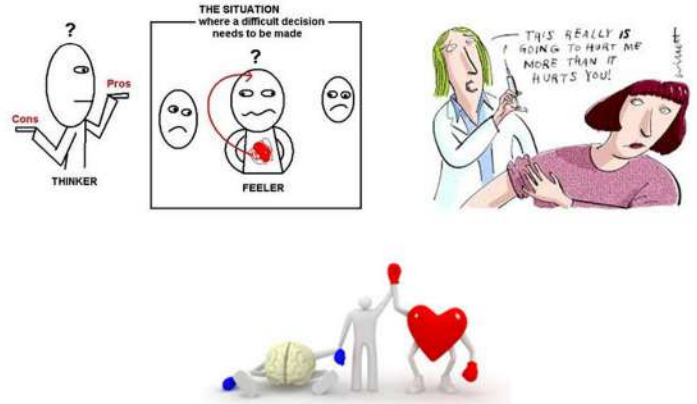
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

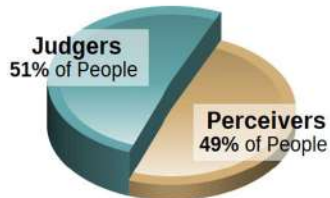
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

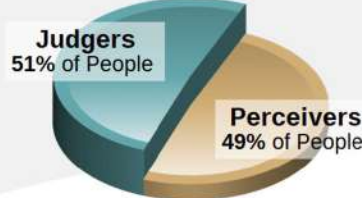
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

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ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

www.qamarconsulting.com

INTJ

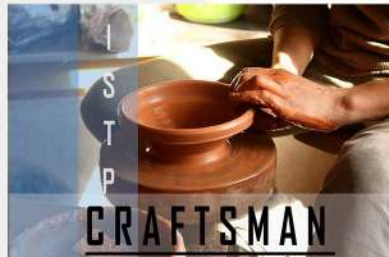


MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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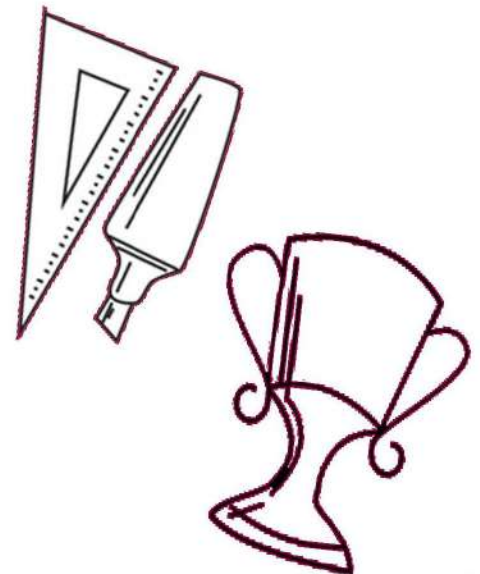
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESFJ (Provider)

ESFJ *Born Talents*



Conscientious باضمیر

Cooperative معاون

Harmonious پرامن

Loyal وفادار

Personable خوبصورت

Planful منصوبہ ساز

Responsible ذمے دار

Responsive ذمے دار

Sociable میل جول

Sympathetic ہمدردی سے

Tactful شاطر

Traditional روایتی



PROVIDER (ESFJ)

Practical, efficient helpers who are loyal, committed, & dutiful

Remember personal information & focus on people's day to day situations

Make useful contributions; provide concrete & tangible products & services

Conform to social norms & engage in established rituals & traditions



What I need in a Career for it to be Satisfying

- > A stable and traditional environment where I feel appreciated for my hard work and contributions and where I feel part of a caring team.
- > Explicit and clear rules, regulations and expectations where I know my responsibilities and am compensated for what I produce.
- > Work that let me see the tangible results of my efforts and has a direct and positive effect on people.
- > The opportunity to establish meaningful and ongoing relationships by working directly with a variety of people throughout the day.
- > The chance to learn and master the skills of my trade, and organize and retain control over my projects.

As an ESFJ i am Good at....

- Working hard as a cooperative team member.
- Organizing and following through on all part of my projects.
- Getting things done, being responsible and productive.
- Approaching all interactions with friendliness and warmth.
- Working well with routine and paying close attention to details.
- Following sensible rules, policies and procedures.

Work Related Strengths

- Great energy and drive to get things accomplished and be productive.
- Ability to cooperate and create harmonious relationships with others.
- Practical and realistic attitude and aptitude for working with facts and details.
- Nurturing and helpful nature; you praise and reinforce good behavior in others.
- Decisive and are a stabilizing force.
- Ability to maintain an organization's traditions.
- Strong organizational skills and clear work ethic.
- Loyalty and belief in the value of working within a traditional structure.
- Sense of responsibility; you can be counted on to do what you say you will do.
- Ability to follow established routines and procedures.
- Common sense and realistic perspective.

Work Related Blind Areas

- Reluctance to embrace new and untested ideas.
- Sensitivity to criticism; you feel stressed by tension filled work situations.
- Desire to focus on the present rather than the future.
- Difficulty adapting to change and switching gears quickly.
- Tendency to be oversensitive and avoid unpleasant situations.
- Difficulty working alone for extended periods of time; strong need to socialize.
- Tendency to show favoritism.
- Tendency to become drained by taking on others' emotional burdens.
- Inclination to make decisions prematurely before you have enough information.
- Focus on specific details rather than implications and the "big picture".
- Tendency to be opinionated and rigid.
- Difficulty hearing and accepting opposing viewpoints.
- Tendency to become discouraged without praise or expression of appreciation.



ESFJ Career Trends and Potential Strengths

Career Trends

The clear trend in occupations that are popular with ESFJs involves careers that allow them to help others. These include teaching, childcare, healthcare, human resources, religious activities & personal service. ESFJs also find appealing jobs as technicians in various fields that require attention to detail.

Potential Strengths

- Ability to effective procedures
- Decisiveness
- Maintain & preserve what works
- People skills
- Skilled at building consensus

کیرئیر ٹرینڈ :

ESFJ کے صاف پیشے جو ہمیں دیکھتے ہیں وہ ہیں لوگوں کی مدد کرنا۔ جس میں استاد بن کر یا پھر بچوں کی دیکھ بھال، Human Resource، یا پھر Religious Activist اور خود سے دی ہوئی کسی بھی طرح کی مدد Technician شامل ہیں۔ ESFJ کے شعبوں میں بھی ESFJ کی دلچسپی ہوتی ہے۔



Popular Occupations of ESFJ

People with ESFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

HEALTH CARE/EDUCATION

- Pharmacist
- Massage therapist
- Personal fitness trainer
- Medical/dental assistant
- Licensed practical nurse
- Physical therapist
- Health care administrator
- Recreational therapist
- Dental hygienist
- Aerobics instructor
- Home economics teacher
- Nursing instructor
- School principal
- Dietitian/nutritionist

SOCIAL WELFARE/COUNSELING

- Welfare counselor
- Law clerk
- Court reporter
- Cable broadcast industry worker
- Wilderness adventure leader

SALES/SERVICES

- Travel agent
- Flight attendant
- Eco-tourism specialist
- Translator/interpreter
- Genealogist
- Salesperson
- Merchandiser (buyer)
- Animal trainer

BUSINESS

- Land leasing specialist
- Sales representative
- Management consultant
- Insurance agent
- Customer service manager
- Health club manager
- Franchise owner
- Property manager
- Child care center director
- Customer relations manager
- Advocate
- Food service manager
- Nursery and greenhouse manager
- Hotel and motel manager
- Real estate appraiser
- Project manager
- Professional association manager
- Marketing executive
- Personal administrator



Less Popular Occupations of ESFJ

People with ESFJ preference are less often attracted to careers and occupations that are characterized by a great deal of highly abstract, technical and tough-minded analytical work, as in computer sciences. They are also found much less often in careers where there may be low contact with people, where a more abstract, impersonal, or analytical approach to people is involved, or where pragmatic outcomes are not obvious, as in the social sciences, psychology, law, and careers in the arts.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

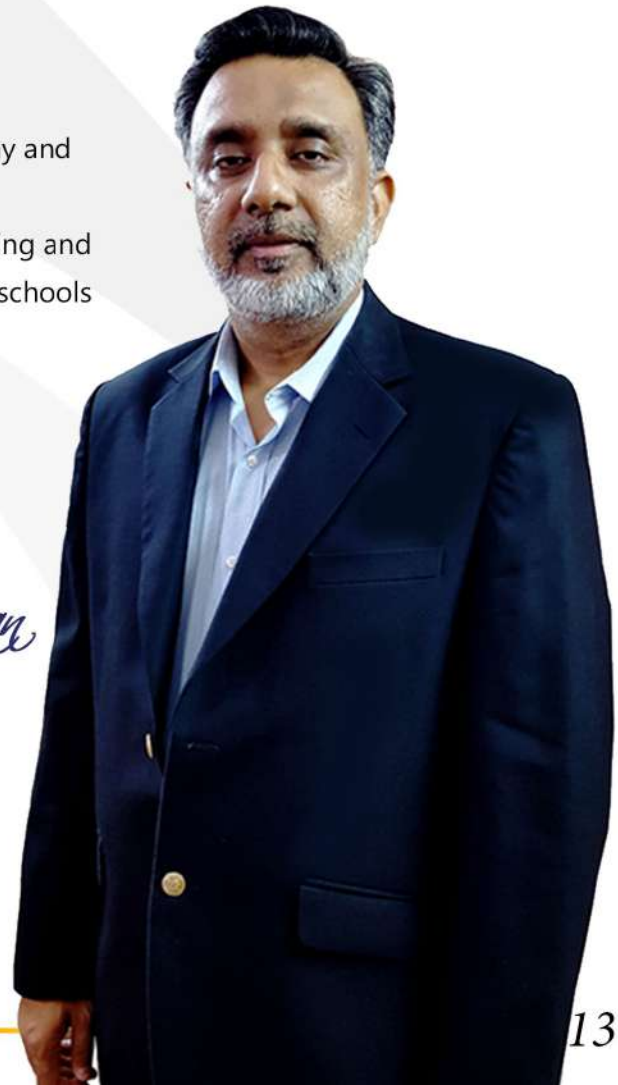
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ESFP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

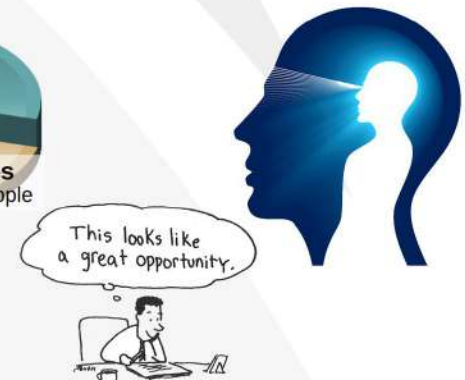
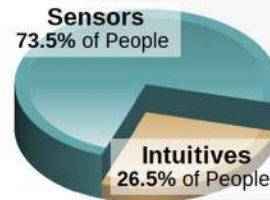
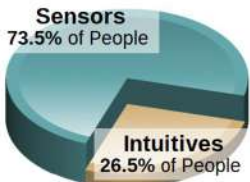
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

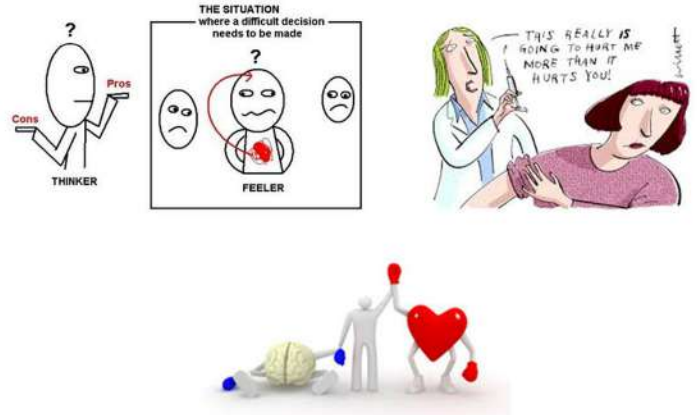
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

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☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

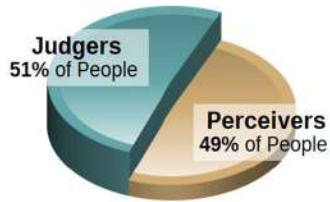
☆ وقت پر کام ختم کرنے والے

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☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

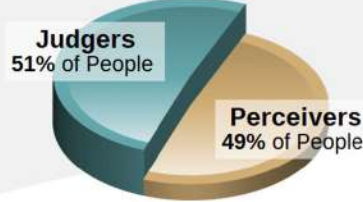
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

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ESTP



ACTIVIST

EASYGOING
ENERGETIC
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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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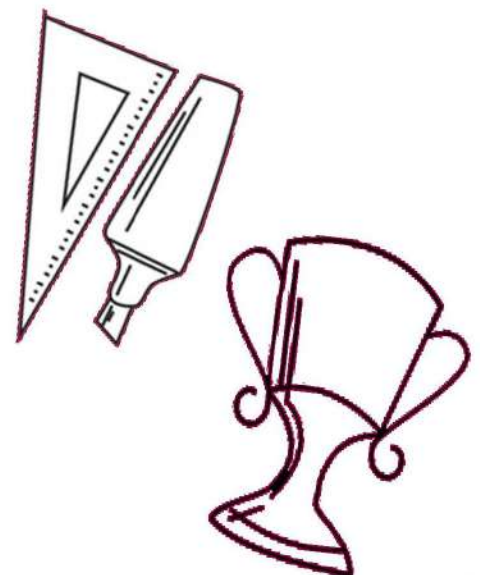
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESFP (Performer)

ESFP Born Talents



Adaptable تبدیل ہو جانے والا

Casual عام سے

Cooperative تعاون

Easygoing سادگی کے ساتھ زندگی گزارنے والا

Enthusiastic پر جوش

Friendly دوستانہ

Outgoing کھومنے پھرنے والا

Playful پر مذاق

Practical عملی

Sociable ملنسار

Talkative باتونی

Tolerant برداشت کرنے والا



PERFORMER (ESFP)



Adopt an easygoing, tolerant, Pleasure - loving, casual approach

Consider practical options to solve immediate problems; use common sense

Observant of, interested in, & in tune with people & their immediate needs

Highly sociable & active, enjoy meeting & developing rapport with people

What I need in a Career for it to be Satisfying

- Plenty of opportunities to work closely with a variety of other people on a variety of projects throughout the day.
- A relaxed friendly, and active environment where I feel part of a team and I am appreciated and rewarded for my contributions.
- Work that is of a practical and helpful in nature, where I have plenty of hands on involvement and am able to see the results of my efforts.
- The opportunity to learn and master skills and then use them to solve problems using my common sense and realistic point of view.
- The chance to mediate problems, solve crises and use my warmth and sense of humor to defuse difficult or tense situations and bring them to positive endings.

As an ESFP i am Good at...

- Hands on tasks that let me use my technical or artistic skills.
- Bringing energy enthusiasm, and fun to my work.
- Adapting and responding to unexpected changes and crises.
- Communicating with a variety of people, making people feel good.
- Using my common sense to see what needs to be done and getting started.
- Public speaking, teaching, and meeting facilitation.

Work Related Strengths

- Lots of energy and enjoyment of being active on the job.
- Ability to adapt well to change and shift gears quickly.
- Sensitivity to people's needs and desire to help them in real ways.
- Caring nature; you're a cooperative team player.
- Ability to make work fun and exciting.
- Practicality and great common sense.
- Loyalty to the people and organizations you care about.
- Process oriented approach; you create a lively and fun atmosphere at work.
- Flexibility and willingness to take calculated risks and try new approaches.
- Desire to cooperate, pitch in, and help people in real and concrete ways.
- Ability to clearly assess current resources and conditions and immediately see what needs to be done.

Work Related Blind Areas

- Difficulty in working alone, especially for extended periods of time.
- Tendency to accept things at face value and miss deeper implications.
- Dislike of advance preparation; you have trouble organizing your time.
- Difficulty in seeing opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Trouble making decisions.
- Impulsiveness and tendency to be easily tempted or distracted.
- Dislike of excessive rules and structured bureaucracy.
- Difficulty in making logical decisions if they conflict with personal feelings.
- Resistance to setting long-term goals and difficulty meeting deadlines.
- Difficulty in disciplining self or others.



ESFP Career Trends and Potential Strengths

Career Trends

The career trend in occupations that are popular with ESFPs involves careers that allow them to be of practical service or help to others. These include careers in healthcare, food preparation, childcare and personal service. Sales positions also allow them to work with others. Another group of occupations that appeal to ESFPs involves outdoor work.

Potential Strengths

- Adaptability
- Enthusiasm & energy
- Ability to motivate others
- Negotiating & building consensus
- Immediate problem solving

کیرئیر ٹرینڈ :

ESFP کے مشہور پیشوں میں جو بلکل کلئیر پیشے ہیں وہ عملی طور پر کام کرنا یا لوگوں کی مدد والے کام کرنا ہیں۔ جس میں Foodpreparation, Healthcare بچوں کی دیکھ بھال یا خود سے کوئی مدد کر دینا ہوتے ہیں۔ سلیز کے کام میں پھر ESFP کو دلچسپی ہوتی ہے۔ ایک اور پیشہ جو ESFP کو پسند ہوتا ہے وہ outdoor work ہوتا ہے۔



Popular Occupations of ESFP

People with ESFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas;

EDUCATION/SOCIAL SERVICE

- Childcare provider
- Teacher: art, drama, music
- Special education teacher
- Developer of educational software

HEALTHCARE

- Primary care physician
- Physical therapist
- Home health aid
- Massage therapist
- Dietitian/nutritionist
- Optician
- Radiological technician
- Respiratory therapist
- Personal fitness trainer
- Home care worker
- Art therapist
- Registered nurse
- Nursing instructor
- Cardiology technologist
- Transplant coordinator

BUSINESS/SALES

- Merchandise planner
- Diversity manager (H.R.)
- Salesperson

ENTERTAINMENT/ACTION

- Painter/illustrator
- Wardrobe specialist
- Park naturalist
- Flight instructor
- Entertainment and sports agent
- Forester
- Cartoonist
- Insurance fraud investigator
- Fire investigator
- Police officer
- Radio, T.V announcer
- Sketch artist

SERVICE

- Animal trainer interior designer
- Corrections officer
- Aerobics instructor
- Ground manager
- Exhibit builder
- Eco-tourism specialist
- Recreational therapist
- Silversmith
- Tour guide
- Event planner



Less Popular Occupations of ESFP

People with ESFP preference are less often attracted to careers and occupations that are highly structured, oriented largely to theory and technology, or are largely quantitative, such as careers in engineering, management finance and computer sciences. They also tend to be found much less often in careers that require a more impersonal and analytical approach to people, as in the social sciences or law, or that have very little contact with people, as in research



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QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ESTJ

www.qamarconsulting.com

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

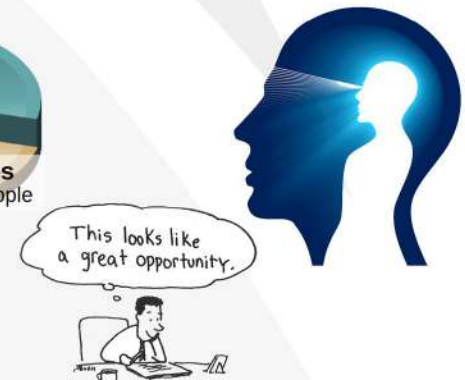
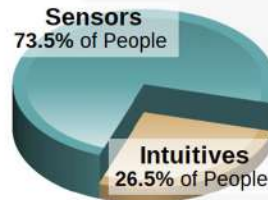
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

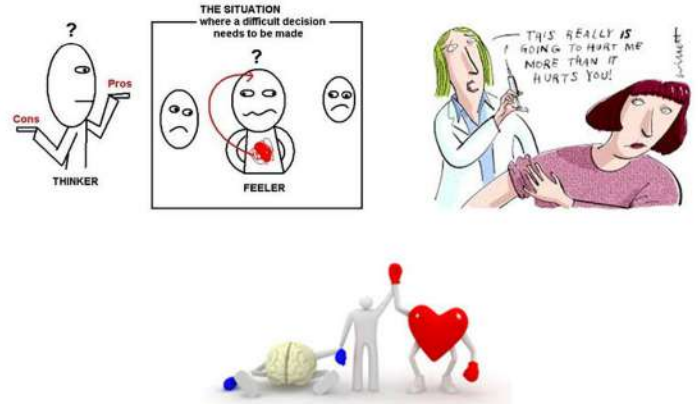
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

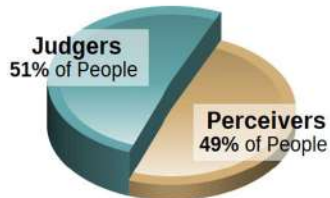
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

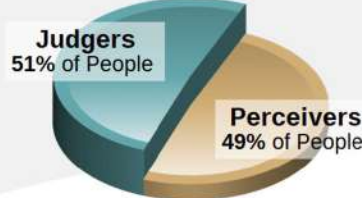
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

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ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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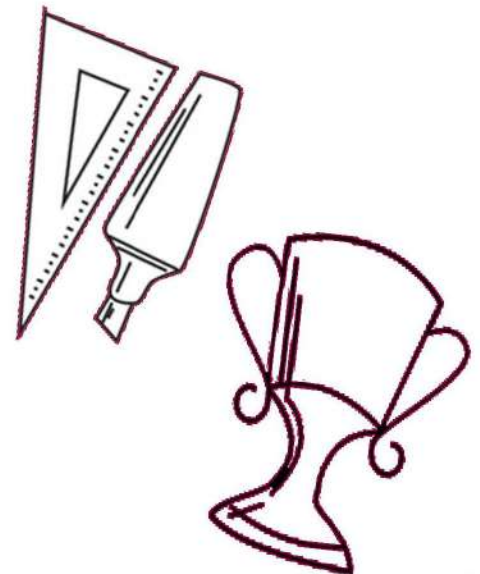
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESTJ (Guardian)

ESTJ Born Talents

Decisive فیصلہ کن

Organized ترتیب دینا

Direct براہ راست

Practical عملی

Efficient قابل

Responsible ذمے دار

Gregarious اگھٹارنے والا

Structured منظم

Logical منطقی

Systematic منصوبے کا حاصل

Objective مقصد

Task-focused کام پر مبنی



GUARDIAN (ESTJ)

Solve immediate problem & achieve clearly defined, tangible results

Use past experiences as reference point for current analysis & decision making



Use resources effectively; make the best of existing systems & structures

Take control of projects; procedure, manage, organize, and coordinate resources

What I need in a Career for it to be Satisfying

- An organized and efficient environment with explicit rules, expectations and standard to follow.
- A busy and active workplace, where I work with many different people throughout the day.
- The opportunity to hold a high level of responsibility, where my experiences and opinions are respected.
- Work that is of a practical nature, where I can see the results of my work and where my contributions are measured in fair, logical ways.
- A stable and predictable environment, where like-minded people pull together and to get things done.

As an ESTJ i am Good at....

- Working hard, pulling my weight, and contributing to a team effort.
- Communicating directly and honestly, without a hidden agenda.
- Organizing projects and developing efficient systems.
- Making the tough decisions and giving constructive criticism.
- Using available resources and solving problems as they arise.
- Setting and meeting deadlines and goals.

Work Related Strengths

- Practicality and focus on results.
- Forcefulness in dealing with your commitments; you can be tough when necessary.
- Ability to stay focused on the organization's goals.
- Precision and accuracy and desire to get the job done right.
- Desire to follow established routines and procedures.
- Ability to recognize what is illogical, inconsistent, impractical, or inefficient.
- Organizational skills; you're good at making objective decisions.
- Belief in the value of a traditional structure and the ability to work within it.
- Sense of responsibility; you can be counted on to do what you say.
- Clear work ethic; need to be efficient and productive.
- Common sense and realistic perspective.

Work Related Blind Areas

- Impatient with those who don't follow procedures or who ignore important details.
- Reluctance to embrace new, untested ideas.
- Discomfort with or resistance to change.
- Little patience with inefficiency or processes that takes too long.
- Focus on present needs at the expense of future ones.
- Tendency to overrun people in an effort to meet your goals.
- Inability to see future possibilities.
- Lack of sensitivity about how other people will be affected by policies and decisions.
- Difficulty in listening to opposing viewpoints; you may interrupt frequently.



ESTJ Career Trends and Potential Strengths

Career Trends

Occupations that appeal to ESTJs cover a wide variety of fields, including technical fields, production, agriculture & business. A common theme regardless of the particular field is that they are attracted to positions of authority such as executives, managers, supervisors and in the field of law as judges, where they can make logical decisions based on fact.

Potential Strengths

- Ability to organize people & tasks
- Analytical skills
- Problem solving at a functional level
- Setting up & running effective procedures
- Decisiveness

کیرئیر ٹرینڈ :

بہت سے ایسے پیشے ہیں جو ESTJ کو پسند آتے ہیں، جیسے کہ Technical field، Business اور Agriculture مخصوص شعبے جو ESTJ کو پسند آتے ہیں اس میں Manager، Executives اور Supervisor جیسے پیشے ہیں۔ اور ان کو law کی فیلڈ بھی پسند ہوتی ہے جس میں وہ منطقی فیصلے لے سکتے ہیں۔



Popular Occupations of ESTJ

People with ESTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas :

SALES/SERVICE

- Pharmaceutical salesperson
- Health & safety specialist
- Ship or boat captain
- Regulatory compliance officer
- Purchasing agent
- Athletic coach & trainer
- Insurance underwriter
- Sales agent
- Cost estimator
- Budget analyst
- Police and detective supervisor
- Commercial airplane pilot
- Flight engineer
- Building inspector
- Licensing examiner and inspector
- Legal assistant
- Insurance adjuster
- Court clerk
- Hotel and motel manager
- Environmental compliance inspector
- Recreational therapist

TECHNOLOGY/PHYSICAL

- Technical trainer
- Technician
- Network administrator
- Database administrator
- Sound technician
- Transport coordinator

BUSINESS/MANAGEMENT

- Chief financial officer
- Management consultant
- Property manager
- Bill and account collector
- Food service operator
- Construction manager
- Association manager
- Treasure & controller
- Private sector executive
- Credit counselor
- Transportation manager
- Telemarketer

PROFESSIONAL

- Corporate finance attorney
- Electrical engineer
- Physician's assistant
- Radiologist
- Contract attorney
- School principal
- Chief information officer
- Judge
- Orthodontist
- High school business teacher



Less Popular Occupations of ESTJ

People with ESTJ preference are less often attracted to careers and occupations that require a great deal of human service work or that require emotional care of others, such as career in counseling, health care support, child care, social services, or the religious professions. In addition, they are found less often in work that requires ongoing attention to more theoretical, abstract, or symbolic material, such as career in the arts, journalism, or the social sciences, or teaching in these fields.



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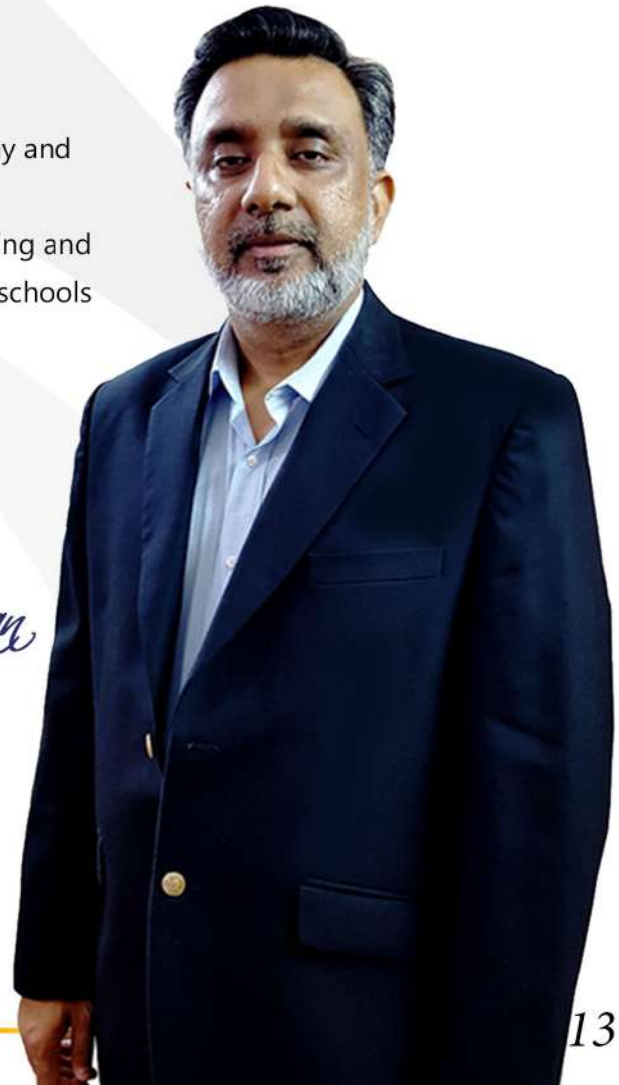
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What process do you use to make decision?

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PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



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- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

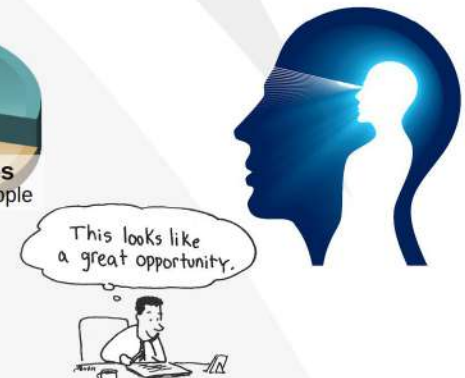
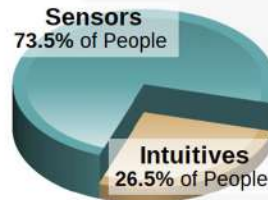
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صفات:

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- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

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Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

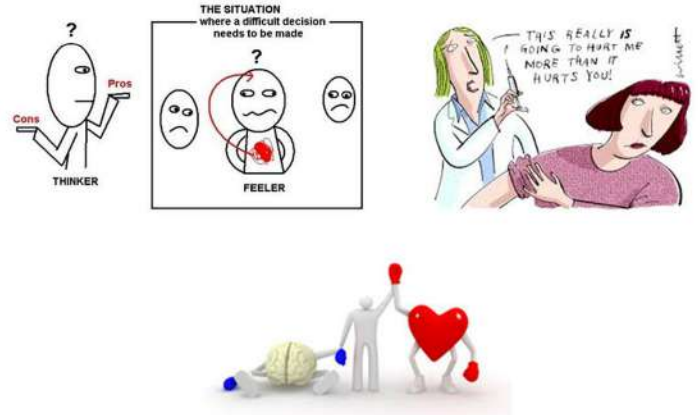
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

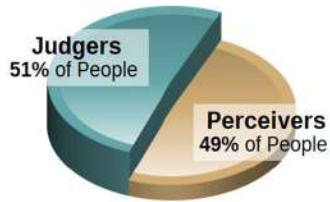
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

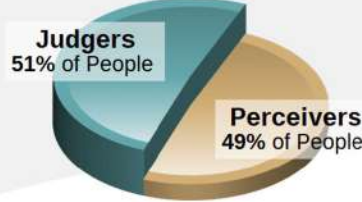
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

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ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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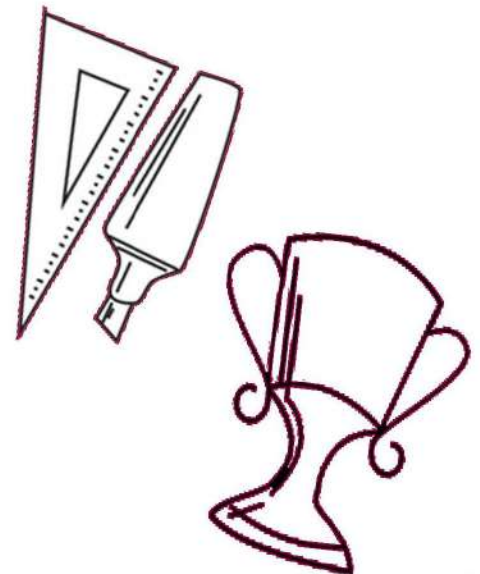
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESTP (Activist)

ESTP Born Talents

Activity-oriented سرگرمی پسند

Outgoing گھومنے پھرنے والا

Adaptable سمجھوتہ کار

Persuasive اکسانے والے

Adventurous بہادر

Pragmatic حقیقت پسند

Alert ہوشیار

Quick جلد باز

Easygoing سادہ

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Energetic جوشیلہ

Versatile ہر فن مولا



ACTIVIST (ESTP)

Initially seem somewhat detached or indifferent

Consider a number of options open ended & flexible

Focused on the facts & details of the immediate situation; observant of realities

Analytical & practical, seek to understand how & why things work



What I need in a Career for it to be Satisfying

- The opportunity to have personal and direct involvement with my projects, where at the end of the day, I can see the tangible results of my efforts.
- The freedom to work in a relaxed and friendly environment with opportunities to interact throughout the day with a variety of different people.
- An environment with a minimum of rules and restrictions, where I am in charge of my time and responsible for my actions.
- The opportunities to use my excellent logical reasoning to determine the best and most efficient solutions to tactical problems.
- A constantly changing and interesting environment, with plenty of excitement, challenge, fun ways to demonstrate my abilities to respond to immediate challenges.

As an ESTP i am Good at....

- Making an accurate and efficient assessment of a current situation.
- Working with a variety of people, making quick connections with others.
- Noticing and remembering facts and details.
- Public speaking, sales and negotiating.
- Starting projects with energy and exciting others to participate.
- Using my hands and tools efficiently and skillfully.

Work Related Strengths

- Keen powers of observation, with excellent memory for factual information.
- Ability to see what needs doing and is realistic about what is necessary to complete a job.
- Enjoys initiating and promoting projects.
- Lots of energy; enjoy being active on the job.
- Ability to adapt well to change and shift gears quickly.
- Ability to make work fun and exciting.
- Enjoy being part of a team.
- Practical, realistic perceptions, and possesses good common sense.
- Process oriented approach; creates lively and fun atmosphere at work.
- Flexible and willing to take risks and try new approaches.
- Willingness to accept differences and has the ability to “go with the flow” learner.

Work Related Blind Areas

- Difficulty working alone, especially for long periods of time.
- Dislike preparing in advance; may have trouble organizing time.
- Tendency to be blunt and insensitive to feelings of others or too casual with people’s feelings.
- Inability to see opportunities and options that don’t exist at the moment.
- Impatient and/or intolerant with administrative details and procedures.
- Difficulty making some decisions and/or prioritizing projects.
- Tendency to be impulsive and easily tempted or distracted.
- Difficulty seeing the long-term consequences of actions.
- Dislikes excessive rules and structured bureaucracies.
- Resistance to setting long-term goals and difficulty meeting deadlines.



ESTP Career Trends and Potential Strengths

Career Trends

One of the trends in the popular occupations is a desire of ESTPs to work with their hands in jobs that require careful attention to detail, such as installing, repairing or operating equipment and also in carpentry. Various positions in the military also appeal to ESTPs, as does outdoor work where they can put their skills to practical use.

Potential Strengths

- Entrepreneurial approach
- Crisis management
- Ability to sell and promote
- Adaptability
- Willingness to take risks

کیرئیر ٹرینڈ :

کچھ رجحانات میں سے مشہور پیشوں میں ESTP کونو کرمی میں ہاتھ سے کام کرنا اچھا لگتا ہے۔ جس میں وہ اچھا کام کر سکتے ہیں، جیسے کہ installing، Repairing اور چیزوں کو Operate کرنا یا پھر carpentry کا کام کرنا۔ ملٹری کے پیشوں میں بھی ESTP کو دلچسپی ہوتی ہے۔ جس میں باہر کے کام ان کو زیادہ اچھے لگتے ہیں، تاکہ وہ اپنی صلاحیتوں پر عمل کر سکیں۔



Popular Occupations of ESTP

People with ESTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

SALES/SERVICE/ACTION

- Detective
- Paramedic
- Real estate agent
- Exercise physiologist
- Sports merchandise salesperson
- Personal fitness trainer
- Ship and boat captain
- Military officer
- Probation officer
- Criminologist and ballistics expert
- Insurance adjuster
- Gambling establishment manager

ENTERTAINMENT/SPORTS

- Entertainment agent
- Radio and television talk show host
- Television producer
- Musician
- Studio, stage and special effects coordinator

BUSINESS

- Real estate broker
- Land developer
- Retail salesperson
- Car salesperson
- Management consultant
- Internet marketer
- Insurance claims examiner

TECHNICAL/ "HANDS ON"

- Electronic specialist
- Construction foreperson
- Technical trainer
- Logistics and supply manager
- Network integration specialist
- Private investigator
- Industrial mechanical engineer
- Aircraft mechanic
- Property manager
- Lawn service manager
- Developer of electronic games
- Transport coordinator
- Park naturalist
- Exercise physiologist
- Landscape architect
- Aviation inspector
- Teacher
- Audio-video and sound specialist
- Soil conservationist
- Professional photographer
- Wilderness adventure leader
- Policy/emergency services dispatcher
- Crises center worker
- Air traffic controller



Less Popular Occupations of ESTP

People with ESTP preference are less often attracted to careers and occupations that require interests or skills in the theoretical, abstract, or symbolic, such as in architecture, life, physical and social sciences, and careers in the arts or teaching. They also tend to be found much less often in organized human care roles such as psychology, health care, and the religious professions.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

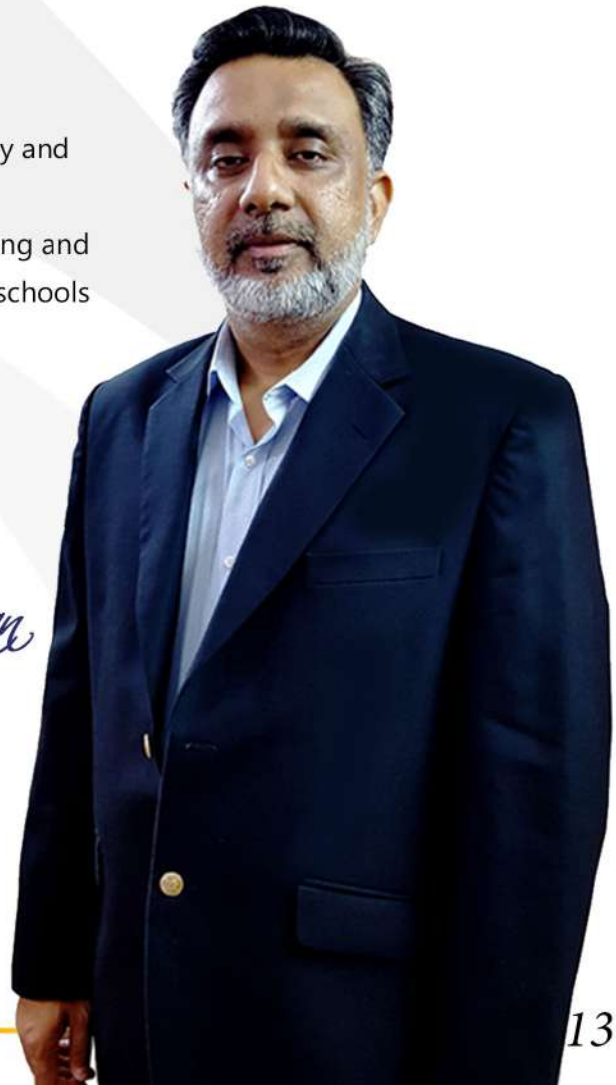
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

INFJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

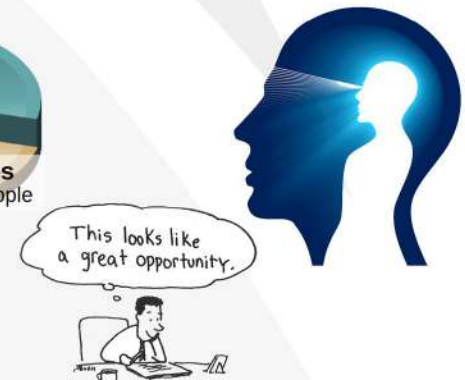
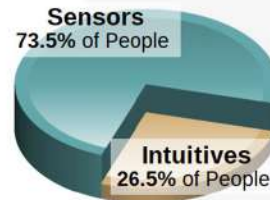
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

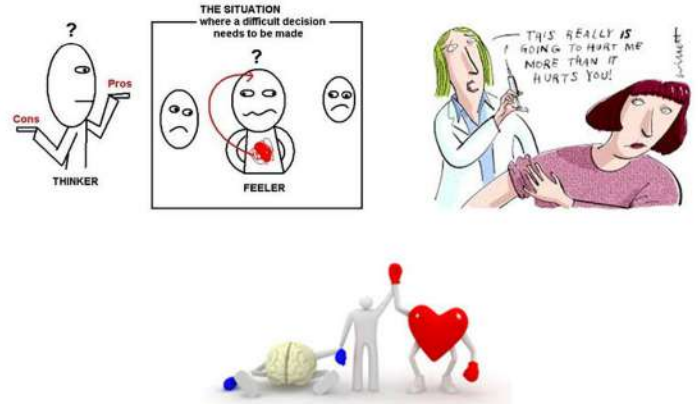
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

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☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

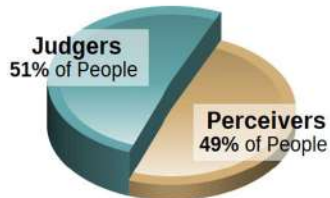
☆ وقت پر کام ختم کرنے والے

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☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

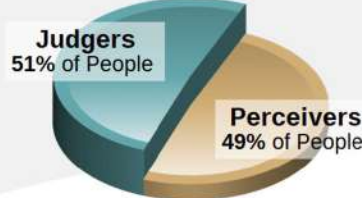
☆ نئے نئے تجربے کرنے والے

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☆ کام کرنے کے نئے انداز تلاش کرنے والے

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EASYGOING
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VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



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- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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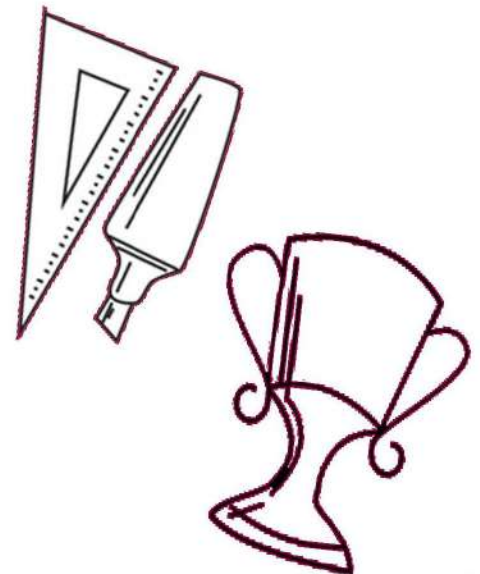
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INFJ (Guide)

INFJ Born Talents

Compassionate ہمدرد

Intense شدید

Conceptual تصوراتی

Intimate مطلع کرنا

Creative ایجادی

Loyal وفادار

Deep گہرا

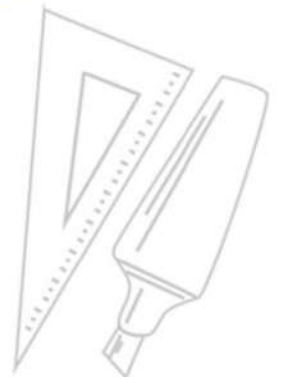
Methodical ترتیب وار

Determined پر عزم

Reflective غور و فکر کرنے والا

Idealistic تصوراتی

Sensitive حساس



GUIDE (INFJ)

Appear private & cautious to the casual observer, share insights only with those they trust

Need uninterrupted time to conceptualize ideas & process connections

Quite inspiring & careful to understand & affirm the values of others

Organize people & resources to get a job done in a personal & caring way



What I need in a Career for it to be Satisfying

- Work that I believe in which lets me use my imagination and creativity daily.
- A caring and supportive environment where I am encouraged to learn, grow and develop my talents and skills.
- The opportunity to work on a variety of issues, creating new programs, services or solutions to challenging problems that help others.
- An environment where integrity is respected and where I am appreciated for my unique contributions.
- Plenty of time to prepare and produce work I am proud of organize my own time, retain control and responsibility for my projects.

As an INFJ i am Good at....

- Seeing new ways of approaching problems and generating lots of options.
- Using creativity in myself and encouraging it in others.
- Expressing my ideas in ways that excite and inspire others.
- Understanding complicated issues and simplifying them for others.
- Creating and maintaining a harmonious and caring team spirit.
- Listening to the concerns of others and helping them see alternatives.

Work Related Strengths

- Integrity that inspires people to value your ideas.
- Focus and single-mindedness about projects that are important to you.
- Decisiveness and strong organizational skills.
- Creative and ability to come up with original solutions.
- Empathy and ability to anticipate others' needs.
- Perspective to see the big picture and the future implications of actions and ideas.
- Ability to understand complex concepts.
- Genuine interest in others and talent for helping others grow and develop.
- Independent streak and strong personal convictions.
- Drive to be productive and reach your goals.
- Deep commitment to work you believe in.

Work Related Blind Areas

- Single-mindedness that can result in inflexibility.
- Unrealistic sense of how long things take.
- Difficulty working on projects that conflict with your values.
- Tendency to be impractical about viability and/or feasibility of some ideas.
- Difficulty working in competitive or tension filled environments.
- Reluctance to revisit or reverse decisions once they've been made.
- Difficulty dealing with conflict and tendency to ignore unpleasantness.
- Trouble disciplining subordinates with objectivity and directness.
- Difficulty in changing plans or directions quickly.
- Difficulty in communicating complex ideas simply.
- Tendency to be judgmental.



INFJ Career Trends and Potential Strengths

Career Trends

The occupations that are most popular with INFJs are found in four main areas: medicine, science, arts and education. Furthermore, the popular careers in medicine and science have much in common, as they involve applied science, i.e. using science to understand and help others. The artistic careers allow INFJs to use their usually well-developed intuition.

Potential Strengths

- Imagination
- Sense of purpose
- Creativity
- Ability to get things organized
- Can develop human resources

کیریئر ٹرینڈ :

INFJ کے پیشوں میں چار اہم شعبے پائے جاتے ہیں۔ Science Medicine اور The arts Education۔ اس کے علاوہ Science اور Medicine میں بہت سی چیزیں عام ہیں، جیسے کہ دونوں سائنس پر لاگو ہوتے ہیں۔ فنکارانہ کیریئر INFJ کو صلاحیت دیتے ہیں کہ وہ اپنی سوچنے کی طاقت کو استعمال کر سکیں۔



Popular Occupations of INFJ

People with INFJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas;

COUNSELING/EDUCATION

- Developmental psychologist
- Child welfare counselor
- Substance abuse counselor
- Social worker
- Occupational therapist
- Special education teacher
- Bilingual education teacher
- Sociologist
- Museum research worker
- Educational program director
- Parenting instructor

CREATIVE/ARTS

- Writer
- Graphic designer
- Universal design architect
- Freelance media planner
- Editor/art director
- Genealogist
- Multimedia producer
- Film editor
- Documentary filmmaker
- Set designer
- Exhibit designer
- Costume and wardrobe specialist
- Merchandise designer
- Interior designer

HEALTH/SOCIAL SERVICE

- Dir. Social service agency
- Social scientist
- Dietitian/nutritionist
- Speech-language pathologist
- Massage therapist
- Occupational therapist
- Fund-raising director
- Legal mediator
- Adult hotline care coordinator
- Crisis hotline operator
- Legislative assistant

BUSINESS

- Diversity manager (H.R)
- Corporate/team trainer
- Preferred customer sales representative
- Merchandiser planner
- Environmental lawyer
- Interpreter/translator
- Planned-giving officer
- Outplacement consultant
- Director of marketing

TECHNOLOGY

- Customer relations manager
- Staff advocate
- Human resource recruiter



Less Popular Occupations of INFJ

People with INFJ preference are less often attracted to careers and occupations in the military, corrections and protective services, construction and production, and finance/accounting. They are also typically found less often in careers characterized by a great deal of technical work, attention to detail, work that requires realistic precision or production, mechanical work, work that requires more bureaucratic management abilities, or work that may involve a significant amount of interpersonal conflict.



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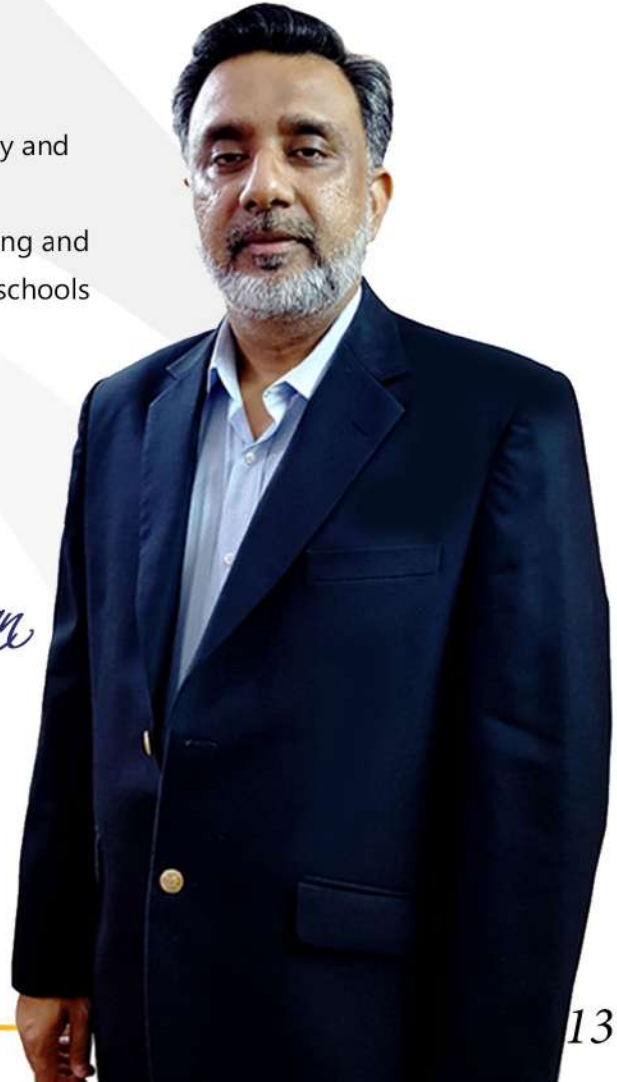
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CAREER GUIDANCE KIT

INFP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

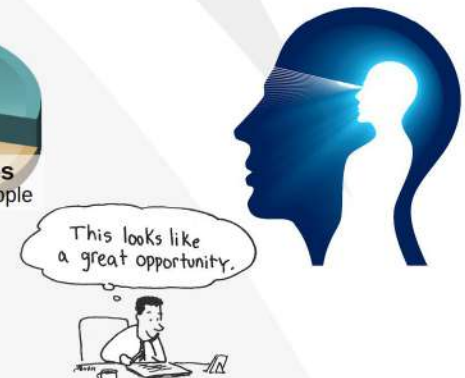
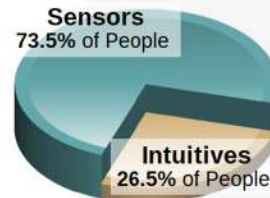
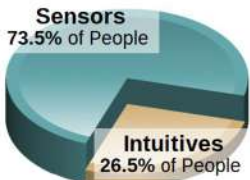
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

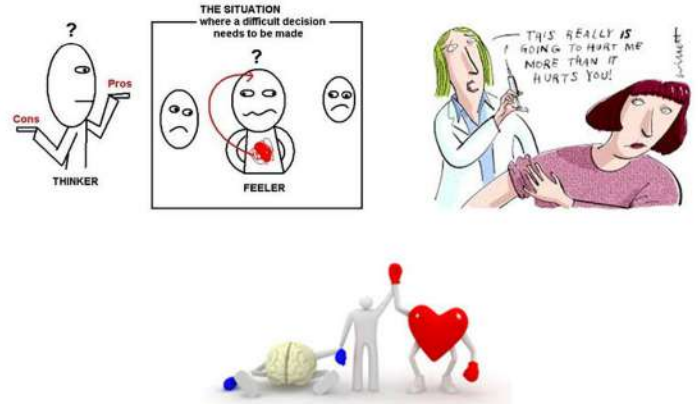
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

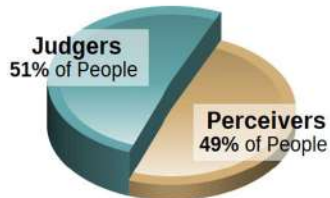
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

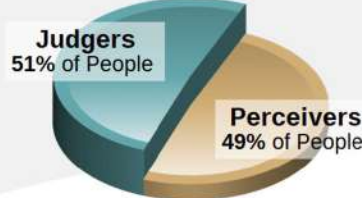
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

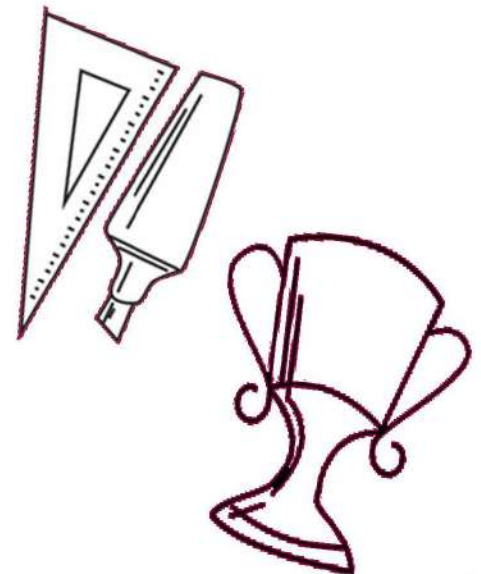
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ENTJ



- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INFP (Healer)

INFP *Born Talents*

Adaptable سمجھوتہ

Committed پابند

Curious تجسس

Deep گہری

Devoted جاں نثار

Empathetic ہمدرد

Gentle نرم مزاج

Idealistic تصویری

Imaginative پر خیال

Intimate مطمح کرنا

Loyal وفادار

Reticent خاموش



HEALER (INFP)

Quiet, calm, supportive listeners who are willing to hear others concerns

Explore options & find innovative, long term solutions & opportunities

Devote their attention to understanding others situations & points of view

Optimistic & see ways that change can be positive for the people involved



What I need in a Career for it to be Satisfying

- > To believe completely in the value of my work and be rewarded for my unique contribution.
- > The freedom to work on projects that inspire me, with plenty of time for reflection and quiet to focus in depth.
- > A supportive and friendly environment, where I work with people I trust and respect.
- > The opportunity to grow personally and professionally, where my originality is appreciated and encouraged.
- > The chance to consider and try creative approaches to solve problems that help other people improve their lives.

As an INFP i am Good at....

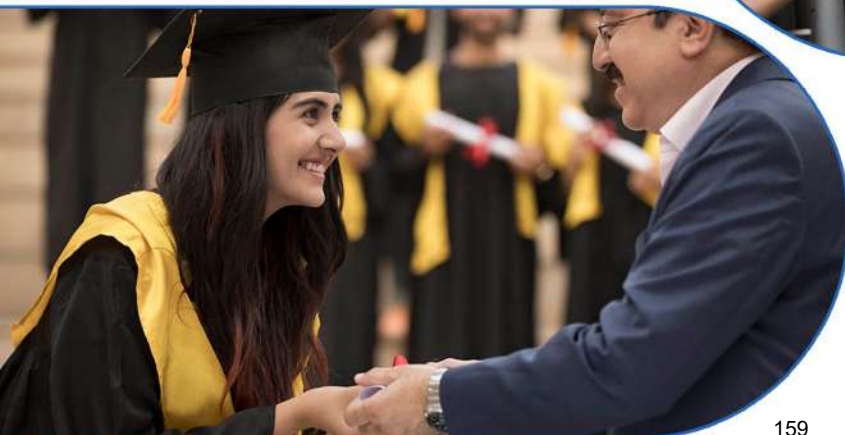
- Throwing myself into projects I believe in and causes I care about.
- Working alone, without a lot of supervision.
- Solving challenges as they arise in original and creative ways.
- Listening carefully to people and engendering trust.
- Empathizing with the concerns and problems of others.

Work Related Strengths

- Thoughtfulness and the ability to focus on one issue or idea in depth.
- Eagerness to “think outside the box” and consider new possibilities.
- Deep commitment to work you believe in.
- Ability to work well alone if necessary.
- Natural curiosity and skill for getting the information you need.
- Ability to see the big picture and to see implication of actions and ideas.
- Perceptiveness about people’s needs and motivations.
- Adaptability; you can shift gears and change directions quickly.
- Ability to work extremely well with people one on one.

Work Related Blind Areas

- Need to control projects or you may lose interest.
- Tendency toward disorganization and difficulty setting priorities.
- Difficulty working on projects that conflict with your values.
- Reluctance to follow traditional ways of doing things.
- Natural idealism, which may prevent you from having realistic expectations.
- Dislike of doing things in traditional or routine ways.
- Difficulty working in competitive or tension filled environments.
- Lack of discipline about attending to and following through on important details.
- Impatience working with structures or people who are too rigid.
- Tendency to be unrealistic about how long things take.
- Reluctance to discipline direct reports and criticize others.



INFP Career Trends and Potential Strengths

Career Trends

There are two major trends in occupations that appeal to INFPs. One is occupations that allow INFPs to exercise their preferences in the language, visual and performing arts. The other is that the majority of the most popular occupations involve some kind of service to others, either helping them with physical or emotional problems or teaching.

Potential Strengths

- Sense of purpose
- Creativity
- People skills
- Adaptability
- Gentle persuasion

کیرئیر ٹرینڈ :

دوا ہم پیشے ہیں جو INFP کو پسند آتے ہیں جس میں سے ایک وہ ہے جس میں language اور آرٹ شامل ہو۔ دوسرا وہ ہے جس میں لوگوں کی خدمت کی جائے چاہے وہ کسی بھی طریقے سے ہو جس میں Emotional اور physical مسئلے ہو سکتے ہیں یا پھر استاد بن کر بھی۔



Popular Occupations of INFP

People with INFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas;

CREATIVE/ARTS

- Documentary filmmaker
- Speechwriter
- Set designer
- Film editor
- Composer
- Graphic designer
- Interior designer
- Fashion designer
- Editor/art director (Magazine)
- Multi-media producer
- Commercial artist
- Music director

EDUCATION/COUNSELING

- Researcher
- Librarian
- Educational program director
- Early childhood education teacher
- Social psychologist
- Public health educator
- Bilingual education teacher
- College administrator
- Employee assistance counselor
- Project manager
- Social worker
- High school guidance counselor
- High school art teacher
- Planned-giving officer
- Philanthropic consultant

HEALTH CARE

- Occupational therapist
- Physical therapist
- Patient advocate
- Geneticist
- Ethicist

ORGANIZATIONS/BUSINESS

- Team building consultant
- Industrial psychologist
- Human resource manager
- Conference planner
- Urban planner

TECHNOLOGY

- Customer relations manager
- Staff advocate (technology consultant)
- Project manager
- Educational software developer



Less Popular Occupations of INFP

People with INFP preference are less often attracted to careers and occupations in management, business, the military, factory work, and other fields requiring attention to detail, systematic tough minded analysis, or highly structured work. They are also found much less often in careers that require a great deal of interpersonal competition, or careers that involve a significant amount of hands-on, manual, or mechanical work, such as protective services, construction, and engineering.



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Know Yourself & Understand Others

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FEELING

What process do you use to make decision?

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JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



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- Repetitive

صفات:

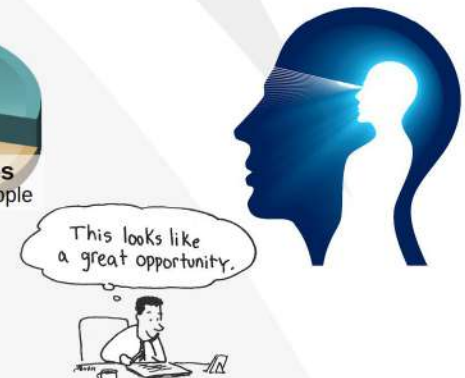
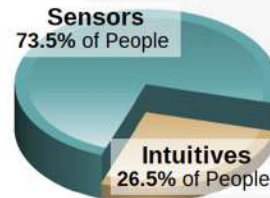
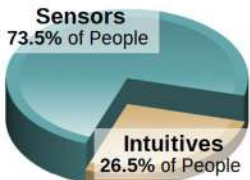
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

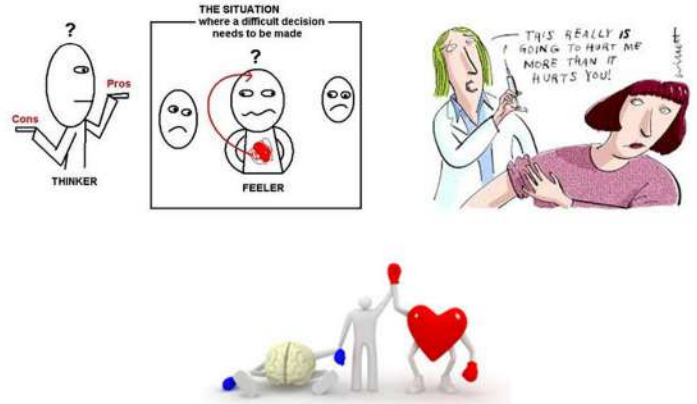
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

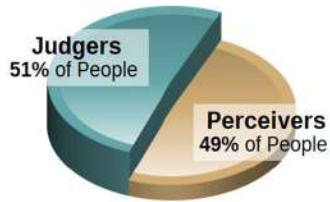
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

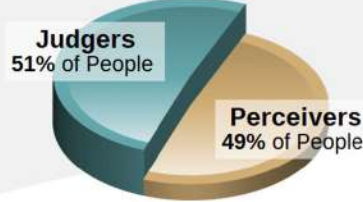
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

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ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

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ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

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INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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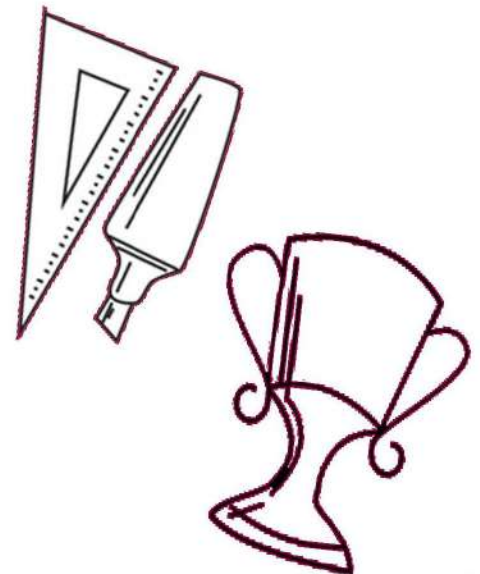
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INTJ (Mastermind)

INTJ *Born Talents*

Analytical تجزیاتی

Organized منظم

Autonomous خودمختار

Original اصل

Determined پرعزم

Private خفیہ

Firm مضبوط

System-minded ذہنی نظام

Global عالمی

Theoretical نظریاتی

Independent آزاد

Visionary خیالی



MASTERMIND (INTJ)



Quite, reserved, & somewhat detached; need time alone to conceptualize

Comfortable directing others, but less interested in direct supervision

Critically analyze, question, & challenge everything before they accept it

Will offer advice & a solution rather than explore options

What I need in a Career for it to be Satisfying

- The opportunity to work independently, thinking things through at great depth and preparing fully before presenting my work.
- Creative and intellectual challenges that keep me stimulated and involved with my work.
- Evaluation and compensation that is based upon my perseverance and accomplishments, where I am respected by others in my field.
- The freedom to take a task and run with it, maintain control over its outcome, and use my judgment and creativity to complete it according to my own high standards of success.
- Projects that let me constantly increase my knowledge and competence and develop original solutions to new problems.

As an INTJ i am Good at....

- Brainstorming and strategizing new ways of doing things.
- Working alone for extended periods of time with great depth of focus.
- Analyzing technical problems and using logic to understand them.
- Understanding complex issues and difficult problems.
- Taking on intellectual challenges.
- Using creativity to develop ingenious and original systems.

Work Related Strengths

- Ability to focus and concentrate deeply on issues.
- Ability to see possibilities and implications.
- Enjoyment of complex theoretical and intellectual challenges.
- Aptitude for creative problem solving; ability to examine issues objectively.
- Single-minded determination to reach your goals even in face of opposition.
- Confidence and commitment to your vision.
- Strong motivation to be competent and excel.
- Ability to work well alone; independent and self-directed.
- High standards and strong work ethic.
- Ability to create systems and models to achieve your objectives.
- Comfort with technology.
- Logical and analytical decision-making skills.
- Decisiveness and strong organizational skills.

Work Related Blind Areas

- Loss of interest in projects after creative process has been completed.
- Tendency to drive others as hard as you drive yourself.
- Impatience with others who are not as quick as you are.
- Difficulty working with or for others you consider less competent.
- Brusqueness and lack of tact and diplomacy, especially when you are rushed.
- Lack of interest in mundane details.
- Inflexibility about your ideas.
- Tendency to want to improve things that don't need improving.
- Tendency to be too theoretical and not consider practical realities.
- Tendency to not adequately appreciate and praise employees, colleagues, and others.
- Reluctance to reexamine issues already decided.
- Propensity to overemphasize work life to the detriment of home life.
- Impatience with "social niceties" required of some jobs.



INTJ Career Trends and Potential Strengths

Career Trends

There are two major trends in the occupations that appeal to INTJs. The first involves careers in the science. The other trend involves applied science, with occupations in the architecture and engineering group. These careers provide opportunities to logically analyze problems and devise new solutions. The remaining occupations cover a variety of fields but reveal an interest in being a leader in that field.

Potential Strengths

- Long-range vision
- Analytical thinking
- Problem solving at a system level
- Conceptual design
- Skill at planning

کیریئر ٹرینڈ :

دو طرح کے پیشے ایسے ہیں جو INTJ کو پسند آتے ہیں۔ پہلا Science ہے، دوسرے رجحانات میں Architecture، Applied Science اور Engineering جیسے پیشے آجاتے ہیں۔ یہ کیریئر منطقی اور نئے حل فراہم کرنے کا موقع فراہم کرتے ہیں، باقی مختلف قسم کے کچھ ایسے پیشے ہیں جن میں وہ Leader بننے کی دلچسپی ظاہر کرتے ہیں۔



Popular Occupations of INTJ

People with INTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

TECHNOLOGY

- Biomedical researcher
- Information service developer
- Software and system researcher
- Software developer
- Network administrator
- Systems administrator
- Webmaster
- Database administrator
- Systems analyst
- Computer animator
- Local area network (LAN)
- Computer engineer
- Desktop publishing specialist
- Java programmer
- Web developer
- Application architect
- Computer security specialist
- Broadcast engineer

EDUCATION

- Academic curriculum designer
- Anthropologist
- Curator
- Historian
- Philosopher

CREATIVE

- Graphic designer
- Editor/art director
- Columnist, critic, and commentator
- Director, stage, motion picture

BUSINESS/FINANCE

- Telecommunications security
- Investment banker
- International banker
- Financial analyst
- Treasure or controller
- Private sector executive
- Business analyst

HEALTHCARE/MEDICINE

- Pharmaceutical researcher
- Biomedical researcher
- Pathologist
- Microbiologist
- Geneticist
- Biophysicist
- Experimental psychologist

PROFESSIONAL

- Management consultant
- Investment/business analyst
- Intellectual properties attorney
- Aerospace engineer
- Nuclear engineer
- Environmental scientist
- Intelligence specialist
- Criminalist & ballistics expert
- Project manager



Less Popular Occupations of INTJ

People with INTJ preference are less often attracted to careers and occupations in sales, office administration, personal care and services, health-care support, food preparation and service, and construction. They are also typically found less often in careers characterized by a great deal of nurturing work; relationship-oriented work; work that requires practical, routine production or delivery of services; or careers that depend predominantly on hands-on work, attention to detail, and/or adherence to structures imposed by others.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

INTP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

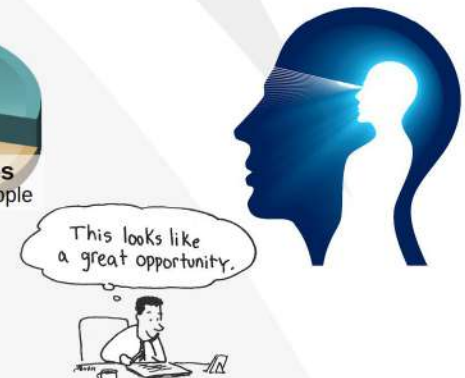
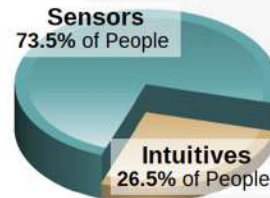
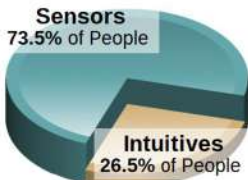
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

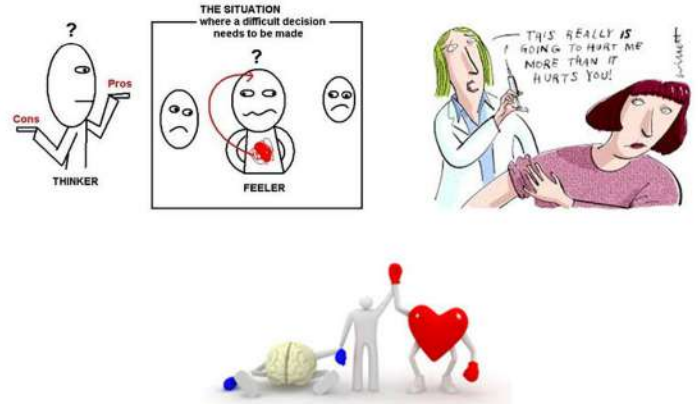
صفات:

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Check your response which preference you prefer the most?

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Characteristics:

Organized

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Deliberate

Plan

صفات:

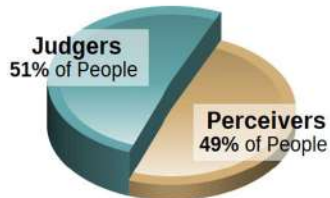
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☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

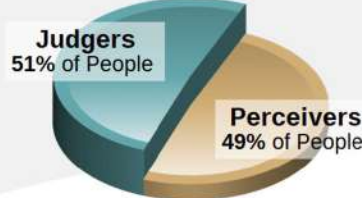
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☆ کام کا پریشانی لینے والے



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FACTUAL
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VERSATILE

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- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

www.qamarconsulting.com

ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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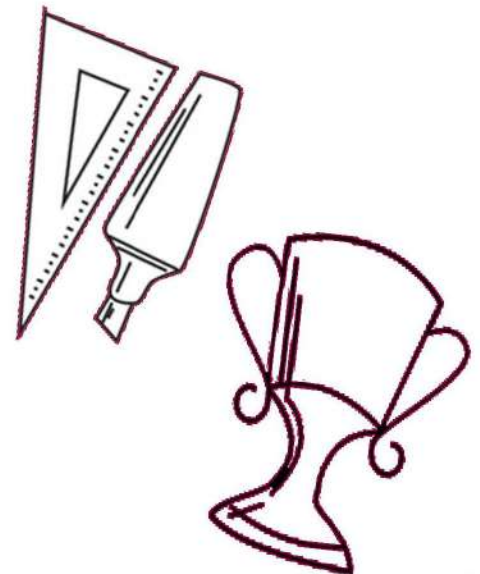
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INTP (Conceptualizer)

INTP Born Talents

Autonomous خود مختار

Precise مختصر بات کرنا

Cognitive قوت

Self-determined پر عزم

Detached تہائی پسند

Skeptical مخصوص

Independent آزاد

Speculative سوچنے والا

Logical منطقی

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Original بناوٹ سے پاک

Theoretical نظریاتی



CONCEPTUALIZER (INTP)



Initially somewhat detached, indifferent, & impersonal

Seek to understand how things work; ask questions & offer options

Enjoy thinking outside the box & coming up with new & untried solutions

Comfortable with ambiguity & complexity; create theories, models, & framework

What I need in a Career for it to be Satisfying

- Work in depth on one creative challenge at a time, giving it my full attention without a lot of interruptions.
- The opportunity to develop innovative approaches and systems but not get bogged down in the details of implementations.
- An atmosphere of professionalism and mutual respect, where my expertise is recognized and respected and I have some say in how I am evaluated and compensated.
- An unstructured environment that encourages free thinking and improvisation, without senseless rules, unnecessary meetings or paperwork.
- The chance to logically analyze existing and potential systems and make recommendations for strategically sound changes.

As an INTP i am Good at....

- Using creativity and insight to understand issues in depth.
- Logical analysis of complex problems.
- Working alone with great focus and concentration.
- Learning new skills and technology with ease and competence.
- Engaging in long range and strategic thinking.

Work Related Strengths

- Eagerness to “think outside the box” and consider new possibilities.
- Ability to understand very complex and highly abstract ideas.
- Great creative problem-solving skills.
- Independence; courage to take risks, try new things, and overcome obstacles.
- Ability to synthesize lots of information.
- Intellectual curiosity and skills for getting information you need.
- Ability to analyze things logically even under stress.
- Great confidence and drive to continually increase your knowledge.
- Objectivity; ability to address issues without taking them personally.
- Confidence in your ideas and vision.
- Ability to see the big picture; to see implications of actions and ideas.
- Adaptability; you can shift gears and change directions quickly.
- Comfort with technology; you’re a quick learner.

Work Related Blind Areas

- Tendency toward disorganization.
- Overconfidence; you may misrepresent your abilities or experience.
- Impatience with unimaginative and/or incompetent people.
- Dislike of doing things in traditional or established manner.
- Tendency to lose interest in projects once problems are solved.
- Difficulty in communicating complex ideas simply.
- Tendency to be so theoretical that you ignore or miss the realities.
- Undisciplined about attending to and following through on important details.
- Dislike of doing repetitive tasks.
- Impatience with structures and people who are too rigid detriment of home life.



INTP Career Trends and Potential Strengths

Career Trends

There are three trends in the occupations that are most popular with INTPs. First are careers in the arts, with an emphasis on the written word. Second are careers that involve computers, particularly jobs that involve seeing the whole technology picture. Third are careers in the engineering and architecture group.



Potential Strengths

- Analytical skills
- Problem solving at a system level
- Technical knowledge & expertise
- Adaptability
- Conceptual design

کیرئیر ٹرینڈ:

تین ایسے رجحانات ہیں جو کہ INTP کے پیشوں کے لئے مشہور ہیں۔ پہلا آرٹ ہے جس میں لکھنے کا کام بھی ہو۔ دوسرا computer کا پیشہ ہے، تیسرا پیشہ Engineering اور Architecture شعبوں کا ہے۔



Popular Occupations of INTP

People with INTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

COMPUTER/TECHNOLOGY

- Information services developer
- Computer programmer
- Network integration specialist
- Management consultant
- Desktop publishing specialist
- Webmaster
- Network administrator
- Internet architect
- Analyst
- Computer animator
- Computer engineer
- Java programmer/analyst
- Software developer
- Computer security specialist
- Internet marketer

HEALTHCARE/TECHNICAL

- Pathologist
- Geneticist
- Microbiologist
- Biomedical engineer

CREATIVE

- Theatrical producer
- Columnist, commentator
- Music orchestrator
- Director (stage, motion pic.)
- Film editor
- Graphic designer
- Art director
- Conference planner

PROFESSIONAL/BUSINESS

- Financial planner
- Investment banker
- Business analyst
- Investigator
- Entrepreneur
- New business developer
- Entertainment agent
- Intelligence specialist
- Sports agent
- Chief financial officer
- Political analyst
- Aerospace engineer

ACADEMIC

- Academic curriculum designer
- Experimental physicist
- Anthropologist
- Biophysicist
- Interpreter/translator
- Astronomer
- College life science teacher
- Mathematician
- Zoologist



Less Popular Occupations of INTP

People with INTP preference are less often attracted to careers and occupations that involve a great deal of direct human services work or that require ongoing attention to people's emotional lives or daily needs, including for example the religious professions, nursing, personal services, or teaching young people. They are also found less often in careers that involve highly structured or detail-oriented work, or require living in an environment that demands a great deal of routine, such as in military or corrections work.



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TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

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Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ISFJ

www.qamarconsulting.com

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

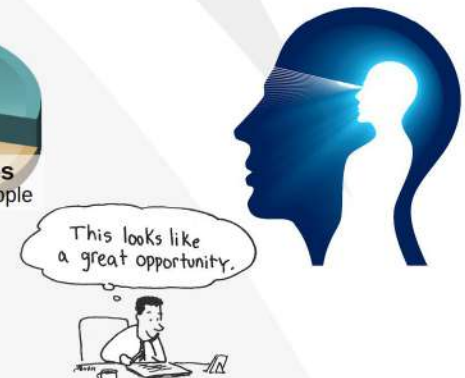
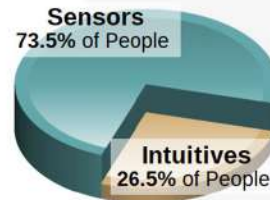
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

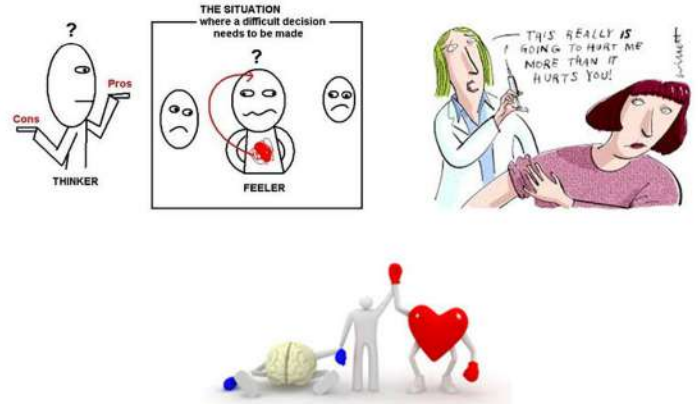
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

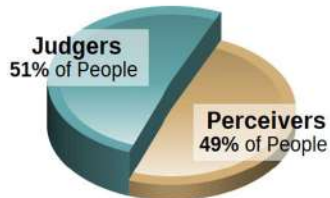
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

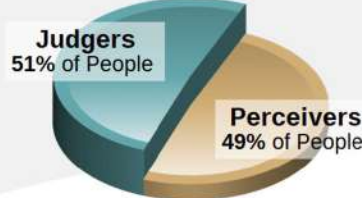
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ

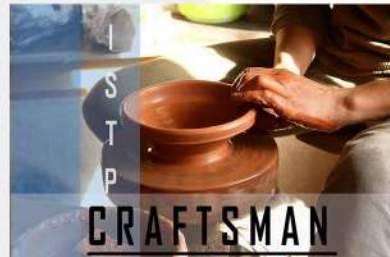


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

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ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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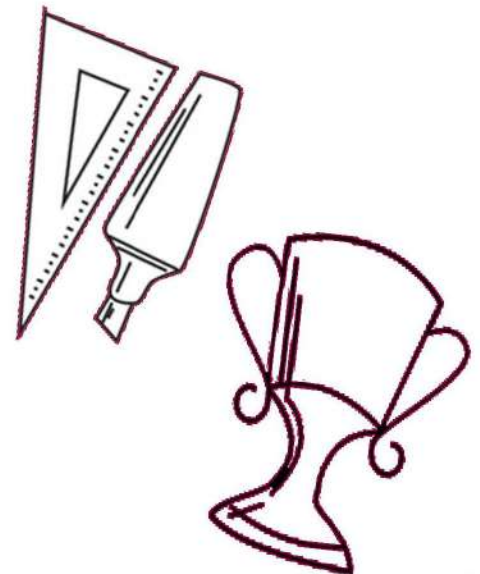
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISFJ (Protector)

ISFJ *Born Talents*

Accommodating ملنسار

Patient صبر

Detailed تفصیلی

Practical عملی

Devoted جاں نثار

Protective حفاظتی

Loyal وفادار

Quiet پرسکون

Meticulous احتیاط زدہ

Responsible ذمے دار

Organized منظم

Traditional روایتی



PROTECTOR (ISFJ)

Loyal, quiet, cooperative, and supportive

Take time to consider the situation carefully before making a decision

Considerate of the needs and situations of others

Respect traditions and conventions; take relationships and responsibilities seriously



What I need in a Career for it to be Satisfying

- The opportunity to work steadily on one project at a time, without a lot of interruptions or changes in plan.
- Work that requires accuracy and attention to detail, organization and adherence standard operating procedures.
- Work that lets me use a personal approach to helping others, preferably on a one-on-one basis.
- An environment that is structured and stable, where I know what is expected of me and I am rewarded for my hard work and contribution.
- Work that is of a practical nature and is service-oriented, so I can see that I am helping others in real and tangible ways.

As an ISFJ i am Good at....

- Working hard, doing whatever is needed until the job is finished.
- Respecting the chain of command and following necessary rules and procedure.
- Helping others by explaining tasks with patience and clarity.
- Working with routines or repeated, sequential tasks.
- Carefully and thoroughly dealing with details and documenting activities.

Work Related Strengths

- Strong work ethic; responsible and hard working.
- Excellent with routines requiring sequential, repeated procedures or tasks.
- Accurate, thorough, and careful with details.
- Enjoy being in service to others; supportive with coworkers or subordinates.
- Enjoy using established ways of doing things; respect status given by titles.

Work Related Blind Areas

- May underestimate own value; may not be assertive about their own needs.
- Frequently overworked because they take on too much.
- May not see implications of future consequences.
- May not adjust well to constant change.
- May become discouraged if they no longer feel needed or appreciated.



ISFJ Career Trends and Potential Strengths

Career Trends

There are two main groups in the occupations that are most popular with ISFJs. The large group involves jobs in office and administrative support that require careful attention to relevant details. The other group involves occupations in healthcare, where ISFJs take on a variety of roles that allow them to provide direct, practical help to others.

Potential Strengths

- Ability to get things organized
- Preserve what works
- Build consensus
- People skills
- Set up effective procedures

کیرئیر ٹرینڈ :

دو طرح کے پیشے ہیں جو کہ ISFJ میں مشہور ہیں
بہت بڑا گروپ ISFJ کا office کے اور
انتظامیہ کے کاموں میں محتاط توجہ کی ضرورت کے
حامل پیشوں کا ہے۔ دوسرا گروپ صحت سے متعلق پیشوں
کا ہے۔ جس میں وہ براہ راست
مختلف قسم کے کردار نبھا سکتا ہے اور دوسروں
کے لئے عملی مدد کرتا ہے۔



Popular Occupations of ISFJ

People with ISFJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

HEALTH CARE

- Primary care physician
- Veterinarian
- Licensed practical nurse
- Home health aid
- Massage therapist
- Biochemist
- Dentist
- Orthodontist
- Medical researcher
- Radiologist
- Anesthesiologist
- Respiratory therapist
- Pharmaceutical salesperson
- Occupational therapist
- Dental hygienist
- Surgical technologist
- Corrective therapist
- Dialysis technician

BUSINESS/SERVICE

- Franchise owner
- Lawn service manager
- Computer programmer
- Museum research worker
- Real estate broker/agent
- Bookkeeper
- Title examiner
- Preferred customer service representative
- Claims representative

SOCIAL SERVICE/EDUCATION

- Child welfare counselor
- Home health social worker
- Vocational counselor
- Special education teacher
- Farmer
- Police identification and records specialist
- Athletic trainer
- Zoologist
- Forest ranger
- Stringed instrument repairer

CREATIVE/TECHNICAL

- Artist
- Musician
- Jeweler
- Crafts maker
- Sculptor
- Baker
- Chemist



Less Popular Occupations of ISFJ

People with ISFJ preference are less often attracted to careers and occupations in economics, marketing and sales, engineering, psychology, architecture, law and administration in such tough-minded fields as military and protective services. They are also typically found less often in careers characterized by a great deal of analytically oriented technical work or a distant analytical approach to people, work that requires ongoing attention to more theoretical and symbolic information, or careers that require continual adaptation and frequent change.



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CHAPTER 01

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FEELING

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PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

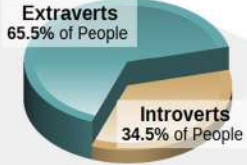
INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



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Characteristics:

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- Practical
- Conserve
- Repetitive

صفات:

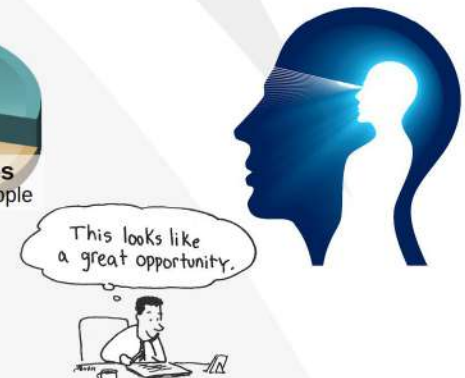
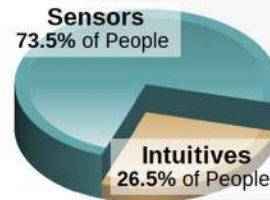
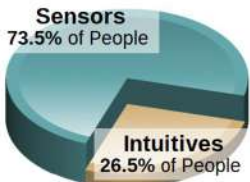
- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

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Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

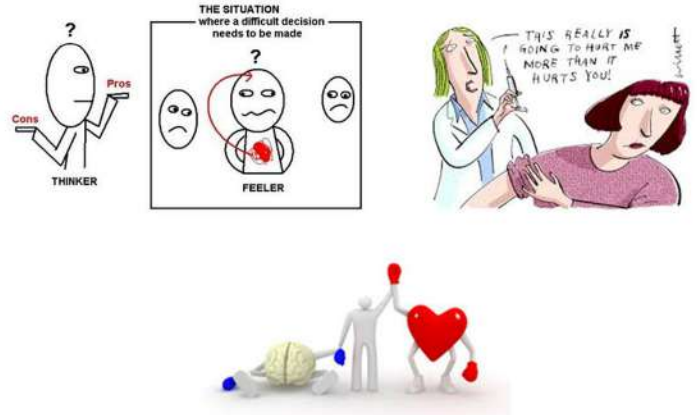
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

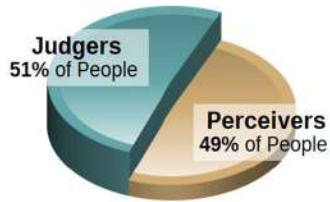
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

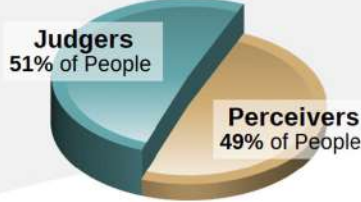
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ

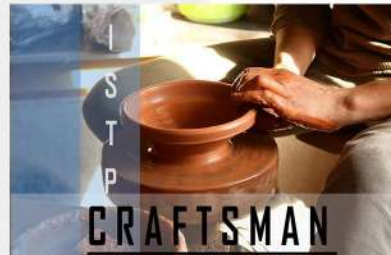


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

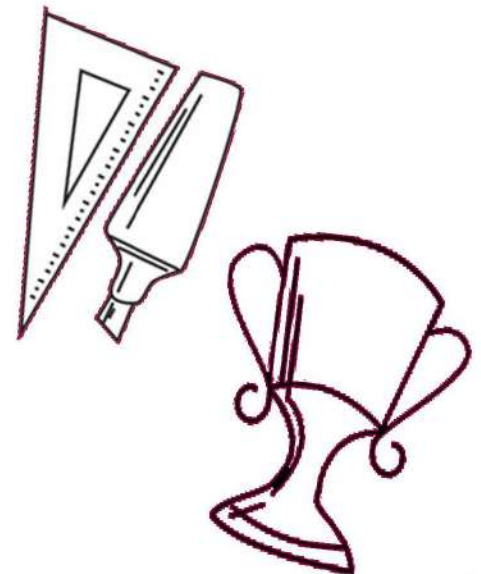
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ENTJ



- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISFP (Artist)

ISFP Born Talents



Adaptable سمجھوتہ

Modest سادہ مزاج

Caring دیکھ بھال کرنے والا

Observant پابند

Cooperative تعاون

Sensitive حساس

Gentle شریف

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Harmonious پرامن

Trusting اعتماد

Loyal وفادار

Understanding جاننا



ARTIST (ISFP)

Quietly supportive & unassuming

Stay in the background & help others in a quiet & understand way

Attuned to the needs of others & will help them deal with immediate problems

Prefer freedom & dislike being hampered by too much structure & too many constictive rules



What I need in a Career for it to be Satisfying

- An affirming, supportive, and non-competitive atmosphere without a lot of hidden political agendas.
- Work that has a real practical purpose and where I can see and experience how I am able to help other people.
- A balance between working alone and working one-on-one, where the pace of my work is within my control.
- An environment that is relaxed, without a lot of rules, rigid structure, or restrictions on my personal time.
- The opportunity to work on a variety of projects that I believe in and where each day is different from the one before.

As an ISFP, I am Good at...

- Paying close attention to details and facts of projects of interest.
- Helping others in direct and tangible ways.
- Working well as part of a team of caring people.
- Adapting well to change and approaching new situation with curiosity.
- Being supportive and helpful to co-workers, respecting supervisors and the chain of command.

Work Related Strengths

- Welcomes change and adapts well to new situations.
- Demonstrates sensitivity to people's needs and desires to help them in real ways.
- Is Practical and has realistic perceptions.
- Good common sense.
- Warmth and generosity.
- Is loyal to people and organizations you care deeply about.
- Pays attention to important details, especially those that concern people.
- Is thoughtful and has the ability to focus on current needs.
- Willing to support organization's goals.
- Has the ability to clearly assess current conditions and see what needs fixing.
- Flexibility and willingness to take calculated risks and try new approaches.

Work Related Blind Areas

- Tendency to accept things at face value and miss deeper implications.
- Inability to see opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Dislikes preparing in advance; may have trouble organizing time.
- Trouble making decisions.
- Dislikes excessive rules and overly structured bureaucracies.
- Difficulty making logical decisions if they conflict with personal feelings.
- Unwillingness to risk disharmony to fight for your idea or position.
- Tendency to become overwhelmed by large or highly complicated tasks.
- Resistance to setting long term goals and difficulty meeting deadlines.
- Difficulty disciplining direct reports or criticizing others.



ISFP Career Trends and Potential Strengths

Career Trends

Occupations that are most popular with ISFPs are found in a wide variety of fields. Most of the attractive occupations involve some kind of hands-on, practical work with a tangible outcome. Another common theme is jobs involving working with people or animals.

Potential Strengths

- Skilled at gentle persuasion
- Craftsmanship
- Adaptability
- People skills
- Can build consensus

کیرئیر ٹرینڈ:

ایسے مشہور پیشے جو ISFP کے لئے ملتے ہیں وہ بہت سی فیلڈز ہیں، جس میں کچھ دلچسپی والے پیشے جو کہ ہاتھ سے کرنے والے ہیں اور ہنرمند ہیں۔ کچھ اور کام ایسے ہیں جس میں ISFP کو لوگوں کے ساتھ اور جانوروں کے ساتھ کام کرنا اچھا لگتا ہے۔



Popular Occupations of ISFP

People with ISFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

HEALTH CARE

- Surgeon
- Pharmacist
- Occupational therapist
- Employee assistance counselor
- Registered nurse
- Emergency medical technician
- Pharmaceutical researcher
- Recreational therapist
- Licensed practical nurse
- Cardiology technologist
- Respiratory therapist
- Medical researcher
- Radiology technologist
- Exercise physiologist
- Speech and language pathologist

SCIENCE/TECHNICAL

- Computer operator
- Systems analyst
- Aviation inspector
- Television camera operator

CRAFTS/ARTISIAN

- Musical instrument maker
- Artist
- Cartoonist
- Animator
- Sketch artist
- Tailor
- Actor
- Musician
- Gardner

SALES/SERVICE

- Merchandise planner
- Sports equipment salesperson
- Salesperson
- Home healthcare salesperson
- Teacher, (Preschool)
- Arts and manual arts therapist
- Fish and game warden
- Insurance fraud investigator
- Airplane traffic controller
- Emergency service dispatcher
- Airplane pilot
- College athletic coach
- Farmer
- Wilderness adventure leader
- Landscape designer
- Dance instructor



Less Popular Occupations of ISFP

People with ISFP preference are less often attracted to careers and occupations that require a great deal of impersonal analysis of non-tangible, symbolic and technical material, such as in the physical and life sciences, system analysis and finance. In addition, they are less drawn to highly organize and structured career that require tough minded approaches to people or things, such as in management, administration, as law. ISFPs are also found less often in the performing and fine arts and in media and entertainment.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ISTJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

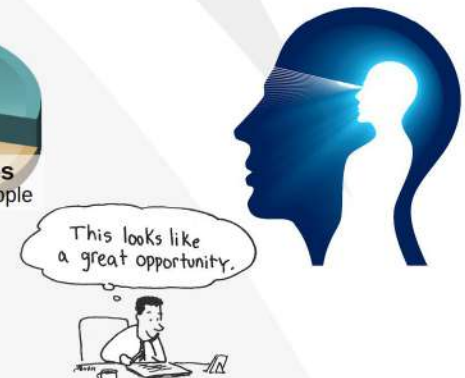
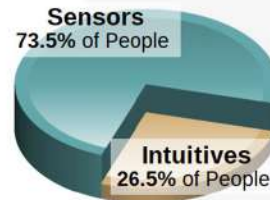
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

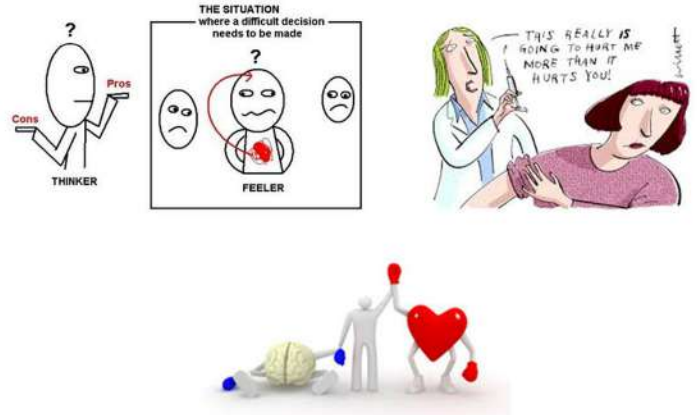
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

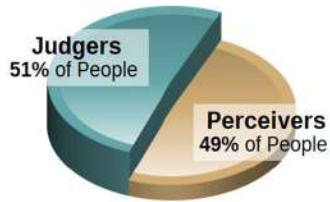
☆ وقت پر کام ختم کرنے والے

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☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCIEVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

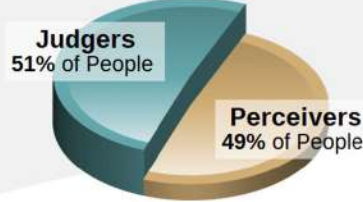
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریش نہ لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
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INTJ



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INDEPENDENT
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THEORETICAL

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ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

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INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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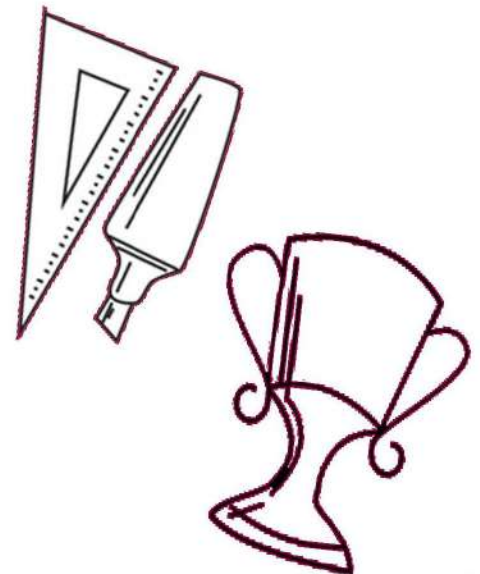
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISTJ (Dutiful)

ISTJ *Born Talents*



Depandable قابل بھروسہ

Realistic حقیقت پسند

Exacting سخت

Reliable قابل اعتماد

Factual حقیقی

Reserved تنہائی پسند

Logical منطقی

Sensible سمجھدار

Organized منظم

Steadfast ثابت قدم

Practical عملی

Through ذریعے



DUTIFUL (ISTJ)

Task oriented, independent, decisive, and matter of fact



Hold firmly to their choice & maintain the status quo

Take time to consider and weigh the information before deciding

Loyal, reliable, determined, persistent, conscientious

What I need in a Career for it to be Satisfying

- A stable and traditional work environment, with a clear reporting structure and explicit expectations.
- The opportunity to work on one project at a time, with plenty of time to plan my work and executive it without interruption.
- Work that involves real products and services, where I can see the immediate results of my efforts and where I am evaluated on my merits.
- A promotional system that rewards my hard work, experience and accomplishments with increasing levels of responsibility and compensation.
- Opportunities to develop and use my technical skills in subjects of practical value and those I fully understand.

As an ISTJ, I am Good at...

- Following and adhering to established routines and procedures.
- Working alone without being supervised or needing to socialize.
- Handling situations of high pressure and stress with calm.
- Completing all parts of my work with accuracy and precision.
- Remembering the important details of projects and not letting them fall through the cracks.

Work Related Strengths

- Precision and accuracy and desire to get the job done right the first time.
- Follow established routines and policies.
- Ability to focus and concentrate on one task at a time in great depth.
- Ability to work alone.
- Sharp organizational skills.
- Thoroughness and close attention to the specifics: facts and details.
- Belief in the value of a traditional structure and the ability to work within it.
- Great maintainer of organizations.
- Stable, dependable, and can be counted on to follow through.

Work Related Blind Areas

- May have trouble adapting to changing systems.
- May need to see practical application to accept new ideas.
- Tend not to like change; may be inflexible.
- May not understand needs different from their own.
- May underestimate themselves and their contribution to the organization.



ISTJ Career Trends and Potential Strengths

Career Trends

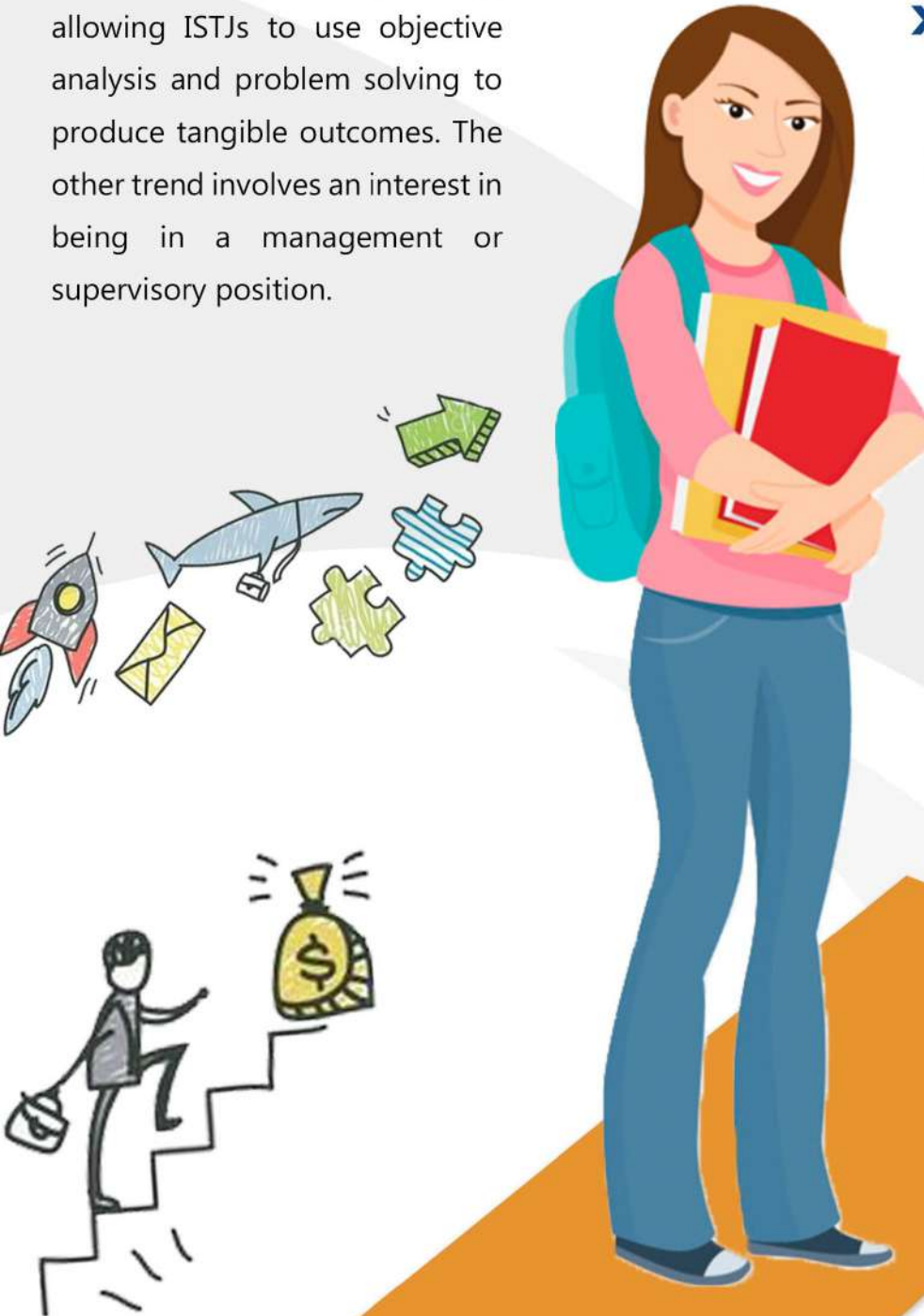
There are two trends in the top occupations that are most attractive to ISTJs. One is a strong trend toward engineering, allowing ISTJs to use objective analysis and problem solving to produce tangible outcomes. The other trend involves an interest in being in a management or supervisory position.

Potential Strengths

- Ability to organize tasks
- Decisiveness
- Follow-through
- Can get things done
- Maintain and preserve what works

کیرئیر ٹرینڈ :

دواہم پیشے رجحانات میں ایسے ہیں جو کہ ISTJ کو پسند آتے ہیں۔ جس میں سے ایک مضبوط پیشہ Engineering ہے۔ جس سے ISTJ کو اپنے مقصد کے تجزیے، مسائل کا حل اور ٹھوس نتائج ملتے ہیں۔ دوسرے رجحانات میں چیزوں کا انتظام اور نگرانی والے کام شامل ہیں۔ جس میں ISTJ کی دلچسپی ہوتی ہے۔



Popular Occupations of ISTJ

People with ISTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

BUSINESS

- Chief information officer
- Regulatory compliance officer
- Property manager
- Construction and building inspector
- Construction manager
- Purchasing agent
- Insurance claim examiner
- Statistician
- Real estate appraiser
- Association administrator
- Home inspector

FINANCE

- Treasure , controller
- Investment securities officer
- Budget analyst
- Cost estimator

SALES/SERVICE

- Merchandise sales
- Real estate agent
- Industrial health engineer
- Commercial pilot
- Probation officer
- Flight engineer/navigator
- Immigration and customs inspector
- Forrester
- Farmer
- Electrician

LEGAL/TECHNOLOGY

- Criminalist and ballistic expert
- Court clerk
- Pharmaceutical researcher
- Geologist
- Agricultural scientist
- Reliability engineer
- Systems analyst
- Web editor
- Computer engineer
- Law researcher
- Data processing equipment repairer
- Law researcher
- Hardware engineer
- Technical writer

HEALTH CARE

- Nursing home administrator
- Radiologist
- Lab technician
- Medical researcher
- Exercise physiologist
- Orthodontist
- Environmental science technician
- Medical records administrator



Less Popular Occupations of ISTJ

People with ISTJ preference are less often attracted to careers and occupations in art, graphic design, music, photography, sales/advertising, and personal care and service. They are also typically found less often in careers characterized by a great deal of nurturing work and/or relationship oriented work, or careers that require a significant amount of spontaneous adaptation or expressiveness in a group context.



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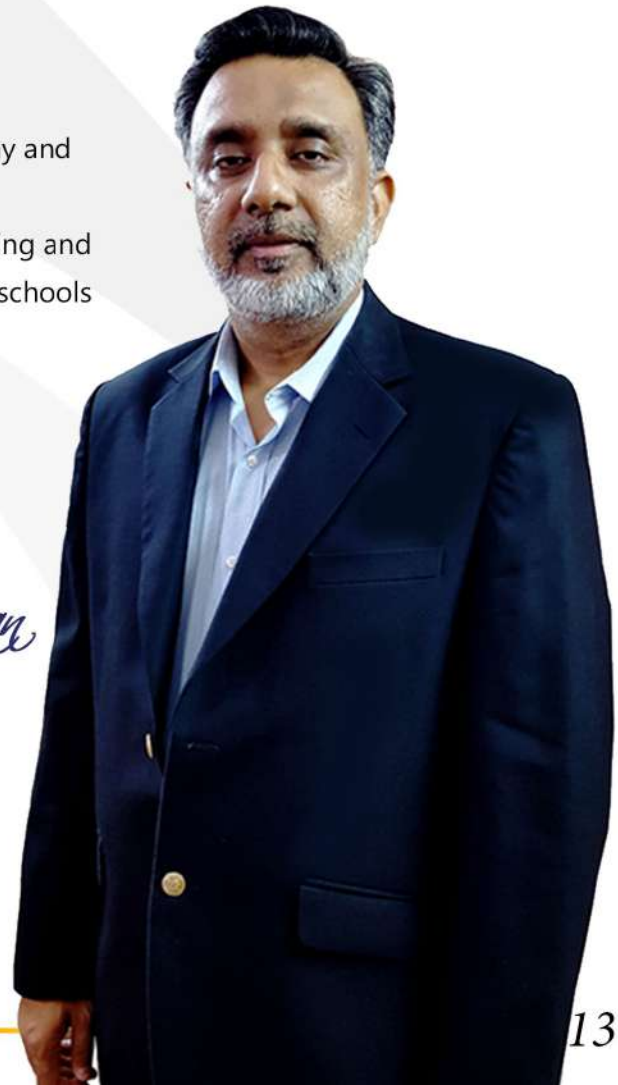
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

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Dr. Muhammad Qamar Ul Hassan

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Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ISTP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

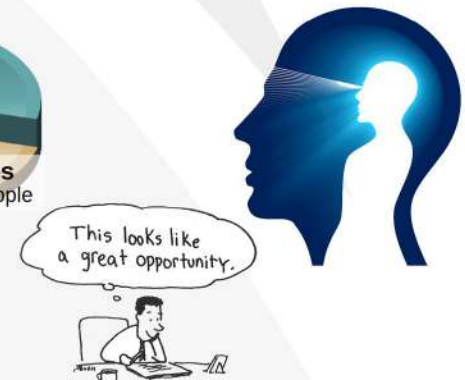
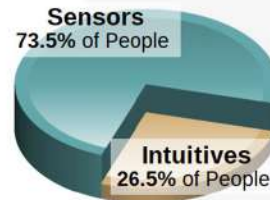
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

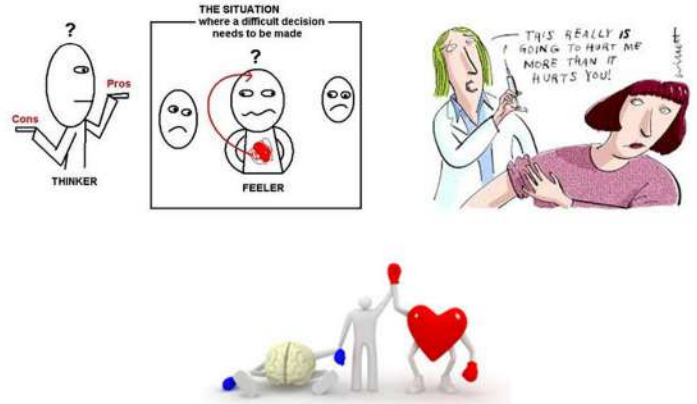
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

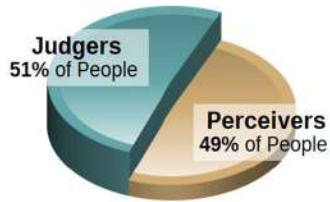
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

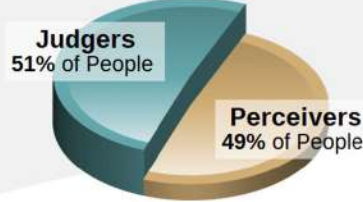
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

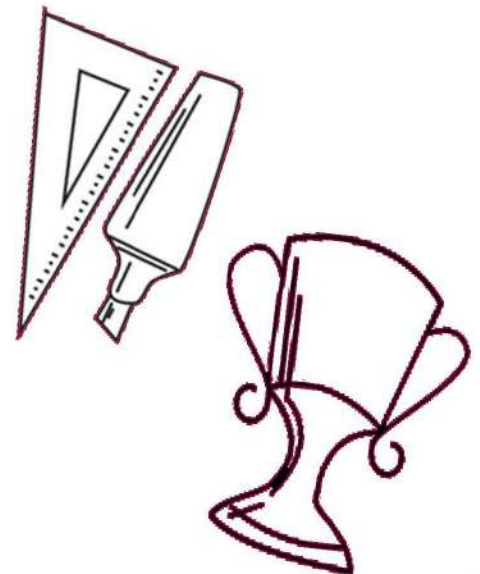
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ENTJ



- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISTP (Craftsman)

ISTP *Born Talents*

Adaptable تبدیل ہو جانے والا

Logical منطقی

Adventurous بہادر

Practical عملی

Applied عملی

Realistic حقیقی

Expedient لائق

Resourceful وسائل ذمہ

Factual حقیقت پر مبنی

Self-determined پر عزم

Independent آزاد

Spontaneous بے ساختگی



CRAFTSMAN (ISTP)

Calm, observant, adaptable
troubleshooters
seen as detached or impersonal

Immediate, not strategic, focus;
do not like to discuss abstract
or long-range goals



Expedient & dislike any
dialogue that slows them down
or wastes their time

Impatient with ongoing
rehashing of information or
highly structured participation

What I need in a Career for it to be Satisfying

- Work that is clearly defined and specific in nature, where I master and then use my well-developed skills.
- The opportunity to work at my own pace, independently, without a lot of restrictions on my activities or demands on my times.
- An environment that is relaxed and informal, where I work along side other skilled people I respect and who respect me.
- The opportunity to engage in short-term problem solving, trouble shooting activities and crises management.
- Work that is practical and uses my ability to make sense of things logically, work that applies my technical knowledge of how things work.

As an ISTP, I am Good at...

- Making careful, thorough observations, paying attention to details.
- Working alone with great ability to concentrate on projects that I enjoy.
- Mastering skills, especially those requiring the use of my hands or tools, using those skills with precisions.
- Working with real things and tangible products.

Work Related Strengths

- Ability to work well with defined tasks and tangible products.
- Keen powers of observation and an excellent memory for factual information.
- Ability to bring order to confusing data and to recognizable facts.
- Aptitude for working alone or alongside others you respect.
- Ability to stay calm and cool in a crisis or under pressure.
- Ability to recognize what needs doing and what is necessary to complete the job.
- Aptitude for working with your hands and with tools.
- Ability to adapt well to sudden change and shift gears quickly.
- Practicality and good common sense.
- Ability to identify and make good use of available resources.
- Flexibility and willingness to take risks and try new approaches.

Work Related Blind Areas

- Difficulty seeing the long term consequences of actions.
- Lack of interest in verbal communication, especially superficial conversations.
- Dislike advance preparation; trouble organizing time.
- Little patience for abstract and complex theories.
- Tend to be blunt and insensitive to the feelings of others.
- Tend to get bored and restless easily.
- Difficulty seeing opportunities and options that don't exist at the moment.
- Impatience with administrative details and procedures.
- Unwillingness to repeat yourself.
- Difficulty making some decisions.
- Strong independent streak and dislike of excessive rules and structured bureaucracy.
- Resistance to setting long term goals and difficulty meeting deadlines.



ISTP Career Trends and Potential Strengths

Career Trends

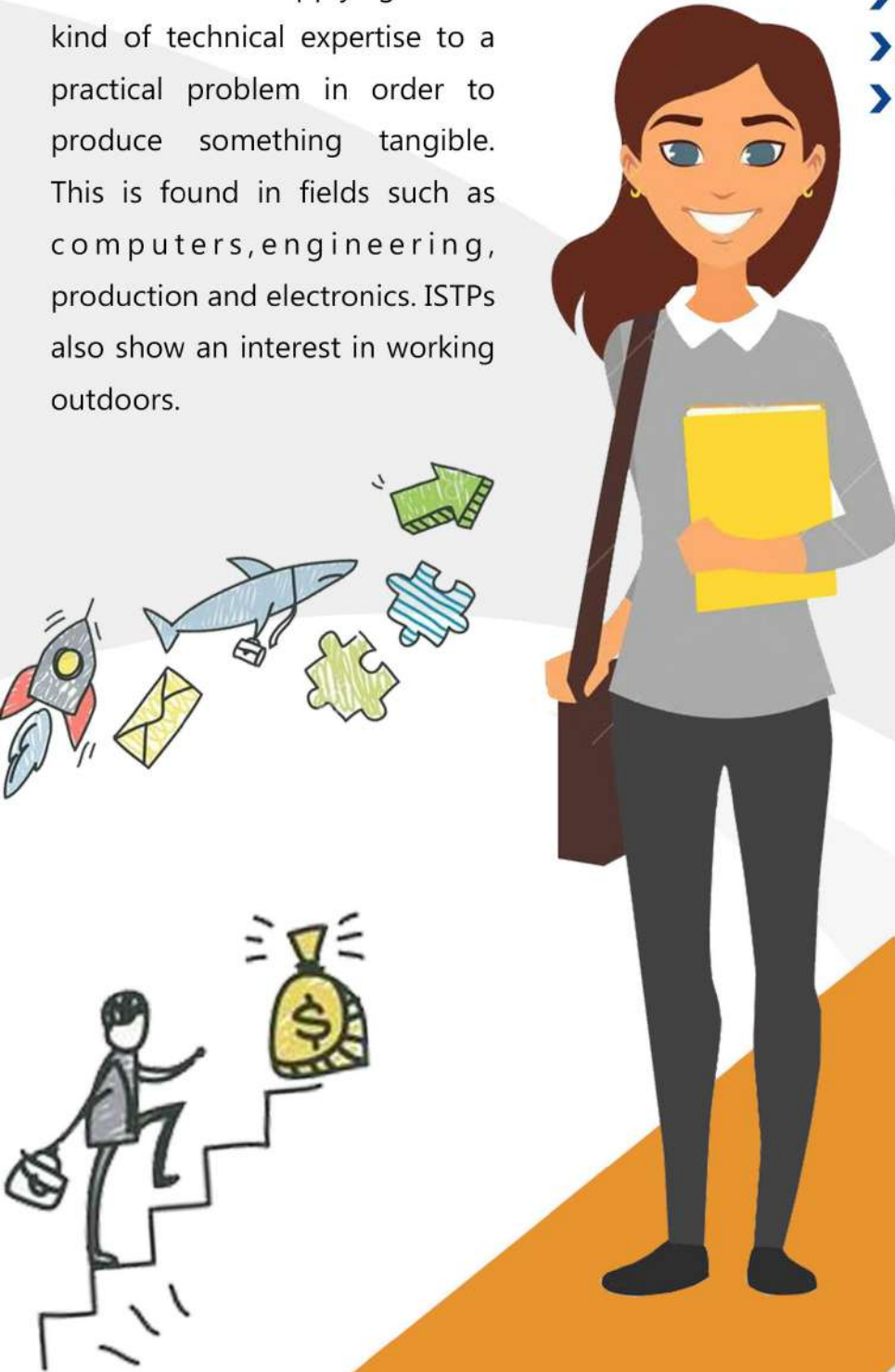
The main theme running through the most popular occupations for ISTPs involves applying some kind of technical expertise to a practical problem in order to produce something tangible. This is found in fields such as computers, engineering, production and electronics. ISTPs also show an interest in working outdoors.

Potential Strengths

- Analytical skills
- Problem-solving ability
- Technical knowledge and expertise
- Adaptability
- Willingness to take risks

کیریئر ٹرینڈ :

سب سے مشہور پیشے جو کہ ISTP پسند کرتے ہیں اس میں Technical قسم کے کام آجاتے ہیں جس میں وہ کچھ الگ کرنا چاہتے ہیں یہ سب کچھ انھیں ، Engineering ، Computer Electronics اور Production کی فیلڈ میں ملتا ہے۔ باہر کے کاموں میں بھی ISTPs کو دلچسپی ہوتی ہے۔



Popular Occupations of ISTP

People with ISTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

SALES/SERVICE/ACTION

- Child support
- Missing person investigator
- Animal breeder
- College athletic coach and trainer
- Photographer
- Criminalist and ballistics expert
- Weapons designer
- Military officer

TECHNOLOGY

- Mechanical engineer
- Agricultural engineer
- Civil engineer
- Technical trainer
- Logistics and supply manager
- Network integration specialist
- Data processing equipment repairer
- Quality assurance technician
- Systems analyst
- Home network installer
- Information processing specialist
- Soil conservationist

HEALTH CARE

- Ophthalmologist
- Orthodontist
- Emergency medical technician
- Surgical assistant

BUSINESS/FINANCE

- Claims examiner
- Management consultant
- Cost estimator
- Insurance adjuster and examiner
- Recreational facility manager
- Price analyst
- Health club manager

HANDS ON/TRADES

- Umpire/referee
- Lawn service manager
- Park naturalist
- Audiovisual/sound specialist
- Television camera operator
- Criminal investigator
- Insurance appraiser
- Flight engineer
- Farmer
- Studio, special effects specialist
- Silversmith
- Gunsmith
- Cabinetmaker and finish carpenter
- Sketch artist
- Wilderness adventure leader
- Building inspector



Less Popular Occupations of ISTP

People with ISTP preference are less often attracted to careers and occupations in health care practice, personal care and services, religious professions, arts/design/entertainment, sales community and social services, and counseling/psychotherapy. They are typically found less often in careers that require a great deal of nurturing or relationship oriented work, and work that require attention to material that is highly theoretical or less tangible.



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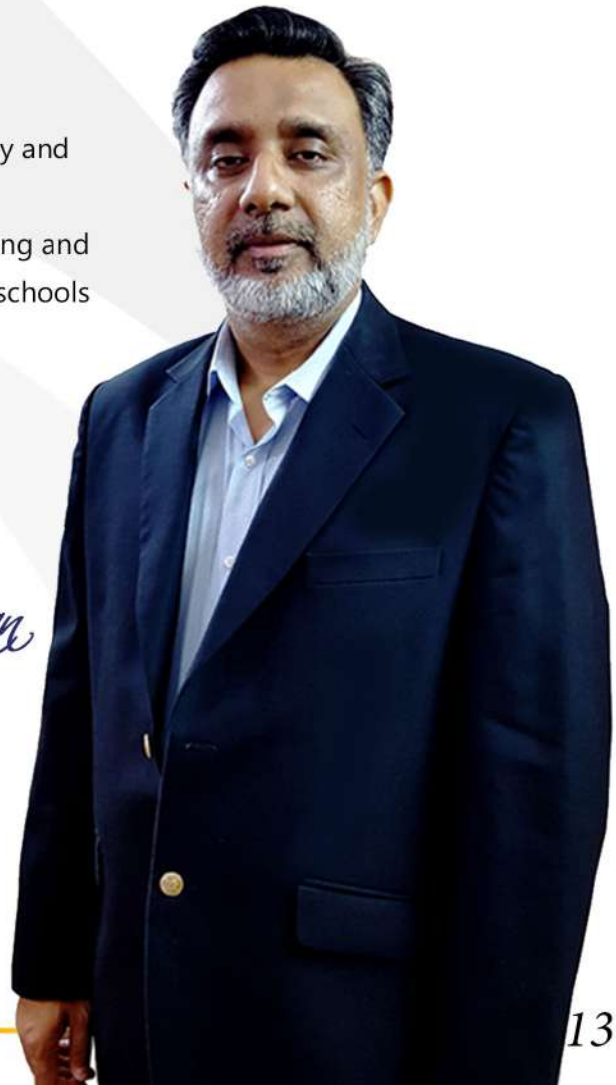
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Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





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Discovering Potential & Optimizing Performance



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CHAPTER 01

Know Yourself & Understand Others

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THINKING

FEELING

What process do you use to make decision?

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JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

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- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
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- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

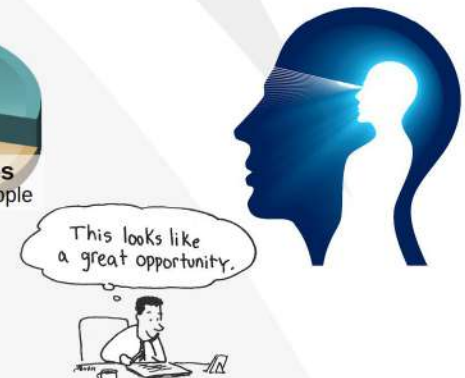
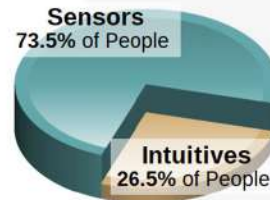
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صفات:

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- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

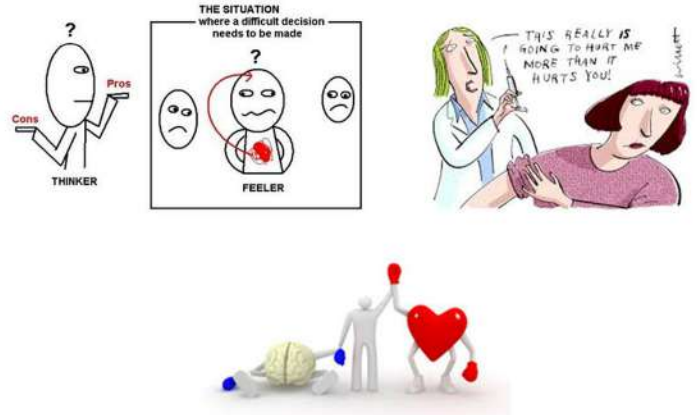
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

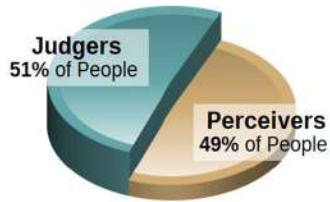
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

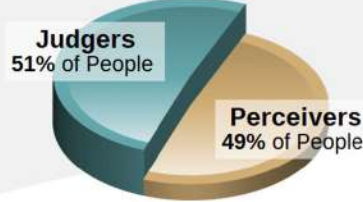
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

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ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

www.qamarconsulting.com

ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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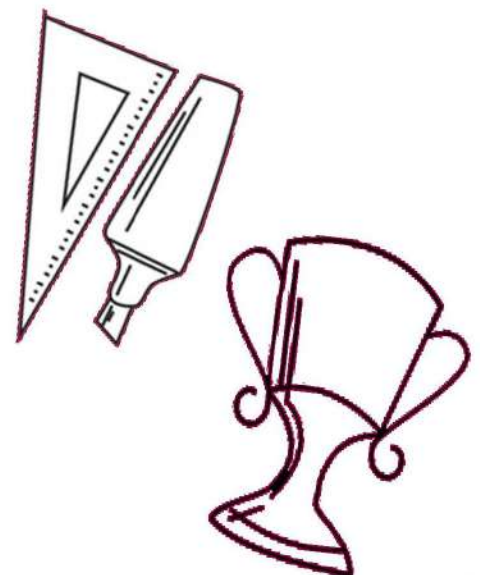
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENFJ (Mentor)

ENFJ Born Talents

Appreciative قدردان

Idealistic تصویری

Congenial ہمدرد

Loyal وفادار

Diplomatic سفارقی

Organized منظم

Energetic جوشیلہ

Personable خوش انداز

Enthusiastic پرجوش

Responsible ذمہ دار

Expressive وضاحت کار

Supportive سہارا دینے والا



MENTOR (ENFJ)

Sincere, sociable, friendly, expressive, open, and supportive

Potential and development of people is their first and foremost focus

Collaborative and cooperative; seek consensus and harmony

Enjoy leading others, organizing projects, and mobilizing people



What I need in a Career for it to be Satisfying

- The opportunity to meet new people and develop warm, long term relationships.
- Clear expectations from others and a system that recognizes my contributions and lets me grow and develop personally and professionally.
- The chance to think about possibilities and work on creative solutions to problems that will help others or improve the quality of life.
- A supportive and friendly environment where I work with people I trust and like, and where I feel appreciated for my efforts.
- The ability to work on many interesting projects, use my great organizational skills, and maintain a high degree of control and responsibility.

As an ENFJ i am Good at....

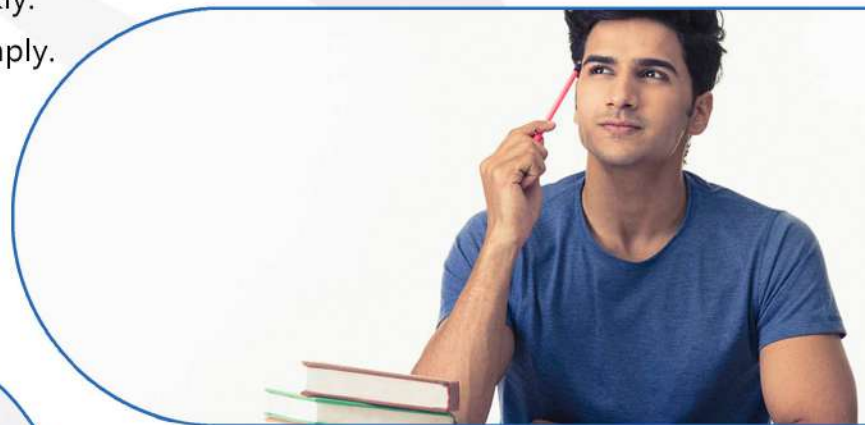
- Organizing and following through on all parts of projects.
- Exciting others with my ideas and recruiting them to be part of my team.
- Communicating and establishing rapport easily and gracefully.
- Public speaking and leading group discussions of any size or subject.
- Getting things done, being productive, and working hard.
- Enthusiastically taking on new projects and seeing possibilities for solving problems.
- Making other people feel important and valued.

Work Related Strengths

- Integrity that inspires people to value your ideas.
- Focus and single-mindedness about projects that are important to you.
- Decisiveness and strong organizational skills.
- Creative and ability to come up with original solutions.
- Empathy and ability to anticipate others' needs.
- Perspective to see the big picture and the future implications of actions and ideas.
- Ability to understand complex concepts.
- Genuine interest in others and talent for helping others grow and develop.
- Independent streak and strong personal convictions.
- Drive to be productive and reach your goals.
- Deep commitment to work you believe in.

Work Related Blind Areas

- Single-mindedness that can result in inflexibility.
- Unrealistic sense of how long things take.
- Difficulty working on projects that conflict with your values.
- Tendency to be impractical about viability and/or feasibility of some ideas.
- Difficulty working in competitive or tension filled environments.
- Reluctance to revisit or reverse decisions once they've been made.
- Difficulty dealing with conflict and tendency to ignore unpleasantness.
- Trouble disciplining subordinates with objectivity and directness.
- Difficulty changing plans or directions quickly.
- Difficulty communicating complex ideas simply.
- Tendency to be judgmental.



ENFJ Career Trends and Potential Strengths

Career Trends

There are two major trends in the occupations that appeal to ENFJs. Most of the popular occupations involve working directly with people as a helper, counselor, teacher or administration. The next largest group of occupations is found in the arts. There are also some occupations in business that appeal to ENFJs, all of which also involve working closely with people.

Potential Strengths

- Can get things organized
- Ability to develop human resources
- Skilled at building consensus
- People skills
- Energy & enthusiasm

کیریئر ٹرینڈ :

کیریئر کے لحاظ سے دو رجحانات ایسے ہیں جو کہ ENFJ کو پسند ہیں، سب سے زیادہ مقبول پیشے ہیں لوگوں کے ساتھ ان کا مددگار بن کے ان کے ساتھ کام کرنا، ان کو صلاح مشورہ دینا، استاد بن کر سکھانا، یا پھر انتظامیہ سمجھانا۔ اگلا سب سے بڑا پیشوں کا گروپ آرٹ میں پایا جاتا ہے کاروبار میں بھی کچھ ایسے پیشے ہیں جو ENFJ کو پسند ہیں جو کہ لوگوں کے ساتھ مل کر کیے جاسکتے ہیں۔



Popular Occupations of ENFJ

People with ENFJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

COMMUNICATION

- Graphic artist
- Content editor for website
- Multi-media producer
- Marketing executive (radio, T.V, Cable broadcast industry)
- Copywriter
- Reporter and correspondent
- Managing editor

EDUCATION/HUMAN SERVICES

- Special education teacher
- Bilingual education teacher
- Educational program director
- Life science teacher
- Parent instructor, child development
- Public health educator/administrator
- Music or art director
- Director of assisted care facility
- Adult day care coordinator
- Child welfare worker
- Social worker
- Social & community service director
- Planned giving officer
- Sociologist

TECHNOLOGY

- Customer relations manager
- Staff advocate
- Coach
- Project manager
- Engagement manager

COUNSELLING

- Guidance counselor
- Substance abuse counselor
- Employee assistance counselor
- Vocational rehabilitation counselor
- Educational psychologist

BUSINESS / CONSULTING

- Travel agent
- Management consultant
- Corporate/team trainer
- Eco-tourism specialist
- Labor relations manager
- Meeting/convention planner
- Industrial-organizational psychologist
- Advertising account executive
- Special event coordinator
- Marketing manager
- Set designer
- Hotel and restaurant manager
- Talent director
- Desktop publishing specialist

HEALTH CARE

- Dietitian/nutritionist
- Speech-language pathologist
- Occupational therapist
- Chiropractor
- Transport coordinator



Less Popular Occupations of ENFJ

People with ENFJ preference are less often attracted to careers and occupations characterized by a great deal of technical or tough-minded analysis and attention to detail, as in engineering or computer operations. They are also found much less often in careers that involve a great deal of interpersonal conflict (as in police or corrections work), business management (particularly if that work is not related to a people-oriented or service profession), or careers that have a low level of contact with people and/or a significant amount of hands-on precision work, as in many out-of-doors jobs, production/construction, and repair and maintenance jobs.



ABOUT US

“Qamar consulting excels in generating human and organizational development solutions”.

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ENFP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

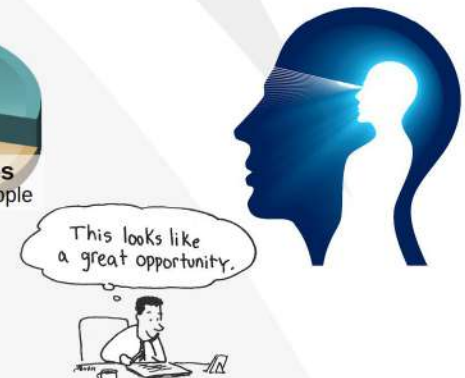
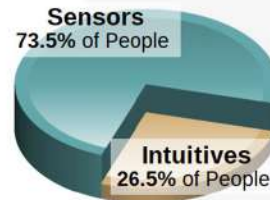
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

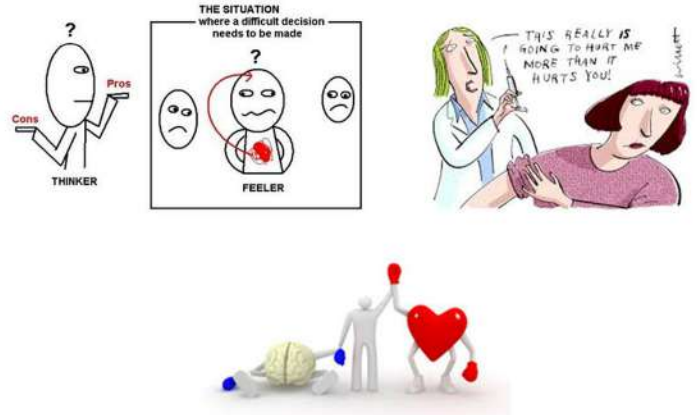
صفات:

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☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

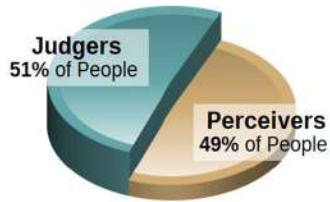
☆ وقت پر کام ختم کرنے والے

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☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

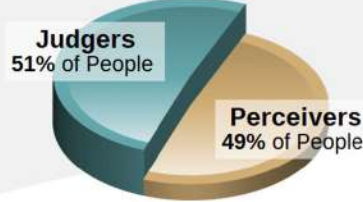
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



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LOYAL
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TRADITIONAL

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GUIDE

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INTJ

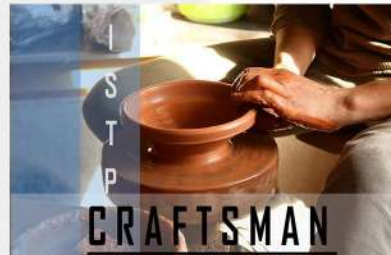


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

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ISTP



CRAFTSMAN

ADVENTUROUS
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REALISTIC
SPONTANEOUS
INDEPENDENT

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ISFP



ARTIST

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LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

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INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

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ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
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VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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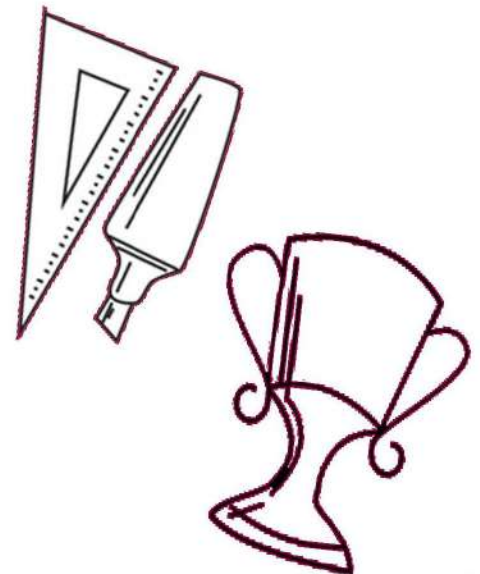
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENFP (Champion)

ENFP Born Talents

Creative ذہین

Curious تجسس میں رہنے والا

Energetic جوشیلہ

Enthusiastic پرجوش

Expressive وضاحت کار

Friendly دوستانہ

Imaginative خیالی

Independent آزاد

Original اصل

Restless بے آرام

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Versatile ہر فن مولا



CHAMPION (ENFP)



Empower, advocate for, & encourage the individual in the organization

See potential & possibilities in people; focused on relationships & growth

Enjoy collaboration, cooperation, & the sharing of ideas

Create & share a wealth of innovative ideas & a vision of the future

What I need in a Career for it to be Satisfying

- > A creative and fun environment where I can work with a variety of people each day.
- > Plenty of opportunities to be challenged by new situation, where each day is different from the day before.
- > The ability to talk about ideas, possibilities and implications and then see my innovations become a reality.
- > An easy going and relaxed atmosphere, without a lot of rules, regulations or restrictions.
- > The chance to make a difference and work on projects I believe in.

As an ENFP i am Good at....

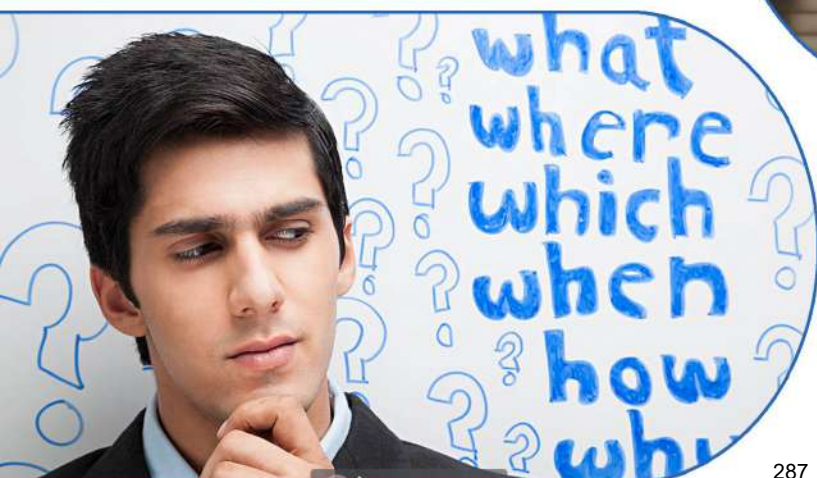
- Seeing unique ways of solving problems.
- Working with all kinds of people as part of a team.
- Applying my various experiences and skills to new fields of interest.
- Understanding other people and getting them excited about my ideas.
- Being flexible, accommodating and easy to work.

Work Related Strengths

- Eager to “think outside the box” and consider new possibilities.
- Courage to take risks, try new things, and overcome obstacles.
- A broad range of interests and ability to quickly learn the things that interest you.
- Natural curiosity and skill for getting the information you need.
- Ability to see the big picture and the implications of actions and ideas.
- Excellent communication skills and ability to rouse other’s enthusiasm.
- Adaptability; can shift gears and change directions quickly.
- Perceptive about people; understand others’ needs and motivations.

Work Related Blind Areas

- Difficulty setting priorities and making decisions.
- Impatience with uncreative people.
- Reluctance to do things in traditional or routine ways.
- Lack of discipline when attending to and following through on important details.
- Tendency to become bored or sidetracked, especially after creative process is done.
- Dislike for doing repetitive tasks.
- Impatience working with systems or people who are too rigid.
- Propensity to always focus on what’s possible rather than what’s doable or probable.
- Tendency to be disorganized.



ENFP Career Trends and Potential Strengths

Career Trends

There are two major trends in the occupations that are most popular with ENFPs. Most of the popular occupations involve working with people by providing counseling, personal or spiritual services or teaching or by helping them feel or look better. The other group of occupations is in the arts. ENFPs like a variety of roles in this area. There is also interest in occupations that involve taking care of the environment.

Potential Strengths

- New ideas & possibilities
- Enthusiasm & energy
- People skills
- Adaptability
- Creativity

کیریئر ٹرینڈ :

دواہم پیشے ہیں جو ENFPs کے لئے مشہور ہیں۔ ان میں سے کچھ ایسے ہیں جو لوگوں کے ساتھ مل کر کام کرنے کے ہیں، جیسے کہ Teaching اور counseling تاکہ لوگوں کو بہتر Feel کرایا جاسکے۔ دوسرا پیشہ آرٹ کا ہے۔ ماحول کی دیکھ بھال کرنے میں بھی ENFP کو مزا آتا ہے۔



Popular Occupations of ENFP

People with ENFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

CREATIVE / ARTS

- Journalist
- Artist
- Desktop publisher
- Editor/art director
- Creative director on a Multi-media team
- Developer of educational software
- Multimedia producer
- Director of regional/community theater
- Documentary filmmaker
- Costume and wardrobe designer
- Television producer
- Broadcast news analyst
- Editor/art director

ENTREPRENEURIAL/BUSINESS

- Consultant
- Inventor
- Human resource manager
- Conference planner
- Employment development specialist
- Management consultant
- Merchandise planner
- Diversity manager-HR
- Advertising account executive
- Marketing executive
- Environmental attorney
- Personal recruiter
- Labor relations specialist

EDUCATION/COUNSELLING

- Bilingual educational teacher
- Child welfare counselor
- Parent instructor of child development course
- High school guidance counselor
- Educational psychologist
- Social worker
- Development director
- Residential housing director
- Employee assistance counselor
- Planned-giving officer
- Philanthropic consultant
- Social psychologist
- Counseling psychologist
- Anthropologist

HEALTH CARE / SOCIAL SERVICES

- Health practitioner
- Occupational therapist
- Urban regional planner
- Public health educator
- Speech-language pathologist
- Customer relations manager
- Staff advocate
- Human resource recruiter



Less Popular Occupations of ENFP

People with ENFP preference are less often attracted to careers and occupations that require a great deal of precision and logical analysis, or careers that are highly structured, such as careers in management, the military, or engineering. They are also found less often in careers that require work in isolation or careers that demand a great deal of routine hands- on manual or mechanical work, as in production or repair jobs.



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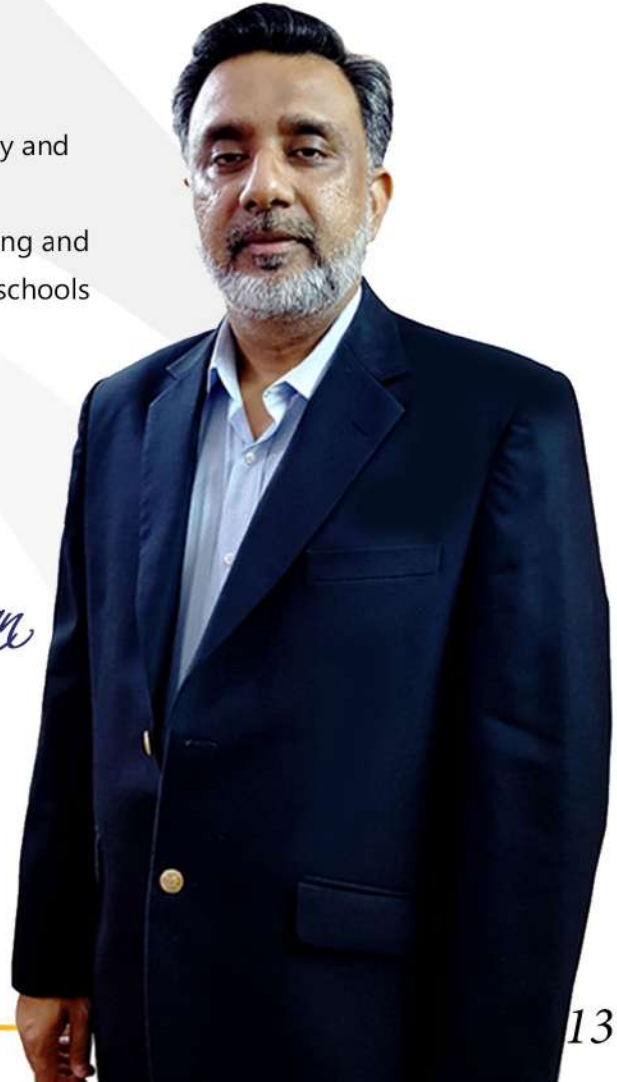
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CAREER GUIDANCE KIT

ENTJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

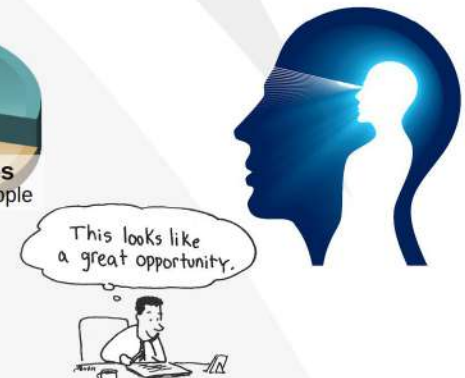
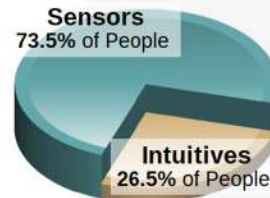
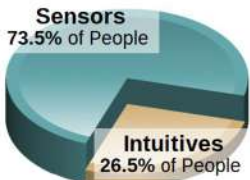
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

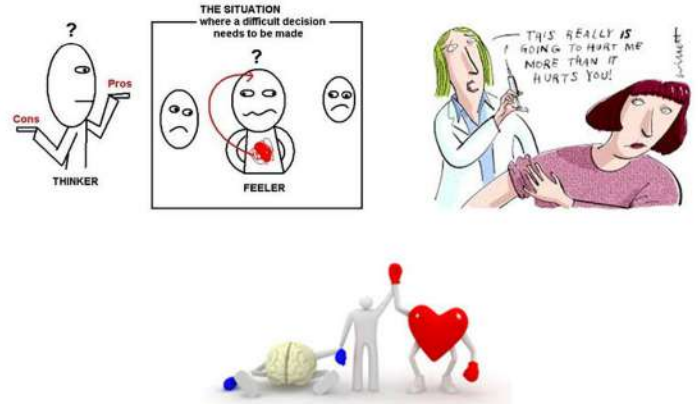
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

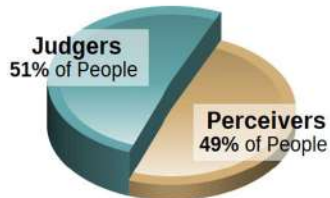
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

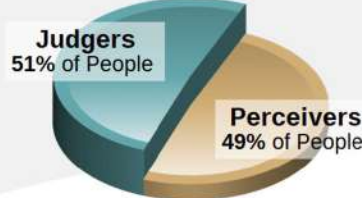
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

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ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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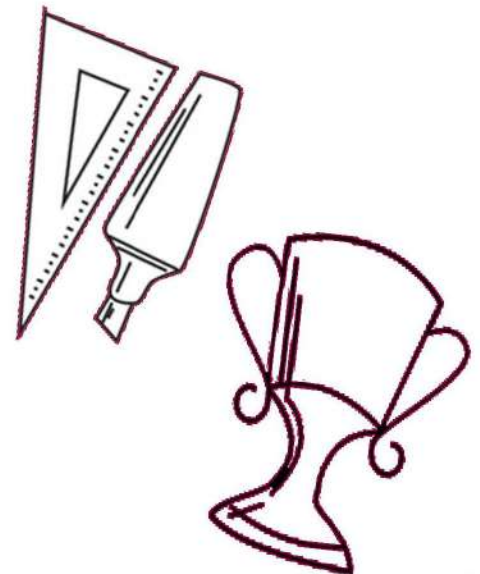
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENTJ (Commander)

ENTJ Born Talents



Challenging مشکل پسند

Objective قانونی

Controlled قابو میں

Opinionated ضدی

Decisive فیصلہ کن

Planful منصوبہ بندی سے بھرپور

Energetic جوشیلہ

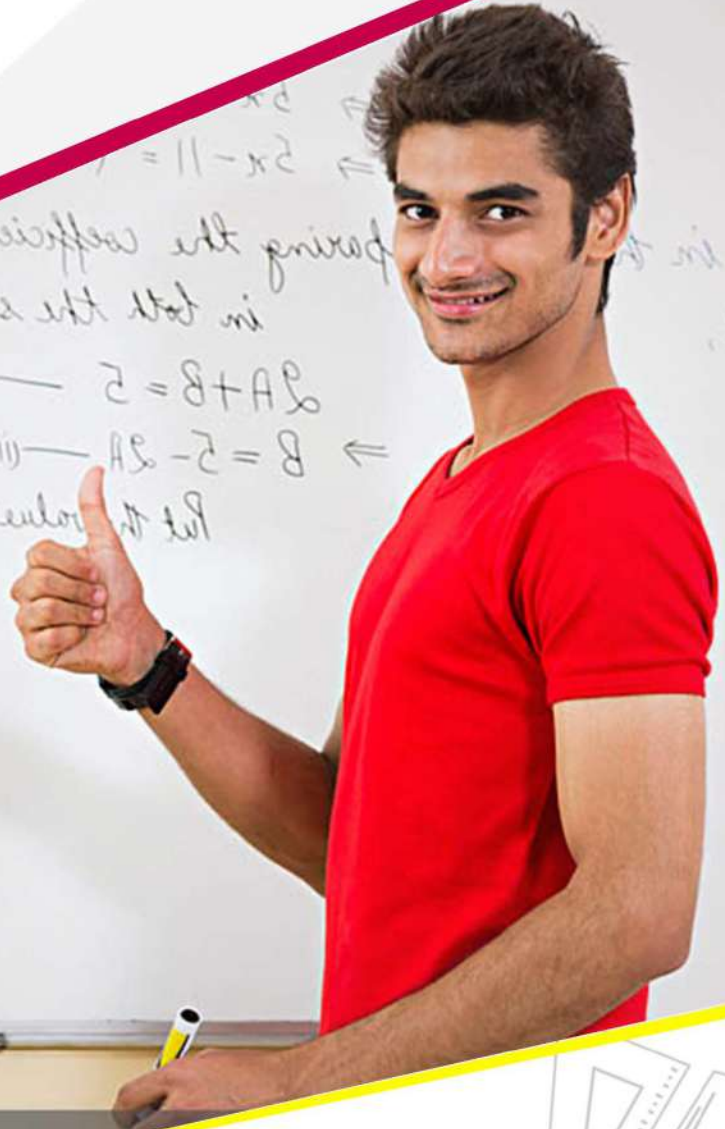
Strightforward بے باک

Logical منطقی

Strategic حکمت عملی

Methodical ترتیب وار

Tough-minded مضبوط دماغ



COMMANDER (ENTJ)

Analyze & solve complex problems; quickly create & implement a workable plan

Like to get things moving, initiate action; task completion is the ultimate goal

Critique, evaluate, & improve structures & systems; make systems more efficient

Enjoy complexity & are stimulated by analyzing ideas & possibilities



What I need in a Career for it to be Satisfying

- The opportunity to be a leader while interacting with a variety of people, on a variety of projects throughout the day.
- A competitive and challenging environment where advancements are available and promotions given on the basis of demonstrated merit and competence.
- Work that lets me solve complex problems in creative yet logical ways, working with other people I respect.
- The opportunity to do long range planning and develop strategies that will perfect or improve the efficiency of system.
- An environment where I am respected for my contributions of ideas and actions and, where I am evaluated and compensated in a fair and consistent manner.

As an ENTJ i am Good at....

- Working towards a goal and marshaling available resources.
- Grappling with complex problems and seeing possible solutions.
- Making tough and logical decisions.
- Being productive and organized in my work.
- Looking beyond what is already known.
- Long range planning, considering many unrelated variables.

Work Related Strengths

- Ability to see possibilities and implications.
- Aptitude for creative problem solving; ability to examine issues objectively.
- Understanding of complex issues.
- Drive and ambition to succeed.
- Confidence and natural leadership ability.
- Strong motivation to be competent and to excel.
- High standards and strong work ethic.
- Ability to create systems and models to achieve your objectives.
- Courage to take bold steps and the drive to reach goals.
- Logical and analytical decision making skills.
- Decisiveness and strong organizational skills.
- Comfort with technology; quick learners.

Work Related Blind Areas

- Impatience with others who are not as quick as you are.
- Brusqueness and lack of tact and diplomacy.
- Tendency toward hasty decision making.
- Lack of interest in mundane details.
- Tendency to want to improve something that doesn't need improving.
- Tendency to intimidate or overpower others.
- Tendency to not take the time to adequately appreciate and praise employees, colleagues, and others.
- Reluctance to reexamine issues already decided.
- Propensity to overemphasize work life to the detriment of home life.



ENTJ Career Trends and Potential Strengths

Career Trends

The major occupational trend for ENTJs is their attraction to positions where they can be in charge as executives, managers, supervisors, officers or directors. It is very important for ENTJs to be in positions where they can run things, almost regardless of the other tasks involved. The other two groups of occupations that appeal to ENTJs are in the science & in medicine.

Potential Strengths

- Can get things organized
- Problem solving at system level
- Decisive
- Analytical thinking
- Long-range vision

کیریئر ٹرینڈ :

وہ اہم پیشے جو ENTJs کو پسند آتے ہیں اس میں Supervisor، افسر یا Director بن کر چارج لینا ہے۔ ENTJ کے لئے بہت ضروری ہے کہ ان کے پاس ایسے اختیار ہوں جس میں وہ چیزوں کو لے کر چل سکیں۔ دوسرے کچھ پیشوں میں جو ENTJs کو پسند آتے ہیں اس میں Science اور Medicine کے شعبے شامل ہیں۔



Popular Occupations of ENTJ

People with ENTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

BUSINESS

- Executive
- Administrator
- Technical writer
- Information services
- Advertising account manager
- Marketing executive
- International sales & marketing
- College & University admin
- Managing editor
- Theater producer
- Police & detective supervisor
- Association manager & advisor
- Program director
- Project manager
- Retail manager
- Real estate develop
- Restaurant & food service manager
- Strategic planner

FINANCE

- Mortgage broker
- Economist
- Treasurer, controller & CFO
- Venture capitalist

CONSULTING/TRAINING

- Marketing consultant
- Management trainer
- Program designer
- Telecommunications security
- Corporate team trainer
- Legislative assistant
- Political consultant
- Educational consultant

PROFESSIONAL

- Attorney (corporate finance)
- Attorney (estate planning)
- Attorney (intellectual property)
- Microbiologist
- College administrator
- High school principal
- Athletic director
- Military officer
- Pathologist
- Architect
- Pilot
- Political scientist
- School principal
- Neurologist

TECHNOLOGY

- Engagement manager
- Systems administrator
- Local area network administrator
- Project manager
- Software and systems developer



Less Popular Occupations of ENTJ

People with ENTJ preference are less often attracted to careers and occupations that require ongoing attention to spiritual, emotional, or personal needs of others or that require high level of pragmatic nurturance, including for example religious professions, nursing health-care support, or teaching young people. They are also found much less often in careers in the protective services and careers that require a fair amount of routine hands-on detail-oriented work, such as in building and grounds work and office and administrative support.



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CAREER GUIDANCE KIT

ENTTP

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CHAPTER 01

Know Yourself & Understand Others

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JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



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صفات:

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- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

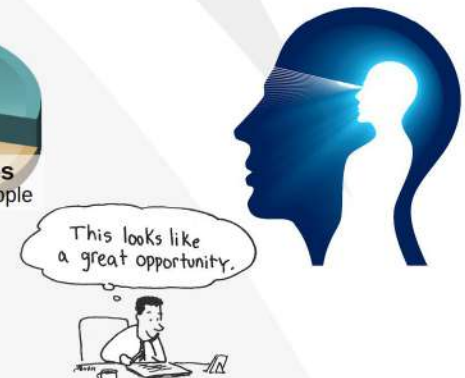
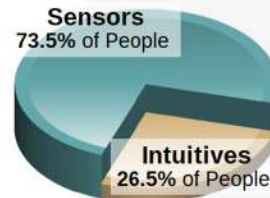
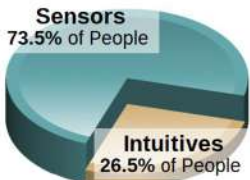
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

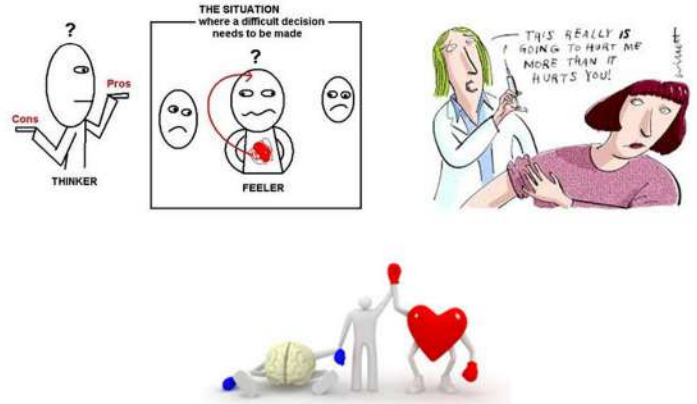
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

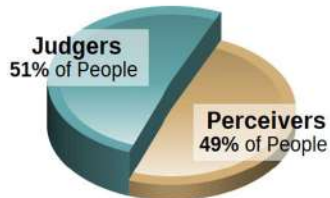
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

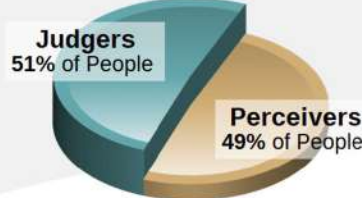
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

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INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

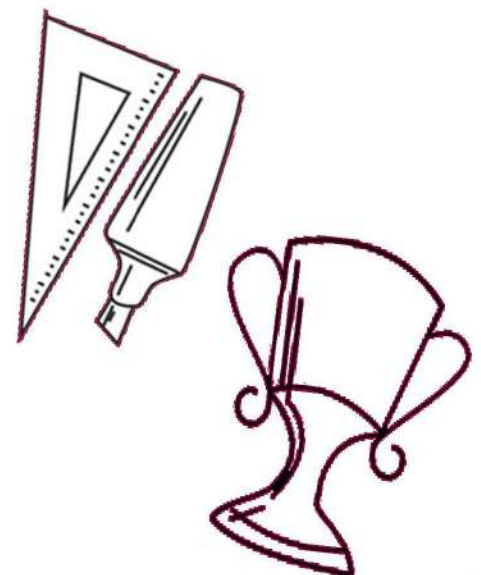
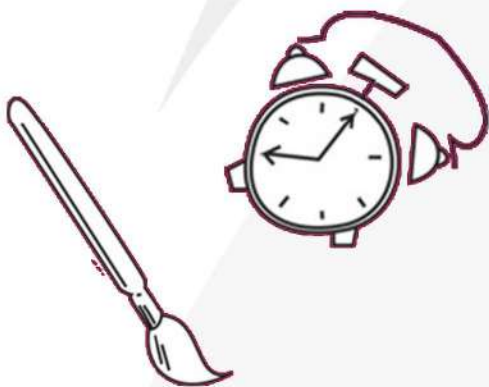
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ENTJ



- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ENTP (Inventor)

ENTP Born Talents



Adaptive اپنانا

Analytical تجزیاتی

Challenging مشکلات کا سامنا کرنے والا

Clever ہوشیار

Enterprising منچلا

Independent آزاد

Original اصل

Outspoken صاف بات کرنے والا

Questioning سوال پوچھنے والا

Resourceful وسائل

Strategic حکمت عملی بنانے والا

Theoretical نظریاتی



INVENTOR (ENTP)

Initially seem skeptical, analytic, & detached; can be easygoing, tolerant, & casual

Think outside the box & come up with new & untried solutions to problems

Open ended & exploratory; take in & integrate information from many sources

Energetic & enthusiastic; immersed in projects to actualize their vision



What I need in a Career for it to be Satisfying

- The opportunity to work on a variety of creative challenges that let me try new and different approaches.
- A casual yet exciting atmosphere where rules and restrictions are kept to a minimum.
- Plenty of opportunities to meet influential people and constantly increase my own level of personal power.
- To be recognized, evaluated and compensated for my creativity, expertise and competence.
- A support staff to whom I can delegate much of the follow through or the detail management.

As an ENTP i am Good at....

- Communicating with enthusiasm and inspiring other to buy my ideas.
- Seeing unique ways of solving problems and using creativity.
- Public speaking and leading meetings.
- Detecting flaws in logic and debating issues with conviction.

Work Related Strengths

- Excellent communication skills and the ability to get others excited about your ideas.
- Eagerness to “think outside the box” and consider new possibilities.
- Great creative problem solving skills.
- Courage to take some risks, try new things, and overcome obstacles.
- Broad range of interests and ability to learn new things quickly.
- Ability to withstand rejection and maintain optimism and enthusiasm.
- Great confidence and drive to continually increase your knowledge.
- Natural curiosity and skills for getting the information you need.
- Ability to see the big picture and the implications of actions and ideas.
- Ability to juggle several projects at once.
- Perceptiveness about people — their needs and motivations.
- Adaptability and ease shifting gears and changing directions quickly.

Work Related Blind Areas

- Trouble keeping yourself organized.
- Difficulty setting priorities and making decisions.
- Overconfidence; you may misrepresent your abilities or experience.
- Propensity to always focus on what’s possible rather than what’s doable or probable.
- Tendency to promise more than you can deliver.
- Impatience with unimaginative or inflexible people.
- Tendency to lose interest in projects once problems are solved.
- Dislike of doing things in traditional, established, or routine manner.
- Lack of discipline when it comes to attending to and following through on important details.
- Tendency to become bored or easily sidetracked
- Dislike of repetitive tasks.
- Impatience with people whose competence you question.



ENTP Career Trends and Potential Strengths

Career Trends

What stands out about ENTPs is the breadth of career fields covered by their most popular occupations. One set of occupations involves dealing with things or ideas, such as in architecture, engineering or science. The other involves working with people & includes positions in business, healthcare & education as an executive or manager. The variety indicates that the content of the job may not be as important as the opportunity to continually take on new challenges.

Potential Strengths

- Creativity
- Problem solving at a system level
- Analytical skills
- Technical expertise
- Entrepreneurial approach

کیرئیر ٹرینڈ :

ENTPs کے بارے میں جو چیز پائی جاتی ہے وہ ان کے بہت سے مشہور پیشے ہیں۔

ایک پیشہ ہے جو کہ Engineering, Architecture اور Science کا ہے جس میں ان کو deal کرنے میں مزا آتا ہے۔ دوسرے لوگوں کے ساتھ کام کرنے میں جیسے کہ Business Education یا پھر Healthcare, کو چلانا۔



Popular Occupations of ENTP

People with ENTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

ENTREPRENEURSHIP/BUSINESS

- Agent and business manager
- Property manager
- Diversity manager/trainer
- University or college president
- Sales agent
- Human resources recruiter
- Security analyst
- Manufacture's service
- Hotel or motel manager
- Employee relations specialist
- Meeting and convention planner

MARKETING/CREATIVE

- Art director (magazine)
- Motivational speaker
- Cartoonist and animator
- Architect
- Theatrical producer
- Informational-graphic designer
- New business developer
- Creative director on multimedia team
- Desktop publishing specialist
- Internet marketer
- Internet architect
- Creative writer
- Copywriter
- Director: stage, motion pic.
- Columnist critic commentator

PLANNING/DEVELOPMENT

- Personnel systems developer
- Special projects coordinator
- Property manager
- Industrial design manager
- Logistics consultant
- Network integration specialist
- Training and development manager

MISCELLANEOUS

- Psychiatrist
- Sociologist
- Archeologist
- Environmental scientist
- Educational psychologist
- Athletic coach and scout
- Criminalist & ballistics expert
- Social scientist
- College professor (Humanities)
- High school teacher
- Park naturalist
- Software developer
- Political analyst



Less Popular Occupations of ENTP

People with ENTP preference are less often attracted to careers and occupations that pragmatic personal care or the fostering of relationships, as in careers in childcare, teaching younger students (preschool through grade 12), nursing, health-care support, or religious careers. They are also found less often in careers that require work in isolation or careers that demand a great deal of routine hands- on or mechanical work, as in office support, production, or repair jobs.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

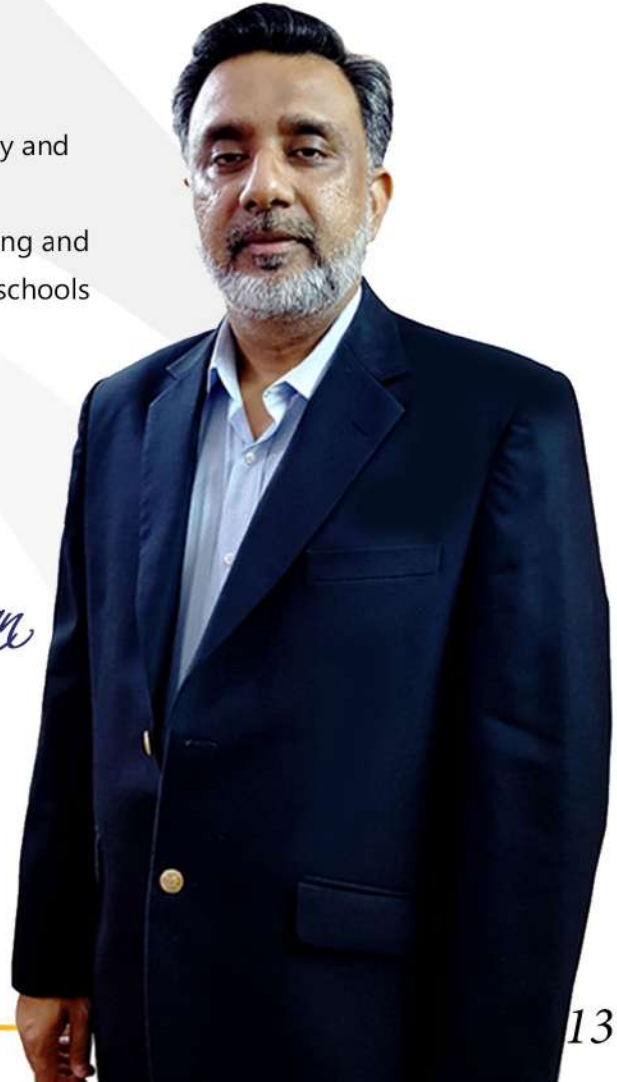
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ESFJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

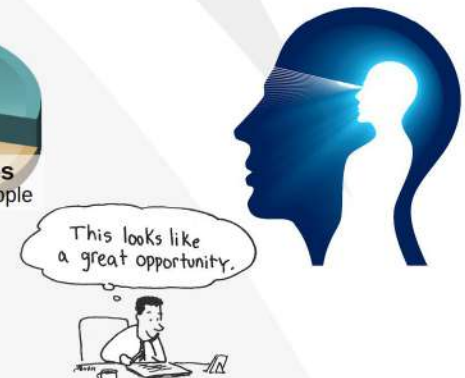
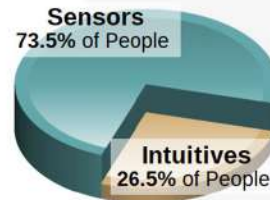
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

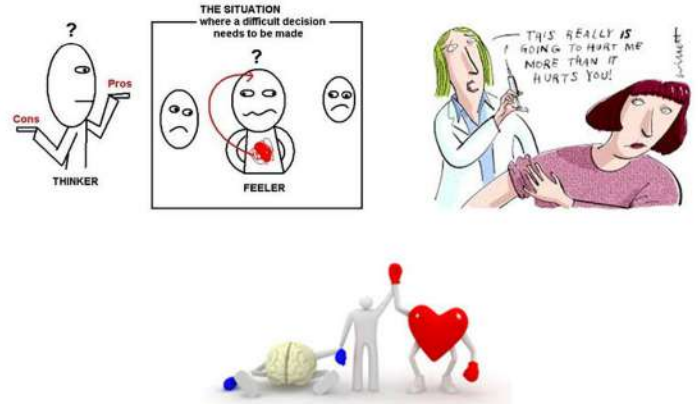
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

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☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

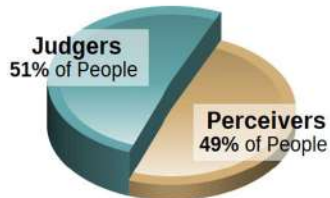
☆ وقت پر کام ختم کرنے والے

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☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

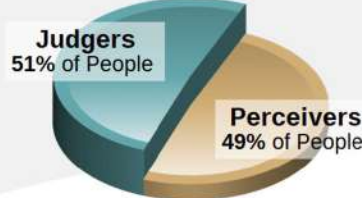
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



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EMPATHETIC
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INTP



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ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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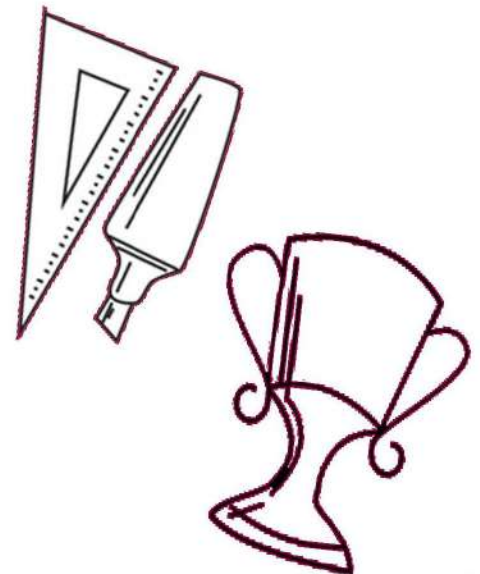
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESFJ (Provider)

ESFJ *Born Talents*



Conscientious باضمیر

Responsible ذمے دار

Cooperative معاون

Responsive ذمے دار

Harmonious پر امن

Sociable میل جول

Loyal وفادار

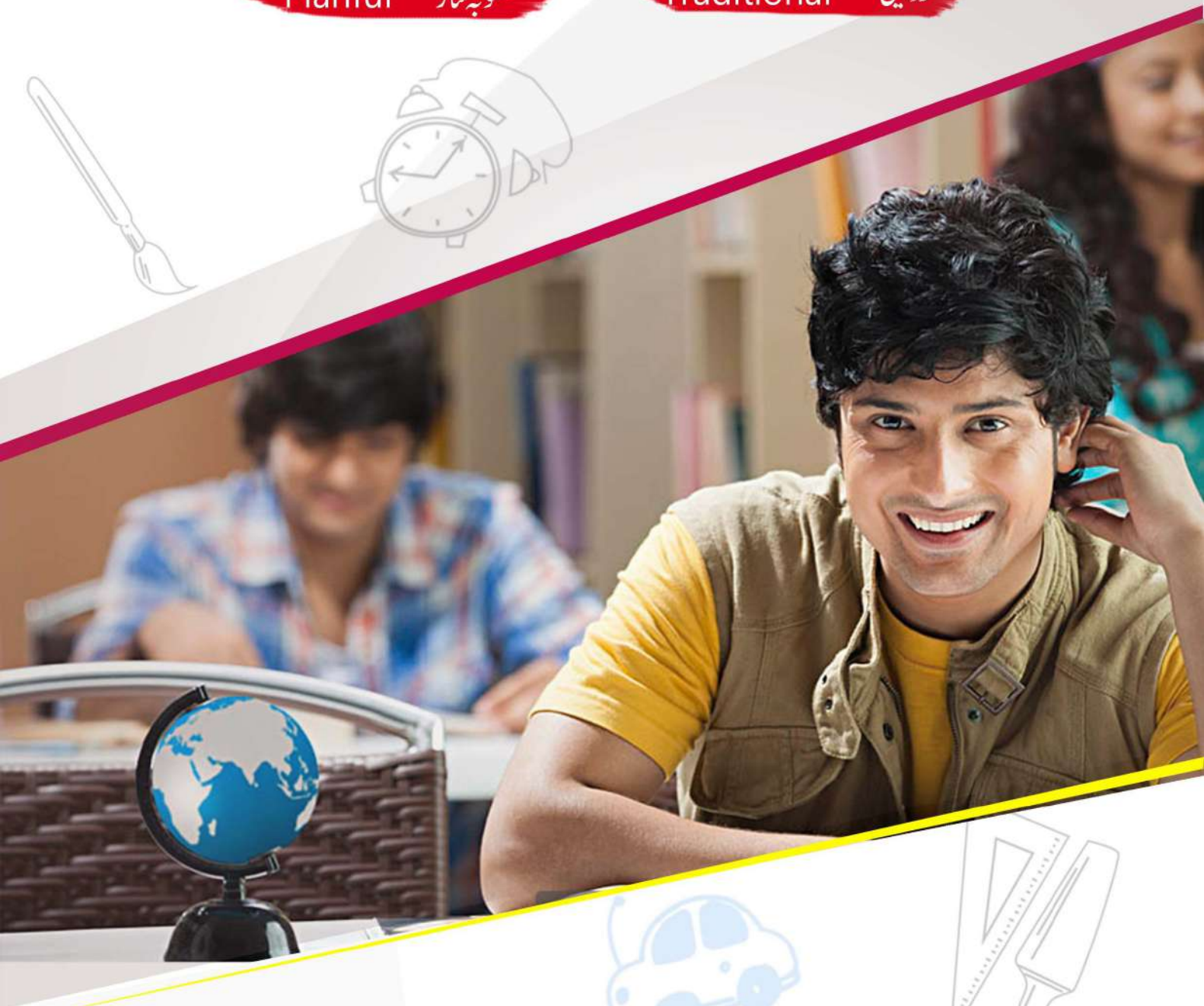
Sympathetic ہمدردی سے

Personable خوبصورت

Tactful شاطر

Planful منصوبہ ساز

Traditional روایتی



PROVIDER (ESFJ)



Practical, efficient helpers who are loyal, committed, & dutiful

Remember personal information & focus on people's day to day situations

Make useful contributions; provide concrete & tangible products & services

Conform to social norms & engage in established rituals & traditions

What I need in a Career for it to be Satisfying

- > A stable and traditional environment where I feel appreciated for my hard work and contributions and where I feel part of a caring team.
- > Explicit and clear rules, regulations and expectations where I know my responsibilities and am compensated for what I produce.
- > Work that let me see the tangible results of my efforts and has a direct and positive effect on people.
- > The opportunity to establish meaningful and ongoing relationships by working directly with a variety of people throughout the day.
- > The chance to learn and master the skills of my trade, and organize and retain control over my projects.

As an ESFJ i am Good at....

- Working hard as a cooperative team member.
- Organizing and following through on all part of my projects.
- Getting things done, being responsible and productive.
- Approaching all interactions with friendliness and warmth.
- Working well with routine and paying close attention to details.
- Following sensible rules, policies and procedures.

Work Related Strengths

- Great energy and drive to get things accomplished and be productive.
- Ability to cooperate and create harmonious relationships with others.
- Practical and realistic attitude and aptitude for working with facts and details.
- Nurturing and helpful nature; you praise and reinforce good behavior in others.
- Decisive and are a stabilizing force.
- Ability to maintain an organization's traditions.
- Strong organizational skills and clear work ethic.
- Loyalty and belief in the value of working within a traditional structure.
- Sense of responsibility; you can be counted on to do what you say you will do.
- Ability to follow established routines and procedures.
- Common sense and realistic perspective.

Work Related Blind Areas

- Reluctance to embrace new and untested ideas.
- Sensitivity to criticism; you feel stressed by tension filled work situations.
- Desire to focus on the present rather than the future.
- Difficulty adapting to change and switching gears quickly.
- Tendency to be oversensitive and avoid unpleasant situations.
- Difficulty working alone for extended periods of time; strong need to socialize.
- Tendency to show favoritism.
- Tendency to become drained by taking on others' emotional burdens.
- Inclination to make decisions prematurely before you have enough information.
- Focus on specific details rather than implications and the "big picture".
- Tendency to be opinionated and rigid.
- Difficulty hearing and accepting opposing viewpoints.
- Tendency to become discouraged without praise or expression of appreciation.



ESFJ Career Trends and Potential Strengths

Career Trends

The clear trend in occupations that are popular with ESFJs involves careers that allow them to help others. These include teaching, childcare, healthcare, human resources, religious activities & personal service. ESFJs also find appealing jobs as technicians in various fields that require attention to detail.

Potential Strengths

- Ability to effective procedures
- Decisiveness
- Maintain & preserve what works
- People skills
- Skilled at building consensus

کیرئیر ٹرینڈ :

ESFJ کے صاف پیشے جو ہمیں دکتے ہیں وہ ہیں لوگوں کی مدد کرنا۔ جس میں استاد بن کر یا پھر بچوں کی دیکھ بھال، Human Resource، یا پھر Religious Activist اور خود سے دی ہوئی کسی بھی طرح کی مدد Technician شامل ہیں۔ ESFJ کے شعبوں میں بھی کی دلچسپی ہوتی ہے۔



Popular Occupations of ESFJ

People with ESFJ preferences are often attracted to and may find satisfaction in careers and occupations in the following areas:

HEALTH CARE/EDUCATION

- Pharmacist
- Massage therapist
- Personal fitness trainer
- Medical/dental assistant
- Licensed practical nurse
- Physical therapist
- Health care administrator
- Recreational therapist
- Dental hygienist
- Aerobics instructor
- Home economics teacher
- Nursing instructor
- School principal
- Dietitian/nutritionist

SOCIAL WELFARE/COUNSELING

- Welfare counselor
- Law clerk
- Court reporter
- Cable broadcast industry worker
- Wilderness adventure leader

SALES/SERVICES

- Travel agent
- Flight attendant
- Eco-tourism specialist
- Translator/interpreter
- Genealogist
- Salesperson
- Merchandiser (buyer)
- Animal trainer

BUSINESS

- Land leasing specialist
- Sales representative
- Management consultant
- Insurance agent
- Customer service manager
- Health club manager
- Franchise owner
- Property manager
- Child care center director
- Customer relations manager
- Advocate
- Food service manager
- Nursery and greenhouse manager
- Hotel and motel manager
- Real estate appraiser
- Project manager
- Professional association manager
- Marketing executive
- Personal administrator



Less Popular Occupations of ESFJ

People with ESFJ preference are less often attracted to careers and occupations that are characterized by a great deal of highly abstract, technical and tough-minded analytical work, as in computer sciences. They are also found much less often in careers where there may be low contact with people, where a more abstract, impersonal, or analytical approach to people is involved, or where pragmatic outcomes are not obvious, as in the social sciences, psychology, law, and careers in the arts.



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Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





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Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ESFP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

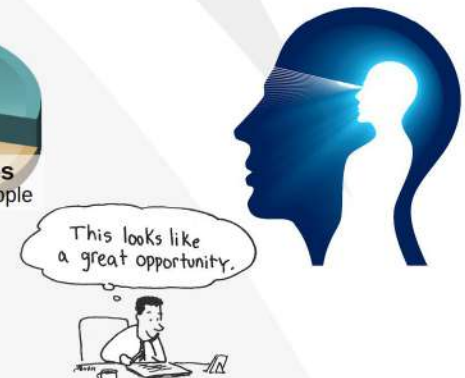
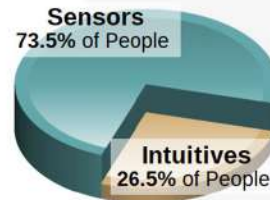
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

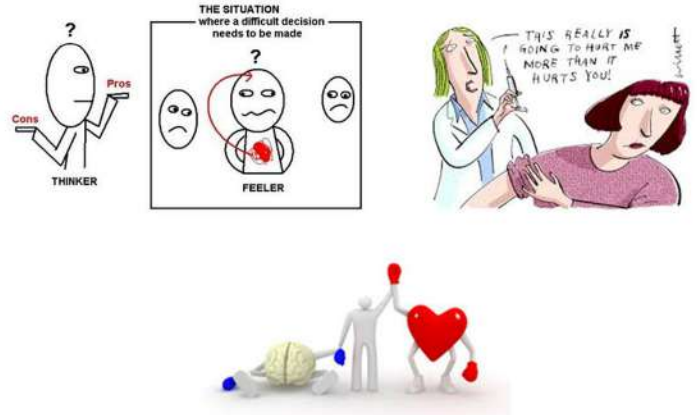
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

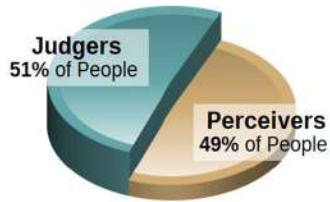
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

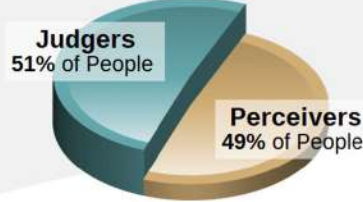
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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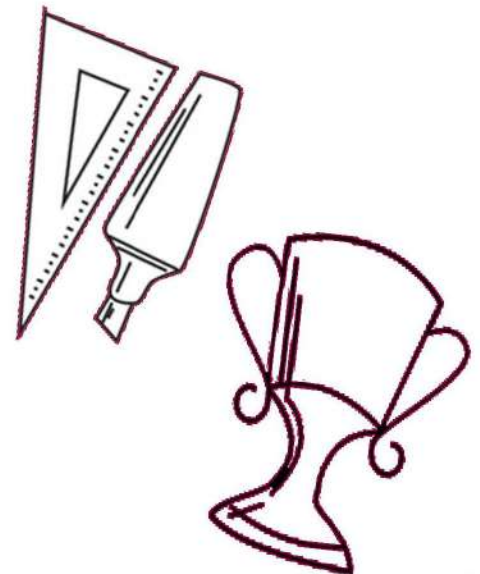
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESFP (Performer)

ESFP Born Talents

Adaptable تبدیل ہو جانے والا

Casual عام سے

Cooperative تعاون

Easygoing سادگی کے ساتھ زندگی گزارنے والا

Enthusiastic پرجوش

Friendly دوستانہ

Outgoing کھومنے پھرنے والا

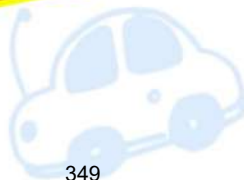
Playful پر مذاق

Practical عملی

Sociable ملنسار

Talkative باتونی

Tolerant برداشت کرنے والا



PERFORMER (ESFP)



Adopt an easygoing, tolerant, Pleasure - loving, casual approach

Consider practical options to solve immediate problems; use common sense

Observant of, interested in, & in tune with people & their immediate needs

Highly sociable & active, enjoy meeting & developing rapport with people

What I need in a Career for it to be Satisfying

- Plenty of opportunities to work closely with a variety of other people on a variety of projects throughout the day.
- A relaxed friendly, and active environment where I feel part of a team and I am appreciated and rewarded for my contributions.
- Work that is of a practical and helpful in nature, where I have plenty of hands on involvement and am able to see the results of my efforts.
- The opportunity to learn and master skills and then use them to solve problems using my common sense and realistic point of view.
- The chance to mediate problems, solve crises and use my warmth and sense of humor to defuse difficult or tense situations and bring them to positive endings.

As an ESFP i am Good at...

- Hands on tasks that let me use my technical or artistic skills.
- Bringing energy enthusiasm, and fun to my work.
- Adapting and responding to unexpected changes and crises.
- Communicating with a variety of people, making people feel good.
- Using my common sense to see what needs to be done and getting started.
- Public speaking, teaching, and meeting facilitation.

Work Related Strengths

- Lots of energy and enjoyment of being active on the job.
- Ability to adapt well to change and shift gears quickly.
- Sensitivity to people's needs and desire to help them in real ways.
- Caring nature; you're a cooperative team player.
- Ability to make work fun and exciting.
- Practicality and great common sense.
- Loyalty to the people and organizations you care about.
- Process oriented approach; you create a lively and fun atmosphere at work.
- Flexibility and willingness to take calculated risks and try new approaches.
- Desire to cooperate, pitch in, and help people in real and concrete ways.
- Ability to clearly assess current resources and conditions and immediately see what needs to be done.

Work Related Blind Areas

- Difficulty in working alone, especially for extended periods of time.
- Tendency to accept things at face value and miss deeper implications.
- Dislike of advance preparation; you have trouble organizing your time.
- Difficulty in seeing opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Trouble making decisions.
- Impulsiveness and tendency to be easily tempted or distracted.
- Dislike of excessive rules and structured bureaucracy.
- Difficulty in making logical decisions if they conflict with personal feelings.
- Resistance to setting long-term goals and difficulty meeting deadlines.
- Difficulty in disciplining self or others.



ESFP Career Trends and Potential Strengths

Career Trends

The career trend in occupations that are popular with ESFPs involves careers that allow them to be of practical service or help to others. These include careers in healthcare, food preparation, childcare and personal service. Sales positions also allow them to work with others. Another group of occupations that appeal to ESFPs involves outdoor work.

Potential Strengths

- Adaptability
- Enthusiasm & energy
- Ability to motivate others
- Negotiating & building consensus
- Immediate problem solving

کیرئیر ٹرینڈ :

ESFP کے مشہور پیشوں میں جو بلکل کلئیر پیشے ہیں وہ عملی طور پر کام کرنا یا لوگوں کی مدد والے کام کرنا ہیں۔ جس میں Foodpreparation, Healthcare بچوں کی دیکھ بھال یا خود سے کوئی مدد کر دینا ہوتے ہیں۔ سلیز کے کام میں پھر ESFP کو دلچسپی ہوتی ہے۔ ایک اور پیشہ جو ESFP کو پسند ہوتا ہے وہ outdoor work ہوتا ہے۔



Popular Occupations of ESFP

People with ESFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas;

EDUCATION/SOCIAL SERVICE

- Childcare provider
- Teacher: art, drama, music
- Special education teacher
- Developer of educational software

HEALTHCARE

- Primary care physician
- Physical therapist
- Home health aid
- Massage therapist
- Dietitian/nutritionist
- Optician
- Radiological technician
- Respiratory therapist
- Personal fitness trainer
- Home care worker
- Art therapist
- Registered nurse
- Nursing instructor
- Cardiology technologist
- Transplant coordinator

BUSINESS/SALES

- Merchandise planner
- Diversity manager (H.R.)
- Salesperson

ENTERTAINMENT/ACTION

- Painter/illustrator
- Wardrobe specialist
- Park naturalist
- Flight instructor
- Entertainment and sports agent
- Forester
- Cartoonist
- Insurance fraud investigator
- Fire investigator
- Police officer
- Radio, T.V announcer
- Sketch artist

SERVICE

- Animal trainer interior designer
- Corrections officer
- Aerobics instructor
- Ground manager
- Exhibit builder
- Eco-tourism specialist
- Recreational therapist
- Silversmith
- Tour guide
- Event planner



Less Popular Occupations of ESFP

People with ESFP preference are less often attracted to careers and occupations that are highly structured, oriented largely to theory and technology, or are largely quantitative, such as careers in engineering, management finance and computer sciences. They also tend to be found much less often in careers that require a more impersonal and analytical approach to people, as in the social sciences or law, or that have very little contact with people, as in research



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CHAPTER 01

Know Yourself & Understand Others

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THINKING

FEELING

What process do you use to make decision?

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JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

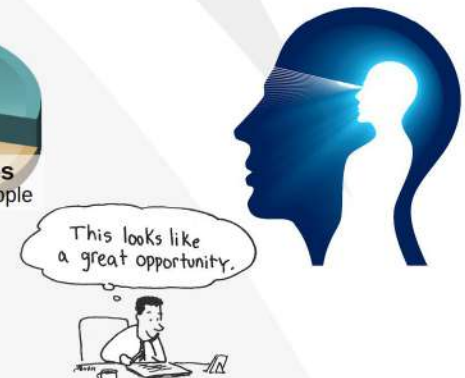
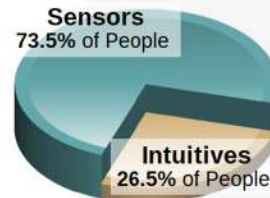
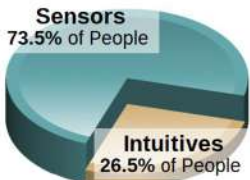
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

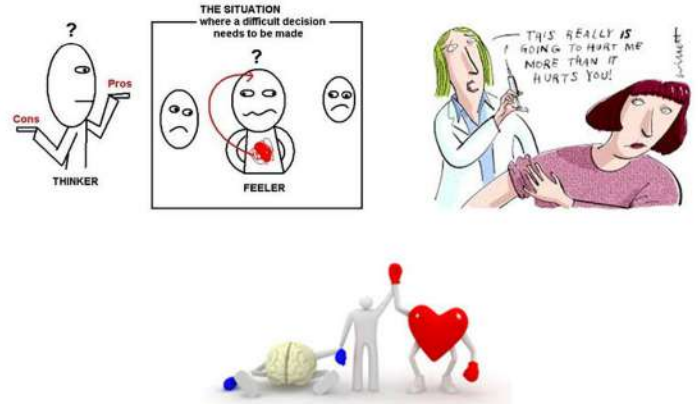
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

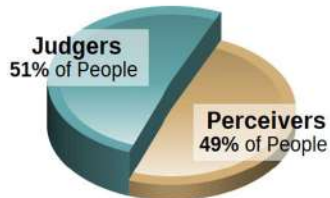
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

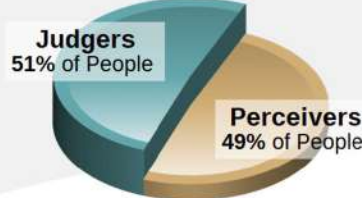
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ

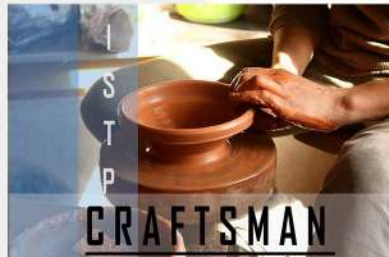


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

www.qamarconsulting.com

ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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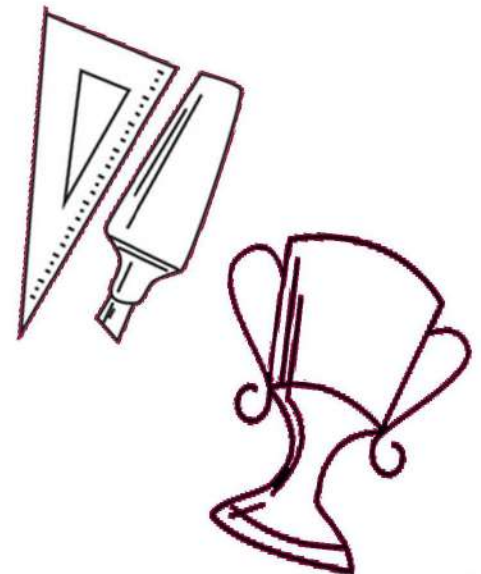
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESTJ (Guardian)

ESTJ Born Talents

Decisive فیصلہ کن

Organized ترتیب دینا

Direct براہ راست

Practical عملی

Efficient قابل

Responsible ذمے دار

Gregarious اچھا سنے والا

Structured منظم

Logical منطقی

Systematic منصوبے کا حاصل

Objective مقصد

Task-focused کام پر مبنی



GUARDIAN (ESTJ)

Solve immediate problem & achieve clearly defined, tangible results

Use past experiences as reference point for current analysis & decision making

Use resources effectively; make the best of existing systems & structures

Take control of projects; procedure, manage, organize, and coordinate resources



What I need in a Career for it to be Satisfying

- An organized and efficient environment with explicit rules, expectations and standard to follow.
- A busy and active workplace, where I work with many different people throughout the day.
- The opportunity to hold a high level of responsibility, where my experiences and opinions are respected.
- Work that is of a practical nature, where I can see the results of my work and where my contributions are measured in fair, logical ways.
- A stable and predictable environment, where like-minded people pull together and to get things done.

As an ESTJ i am Good at....

- Working hard, pulling my weight, and contributing to a team effort.
- Communicating directly and honestly, without a hidden agenda.
- Organizing projects and developing efficient systems.
- Making the tough decisions and giving constructive criticism.
- Using available resources and solving problems as they arise.
- Setting and meeting deadlines and goals.

Work Related Strengths

- Practicality and focus on results.
- Forcefulness in dealing with your commitments; you can be tough when necessary.
- Ability to stay focused on the organization's goals.
- Precision and accuracy and desire to get the job done right.
- Desire to follow established routines and procedures.
- Ability to recognize what is illogical, inconsistent, impractical, or inefficient.
- Organizational skills; you're good at making objective decisions.
- Belief in the value of a traditional structure and the ability to work within it.
- Sense of responsibility; you can be counted on to do what you say.
- Clear work ethic; need to be efficient and productive.
- Common sense and realistic perspective.

Work Related Blind Areas

- Impatient with those who don't follow procedures or who ignore important details.
- Reluctance to embrace new, untested ideas.
- Discomfort with or resistance to change.
- Little patience with inefficiency or processes that takes too long.
- Focus on present needs at the expense of future ones.
- Tendency to overrun people in an effort to meet your goals.
- Inability to see future possibilities.
- Lack of sensitivity about how other people will be affected by policies and decisions.
- Difficulty in listening to opposing viewpoints; you may interrupt frequently.



ESTJ Career Trends and Potential Strengths

Career Trends

Occupations that appeal to ESTJs cover a wide variety of fields, including technical fields, production, agriculture & business. A common theme regardless of the particular field is that they are attracted to positions of authority such as executives, managers, supervisors and in the field of law as judges, where they can make logical decisions based on fact.

Potential Strengths

- Ability to organize people & tasks
- Analytical skills
- Problem solving at a functional level
- Setting up & running effective procedures
- Decisiveness

کیرئیر ٹرینڈ :

بہت سے ایسے پیشے ہیں جو ESTJ کو پسند آتے ہیں، جیسے کہ Technical field، Business اور Agriculture مخصوص شعبے جو ESTJ کو پسند آتے ہیں اس میں Manager، Executives اور Supervisor جیسے پیشے ہیں۔ اور ان کو law کی فیلڈ بھی پسند ہوتی ہے جس میں وہ منطقی فیصلے لے سکتے ہیں۔



Popular Occupations of ESTJ

People with ESTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas :

SALES/SERVICE

- Pharmaceutical salesperson
- Health & safety specialist
- Ship or boat captain
- Regulatory compliance officer
- Purchasing agent
- Athletic coach & trainer
- Insurance underwriter
- Sales agent
- Cost estimator
- Budget analyst
- Police and detective supervisor
- Commercial airplane pilot
- Flight engineer
- Building inspector
- Licensing examiner and inspector
- Legal assistant
- Insurance adjuster
- Court clerk
- Hotel and motel manager
- Environmental compliance inspector
- Recreational therapist

TECHNOLOGY/PHYSICAL

- Technical trainer
- Technician
- Network administrator
- Database administrator
- Sound technician
- Transport coordinator

BUSINESS/MANAGEMENT

- Chief financial officer
- Management consultant
- Property manager
- Bill and account collector
- Food service operator
- Construction manager
- Association manager
- Treasure & controller
- Private sector executive
- Credit counselor
- Transportation manager
- Telemarketer

PROFESSIONAL

- Corporate finance attorney
- Electrical engineer
- Physician's assistant
- Radiologist
- Contract attorney
- School principal
- Chief information officer
- Judge
- Orthodontist
- High school business teacher



Less Popular Occupations of ESTJ

People with ESTJ preference are less often attracted to careers and occupations that require a great deal of human service work or that require emotional care of others, such as career in counseling, health care support, child care, social services, or the religious professions. In addition, they are found less often in work that requires ongoing attention to more theoretical, abstract, or symbolic material, such as career in the arts, journalism, or the social sciences, or teaching in these fields.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ESTP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

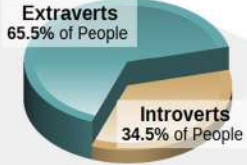
INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

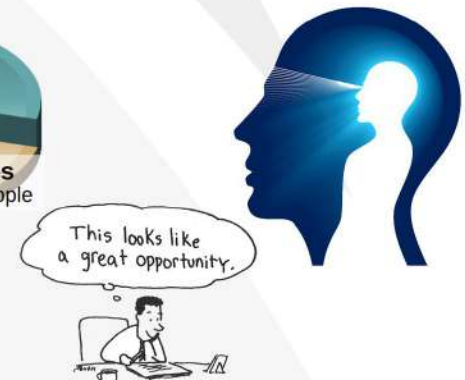
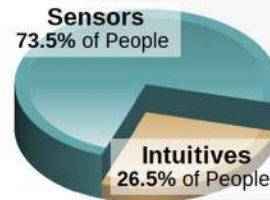
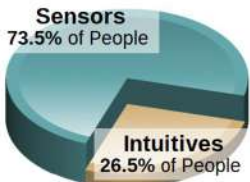
- ☆ اعداد اور تفصیل پر توجہ دینے والے
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Characteristics:

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- ☆ ممکنات کو سوچنے والے



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THINKING (T)

Characteristics:

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Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

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☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

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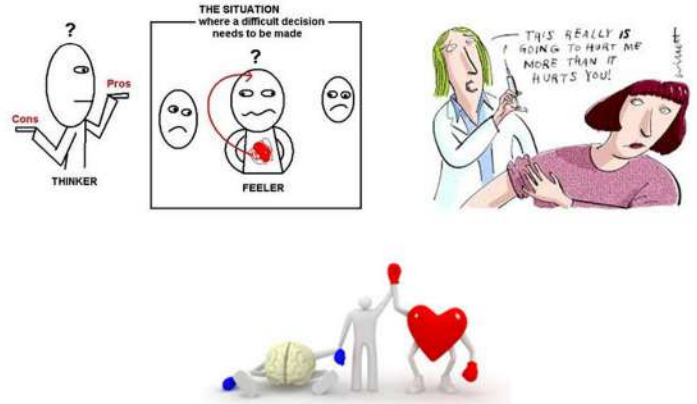
صفات:

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Characteristics:

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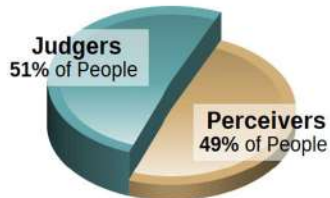
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☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

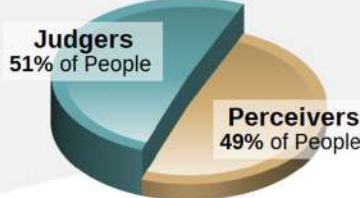
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INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

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ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

www.qamarconsulting.com

ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

www.qamarconsulting.com

ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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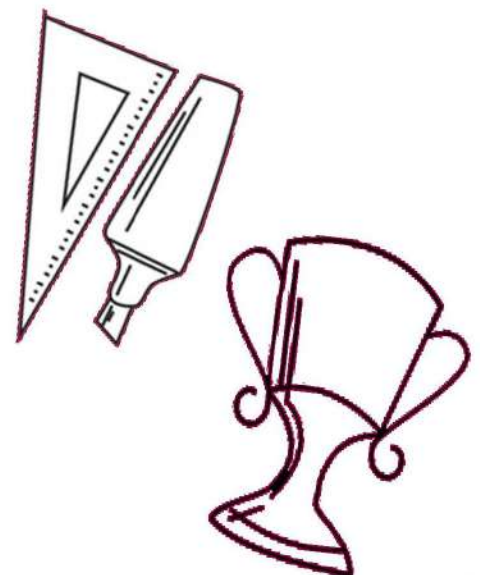
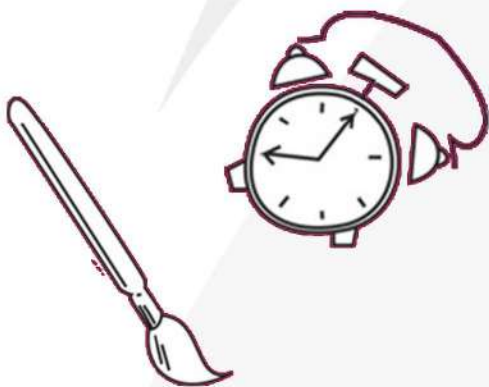
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ESTP (Activist)

ESTP Born Talents

Activity-oriented سرگرمی پسند

Outgoing گھومنے پھرنے والا

Adaptable بھجھوتہ کار

Persuasive اکسانے والے

Adventurous بہادر

Pragmatic حقیقت پسند

Alert ہوشیار

Quick جلد باز

Easygoing سادہ

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Energetic جوشیلہ

Versatile ہر فن مولا



ACTIVIST (ESTP)

Initially seem somewhat detached or indifferent

Consider a number of options open ended & flexible

Focused on the facts & details of the immediate situation; observant of realities

Analytical & practical, seek to understand how & why things work



What I need in a Career for it to be Satisfying

- The opportunity to have personal and direct involvement with my projects, where at the end of the day, I can see the tangible results of my efforts.
- The freedom to work in a relaxed and friendly environment with opportunities to interact throughout the day with a variety of different people.
- An environment with a minimum of rules and restrictions, where I am in charge of my time and responsible for my actions.
- The opportunities to use my excellent logical reasoning to determine the best and most efficient solutions to tactical problems.
- A constantly changing and interesting environment, with plenty of excitement, challenge, fun ways to demonstrate my abilities to respond to immediate challenges.

As an ESTP i am Good at....

- Making an accurate and efficient assessment of a current situation.
- Working with a variety of people, making quick connections with others.
- Noticing and remembering facts and details.
- Public speaking, sales and negotiating.
- Starting projects with energy and exciting others to participate.
- Using my hands and tools efficiently and skillfully.

Work Related Strengths

- Keen powers of observation, with excellent memory for factual information.
- Ability to see what needs doing and is realistic about what is necessary to complete a job.
- Enjoys initiating and promoting projects.
- Lots of energy; enjoy being active on the job.
- Ability to adapt well to change and shift gears quickly.
- Ability to make work fun and exciting.
- Enjoy being part of a team.
- Practical, realistic perceptions, and possesses good common sense.
- Process oriented approach; creates lively and fun atmosphere at work.
- Flexible and willing to take risks and try new approaches.
- Willingness to accept differences and has the ability to “go with the flow” learner.

Work Related Blind Areas

- Difficulty working alone, especially for long periods of time.
- Dislike preparing in advance; may have trouble organizing time.
- Tendency to be blunt and insensitive to feelings of others or too casual with people’s feelings.
- Inability to see opportunities and options that don’t exist at the moment.
- Impatient and/or intolerant with administrative details and procedures.
- Difficulty making some decisions and/or prioritizing projects.
- Tendency to be impulsive and easily tempted or distracted.
- Difficulty seeing the long-term consequences of actions.
- Dislikes excessive rules and structured bureaucracies.
- Resistance to setting long-term goals and difficulty meeting deadlines.



ESTP Career Trends and Potential Strengths

Career Trends

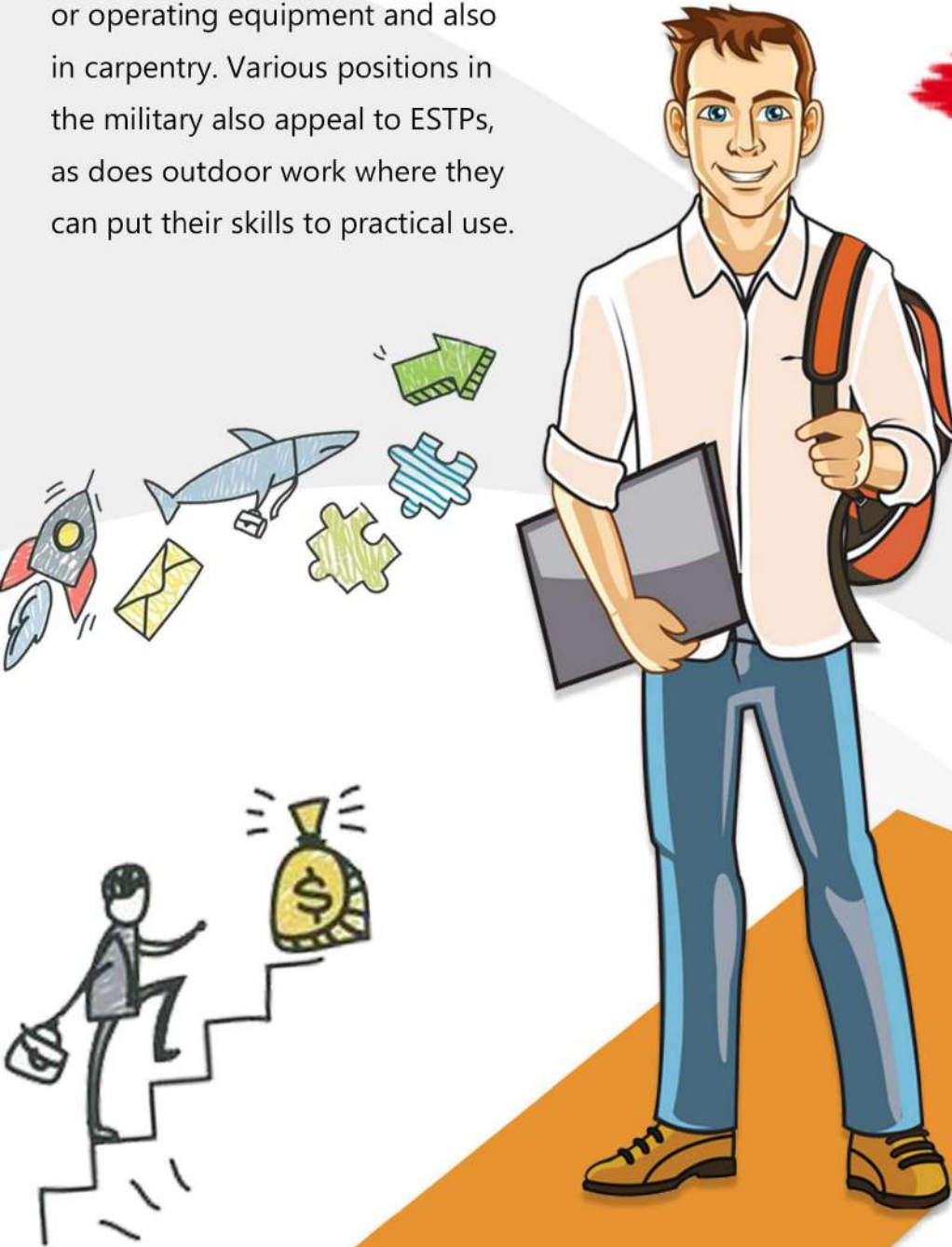
One of the trends in the popular occupations is a desire of ESTPs to work with their hands in jobs that require careful attention to detail, such as installing, repairing or operating equipment and also in carpentry. Various positions in the military also appeal to ESTPs, as does outdoor work where they can put their skills to practical use.

Potential Strengths

- Entrepreneurial approach
- Crisis management
- Ability to sell and promote
- Adaptability
- Willingness to take risks

کیریئر ٹرینڈ :

کچھ رجحانات میں سے مشہور پیشوں میں ESTP کونو کرمی میں ہاتھ سے کام کرنا اچھا لگتا ہے۔ جس میں وہ اچھا کام کر سکتے ہیں، جیسے کہ installing، Repairing اور چیزوں کو Operate کرنا یا پھر carpentry کا کام کرنا۔ ملٹری کے پیشوں میں بھی ESTP کو دلچسپی ہوتی ہے۔ جس میں باہر کے کام ان کو زیادہ اچھے لگتے ہیں، تاکہ وہ اپنی صلاحیتوں پر عمل کر سکیں۔



Popular Occupations of ESTP

People with ESTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

SALES/SERVICE/ACTION

- Detective
- Paramedic
- Real estate agent
- Exercise physiologist
- Sports merchandise salesperson
- Personal fitness trainer
- Ship and boat captain
- Military officer
- Probation officer
- Criminologist and ballistics expert
- Insurance adjuster
- Gambling establishment manager

ENTERTAINMENT/SPORTS

- Entertainment agent
- Radio and television talk show host
- Television producer
- Musician
- Studio, stage and special effects coordinator

BUSINESS

- Real estate broker
- Land developer
- Retail salesperson
- Car salesperson
- Management consultant
- Internet marketer
- Insurance claims examiner

TECHNICAL/ "HANDS ON"

- Electronic specialist
- Construction foreperson
- Technical trainer
- Logistics and supply manager
- Network integration specialist
- Private investigator
- Industrial mechanical engineer
- Aircraft mechanic
- Property manager
- Lawn service manager
- Developer of electronic games
- Transport coordinator
- Park naturalist
- Exercise physiologist
- Landscape architect
- Aviation inspector
- Teacher
- Audio-video and sound specialist
- Soil conservationist
- Professional photographer
- Wilderness adventure leader
- Policy/emergency services dispatcher
- Crises center worker
- Air traffic controller



Less Popular Occupations of ESTP

People with ESTP preference are less often attracted to careers and occupations that require interests or skills in the theoretical, abstract, or symbolic, such as in architecture, life, physical and social sciences, and careers in the arts or teaching. They also tend to be found much less often in organized human care roles such as psychology, health care, and the religious professions.



ABOUT US

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Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

INFJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

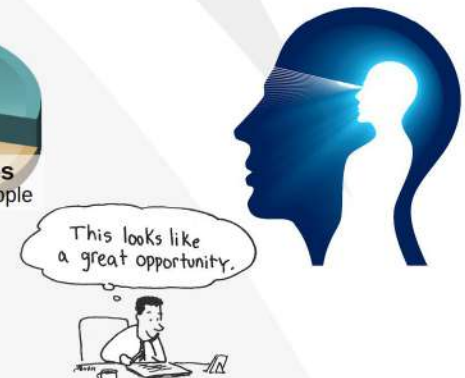
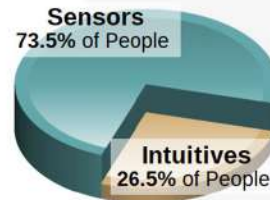
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

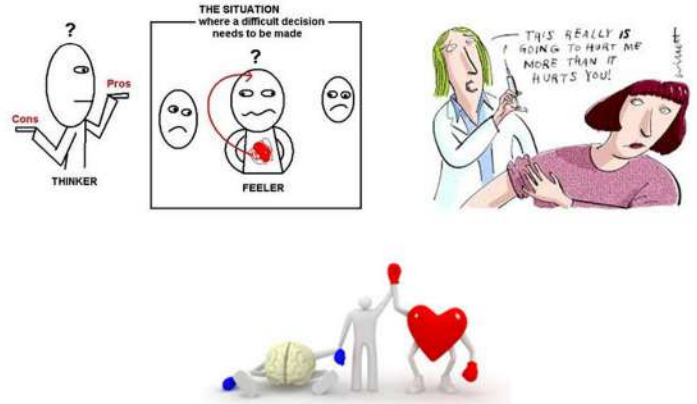
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

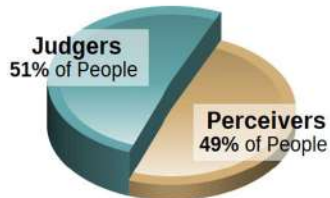
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

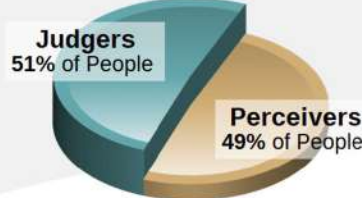
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

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INTJ

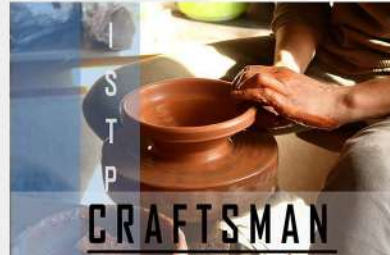


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

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ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

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ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

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INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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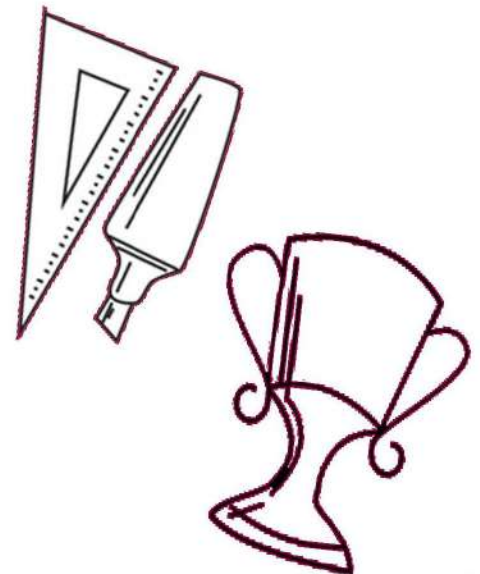
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INFJ (Guide)

INFJ Born Talents

Compassionate ہمدرد

Intense شدید

Conceptual تصوراتی

Intimate مطلع کرنا

Creative ایجادی

Loyal وفادار

Deep گہرا

Methodical ترتیب وار

Determined پرعزم

Reflective غور و فکر کرنے والا

Idealistic تصوراتی

Sensitive حساس



$$\frac{x^2 + 11}{5x - 11} = \frac{A(2x-3) + B(x+2)}{(x+2)(2x-3)}$$

$$\Rightarrow \frac{x^2 + 11}{5x - 11} = \frac{A(2x-3) + B(x+2)}{(x+2)(2x-3)}$$

$$\Rightarrow 5x - 11 = A(2x-3) + B(x+2)$$

$$\Rightarrow 5x - 11 = (2A+B)x + (-3A+2B)$$

$$10^{2t} =$$

$$(a) -1/5, (b)$$

$$(a) -1/5, (b)$$

$$3/4 10^{2t} =$$

$$(a) -1/5, (b)$$

$$(a) -1/5, (b)$$

at the value of $x=2$ in the above expression we get,

$$2 + 2(2^2)$$

$$= 2 + 2(2 \times 2)$$

$$= 2 + 2(4)$$

$$= 2 + 8$$

$$= 10$$

Answer: $c = 10$.

Comparing the coefficient of x and constant terms in both the sides

$$2A+B=5 \text{ --- (i)} \quad -3A+2B=-11 \text{ --- (ii)}$$

$$\Rightarrow B=5-2A \text{ --- (iii)}$$

Put the value of $B=5-2A$ in (ii)

Solution:

$$10^{2t} =$$

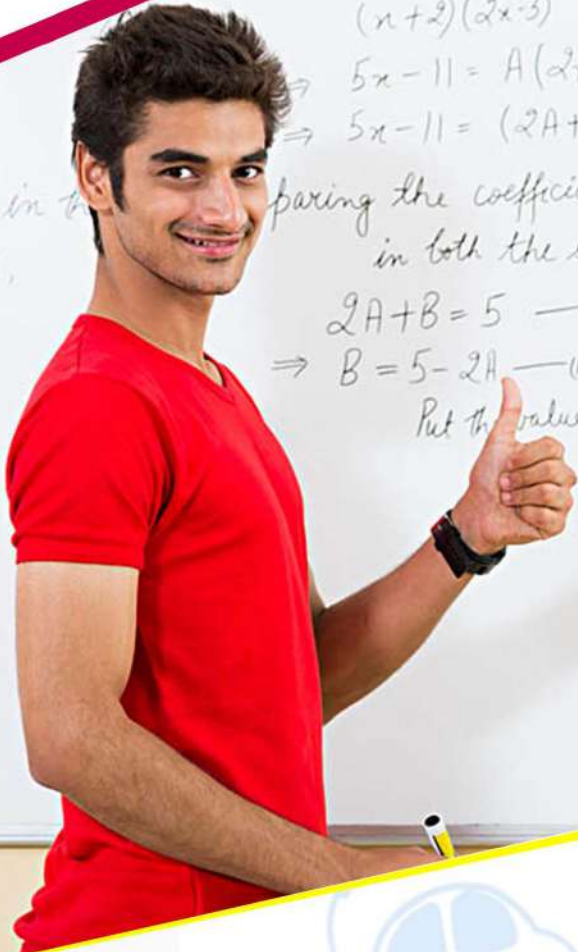
$$(10^t)^2 =$$

$$10 y =$$

$$1/10^t =$$

$$10^{-t} =$$

Answer: c



GUIDE (INFJ)

Appear private & cautious to the casual observer, share insights only with those they trust

Need uninterrupted time to conceptualize ideas & process connections

Quite inspiring & careful to understand & affirm the values of others

Organize people & resources to get a job done in a personal & caring way



What I need in a Career for it to be Satisfying

- > Work that I believe in which lets me use my imagination and creativity daily.
- > A caring and supportive environment where I am encouraged to learn, grow and develop my talents and skills.
- > The opportunity to work on a variety of issues, creating new programs, services or solutions to challenging problems that help others.
- > An environment where integrity is respected and where I am appreciated for my unique contributions.
- > Plenty of time to prepare and produce work I am proud of organize my own time, retain control and responsibility for my projects.

As an INFJ i am Good at....

- Seeing new ways of approaching problems and generating lots of options.
- Using creativity in myself and encouraging it in others.
- Expressing my ideas in ways that excite and inspire others.
- Understanding complicated issues and simplifying them for others.
- Creating and maintaining a harmonious and caring team spirit.
- Listening to the concerns of others and helping them see alternatives.

Work Related Strengths

- Integrity that inspires people to value your ideas.
- Focus and single-mindedness about projects that are important to you.
- Decisiveness and strong organizational skills.
- Creative and ability to come up with original solutions.
- Empathy and ability to anticipate others' needs.
- Perspective to see the big picture and the future implications of actions and ideas.
- Ability to understand complex concepts.
- Genuine interest in others and talent for helping others grow and develop.
- Independent streak and strong personal convictions.
- Drive to be productive and reach your goals.
- Deep commitment to work you believe in.

Work Related Blind Areas

- Single-mindedness that can result in inflexibility.
- Unrealistic sense of how long things take.
- Difficulty working on projects that conflict with your values.
- Tendency to be impractical about viability and/or feasibility of some ideas.
- Difficulty working in competitive or tension filled environments.
- Reluctance to revisit or reverse decisions once they've been made.
- Difficulty dealing with conflict and tendency to ignore unpleasantness.
- Trouble disciplining subordinates with objectivity and directness.
- Difficulty in changing plans or directions quickly.
- Difficulty in communicating complex ideas simply.
- Tendency to be judgmental.



INFJ Career Trends and Potential Strengths

Career Trends

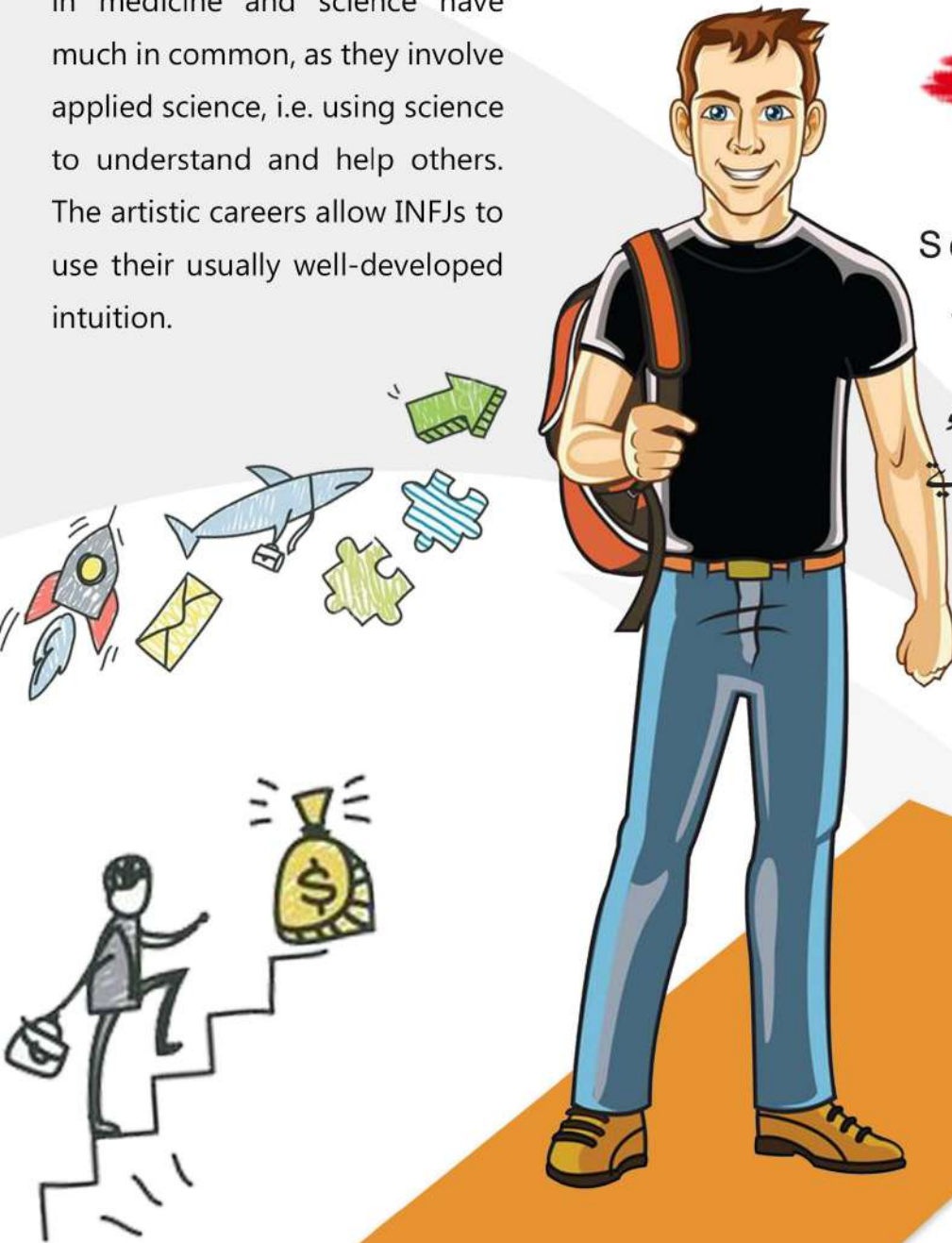
The occupations that are most popular with INFJs are found in four main areas: medicine, science, arts and education. Furthermore, the popular careers in medicine and science have much in common, as they involve applied science, i.e. using science to understand and help others. The artistic careers allow INFJs to use their usually well-developed intuition.

Potential Strengths

- Imagination
- Sense of purpose
- Creativity
- Ability to get things organized
- Can develop human resources

کیریئر ٹرینڈ :

INFJ کے پیشوں میں چار اہم شعبے پائے جاتے ہیں۔ Science Medicine اور The arts Education۔ اس کے علاوہ Science اور Medicine میں بہت سی چیزیں عام ہیں، جیسے کہ دونوں سائنس پر لاگو ہوتے ہیں۔ فنکارانہ کیریئر INFJ کو صلاحیت دیتے ہیں کہ وہ اپنی سوچنے کی طاقت کو استعمال کر سکیں۔



Popular Occupations of INFJ

People with INFJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas;

COUNSELING/EDUCATION

- Developmental psychologist
- Child welfare counselor
- Substance abuse counselor
- Social worker
- Occupational therapist
- Special education teacher
- Bilingual education teacher
- Sociologist
- Museum research worker
- Educational program director
- Parenting instructor

CREATIVE/ARTS

- Writer
- Graphic designer
- Universal design architect
- Freelance media planner
- Editor/art director
- Genealogist
- Multimedia producer
- Film editor
- Documentary filmmaker
- Set designer
- Exhibit designer
- Costume and wardrobe specialist
- Merchandise designer
- Interior designer

HEALTH/SOCIAL SERVICE

- Dir. Social service agency
- Social scientist
- Dietitian/nutritionist
- Speech-language pathologist
- Massage therapist
- Occupational therapist
- Fund-raising director
- Legal mediator
- Adult hotline care coordinator
- Crisis hotline operator
- Legislative assistant

BUSINESS

- Diversity manager (H.R)
- Corporate/team trainer
- Preferred customer sales representative
- Merchandiser planner
- Environmental lawyer
- Interpreter/translator
- Planned-giving officer
- Outplacement consultant
- Director of marketing

TECHNOLOGY

- Customer relations manager
- Staff advocate
- Human resource recruiter



Less Popular Occupations of INFJ

People with INFJ preference are less often attracted to careers and occupations in the military, corrections and protective services, construction and production, and finance/accounting. They are also typically found less often in careers characterized by a great deal of technical work, attention to detail, work that requires realistic precision or production, mechanical work, work that requires more bureaucratic management abilities, or work that may involve a significant amount of interpersonal conflict.



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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

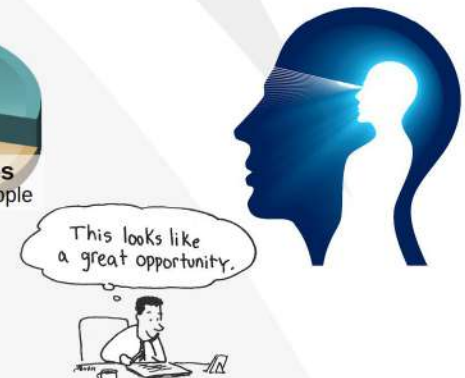
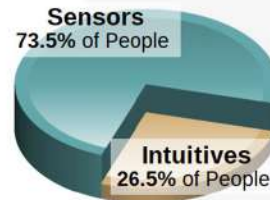
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

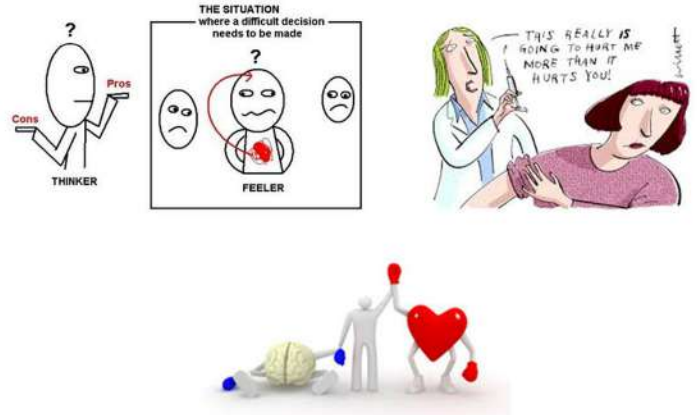
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

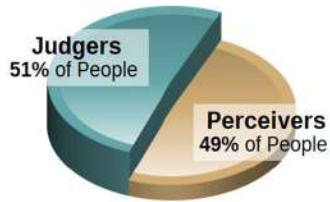
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

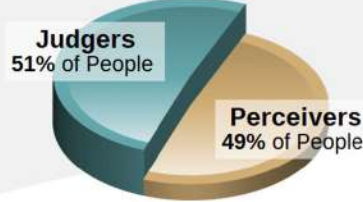
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

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INTJ

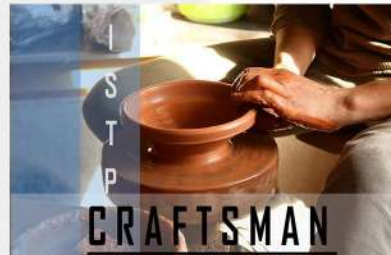


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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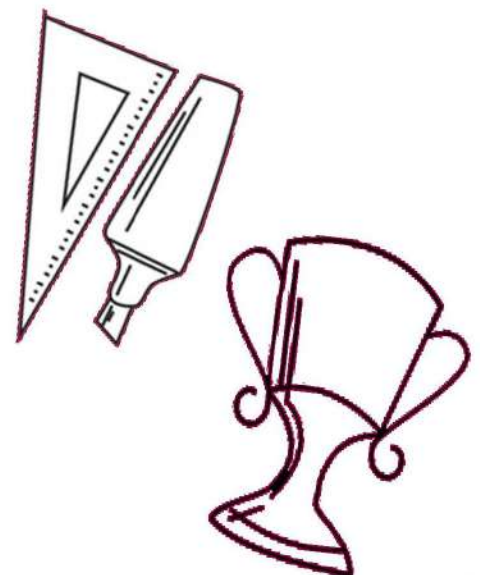
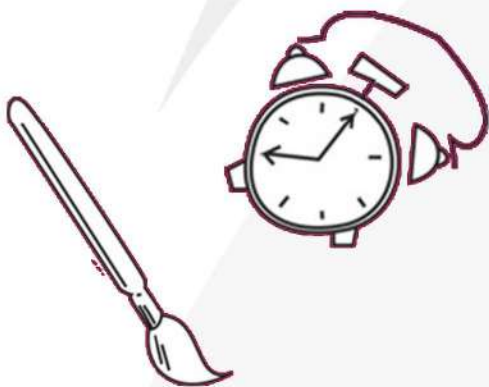
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INFP (Healer)

INFP Born Talents

Adaptable سبجھوتہ

Committed پابند

Curious تجسس

Deep گہری

Devoted جاں نثار

Empathetic ہمدرد

Gentle نرم مزاج

Idealistic تصوری

Imaginative پر خیال

Intimate مطلع کرنا

Loyal وفادار

Reticent خاموش



HEALER (INFP)

Quiet, calm, supportive listeners who are willing to hear others concerns

Explore options & find innovative, long term solutions & opportunities

Devote their attention to understanding others situations & points of view

Optimistic & see ways that change can be positive for the people involved



What I need in a Career for it to be Satisfying

- To believe completely in the value of my work and be rewarded for my unique contribution.
- The freedom to work on projects that inspire me, with plenty of time for reflection and quiet to focus in depth.
- A supportive and friendly environment, where I work with people I trust and respect.
- The opportunity to grow personally and professionally, where my originality is appreciated and encouraged.
- The chance to consider and try creative approaches to solve problems that help other people improve their lives.

As an INFP i am Good at....

- Throwing myself into projects I believe in and causes I care about.
- Working alone, without a lot of supervision.
- Solving challenges as they arise in original and creative ways.
- Listening carefully to people and engendering trust.
- Empathizing with the concerns and problems of others.

Work Related Strengths

- Thoughtfulness and the ability to focus on one issue or idea in depth.
- Eagerness to “think outside the box” and consider new possibilities.
- Deep commitment to work you believe in.
- Ability to work well alone if necessary.
- Natural curiosity and skill for getting the information you need.
- Ability to see the big picture and to see implication of actions and ideas.
- Perceptiveness about people’s needs and motivations.
- Adaptability; you can shift gears and change directions quickly.
- Ability to work extremely well with people one on one.

Work Related Blind Areas

- Need to control projects or you may lose interest.
- Tendency toward disorganization and difficulty setting priorities.
- Difficulty working on projects that conflict with your values.
- Reluctance to follow traditional ways of doing things.
- Natural idealism, which may prevent you from having realistic expectations.
- Dislike of doing things in traditional or routine ways.
- Difficulty working in competitive or tension filled environments.
- Lack of discipline about attending to and following through on important details.
- Impatience working with structures or people who are too rigid.
- Tendency to be unrealistic about how long things take.
- Reluctance to discipline direct reports and criticize others.



INFP Career Trends and Potential Strengths

Career Trends

There are two major trends in occupations that appeal to INFPs. One is occupations that allow INFPs to exercise their preferences in the language, visual and performing arts. The other is that the majority of the most popular occupations involve some kind of service to others, either helping them with physical or emotional problems or teaching.

Potential Strengths

- Sense of purpose
- Creativity
- People skills
- Adaptability
- Gentle persuasion

کیرئیر ٹرینڈ :

دوا ہم پیشے ہیں جو INFP کو پسند آتے ہیں جس میں سے ایک وہ ہے جس میں language اور آرٹ شامل ہو۔ دوسرا وہ ہے جس میں لوگوں کی خدمت کی جائے چاہے وہ کسی بھی طریقے سے ہو جس میں Emotional اور physical مسئلے ہو سکتے ہیں یا پھر استاد بن کر بھی۔



Popular Occupations of INFP

People with INFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas;

CREATIVE/ARTS

- Documentary filmmaker
- Speechwriter
- Set designer
- Film editor
- Composer
- Graphic designer
- Interior designer
- Fashion designer
- Editor/art director (Magazine)
- Multi-media producer
- Commercial artist
- Music director

EDUCATION/COUNSELING

- Researcher
- Librarian
- Educational program director
- Early childhood education teacher
- Social psychologist
- Public health educator
- Bilingual education teacher
- College administrator
- Employee assistance counselor
- Project manager
- Social worker
- High school guidance counselor
- High school art teacher
- Planned-giving officer
- Philanthropic consultant

HEALTH CARE

- Occupational therapist
- Physical therapist
- Patient advocate
- Geneticist
- Ethicist

ORGANIZATIONS/BUSINESS

- Team building consultant
- Industrial psychologist
- Human resource manager
- Conference planner
- Urban planner

TECHNOLOGY

- Customer relations manager
- Staff advocate (technology consultant)
- Project manager
- Educational software developer



Less Popular Occupations of INFP

People with INFP preference are less often attracted to careers and occupations in management, business, the military, factory work, and other fields requiring attention to detail, systematic tough minded analysis, or highly structured work. They are also found much less often in careers that require a great deal of interpersonal competition, or careers that involve a significant amount of hands-on, manual, or mechanical work, such as protective services, construction, and engineering.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

INTJ

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FEELING

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PERCEIVING

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۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
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INTROVERSION (I)

Characteristics:

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- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

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- ☆ سوچ کر بولنے والے
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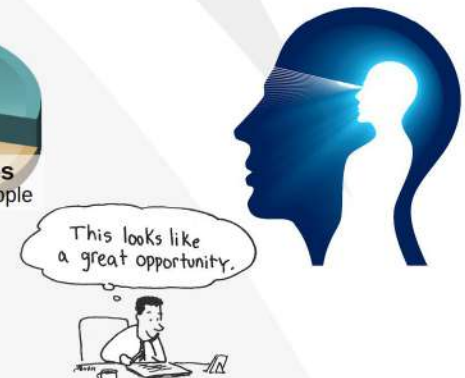
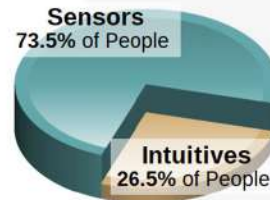
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Characteristics:

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Characteristics:

Decides with head

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Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

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☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

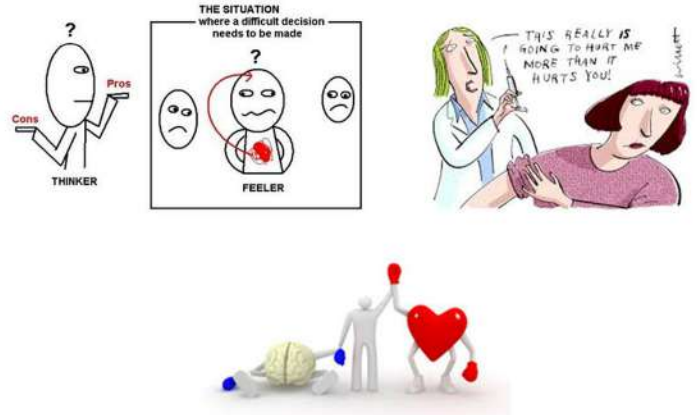
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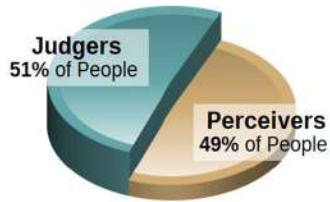
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☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

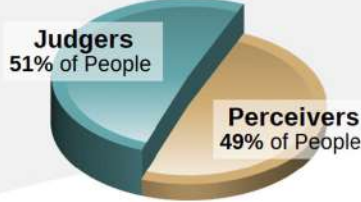
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ISTP



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ADVENTUROUS
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REALISTIC
SPONTANEOUS
INDEPENDENT

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ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

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INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

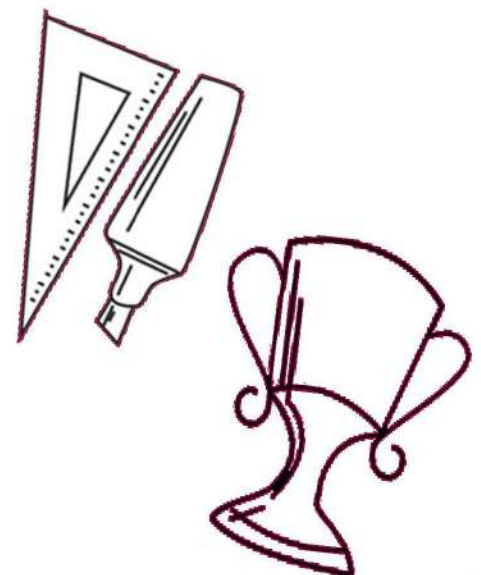
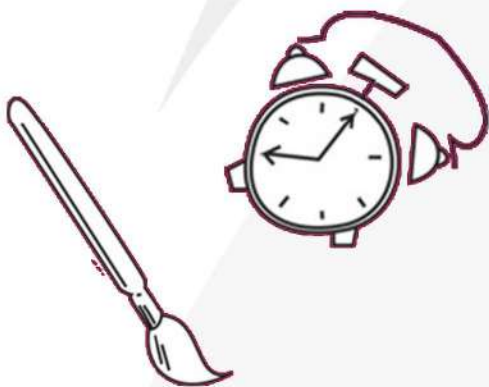
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ENTJ



- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INTJ (Mastermind)

INTJ Born Talents



Analytical تجزیاتی

Organized منظم

Autonomous خودمختار

Original اصل

Determined پرعزم

Private خفیہ

Firm مضبوط

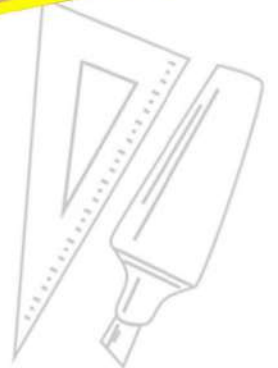
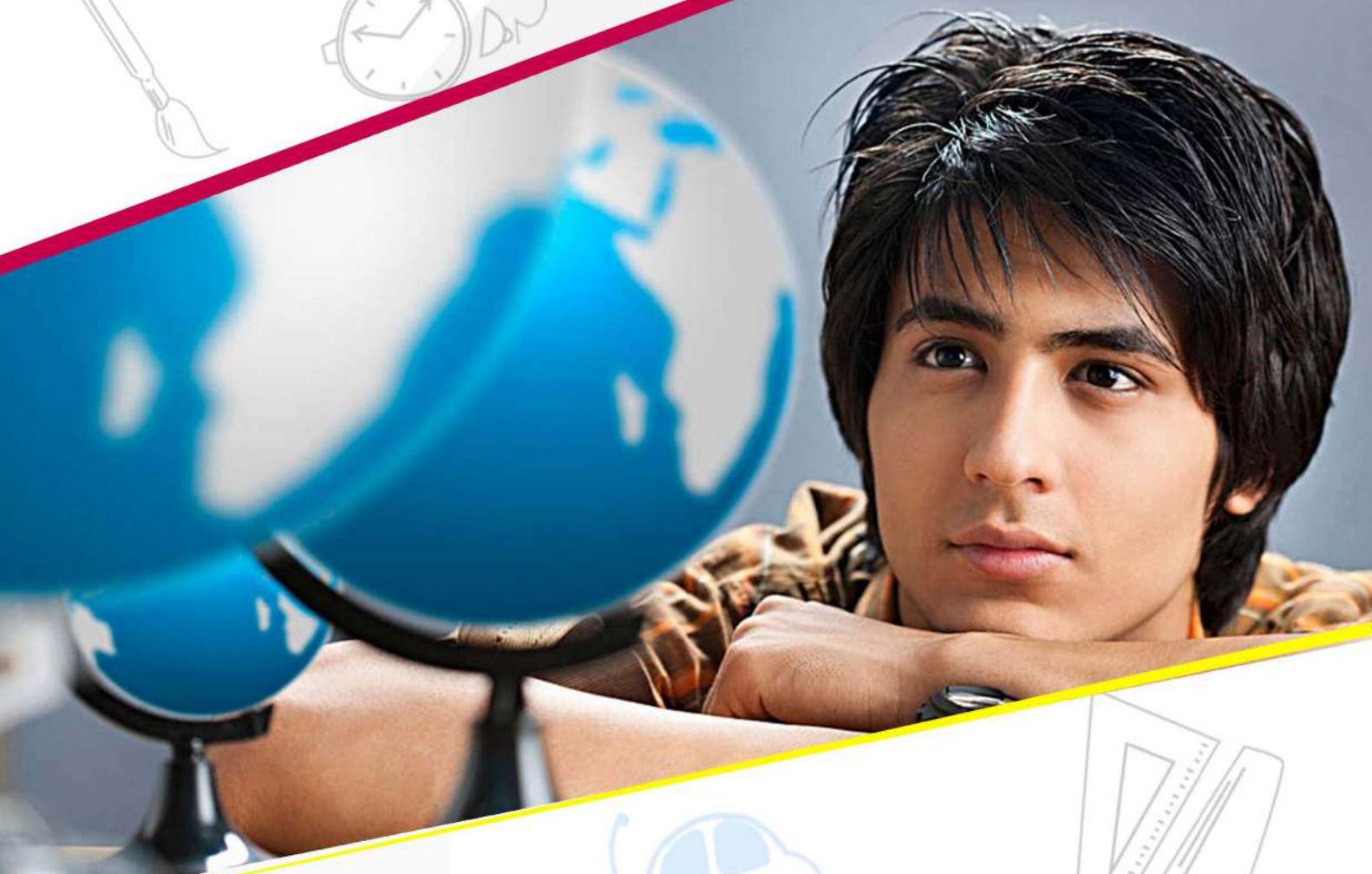
System-minded ذہنی نظام

Global عالمی

Theoretical نظریاتی

Independent آزاد

Visionary خیالی



MASTERMIND (INTJ)

Quite, reserved, & somewhat detached; need time alone to conceptualize

Comfortable directing others, but less interested in direct supervision

Critically analyze, question, & challenge everything before they accept it

Will offer advice & a solution rather than explore options



What I need in a Career for it to be Satisfying

- The opportunity to work independently, thinking things through at great depth and preparing fully before presenting my work.
- Creative and intellectual challenges that keep me stimulated and involved with my work.
- Evaluation and compensation that is based upon my perseverance and accomplishments, where I am respected by others in my field.
- The freedom to take a task and run with it, maintain control over its outcome, and use my judgment and creativity to complete it according to my own high standards of success.
- Projects that let me constantly increase my knowledge and competence and develop original solutions to new problems.

As an INTJ i am Good at....

- Brainstorming and strategizing new ways of doing things.
- Working alone for extended periods of time with great depth of focus.
- Analyzing technical problems and using logic to understand them.
- Understanding complex issues and difficult problems.
- Taking on intellectual challenges.
- Using creativity to develop ingenious and original systems.

Work Related Strengths

- Ability to focus and concentrate deeply on issues.
- Ability to see possibilities and implications.
- Enjoyment of complex theoretical and intellectual challenges.
- Aptitude for creative problem solving; ability to examine issues objectively.
- Single-minded determination to reach your goals even in face of opposition.
- Confidence and commitment to your vision.
- Strong motivation to be competent and excel.
- Ability to work well alone; independent and self-directed.
- High standards and strong work ethic.
- Ability to create systems and models to achieve your objectives.
- Comfort with technology.
- Logical and analytical decision-making skills.
- Decisiveness and strong organizational skills.

Work Related Blind Areas

- Loss of interest in projects after creative process has been completed.
- Tendency to drive others as hard as you drive yourself.
- Impatience with others who are not as quick as you are.
- Difficulty working with or for others you consider less competent.
- Brusqueness and lack of tact and diplomacy, especially when you are rushed.
- Lack of interest in mundane details.
- Inflexibility about your ideas.
- Tendency to want to improve things that don't need improving.
- Tendency to be too theoretical and not consider practical realities.
- Tendency to not adequately appreciate and praise employees, colleagues, and others.
- Reluctance to reexamine issues already decided.
- Propensity to overemphasize work life to the detriment of home life.
- Impatience with "social niceties" required of some jobs.



INTJ Career Trends and Potential Strengths

Career Trends

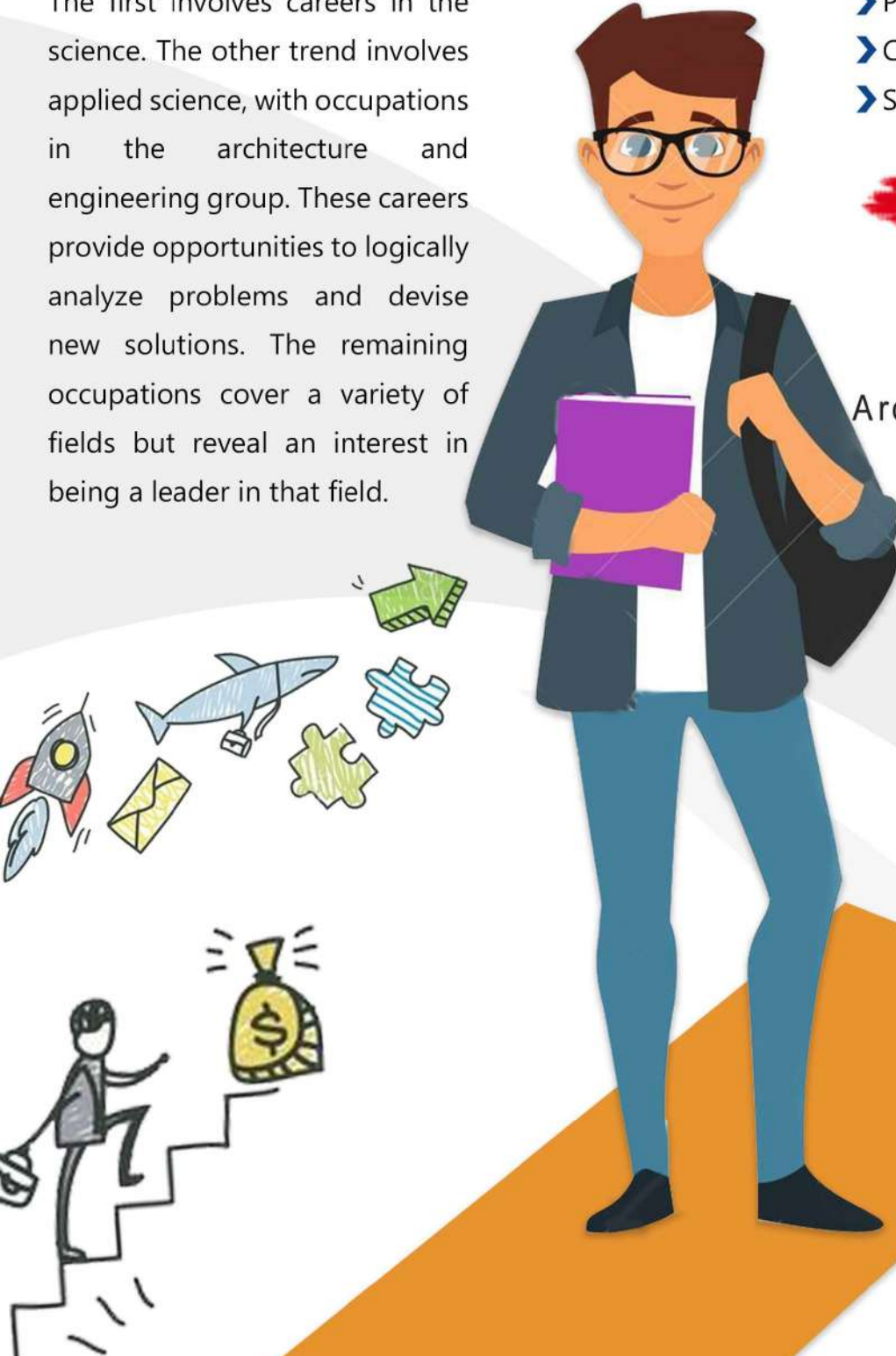
There are two major trends in the occupations that appeal to INTJs. The first involves careers in the science. The other trend involves applied science, with occupations in the architecture and engineering group. These careers provide opportunities to logically analyze problems and devise new solutions. The remaining occupations cover a variety of fields but reveal an interest in being a leader in that field.

Potential Strengths

- Long-range vision
- Analytical thinking
- Problem solving at a system level
- Conceptual design
- Skill at planning

کیریئر ٹرینڈ :

دو طرح کے پیشے ایسے ہیں جو INTJ کو پسند آتے ہیں۔ پہلا Science ہے، دوسرے رجحانات میں Architecture، Applied Science اور Engineering جیسے پیشے آجاتے ہیں۔ یہ کیریئر منطقی اور نئے حل فراہم کرنے کا موقع فراہم کرتے ہیں، باقی مختلف قسم کے کچھ ایسے پیشے ہیں جن میں وہ Leader بننے کی دلچسپی ظاہر کرتے ہیں۔



Popular Occupations of INTJ

People with INTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

TECHNOLOGY

- Biomedical researcher
- Information service developer
- Software and system researcher
- Software developer
- Network administrator
- Systems administrator
- Webmaster
- Database administrator
- Systems analyst
- Computer animator
- Local area network (LAN)
- Computer engineer
- Desktop publishing specialist
- Java programmer
- Web developer
- Application architect
- Computer security specialist
- Broadcast engineer

EDUCATION

- Academic curriculum designer
- Anthropologist
- Curator
- Historian
- Philosopher

CREATIVE

- Graphic designer
- Editor/art director
- Columnist, critic, and commentator
- Director, stage, motion picture

BUSINESS/FINANCE

- Telecommunications security
- Investment banker
- International banker
- Financial analyst
- Treasure or controller
- Private sector executive
- Business analyst

HEALTHCARE/MEDICINE

- Pharmaceutical researcher
- Biomedical researcher
- Pathologist
- Microbiologist
- Geneticist
- Biophysicist
- Experimental psychologist

PROFESSIONAL

- Management consultant
- Investment/business analyst
- Intellectual properties attorney
- Aerospace engineer
- Nuclear engineer
- Environmental scientist
- Intelligence specialist
- Criminalist & ballistics expert
- Project manager



Less Popular Occupations of INTJ

People with INTJ preference are less often attracted to careers and occupations in sales, office administration, personal care and services, health-care support, food preparation and service, and construction. They are also typically found less often in careers characterized by a great deal of nurturing work; relationship-oriented work; work that requires practical, routine production or delivery of services; or careers that depend predominantly on hands-on work, attention to detail, and/or adherence to structures imposed by others.



ABOUT US

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Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

INTP

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

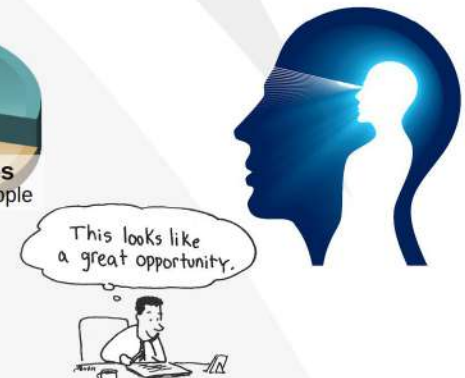
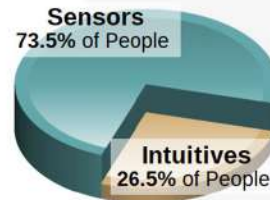
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

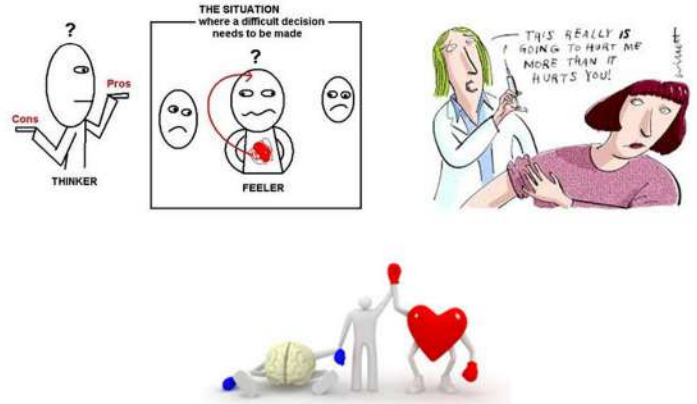
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

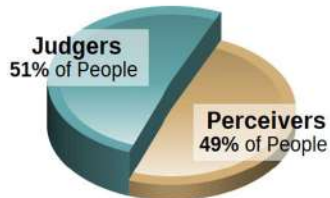
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCIEVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

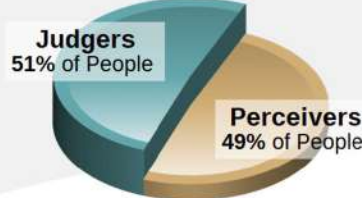
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

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ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

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INTJ



MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

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ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

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ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

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INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

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ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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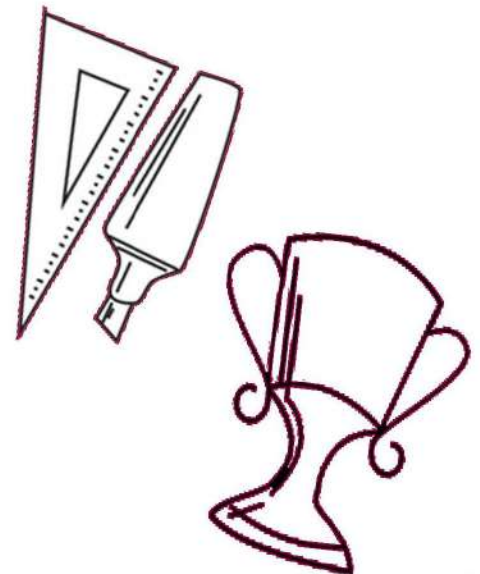
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

INTP (Conceptualizer)

INTP Born Talents

Autonomous خود مختار

Precise محضرات کرنا

Cognitive قوت

Self-determined پر عزم

Detached تہائی پسند

Skeptical مخصوص

Independent آزاد

Speculative سوچنے والا

Logical منطق

Spontaneous بغیر سوچے سمجھے کام کرنے والا

Original بناوٹ سے پاک

Theoretical نظریاتی



CONCEPTUALIZER (INTP)

Initially somewhat detached, indifferent, & impersonal

Seek to understand how things work; ask questions & offer options

Enjoy thinking outside the box & coming up with new & untried solutions

Comfortable with ambiguity & complexity; create theories, models, & framework



What I need in a Career for it to be Satisfying

- Work in depth on one creative challenge at a time, giving it my full attention without a lot of interruptions.
- The opportunity to develop innovative approaches and systems but not get bogged down in the details of implementations.
- An atmosphere of professionalism and mutual respect, where my expertise is recognized and respected and I have some say in how I am evaluated and compensated.
- An unstructured environment that encourages free thinking and improvisation, without senseless rules, unnecessary meetings or paperwork.
- The chance to logically analyze existing and potential systems and make recommendations for strategically sound changes.

As an INTP i am Good at....

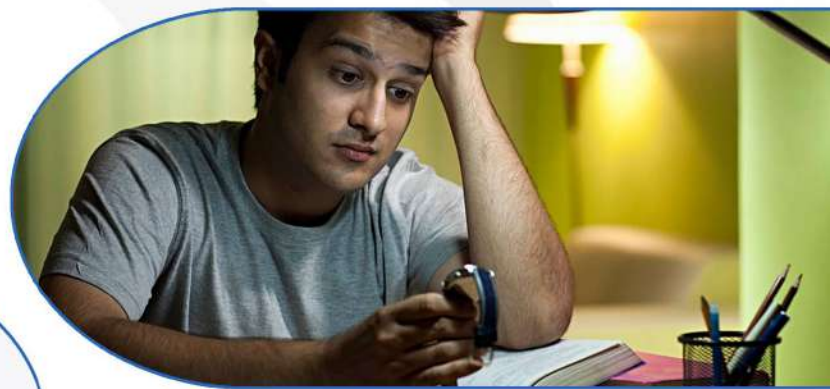
- Using creativity and insight to understand issues in depth.
- Logical analysis of complex problems.
- Working alone with great focus and concentration.
- Learning new skills and technology with ease and competence.
- Engaging in long range and strategic thinking.

Work Related Strengths

- Eagerness to “think outside the box” and consider new possibilities.
- Ability to understand very complex and highly abstract ideas.
- Great creative problem-solving skills.
- Independence; courage to take risks, try new things, and overcome obstacles.
- Ability to synthesize lots of information.
- Intellectual curiosity and skills for getting information you need.
- Ability to analyze things logically even under stress.
- Great confidence and drive to continually increase your knowledge.
- Objectivity; ability to address issues without taking them personally.
- Confidence in your ideas and vision.
- Ability to see the big picture; to see implications of actions and ideas.
- Adaptability; you can shift gears and change directions quickly.
- Comfort with technology; you’re a quick learner.

Work Related Blind Areas

- Tendency toward disorganization.
- Overconfidence; you may misrepresent your abilities or experience.
- Impatience with unimaginative and/or incompetent people.
- Dislike of doing things in traditional or established manner.
- Tendency to lose interest in projects once problems are solved.
- Difficulty in communicating complex ideas simply.
- Tendency to be so theoretical that you ignore or miss the realities.
- Undisciplined about attending to and following through on important details.
- Dislike of doing repetitive tasks.
- Impatience with structures and people who are too rigid detrimental to home life.



INTP Career Trends and Potential Strengths

Career Trends

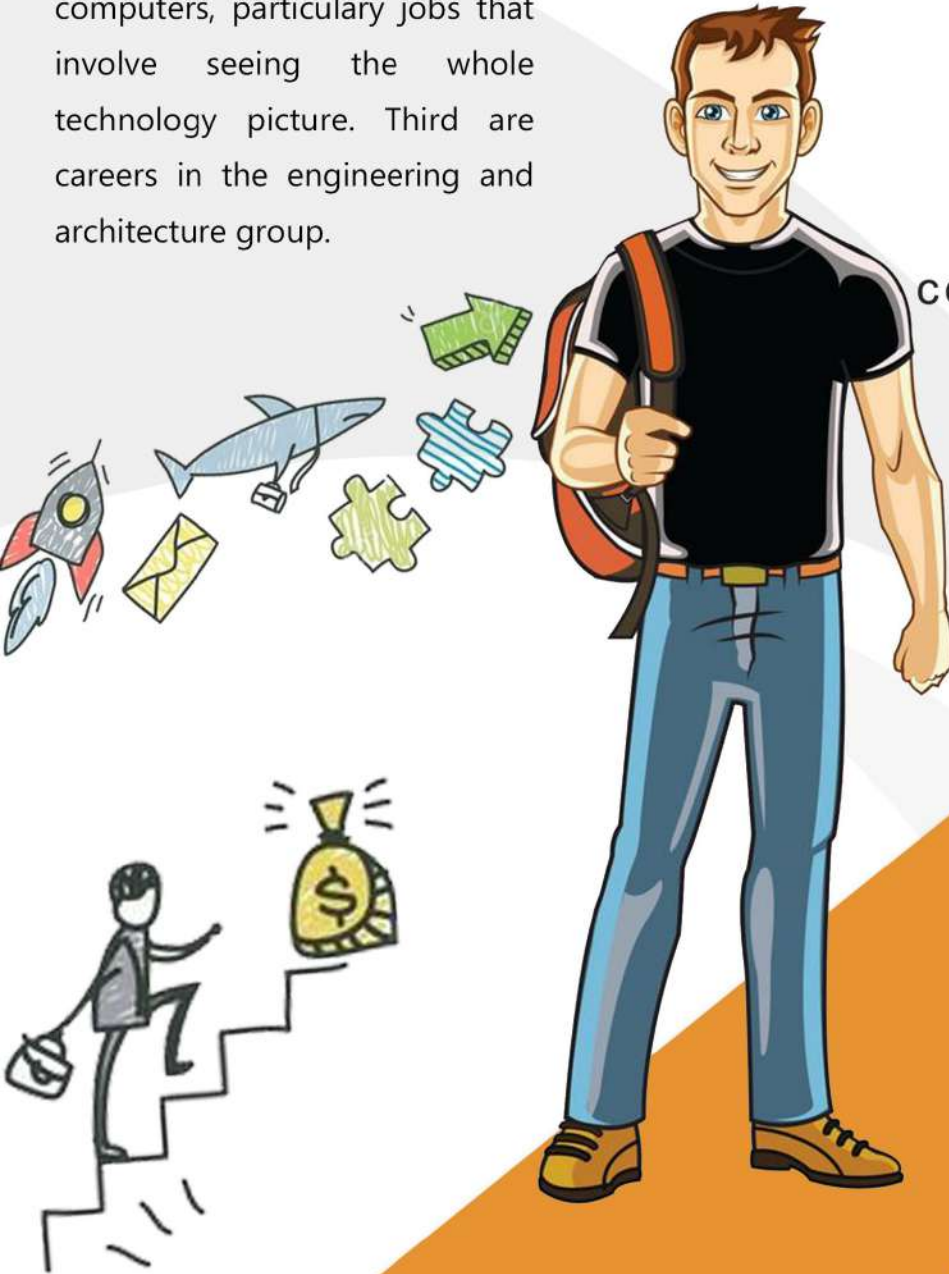
There are three trends in the occupations that are most popular with INTPs. First are careers in the arts, with an emphasis on the written word. Second are careers that involve computers, particularly jobs that involve seeing the whole technology picture. Third are careers in the engineering and architecture group.

Potential Strengths

- Analytical skills
- Problem solving at a system level
- Technical knowledge & expertise
- Adaptability
- Conceptual design

کیرئیر ٹرینڈ :

تین ایسے رجحانات ہیں جو کہ INTP کے پیشوں کے لئے مشہور ہیں۔ پہلا آرٹ ہے جس میں لکھنے کا کام بھی ہو۔ دوسرا computer کا پیشہ ہے، تیسرا پیشہ Engineering اور Architecture شعبوں کا ہے۔



Popular Occupations of INTP

People with INTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

COMPUTER/TECHNOLOGY

- Information services developer
- Computer programmer
- Network integration specialist
- Management consultant
- Desktop publishing specialist
- Webmaster
- Network administrator
- Internet architect
- Analyst
- Computer animator
- Computer engineer
- Java programmer/analyst
- Software developer
- Computer security specialist
- Internet marketer

HEALTHCARE/TECHNICAL

- Pathologist
- Geneticist
- Microbiologist
- Biomedical engineer

CREATIVE

- Theatrical producer
- Columnist, commentator
- Music orchestrator
- Director (stage, motion pic.)
- Film editor
- Graphic designer
- Art director
- Conference planner

PROFESSIONAL/BUSINESS

- Financial planner
- Investment banker
- Business analyst
- Investigator
- Entrepreneur
- New business developer
- Entertainment agent
- Intelligence specialist
- Sports agent
- Chief financial officer
- Political analyst
- Aerospace engineer

ACADEMIC

- Academic curriculum designer
- Experimental physicist
- Anthropologist
- Biophysicist
- Interpreter/translator
- Astronomer
- College life science teacher
- Mathematician
- Zoologist



Less Popular Occupations of INTP

People with INTP preference are less often attracted to careers and occupations that involve a great deal of direct human services work or that require ongoing attention to people's emotional lives or daily needs, including for example the religious professions, nursing, personal services, or teaching young people. They are also found less often in careers that involve highly structured or detail-oriented work, or require living in an environment that demands a great deal of routine, such as in military or corrections work.



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TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ISFJ

www.qamarconsulting.com

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

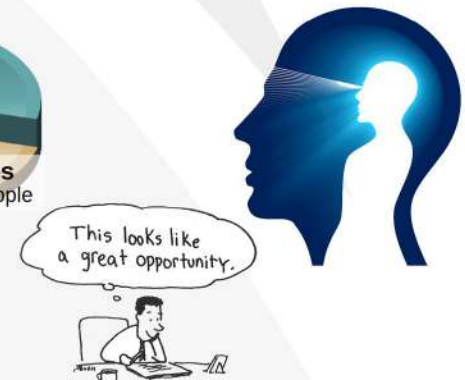
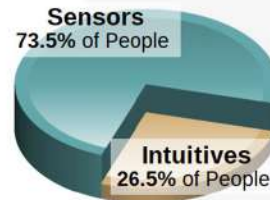
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

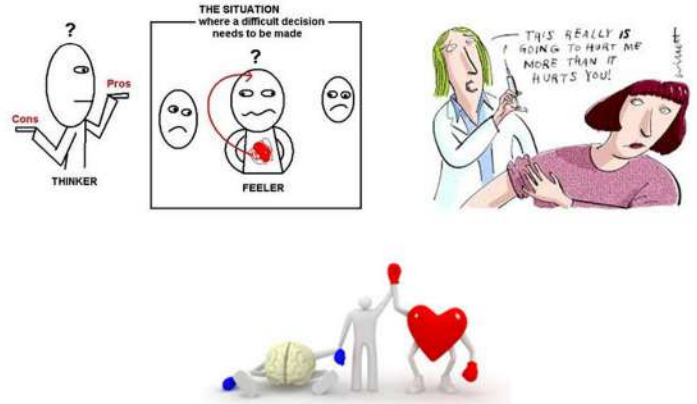
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

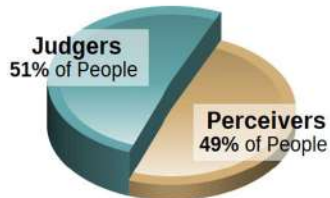
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

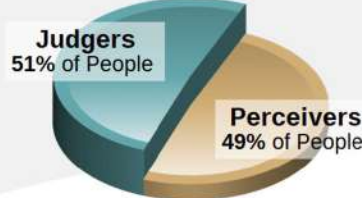
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
 LOGICAL
 ORGANIZED
 REALISTIC
 RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
 PATIENT
 PRACTICAL
 QUIET
 TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
 CREATIVE
 DEEP
 IDEALISTIC
 SENSITIVE

www.qamarconsulting.com

INTJ



MASTERMIND

ANALYTICAL
 INDEPENDENT
 ORIGINAL
 PRIVATE
 THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
 PRACTICAL
 REALISTIC
 SPONTANEOUS
 INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
 LOYAL
 SENSITIVE
 UNDERSTANDABLE
 TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
 EMPATHETIC
 IDEALISTIC
 IMAGINATIVE
 LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
 LOGICAL
 ORIGINAL
 SELF-DETERMINED
 THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
 ENERGETIC
 OUTGOING
 QUICK
 VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

www.qamarconsulting.com

ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

www.qamarconsulting.com

ESTJ



- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

www.qamarconsulting.com

ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

www.qamarconsulting.com

ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

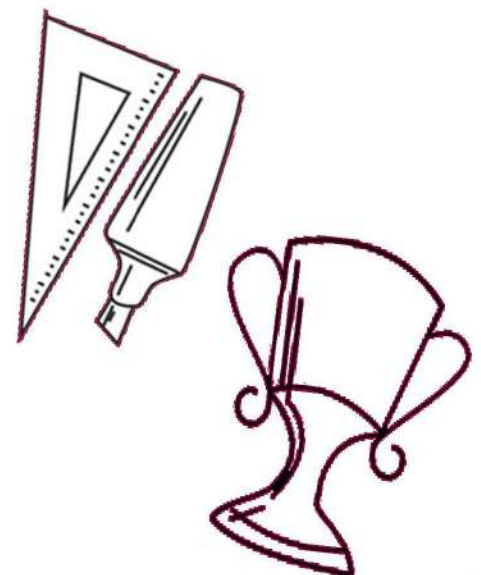
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ENTJ



- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISFJ (Protector)

ISFJ *Born Talents*

Accommodating ملنسار

Patient صبر

Detailed تفصیلی

Practical عملی

Devoted جاں نثار

Protective حفاظتی

Loyal وفادار

Quiet بر سکون

Meticulous احتیاط زدہ

Responsible ذمے دار

Organized منظم

Traditional روایتی



PROTECTOR (ISFJ)



Loyal, quiet, cooperative, and supportive

Take time to consider the situation carefully before making a decision

Considerate of the needs and situations of others

Respect traditions and conventions; take relationships and responsibilities seriously

What I need in a Career for it to be Satisfying

- The opportunity to work steadily on one project at a time, without a lot of interruptions or changes in plan.
- Work that requires accuracy and attention to detail, organization and adherence standard operating procedures.
- Work that lets me use a personal approach to helping others, preferably on a one-on-one basis.
- An environment that is structured and stable, where I know what is expected of me and I am rewarded for my hard work and contribution.
- Work that is of a practical nature and is service-oriented, so I can see that I am helping others in real and tangible ways.

As an ISFJ i am Good at....

- Working hard, doing whatever is needed until the job is finished.
- Respecting the chain of command and following necessary rules and procedure.
- Helping others by explaining tasks with patience and clarity.
- Working with routines or repeated, sequential tasks.
- Carefully and thoroughly dealing with details and documenting activities.

Work Related Strengths

- Strong work ethic; responsible and hard working.
- Excellent with routines requiring sequential, repeated procedures or tasks.
- Accurate, thorough, and careful with details.
- Enjoy being in service to others; supportive with coworkers or subordinates.
- Enjoy using established ways of doing things; respect status given by titles.

Work Related Blind Areas

- May underestimate own value; may not be assertive about their own needs.
- Frequently overworked because they take on too much.
- May not see implications of future consequences.
- May not adjust well to constant change.
- May become discouraged if they no longer feel needed or appreciated.



ISFJ Career Trends and Potential Strengths

Career Trends

There are two main groups in the occupations that are most popular with ISFJs. The large group involves jobs in office and administrative support that require careful attention to relevant details. The other group involves occupations in healthcare, where ISFJs take on a variety of roles that allow them to provide direct, practical help to others.

Potential Strengths

- Ability to get things organized
- Preserve what works
- Build consensus
- People skills
- Set up effective procedures

کیرئیر ٹرینڈ :

دو طرح کے پیشے ہیں جو کہ ISFJ میں مشہور ہیں
بہت بڑا گروپ ISFJ کا office کے اور
انتظامیہ کے کاموں میں محتاط توجہ کی ضرورت کے
حامل پیشوں کا ہے۔ دوسرا گروپ صحت سے متعلق پیشوں
کا ہے۔ جس میں وہ براہ راست
مختلف قسم کے کردار نبھا سکتا ہے اور دوسروں
کے لئے عملی مدد کرتا ہے۔



Popular Occupations of ISFJ

People with ISFJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

HEALTH CARE

- Primary care physician
- Veterinarian
- Licensed practical nurse
- Home health aid
- Massage therapist
- Biochemist
- Dentist
- Orthodontist
- Medical researcher
- Radiologist
- Anesthesiologist
- Respiratory therapist
- Pharmaceutical salesperson
- Occupational therapist
- Dental hygienist
- Surgical technologist
- Corrective therapist
- Dialysis technician

BUSINESS/SERVICE

- Franchise owner
- Lawn service manager
- Computer programmer
- Museum research worker
- Real estate broker/agent
- Bookkeeper
- Title examiner
- Preferred customer service representative
- Claims representative

SOCIAL SERVICE/EDUCATION

- Child welfare counselor
- Home health social worker
- Vocational counselor
- Special education teacher
- Farmer
- Police identification and records specialist
- Athletic trainer
- Zoologist
- Forest ranger
- Stringed instrument repairer

CREATIVE/TECHNICAL

- Artist
- Musician
- Jeweler
- Crafts maker
- Sculptor
- Baker
- Chemist



Less Popular Occupations of ISFJ

People with ISFJ preference are less often attracted to careers and occupations in economics, marketing and sales, engineering, psychology, architecture, law and administration in such tough-minded fields as military and protective services. They are also typically found less often in careers characterized by a great deal of analytically oriented technical work or a distant analytical approach to people, work that requires ongoing attention to more theoretical and symbolic information, or careers that require continual adaptation and frequent change.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

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CHAPTER 01

Know Yourself & Understand Others

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INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

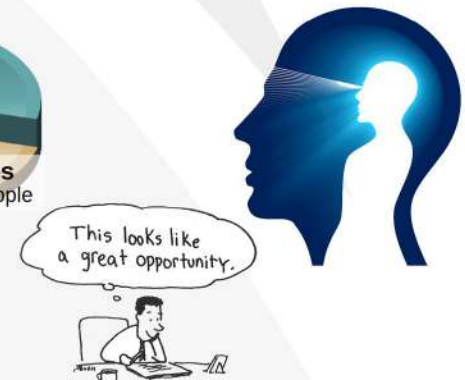
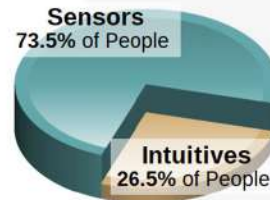
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

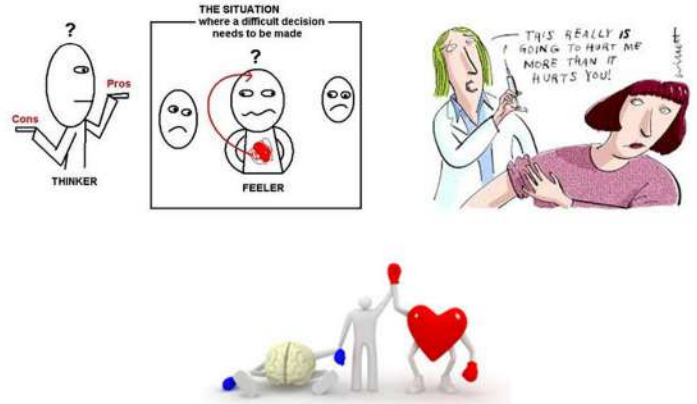
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☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

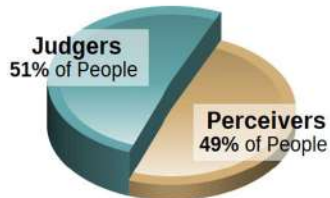
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☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

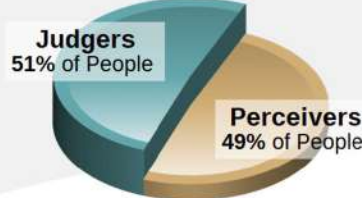
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☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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PRACTICAL
QUIET
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INTP



CONCEPTUALIZER

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SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

www.qamarconsulting.com

ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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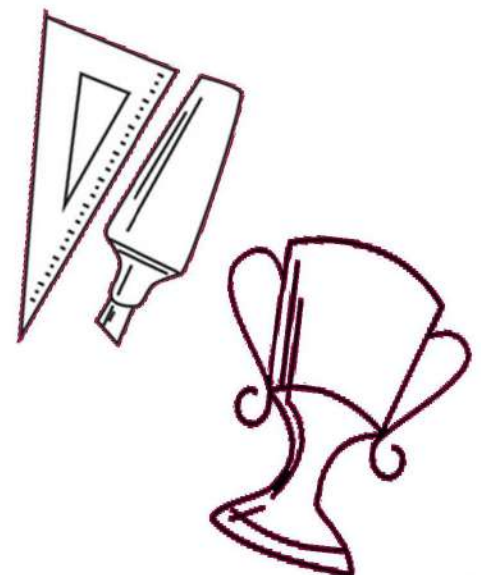
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISFP (Artist)

ISFP Born Talents



Adaptable سبجھوتہ

Modest سادہ مزاج

Caring دیکھ بھال کرنے والا

Observant پابند

Cooperative تعاون

Sensitive حساس

Gentle شریف

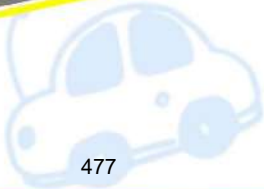
Spontaneous بغير سوچے سمجھے کام کرنے والا

Harmonious پرامن

Trusting اعتماد

Loyal وفادار

Understanding جاننا



ARTIST (ISFP)



Quietly supportive & unassuming

Stay in the background & help others in a quiet & understand way

Attuned to the needs of others & will help them deal with immediate problems

Prefer freedom & dislike being hampered by too much structure & too many constictive rules

What I need in a Career for it to be Satisfying

- An affirming, supportive, and non-competitive atmosphere without a lot of hidden political agendas.
- Work that has a real practical purpose and where I can see and experience how I am able to help other people.
- A balance between working alone and working one-on-one, where the pace of my work is within my control.
- An environment that is relaxed, without a lot of rules, rigid structure, or restrictions on my personal time.
- The opportunity to work on a variety of projects that I believe in and where each day is different from the one before.

As an ISFP, I am Good at...

- Paying close attention to details and facts of projects of interest.
- Helping others in direct and tangible ways.
- Working well as part of a team of caring people.
- Adapting well to change and approaching new situation with curiosity.
- Being supportive and helpful to co-workers, respecting supervisors and the chain of command.

Work Related Strengths

- Welcomes change and adapts well to new situations.
- Demonstrates sensitivity to people's needs and desires to help them in real ways.
- Is Practical and has realistic perceptions.
- Good common sense.
- Warmth and generosity.
- Is loyal to people and organizations you care deeply about.
- Pays attention to important details, especially those that concern people.
- Is thoughtful and has the ability to focus on current needs.
- Willing to support organization's goals.
- Has the ability to clearly assess current conditions and see what needs fixing.
- Flexibility and willingness to take calculated risks and try new approaches.

Work Related Blind Areas

- Tendency to accept things at face value and miss deeper implications.
- Inability to see opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Dislikes preparing in advance; may have trouble organizing time.
- Trouble making decisions.
- Dislikes excessive rules and overly structured bureaucracies.
- Difficulty making logical decisions if they conflict with personal feelings.
- Unwillingness to risk disharmony to fight for your idea or position.
- Tendency to become overwhelmed by large or highly complicated tasks.
- Resistance to setting long term goals and difficulty meeting deadlines.
- Difficulty disciplining direct reports or criticizing others.



ISFP Career Trends and Potential Strengths

Career Trends

Occupations that are most popular with ISFPs are found in a wide variety of fields. Most of the attractive occupations involve some kind of hands-on, practical work with a tangible outcome. Another common theme is jobs involving working with people or animals.

Potential Strengths

- Skilled at gentle persuasion
- Craftsmanship
- Adaptability
- People skills
- Can build consensus

کیرئیر ٹرینڈ :

ایسے مشہور پیشے جو ISFP کے لئے ملتے ہیں وہ بہت سی فیلڈز ہیں، جس میں کچھ دلچسپی والے پیشے جو کہ ہاتھ سے کرنے والے ہیں اور ہنرمند ہیں۔ کچھ اور کام ایسے ہیں جس میں ISFP کو لوگوں کے ساتھ اور جانوروں کے ساتھ کام کرنا اچھا لگتا ہے۔



Popular Occupations of ISFP

People with ISFP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

HEALTH CARE

- Surgeon
- Pharmacist
- Occupational therapist
- Employee assistance counselor
- Registered nurse
- Emergency medical technician
- Pharmaceutical researcher
- Recreational therapist
- Licensed practical nurse
- Cardiology technologist
- Respiratory therapist
- Medical researcher
- Radiology technologist
- Exercise physiologist
- Speech and language pathologist

SCIENCE/TECHNICAL

- Computer operator
- Systems analyst
- Aviation inspector
- Television camera operator

CRAFTS/ARTISIAN

- Musical instrument maker
- Artist
- Cartoonist
- Animator
- Sketch artist
- Tailor
- Actor
- Musician
- Gardner

SALES/SERVICE

- Merchandise planner
- Sports equipment salesperson
- Salesperson
- Home healthcare salesperson
- Teacher, (Preschool)
- Arts and manual arts therapist
- Fish and game warden
- Insurance fraud investigator
- Airplane traffic controller
- Emergency service dispatcher
- Airplane pilot
- College athletic coach
- Farmer
- Wilderness adventure leader
- Landscape designer
- Dance instructor



Less Popular Occupations of ISFP

People with ISFP preference are less often attracted to careers and occupations that require a great deal of impersonal analysis of non-tangible, symbolic and technical material, such as in the physical and life sciences, system analysis and finance. In addition, they are less drawn to highly organize and structured career that require tough minded approaches to people or things, such as in management, administration, as law. ISFPs are also found less often in the performing and fine arts and in media and entertainment.



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Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

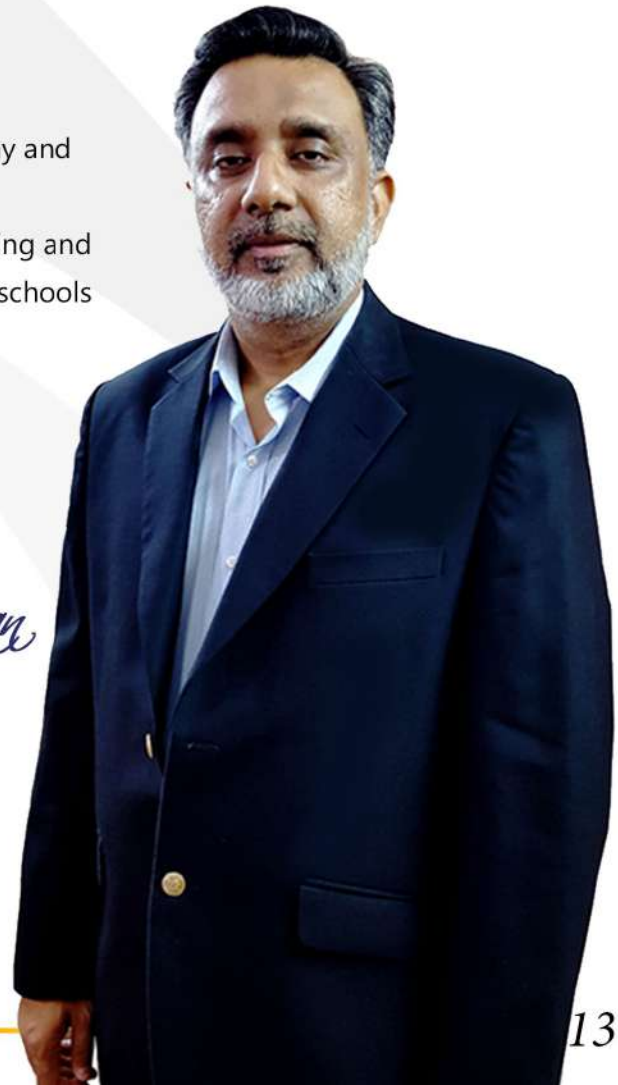
TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

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Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance



CAREER GUIDANCE KIT

ISTJ

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CHAPTER 01

Know Yourself & Understand Others

About Human Preferences

EXTRAVERSION

INTROVERSION

Where do you get your Energy from?

۱۔ آپ کو توانائی کہاں سے حاصل ہوتی ہے؟

SENSING

INTUITION

How do you prefer to take in information?

۲۔ آپ سیکھنے کے لئے کس طریقے کو ترجیح دیتے ہیں؟

THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

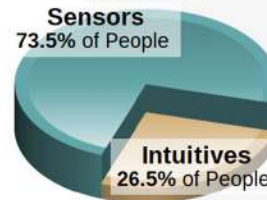
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

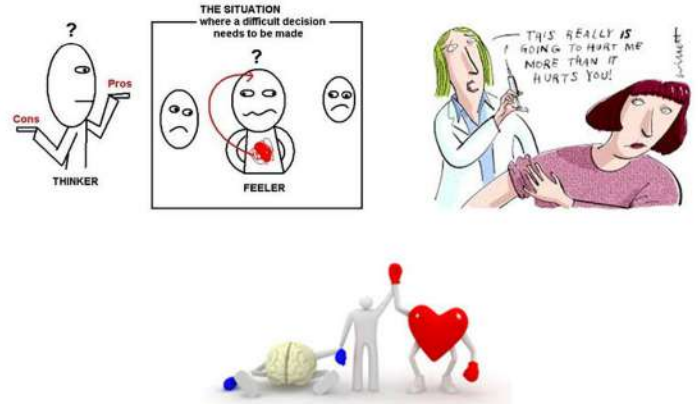
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

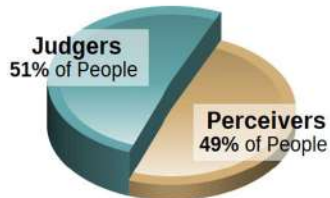
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCEIVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

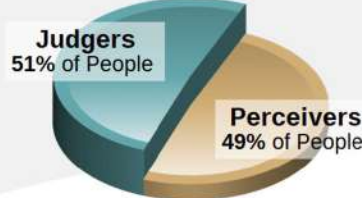
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

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ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

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INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

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INTJ

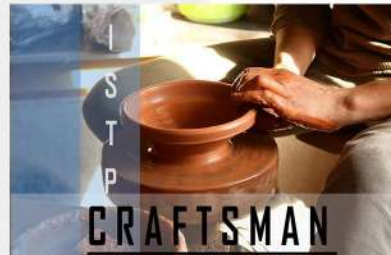


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

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ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

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ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

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INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

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INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

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Brief Overview Of 16 Personality Types

ESFP



- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

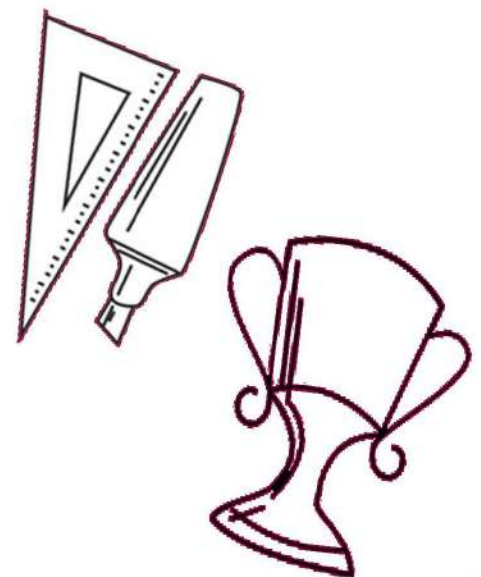
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ENTJ



- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISTJ (Dutiful)

ISTJ *Born Talents*



Depandable قابل بھروسہ

Realistic حقیقت پسند

Exacting سخت

Reliable قابل اعتماد

Factual حقیقی

Reserved تنہائی پسند

Logical منطقی

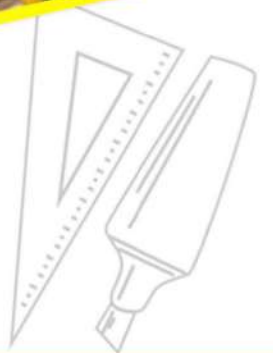
Sensible سمجھدار

Organized منظم

Steadfast ثابت قدم

Practical عملی

Through ذریعے



DUTIFUL (ISTJ)

Task oriented, independent, decisive, and matter of fact

Hold firmly to their choice & maintain the status quo

Take time to consider and weigh the information before deciding

Loyal, reliable, determined, persistent, conscientious



What I need in a Career for it to be Satisfying

- A stable and traditional work environment, with a clear reporting structure and explicit expectations.
- The opportunity to work on one project at a time, with plenty of time to plan my work and execute it without interruption.
- Work that involves real products and services, where I can see the immediate results of my efforts and where I am evaluated on my merits.
- A promotional system that rewards my hard work, experience and accomplishments with increasing levels of responsibility and compensation.
- Opportunities to develop and use my technical skills in subjects of practical value and those I fully understand.

As an ISTJ, I am Good at...

- Following and adhering to established routines and procedures.
- Working alone without being supervised or needing to socialize.
- Handling situations of high pressure and stress with calm.
- Completing all parts of my work with accuracy and precision.
- Remembering the important details of projects and not letting them fall through the cracks.

Work Related Strengths

- Precision and accuracy and desire to get the job done right the first time.
- Follow established routines and policies.
- Ability to focus and concentrate on one task at a time in great depth.
- Ability to work alone.
- Sharp organizational skills.
- Thoroughness and close attention to the specifics: facts and details.
- Belief in the value of a traditional structure and the ability to work within it.
- Great maintainer of organizations.
- Stable, dependable, and can be counted on to follow through.

Work Related Blind Areas

- May have trouble adapting to changing systems.
- May need to see practical application to accept new ideas.
- Tend not to like change; may be inflexible.
- May not understand needs different from their own.
- May underestimate themselves and their contribution to the organization.



ISTJ Career Trends and Potential Strengths

Career Trends

There are two trends in the top occupations that are most attractive to ISTJs. One is a strong trend toward engineering, allowing ISTJs to use objective analysis and problem solving to produce tangible outcomes. The other trend involves an interest in being in a management or supervisory position.

Potential Strengths

- Ability to organize tasks
- Decisiveness
- Follow-through
- Can get things done
- Maintain and preserve what works

کیرئیر ٹرینڈ :

دواہم پیشے رجحانات میں ایسے ہیں جو کہ ISTJ کو پسند آتے ہیں۔ جس میں سے ایک مضبوط پیشہ Engineering ہے۔ جس سے ISTJ کو اپنے مقصد کے تجزیے، مسائل کا حل اور ٹھوس نتائج ملتے ہیں۔ دوسرے رجحانات میں چیزوں کا انتظام اور نگرانی والے کام شامل ہیں۔ جس میں ISTJ کی دلچسپی ہوتی ہے۔



Popular Occupations of ISTJ

People with ISTJ preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

BUSINESS

- Chief information officer
- Regulatory compliance officer
- Property manager
- Construction and building inspector
- Construction manager
- Purchasing agent
- Insurance claim examiner
- Statistician
- Real estate appraiser
- Association administrator
- Home inspector

FINANCE

- Treasure , controller
- Investment securities officer
- Budget analyst
- Cost estimator

SALES/SERVICE

- Merchandise sales
- Real estate agent
- Industrial health engineer
- Commercial pilot
- Probation officer
- Flight engineer/navigator
- Immigration and customs inspector
- Forrest
- Farmer
- Electrician

LEGAL/TECHNOLOGY

- Criminalist and ballistic expert
- Court clerk
- Pharmaceutical researcher
- Geologist
- Agricultural scientist
- Reliability engineer
- Systems analyst
- Web editor
- Computer engineer
- Law researcher
- Data processing equipment repairer
- Law researcher
- Hardware engineer
- Technical writer

HEALTH CARE

- Nursing home administrator
- Radiologist
- Lab technician
- Medical researcher
- Exercise physiologist
- Orthodontist
- Environmental science technician
- Medical records administrator



Less Popular Occupations of ISTJ

People with ISTJ preference are less often attracted to careers and occupations in art, graphic design, music, photography, sales/advertising, and personal care and service. They are also typically found less often in careers characterized by a great deal of nurturing work and/or relationship oriented work, or careers that require a significant amount of spontaneous adaptation or expressiveness in a group context.



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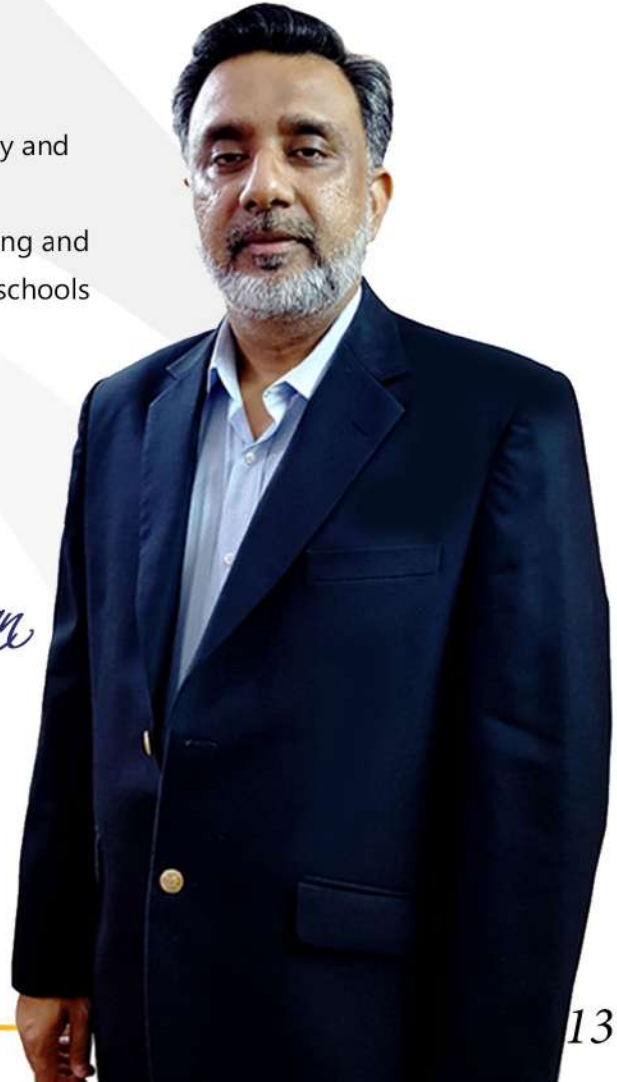
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INTUITION

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THINKING

FEELING

What process do you use to make decision?

۳۔ آپ کس طریقے سے فیصلہ کرنے کو ترجیح دیتے ہیں؟

JUDGING

PERCEIVING

How do you interact with the outer world around you?

۴۔ آپ باہر کی دنیا کو کیسے اثر انداز کرتے ہیں؟

LEFT

Right

Understanding Preferences Through Pictures

EXTRAVERSION (E)

Characteristics:

- Active
- Outward
- Sociable
- Open in communication
- Expressive in nature

صفات:

- ☆ گھٹنے ملنے والے
- ☆ کام کاج میں تیزی دکھانے والے
- ☆ نئے لوگوں کو دوست بنانے والے
- ☆ بات چیت میں مہارت رکھنے والے
- ☆ کھل کر اظہار کرنے والے

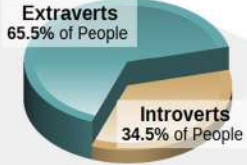
INTROVERSION (I)

Characteristics:

- Reflective
- Inward
- Reserved
- Private in communication
- Quiet in nature

صفات:

- ☆ غور و فکر کرنے والے
- ☆ لکھ کر اظہار رائے کرنے والے
- ☆ سوچ کر بولنے والے
- ☆ خاموش رہنے والے
- ☆ تنہائی پسند



Check your response which preference you prefer the most?

SENSING (S)

Characteristics:

- Pay attention to facts and details
- Present focused
- Practical
- Conserve
- Repetitive

صفات:

- ☆ اعداد اور تفصیل پر توجہ دینے والے
- ☆ حقیقت پسند
- ☆ حقائق اور اسکی تفصیل پر توجہ دینے والے
- ☆ ایک کام کو ایک طریقے سے بار بار کرنے والے
- ☆ عمل کرنے والے

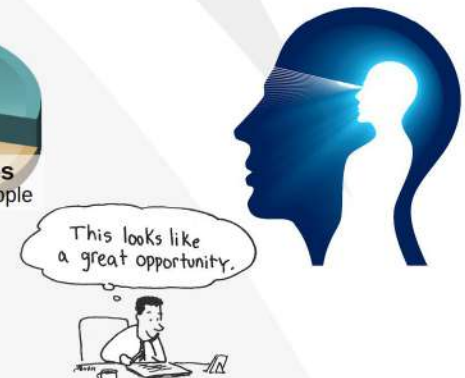
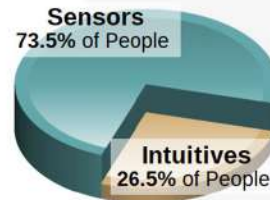
INTUITION (N)

Characteristics:

- Pay attention to patterns
- Future focused
- Imaginative
- Change oriented
- Variety focused

صفات:

- ☆ آنے والے وقت پر نظر رکھنے والے
- ☆ تبدیلی پسند کرنے والے
- ☆ خیالی سوچ رکھنے والے
- ☆ چٹھی حس پر اعتماد کر کے فیصلہ کرنے والے
- ☆ ممکنات کو سوچنے والے



Check your response which preference you prefer the most?

THINKING (T)

Characteristics:

Decides with head

Use logic

Analyze and critique

Impersonal

Concerned with truth and justice

صفات:

☆ انصاف پسند کرنے والے

☆ حق اور سچ پر فیصلہ کرنے والے

☆ تنقید کرنے والے

☆ دل کے بجائے دماغ سے فیصلہ کرنے والے



FEELING (F)

Characteristics:

Decides with heart

Use personal convictions

Empathize and appreciate personal

relationships and harmony

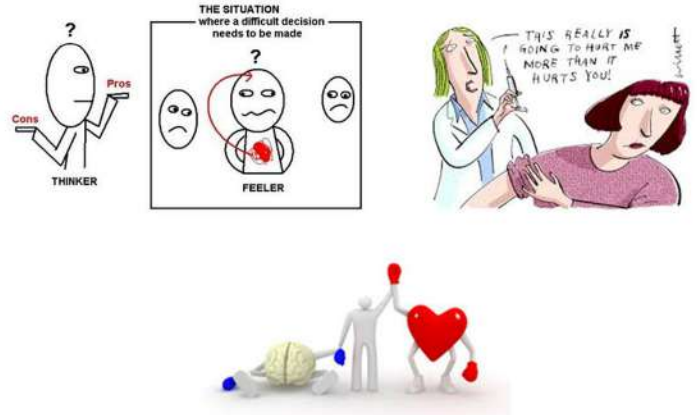
صفات:

☆ احساسات اور اتحاد کو ترجیح دینے والے

☆ دل سے فیصلہ کرنے والے

☆ رجمدلی کی کوشش کرنے والے

☆ ذہنی طور پر خود کو دوسروں کی جگہ رکھ کر سوچنے والے



Check your response which preference you prefer the most?

JUDGING (J)

Characteristics:

Organized

Control

Decisive

Deliberate

Plan

صفات:

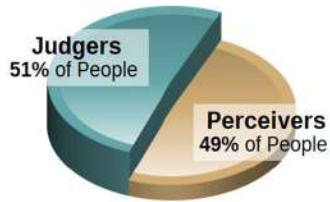
☆ وقت پر کام ختم کرنے والے

☆ وقت کی پابندی کرنے والے

☆ جلدی نتیجے پر پہنچنے والے

☆ چیزوں کو ترتیب سے رکھنے والے

☆ ہر کام کو منصوبہ بندی سے انجام دینے والے



PERCIEVING (P)

Characteristics:

Flexible

Experience

Curious

Spontaneous

Wait

صفات:

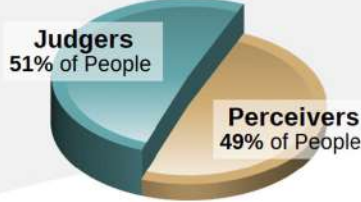
☆ نئے نئے تجربے کرنے والے

☆ آخری وقت پر کام شروع کرنے والے

☆ کام کرنے کے نئے انداز تلاش کرنے والے

☆ کام کو منصوبہ بندی کے بجائے اپنے طریقے سے کرنے والے

☆ کام کا پریشانی لینے والے



Check your response which preference you prefer the most?

Brief Overview Of 16 Personality Types

ISTJ



DUTIFUL

FACTUAL
LOGICAL
ORGANIZED
REALISTIC
RESERVED

www.qamarconsulting.com

ISFJ



PROTECTOR

LOYAL
PATIENT
PRACTICAL
QUIET
TRADITIONAL

www.qamarconsulting.com

INFJ



GUIDE

CONCEPTUAL
CREATIVE
DEEP
IDEALISTIC
SENSITIVE

www.qamarconsulting.com

INTJ

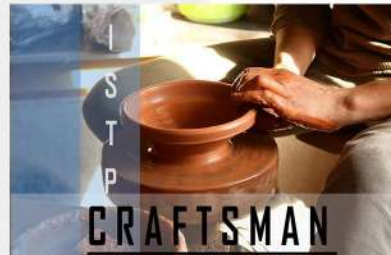


MASTERMIND

ANALYTICAL
INDEPENDENT
ORIGINAL
PRIVATE
THEORETICAL

www.qamarconsulting.com

ISTP



CRAFTSMAN

ADVENTUROUS
PRACTICAL
REALISTIC
SPONTANEOUS
INDEPENDENT

www.qamarconsulting.com

ISFP



ARTIST

CARING
LOYAL
SENSITIVE
UNDERSTANDABLE
TRUSTFUL

www.qamarconsulting.com

INFP



HEALER

DEEP
EMPATHETIC
IDEALISTIC
IMAGINATIVE
LOYAL

www.qamarconsulting.com

INTP



CONCEPTUALIZER

INDEPENDENT
LOGICAL
ORIGINAL
SELF-DETERMINED
THEORETICAL

www.qamarconsulting.com

ESTP



ACTIVIST

EASYGOING
ENERGETIC
OUTGOING
QUICK
VERSATILE

www.qamarconsulting.com

Brief Overview Of 16 Personality Types

ESFP



PERFORMER

- CASUAL
- COOPERATIVE
- FRIENDLY
- SOCIABLE
- TALKATIVE

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ENFP



CHAMPION

- CREATIVE
- ENERGETIC
- FRIENDLY
- INDEPENDENT
- RESTLESS

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ENTP



INVENTOR

- CHALLENGING
- CLEVER
- ORIGINAL
- RESOURCEFUL
- PRIVATE

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ESTJ



GUARDIAN

- LOGICAL
- OBJECTIVE
- ORGANIZED
- RESPONSIBLE
- TASK-FOCUSED

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ESFJ



PROVIDER

- COOPERATIVE
- LOYAL
- PERSONABLE
- TACTFUL
- SOCIABLE

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ENFJ



MENTOR

- ENERGETIC
- IDEALISTIC
- LOYAL
- ORGANIZED
- RESPONSIBLE

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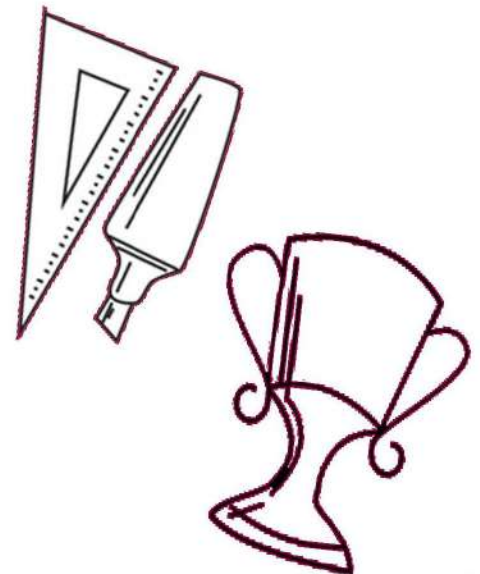
ENTJ



COMMANDER

- CHALLENGING
- DECISIVE
- PLANFUL
- STRATEGIC
- LOGICAL

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CHAPTER 02

Mapping Your Career Journey

ISTP (Craftsman)

ISTP *Born Talents*

Adaptable تبدیل ہو جانے والا

Logical منطقی

Adventurous بہادر

Practical عملی

Applied عملی

Realistic حقیقی

Expedient لائق

Resourceful وسائل ذمہ

Factual حقیقت پر مبنی

Self-determined پر عزم

Independent آزاد

Spontaneous بے ساختگی



CRAFTSMAN (ISTP)

Calm, observant, adaptable
troubleshooters
seen as detached or impersonal

Immediate, not strategic, focus;
do not like to discuss abstract
or long-range goals



Expedient & dislike any
dialogue that slows them down
or wastes their time

Impatient with ongoing
rehashing of information or
highly structured participation

What I need in a Career for it to be Satisfying

- > Work that is clearly defined and specific in nature, where I master and then use my well-developed skills.
- > The opportunity to work at my own pace, independently, without a lot of restrictions on my activities or demands on my times.
- > An environment that is relaxed and informal, where I work along side other skilled people I respect and who respect me.
- > The opportunity to engage in short-term problem solving, trouble shooting activities and crises management.
- > Work that is practical and uses my ability to make sense of things logically, work that applies my technical knowledge of how things work.

As an ISTP, I am Good at...

- Making careful, thorough observations, paying attention to details.
- Working alone with great ability to concentrate on projects that I enjoy.
- Mastering skills, especially those requiring the use of my hands or tools, using those skills with precisions.
- Working with real things and tangible products.

Work Related Strengths

- Ability to work well with defined tasks and tangible products.
- Keen powers of observation and an excellent memory for factual information.
- Ability to bring order to confusing data and to recognizable facts.
- Aptitude for working alone or alongside others you respect.
- Ability to stay calm and cool in a crisis or under pressure.
- Ability to recognize what needs doing and what is necessary to complete the job.
- Aptitude for working with your hands and with tools.
- Ability to adapt well to sudden change and shift gears quickly.
- Practicality and good common sense.
- Ability to identify and make good use of available resources.
- Flexibility and willingness to take risks and try new approaches.

Work Related Blind Areas

- Difficulty seeing the long term consequences of actions.
- Lack of interest in verbal communication, especially superficial conversations.
- Dislike advance preparation; trouble organizing time.
- Little patience for abstract and complex theories.
- Tend to be blunt and insensitive to the feelings of others.
- Tend to get bored and restless easily.
- Difficulty seeing opportunities and options that don't exist at the moment.
- Impatience with administrative details and procedures.
- Unwillingness to repeat yourself.
- Difficulty making some decisions.
- Strong independent streak and dislike of excessive rules and structured bureaucracy.
- Resistance to setting long term goals and difficulty meeting deadlines.



ISTP Career Trends and Potential Strengths

Career Trends

The main theme running through the most popular occupations for ISTPs involves applying some kind of technical expertise to a practical problem in order to produce something tangible. This is found in fields such as computers, engineering, production and electronics. ISTPs also show an interest in working outdoors.

Potential Strengths

- Analytical skills
- Problem-solving ability
- Technical knowledge and expertise
- Adaptability
- Willingness to take risks

کیرئیر ٹرینڈ :

سب سے مشہور پیشے جو کہ ISTP پسند کرتے ہیں اس میں Technical قسم کے کام آجاتے ہیں جس میں وہ کچھ الگ کرنا چاہتے ہیں یہ سب کچھ انھیں ، Engineering ، Computer Electronics اور Production کی فیلڈ میں ملتا ہے۔ باہر کے کاموں میں بھی ISTPs کو دلچسپی ہوتی ہے۔



Popular Occupations of ISTP

People with ISTP preference are often attracted to and may find satisfaction in careers and occupations in the following areas:

SALES/SERVICE/ACTION

- Child support
- Missing person investigator
- Animal breeder
- College athletic coach and trainer
- Photographer
- Criminalist and ballistics expert
- Weapons designer
- Military officer

TECHNOLOGY

- Mechanical engineer
- Agricultural engineer
- Civil engineer
- Technical trainer
- Logistics and supply manager
- Network integration specialist
- Data processing equipment repairer
- Quality assurance technician
- Systems analyst
- Home network installer
- Information processing specialist
- Soil conservationist

HEALTH CARE

- Ophthalmologist
- Orthodontist
- Emergency medical technician
- Surgical assistant

BUSINESS/FINANCE

- Claims examiner
- Management consultant
- Cost estimator
- Insurance adjuster and examiner
- Recreational facility manager
- Price analyst
- Health club manager

HANDS ON/TRADES

- Umpire/referee
- Lawn service manager
- Park naturalist
- Audiovisual/sound specialist
- Television camera operator
- Criminal investigator
- Insurance appraiser
- Flight engineer
- Farmer
- Studio, special effects specialist
- Silversmith
- Gunsmith
- Cabinetmaker and finish carpenter
- Sketch artist
- Wilderness adventure leader
- Building inspector



Less Popular Occupations of ISTP

People with ISTP preference are less often attracted to careers and occupations in health care practice, personal care and services, religious professions, arts/design/entertainment, sales community and social services, and counseling/psychotherapy. They are typically found less often in careers that require a great deal of nurturing or relationship oriented work, and work that require attention to material that is highly theoretical or less tangible.



ABOUT US

"Qamar consulting excels in generating human and organizational development solutions".

Qamar Consulting is a management consultancy firm specializes in Organization Development, Training and Development, Career & Talent Management and MBTI based counseling services. It is the leading TYPE based (using MBTI) training and consulting firm in the region that works with organizations to facilitate them in discovering their human potential and optimizing their performance. It offers services to Individuals, Institutes and Organization, whether it is small or large, profit or nonprofit sectors.

Qamar Consulting operates in the following domains:

1. Corporate Development Solutions
2. Family Development Solutions
3. Career Development Solutions

FOUNDER

Dr. Muhammad Qamar-ul-Hassan is the Founder & CEO of Qamar Consulting. He enables people of organizations to know their talents and potential and how they can improve their performance in achieving greatest success in all the lives. He was a Medical doctor and after practicing medicine for about 10 years serving in institution like Agha Khan and Ziauddin, he had quit medicine in favor of positive Psychology to facilitate health and wellbeing of the people so that they can achieve greatest success in all the lives.

TWO WORDS:

UNDERSTAND and **IMPROVE** best describe his business philosophy and work.

He has over 16 years of experience of Consulting, Training, Counseling and Research. He has worked with many organizations, universities and schools in the areas of Leadership and Management Development, Career Management, Employee Retention, Team Building, Parenting and Teaching Effectiveness to promote Better Understandings for Improved Performance.

Dr. Muhammad Qamar Ul Hassan

(CEO of Qamar Consulting)





QAMAR CONSULTING
Discovering Potential & Optimizing Performance

**No one
is *You*
and that
is your
*Power***

Best of Luck

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