

CHURCH STAFF

Myers-Briggs Personality Types

If you're at a transition point in your ministry or perhaps just getting started looking for a church position, it can be helpful to take a look at your personality type and natural "wiring." The Myers-Briggs Type Indicator (MBTI) has long been a useful personality assessment for both church staffing and the business world alike. Based on what MBTI says are strengths of each personality type, here are some ideas of what church staff roles could be a good fit with those strengths.

IMPORTANT: This is not to say that, for example, only ENFJs should be Lead Pastors. On the contrary, we've interacted with Senior Pastors of every personality type, and the same goes for every position listed. This is simply a fun guide to show some patterns we see and how some of the types' strengths could complement a ministry role well.



ISTJ

The Thorough Observer

These dependable individuals inspect what needs to be done and can be trusted to see projects through. They are goal oriented, gifted at organizing, and notoriously honest.

Church Planter,
Pastor of Administration,
Creative Arts Director



ISFJ

The Cultivating Organizer

These supporting helpers have a duty to get the job done. They are generally friendly and operate well behind the scenes. They regularly consider the needs of others and seek harmony in their environment.

Children's Minister,
Creative Arts Pastor,
Office Coordinator



INFJ

The Advocating Creative

These inspiring artisans seek beauty in their work. They are visionary in their approach and can develop a clear path for achieving common goals.

Worship Arts Pastor,
Missionary,
Children's Pastor



INTJ

The Thoughtful Architect

Planning and strategy are the hallmarks of these thinkers. They are devoted skeptics who are often thinking through long-term projects in addition to those in front of them.

Executive Pastor,
Communications Director,
Spiritual Formation Pastor



ISTP

The Exploring Builder

These adaptable workers are quick to work with changing environments. They are creative in their work and thoughtful in their relationships.

HR Director,
Executive Pastor
of Ministries,
Production Director



ISFP

The Carefree Adventurer

These kind-hearted workers prefer to let their actions speak for them. They are flexible and enjoy new experiences.

Teaching Pastor,
Children's Pastor,
Creative Arts Pastor



INFP

The Caring Listener

These altruistic idealists seek to understand others and help them move forward. They are creative and perceptive, which helps them influence others.

Pastor of Ministries,
Director of Pastoral Care,
Discipleship Pastor



INTP

The Logical Learner

These adaptable problem-solvers are life-long learners. They are continual innovators and seek to solve the complex issues they encounter.

Spiritual
Formation Pastor, Next
Gen Pastor, Executive
Pastor of Ministries



ESTP

The Social-Loving Starter

These action-oriented problem-solvers are often the center of energy in the room. They are excellent promoters who thrive on engaging work and relationships.

Women's/Men's Pastor,
Church Planter,
Connections Pastor



ESFP

The Relatable Storyteller

These outgoing storytellers relate comfortably to nearly everyone. They are gifted at helping others and making work fun.

Volunteer Coordinator,
Creative Arts Director,
Next Gen Pastor



ENFP

The Charming Creative

These enthusiastic advocates value beauty and their relationships. They are gifted at improvising creative solutions to complex challenges.

Connections/Groups Pastor,
Pastor of Outreach,
Youth Pastor



ENTP

The Debater

These outspoken inventors are continually motivated by new challenges. They avoid routines and are gifted at finding solutions to relational and analytical problems.

Marketing &
Communications Director,
Young Adults Pastor,
Teaching Pastor



ESTJ

The Driven Director

These decisive organizers are gifted at managing projects and people. They know the plan and work diligently to supervise and execute it.

Executive
Pastor of Ministries,
Executive Pastor,
Connections Pastor



ESFJ

The Selfless Contributor

These thoughtful contributors are loyal to the cause and are gifted at helping others achieve. They love a harmonious environment and are comfortable in a variety of social settings.

Campus Pastor,
Connections Pastor,
Missions Pastor



ENFJ

The Charismatic Leader

These gifted motivators are attuned to those around them. They are passionate about the potential in others and leading groups to change for the better.

Lead Pastor,
Creative Arts Pastor,
Pastor of
Outreach/Missions



ENTJ

The Strategic Leader

These strategic leaders are quick to address problems and find solutions. They are ready to assume command and are passionate about presenting their ideas.

Multi-Site Pastor,
College Pastor,
Lead Pastor

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