

INFJ

Introvert, Intuitive, Feeling, Judging

INFJs represent approximately 1% of the American population.

Potential Strengths

INFJs are complex, creative people with deep feelings and strong convictions that guide their lives. They are fascinated with original ways of looking at the world and are inspired by innovation and the chance to solve problems in creative ways. They are good at leading others toward positive changes with their gentle yet unswerving example. INFJs use their own inner vision to find meaning and new possibilities all around them.

Often somewhat reserved, INFJs have a capacity for great warmth and empathy but are most comfortable sharing those feelings once they feel they know the person. They are thoughtful and careful decision makers, often needing plenty of time to reflect on issues in depth and consider the many implications before taking action. Bound by their convictions, INFJs are people of great integrity, willing to face resistance from others without backing down. They value harmony and cooperation and use praise and affirmation to motivate and win the loyalties of others.

Potential Weaknesses

Because INFJs are so committed to their ideas and vision, even when others disagree, they can be stubborn and single-minded. They are much more excited by their own ideas and may not bother to notice the realities around them. They can become frustrated when they finally realize that their ideas are not workable. They are least interested in details and need to pay close attention to their facts to avoid making mistakes in judgment.

Since INFJs are very aware of the feelings of others, they are sensitive to criticism and adversely affected by unresolved tension or unhappiness. Because INFJs have such passionate feelings, they can be very strong-willed and may run the risk of being judgmental and rigid in their views. Once they've made up their minds, they sometimes have trouble seeing any conflicting information.

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

I need to watch my tendency to . . .

- Spend more time considering possibilities than acting on them
- Ignore the less interesting but important practical concerns
- Not admit I'm wrong and resist changing directions midstream
- Focus only on my goal and miss other opportunities along the way
- Express my values in ways that pass judgment on others
- Be inflexible about plans and arrangements

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What I need in a career for it to be satisfying

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

Careers to consider

Career Counselor	Director: Social Services	Artist
Psychologist	EAP Coordinator/Counselor	Librarian
Teacher: Humanities/Arts	Job Analyst	Playwright
Health Care Administrator	Social Scientist	Novelist
Mediator/Conflict-Resolver	Social Worker	Poet
Educational Consultant	Mental Health Worker	Designer
Priest/Clergy/Monk/Nun	Human Resources Manager	Consultant
Religious Worker	Marketer (ideas/services)	
Director of Religious Education	Organizational Consultant	

Recommendations for the job search

1. **Using my strengths, I excel when I:**
 - Thoughtfully plan out and carefully organize my career goals
 - Follow through with all phases of the job search
 - Use my creativity to develop innovative ways of presenting myself
 - Use my network of people I know well to find out about opportunities
 - Anticipate the needs of employers and create a job that meets them
2. **Avoiding my weaknesses, I need to:**
 - Pay closer attention to the details and facts
 - Ask more questions, being sure I know enough before making a decision
 - Be realistic about how long the job search may take
 - Consider more than one option at a time
 - Be willing to contact people I do not know
 - Consider objective information, not just how I feel when making decisions