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SELECTIVE  
value relationships  
**devoted** COMMITTED  
EMPATHETIC virtuous  
**I** **N** **F** **P** **LOYAL**  
creative  
**IDEALISTIC** long-range vision  
adaptable **compassionate**  
RESERVED **curious**  
**flexible concerned**  
introspective **GENTLE**  
**sensitive** caring  
original **reticent**  
**individual**  
**DEEP complex**  
appreciate nature



Source: Introduction to Myers-Briggs Type® in Organizations (4rd ed.) by Sandra Krebs Hirsh and Jean M. Kummerow



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# INFP

## Thoughtful Idealist

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### Work Style

- Communicate and persuade based on their ideals
- Draw people together around a common purpose
- Work to find matches for people in organizations
- Seek new ideas and possibilities for the organization
- Quietly push an organization to uphold its values

### Leadership Style

- Take a facilitative approach
- Prefer unique leadership roles to conventional ones
- Work independently toward their vision
- Are more likely to praise than to critique others
- Encourage people to act on their ideals

### Potential Pitfalls

- May delay completion of tasks because of perfectionism
- May try to please too many people at once
- May not adjust their ideals to the facts and logic of the situation
- May spend more time in reflection than in action

### Suggestions for Development

- May need to learn to work with what is rather than search for an ideal response
  - May need to develop more toughmindedness and a willingness to say no
  - May need to factor in facts and logic along with their personal values
  - May need to develop and implement action plans
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